



**REGIONAL LAW
ENFORCEMENT TRAINING**

Active Bystandership for Law Enforcement (ABLE) 8-Hour Core Training Program

Featuring State & National ABLE Instructors, Including Existing CIRSA Members

CIRSA is excited to announce our inaugural ABLE 8-Hour Core Training Programs. Six events will be hosted throughout the state covering the key components of the Active Bystandership Program, which is designed to provide law enforcement personnel with the tools they need to intervene and receive intervention regardless of rank.

Law Enforcement agencies can send up to three officers (preferably command staff) to any of the remaining 8-hour core training programs WITHOUT having to start the application process.

REGISTRATION: 8:00 AM • TRAINING: 8:30 AM - 5:30 PM

To register, email Eileen Chavez at eileenc@cirsa.org

- Morning beverages and a catered lunch will be provided.
- The cost of the training is FREE for members, however, space is limited and registration is required.
- Members may be limited to a maximum number of attendees per event. *(Maximum of five officers per event/10 total per member over six events. Others can be waitlisted and added if available.)*
- This is a law enforcement personnel-only event.

AGENDA

8:30 AM	Welcome & Introductions
	Active Bystandership & Peer Intervention: What is it & Why it Works
12:30 PM	LUNCH
	Intervention Tools and Tactics: Developing the Skills
4:30 PM	What's Next: Questions & Closing Comments

JULY 19 Silverthorne

Silverthorne Pavilion
400 Blue River Parkway
Silverthorne, CO 80498

AUGUST 31 Trinidad

Holiday Inn Express & Suites
3130 Santa Fe Trail
Trinidad, CO 81082

OCTOBER 26 Pagosa Springs

The Springs Resort & Spa
323 Hot Springs Boulevard
Pagosa Springs, CO 81147

NOVEMBER 15 Brush!

The Course at Petteys Park
2301 Mill Street
Brush, CO 80723

The application and additional details can be found here: www.law.georgetown.edu/cics/able/apply/
If you would like help with the application process or to speak to someone regarding the ABLE Colorado program or the application process, please contact ableco@denvergov.org.



Active Bystandership for Law Enforcement (ABLE) Project FACT SHEET

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Director, ABLE Project
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ABLE Project Director
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Program

Executive Summary

Georgetown University Law Center's Innovative Policing Program, in collaboration with global law firm Sheppard Mullin LLP, created the Active Bystandership for Law Enforcement (ABLE) Project to serve as a national hub for active bystander scholarship, training, and technical assistance.

- **ABLE teaches a practical skill.** ABLE training provides practical active bystandership strategies and tactics to prevent misconduct, reduce officer mistakes, and promote health and wellness. ABLE gives officers the tools they need to overcome the powerful inhibitors to intervene in one another's actions.
- **ABLE requires agency commitment.** ABLE training is provided primarily through a Train-The-Trainer (TTT) program. To be considered for the TTT program, law enforcement agencies must commit to 10 ABLE Standards and submit four letters of support - one from the agency head (e.g., Chief/Sheriff), one from the locality head (e.g., Mayor/County Executive), and two from community groups vouching for the agency's commitment to ABLE. These Standards are meant to ensure that ABLE training is effective at preventing harm and changing culture.
- **ABLE is evidence-based.** The ABLE Project is unique in how carefully the training is built upon decades of research, field studies, and on-the-ground experience. When based on sound research, active bystandership works and can be taught.
- **ABLE is widely supported.** Officers, departments, civil rights/social justice groups, and members of the community embrace ABLE. More than 100 law enforcement agencies have made public commitments to ABLE, including The New York City Police Department, the New Orleans Police Department, the Philadelphia Police Department, the Dallas Police Department, the Seattle Police Department, the Washington State Criminal Justice Training Commission, the Northern Virginia Criminal Justice Training Academy, the New Hampshire Police Standards and Training Council, the Clemson University Police Department, the Wilmington North Carolina Police Department, and many others.
- **ABLE is not a reporting program.** ABLE is not a disciplinary program or a reporting program. If an action is reportable before the



implementation of ABLE, it remains reportable after the implementation of ABLE. ABLE simply teaches officers a new skill - a better way to do something many want to do anyway - and seeks to promote a departmental culture where the use of that skill is encouraged, accepted, and even rewarded.

- **ABLE is tested.** The ABLE Project is founded upon the scholarship and research of Dr. Ervin Staub, professor emeritus, U. Mass. Amherst. Dr. Staub worked hand in hand with other experts and the men and women of the New Orleans Police Department to develop the country's first department-wide peer intervention program, called EPIC (Ethical Policing Is Courageous). EPIC has been in use successfully in New Orleans since 2015.
- **ABLE is adaptable.** No matter what police departments or public safety look like tomorrow, we still will need active bystandership training.

The ABLE Project Mission

The mission of the ABLE Project is simple and straightforward.

- Ensure every police officer in the United States has the opportunity to receive meaningful, effective active bystandership training.
- Produce and serve as a clearinghouse for thoughtful and sound training materials, including curricula, lesson plans, presentation materials, and teacher's aides.
- Provide guidance to police agencies and communities that want to develop meaningful active bystandership programs and build the cultures that sustain them.
- Establish standards and benchmarks for effective active bystandership programs.
- Serve as a hub to connect ABLE partners agencies, community groups, and other organizations across the U.S.

ABLE Project Programs

The ABLE Project offers different active bystandership programs for law enforcement agencies of all sizes.

- **ABLE Train-The-Trainer Events.** ABLE Train-The-Trainer events are offered free of charge to agencies willing to commit to the 10 ABLE Standards available [on the ABLE website](http://www.law.georgetown.edu/ABLE). Interested agencies must

submit FOUR letters of support in conjunction with their applications: One letter from the agency head (chief/sheriff/director), one letter from the locality head (mayor/county executive/governor), and two letters from community groups vouching for the agency's sincerity in implementing ABLE.

- **ABLE Academy/POST-Focused Train-The-Trainer Events.** The ABLE Project is working with a number of statewide and regional academies and standards-setting agencies to offer dedicated Train-The-Trainer events for those organizations.
- **ABLE Overview Programs.** The ABLE Project from time to time holds "virtual open houses" to provide more information about active bystandership generally and the ABLE Project in particular. The first Open House was held in July 2020, and is available for [free viewing on YouTube](#).
- **Exclusive Learning Sessions.** ABLE participants are invited to participate in free, dedicated online workshops. These workshops provide implementation support and ongoing training and networking opportunities for agencies accepted into the ABLE Project.
- **Command Staff "Lunch & Learns."** Upon request and subject to availability, the ABLE Project offers free virtual overview programs to law enforcement agencies looking to participate in the ABLE Project.
- **Complementary Programs.** The New Orleans Police Department, in partnership with Loyola University New Orleans Law School, holds an annual Executive Leadership Conference focusing on peer intervention. More information about the conference can be found [on the EPIC website](#). The ABLE Project is proud to support this conference.

How We Know Active Bystandership Training Works

While it is hard to quantify the success of active bystandership training because, in most cases, when it works, nothing happens, we have strong evidence it is effective.

- Dr. Ervin Staub and other scholars have studied active bystandership for decades. Their research confirms the skills necessary to intervene successfully can be taught and learned.



- Dr. Staub and others have conducted extensive field experiments that show the inhibitors to an intervention can be overcome even in hierarchical environments.
- Other national problems have been successfully mitigated using active bystandership techniques, including drunk driving, mistakes in surgery, pilot errors, and sexual assaults on campus.
- The on-the-ground experience of the New Orleans Police Department evidences the success of the ABLE principles. The NOPD developed and implemented a successful bystandership program called EPIC (Ethical Policing Is Courageous) in New Orleans in 2015, much of which served as the foundation for the ABLE Project.
- A survey of police officers in New Orleans showed officers who have gone through EPIC training perceive themselves as being more likely to intervene in another officer's actions.
- The ABLE Project's Research Advisory Board, composed of leading researchers from across the country, has assisted our team in the development of pre- and post-implementation surveys that are administered to officers of all ABLE agencies before and after receiving the training. The survey is designed to measure changes in attitudes, perceptions of culture, and self-reported behaviors related to intervention. The ABLE team continues to work with the Research Advisory Board and with external partners to develop additional metrics for program evaluation.

ABLE History

The ABLE Project was launched in June 2020, but is built upon decades of research, field studies, and on-the-ground experience.

- Dr. Ervin Staub, Professor Emeritus at the University of Massachusetts and the founder of the Psychology of Peace and Violence Program, has studied active and passive bystandership for decades. Following the Rodney King beating, Dr. Staub was engaged by the LAPD to create active bystander training for law enforcement officers.
- The 2012 New Orleans Consent Decree incorporated a requirement that NOPD teach peer intervention to its officers.
- In 2014, civil rights lawyer Mary Howell, social activist Ted Quant, psychologist Dr. Joel Dvoskin and others proposed incorporating an active bystandership training recommendation in the President's Task Force on 21st Century Policing Report.



- In 2014 and 2015, the New Orleans Police Department worked with Dr. Staub, Dr. Dvoskin, community members, and other experts to develop the country's first department-wide active bystandership program, called EPIC (Ethical Policing Is Courageous).
- The push to develop EPIC came from NOPD rank and file officers, working closely with Department leadership and community members, looking for a way to protect the public and save careers at the same time.
- In June 2020, following the tragic killing of George Floyd, Georgetown University Law Center's Innovative Policing Program, in collaboration with global law firm Sheppard Mullin LLP, created the Active Bystandership for Law Enforcement (ABLE) Project to serve as a national hub for active bystander scholarship, training, and technical assistance. The ABLE Project is housed within Georgetown's existing Innovative Policing Program, led by Professors Christy Lopez and Rosa Brooks. The creators of the New Orleans EPIC program remain significantly involved in the ABLE Project. The New Orleans Police Department has committed to the ABLE Standards and has had several instructors certified as ABLE instructors via the Train-the-Trainer program.
- In September 2020, the ABLE Project began working with the FBI National Academy (NA), the country's premier education program for law enforcement executives, to bring the ABLE Project to even more agencies and communities across the country. Among other things, the FBI NA will incorporate active bystandership training taught by ABLE-certified professional NA instructors for all NA attendees and will give NA participants the option of taking a two-day ABLE certification program while at the NA to become an ABLE-certified instructor.

ABLE Resources

The ABLE Project is always evolving. We continue to expand our training offerings and expand the resources available on our website. Here is a look at the resources that are or soon will be available via the ABLE Project web site:

- **Caselaw Digests.** Federal and state law regarding the civil and criminal liability of bystander officers continues to evolve. The ABLE Project website will provide a digest of relevant federal and state bystander caselaw.



- **Statutory Digests.** Legislatures across the country are actively seeking to impose requirements for officers to intervene to prevent wrongdoing. The ABLE Project website will track these legislative efforts.
- **Policy Best Practices.** To participate in the ABLE Project, law enforcement agencies must adopt certain policies designed to create a culture in which active bystandership will thrive. The ABLE Project website will provide a collection of model policies to assist agencies in adopting best practices in these areas.
- **Online “ABLE Shorts” Video Series.** To give agencies and communities a deeper understanding of what active bystandership is and how it works in the context of policing, the ABLE Project will host a series of brief Zoom interviews with thought-leaders in the areas of policing, social justice, civil rights, teaching, psychology, and related fields.
- **Implementation Technical Assistance.** The ABLE Project provides law enforcement agencies accepted in the program with a wide variety of free implementation support. For agencies that require additional assistance, the ABLE Project website will offer a list of individuals and agencies offering free support.

For more information regarding the ABLE Project, please visit <https://www.law.georgetown.edu/ABLE> or email ABLE@georgetown.edu.