

MINORITY OVERREPRESENTATION SUBCOMMITTEE

FINAL RECOMMENDATION PRESENTED TO THE
COLORADO COMMISSION ON CRIMINAL AND JUVENILE JUSTICE
March 13, 2015

FY15-MOR#1 Cultural Competency Training for all Justice System Agencies

Recommendation FY15-MOR#1 (originally FY11-MOR#1)

Require cultural competency training for all justice agencies and for all treatment and service organizations used by justice system agencies.

Discussion

This is a resubmission of an original recommendation approved by the Commission in Fiscal Year 2011. This version of the recommendation has been enhanced to include additional information and directives regarding implementation of the recommendation.

Cultural competency training is vital to move discussions of race and crime beyond “controversy and silence”¹ and should reflect the steadily growing empirical literature that has provided insights into the current state of race, crime and justice.²

Progress to date and additional implementation recommendations

Initial discussions in 2011 centered on how the Commission could assist other state and local criminal justice agencies regarding cultural competency. At the time, the Denver Police Department and the Denver Crime Prevention and Control Commission (CPCC) were working on a similar initiative and, instead of duplicating efforts; the Commission agreed that the CPCC should take the lead in developing a curriculum. During 2011 and 2012 the CPCC developed a training curriculum and presented it to the Commission twice over a two year period (2013 and 2014) for feedback.

The CPCC made additional changes to the training after the most recent presentation to the Commission in 2014, and the finalized curriculum is now available for use by other criminal justice agencies. The CPCC’s full curriculum consists of 3½ hours of interactive training.

As an example of how organizations are using this training, the Office of Community Corrections in the Division of Criminal Justice (DCJ) has piloted some of the modules with halfway house staff. Also, local law enforcement agencies have requested assistance from the CPCC to assist them in delivering training to their staff. Additionally, the EPIC office (Evidence Based Practices Implementation for Capacity) in DCJ is creating a coaching model for the Department of Corrections (DOC) to develop culturally responsive case plans.

¹ Sampson, R.J. and Wilson, W.J. (1995:35). *Toward a theory of race, crime, and urban inequality*. In John Hagan and Ruth D. Peterson (Eds.) *Crime and inequality*. Stanford CA: Stanford University Press.

² See Parsons-Pollard, N. (2011). *Disproportionate Minority Contact*. Durham: Carolina Academic Press.

MINORITY OVERREPRESENTATION SUBCOMMITTEE

FINAL RECOMMENDATION PRESENTED TO THE
COLORADO COMMISSION ON CRIMINAL AND JUVENILE JUSTICE
March 13, 2015

FY15-MOR#1 Cultural Competency Training for all Justice System Agencies

Implementation recommendation

In order to introduce this training through an established venue, the MOR Subcommittee recommends engaging with POST (Peace Officer Standards and Training³) to convert the curriculum into an approved program available for in-service training credit. Effective January 14, 2015, the Rule 28-In-Service Training Program requires 24 hours of in-service education. This continuing education is mandatory for certified peace officers who are currently employed in positions requiring certified peace officers as defined in statute. The ideal long-term plan would be for statewide implementation of the training at all criminal justice agencies, incorporating the experience and lessons learned from the POST training process.

Note that the MOR Subcommittee believes that this training should be described as *responsiveness* and *communication* rather than “cultural competency.”

³ The Colorado Peace Officer Standards and Training (POST) Board, managed by the Colorado Attorney General’s Office, documents and manages the training and certification of all active peace officers and reserve peace officers working for Colorado law enforcement agencies.