

POLICE COMMUNITY RELATIONS PLANNING AND TRAINING DEVELOPMENT

LAW ENFORCEMENT ASSISTANCE ACT
FEDERAL GRANT # 307

Project Summary

LOS ANGELES POLICE DEPARTMENT
LOS ANGELES, CALIFORNIA

1969

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PROJECT SUMMARY

One of the primary objectives of this pilot project has been to develop a human relations training program for Los Angeles Police Department personnel. At the same time, insights into the causes of tensions and conflicts in police-citizen contacts have been developed.

The main student participant has been the recruit trainee, but additional sections of human relations training have also been developed for the field officer In-Service program, Sergeant School, and the Lieutenant School.

Separate from the grant, but utilizing the same personnel, has been a course developed by Dr. J. Leonard Steinberg, the Project Consultant, on improving teaching methods for all phases of Academy training. This program involved various experts from the academic field.

Prior to the awarding of the grant, the City of Los Angeles, through the Police Department, contracted with Dr. Steinberg, a psychologist, to conduct programs in interpersonal communications training at the Police Academy. This commenced in November, 1967. The City budget funded a larger amount of this program than expected, therefore, all of the grant money was not used.

Experience has shown that it is necessary to frequently alter training in the human relations field to develop a usable package for the challenging role of the police profession today. For this reason, adjustments were asked for and received. Some programs were completed by the end of the grant period, however, work continued on these and other related projects.

The following programs have been developed, or researched, utilizing grants and City monies during the reporting period:

- I. LAKE ARROWHEAD CONFERENCES - A total of four three-day conferences for 368 personnel were held January through April, 1968, at a site out of the City to allow Department personnel the opportunity to explore police-community relations and the relationships between the many varied entities of a large city police department.
- II. FOURTEENTH ANNUAL INSTITUTE ON POLICE-COMMUNITY RELATIONS - May 19 through 24, 1968, Michigan State University.

This Department was able to coordinate the dates of the Community Relations Travel Study, outlined in item III, with the Michigan State Institute. By combining funds we were able to send twelve key personnel to the Institute and to major U.S. cities to observe special program and problems.

- III. TRAVEL STUDY OF MAJOR U.S. CITIES - May 17 through 27, 1968, March 16 through 22, 1969, and May 1 through 3, 1969. Selected members of the Department visited fourteen cities during the planning and evaluation stages of the project. Each participant surveyed the police-community programs and made an oral report to the combined Department general staff upon return.

Cities visited were:

Washington, D.C.	Gary, Indiana
St. Louis, Missouri	Baltimore, Maryland
Kansas City, Missouri	Tucson, Arizona
Houston, Texas	Chicago, Illinois
Detroit, Michigan	New York City, New York
Cleveland, Ohio	San Francisco, California
Newark, New Jersey	Oakland, California

- IV. INTERPERSONAL COMMUNICATION TRAINING - After some experimentation on project design, a program was formalized by the Project Consultant (Dr. Steinberg) and Project Coordinator (Lieutenant Ted Morton) in Interpersonal Communications for Police Recruit Training, In-Service Schools, and Supervisors Schools.

The program design consisted of in-put by a lecturer, a two-hour small group discussion and finally total group inter-action. Subjects covered are: The Changing Society, Police-Youth Attitudes, Professionalism, and Race Relations.

- V. CONFERENCE LEADER TRAINING - Fifty-four field officers and sergeants, selected for their ability to successfully communicate both from within the Department and without, received forty hours of training in conference leadership techniques by the Project Consultant and Coordinator. These officers are now used to develop responsive participation in small group discussions for recruit, advanced in-service and supervisor training classes.

- VI. POLICE COMMUNITY GROUP DISCUSSIONS - Each week recruit officers, dressed in their khaki training uniforms, are transported to different parts of the city to participate in small group discussions with hard-core unemployables, students, and rehabilitation trainees.
- VII. FAMILY CRISIS RESEARCH - As a result of viewing family crisis programs in other cities, a study was conducted on the frequency of family disputes and mentally ill calls. The services of graduate students from a local college were used in gathering this material from police reports. This information is now being projected into a course of study at the Police Academy. The course is being designed by the Department Psychologist in cooperation with representatives of the Los Angeles County Department of Mental Health.
- VIII. COMMUNITY VISITATIONS - A visitation program that started in May, 1969, in a predominantly Mexican-American neighborhood, is now being spread throughout the City in low income areas. A full recruit class of 50 to 75 officers, during their third month of training, spends one Saturday in the community learning about the cultures and ethnic differences of people. One-half of this day is spent in the home of a family living in the area.
- IX. SUPERVISOR AND MANAGEMENT SCHOOLS - Additional programs in Human Relations and Management have been designed by a local university for presentation to supervisory schools. These sessions are conducted by university personnel.

In the final grant report submitted by this Department, each of the above areas is dealt with in detail, and problems developed in programming are outlined. In addition, manuals and studies, prepared by Department personnel, are included in the final narrative report.