MHRAC Training Subcommittee Report

2023

Co-Chairs Paula Burton & David Ley

Pursuant to DOJ Consent decree: Paragraph 111: The Advisory Committee shall analyze and recommend appropriate changes to policies, procedures, and training methods regarding police contact with individuals with mental illness. Paragraph 113: The Advisory Committee shall also be responsible for …identifying training needs, and providing guidance on effective response to a behavioral crisis event.

MHRAC Training Subcommittee participants include: representatives from APD CIU, APD BSD, APD Academy, ACS, NAMI Albuquerque, AFR.

MHRAC Training subcommittee set the expectations that training in CABQ, APD and ACS on mental illness and homelessness are consistent across trainings. We expect trainings to be developed from a needs assessment, to include learners guide, instructors guide, training materials and evaluations. MHRAC Training Subcommittee prioritizes trainings to include the experiences of persons with mental illness and homelessness.

**2023 Accomplishments of MHRAC Training Sub-Committee and CIU:**

• The MHRAC Training subcommittee continued to meet bimonthly throughout the year.

• The combined MHRAC and CIU training committee continued to review and advise on improving the CIT and Academy behavioral health trainings. The Subcommittee reviewed Reality Based Training curricula for officers.

The Subcommittee was pleased to assist the Department in developing a video describing the department’s approach and process in responding to Certificates for Evaluation. The video was distributed throughout BH providers and hospital systems in Albuquerque, with positive feedback received from several local clinical psychologists.

ABQ NAMI established an office in the Gateway Center and is partnering closely with ACS and Gateway programs on lived-experience trainings, including providing NAMI trainings in their auditorium.

MHRAC Training Subcommittee worked closely with Academy on Reality-Based Training scripts involving BH and homeless related issues.

MHRAC Training Subcommittee supported and encouraged inter-program trainngs between APD, AFR and ACS on shared incident coordination protocols.

As the CASA changed over the year, with updates and changes to monitoring, MHRAC Training Subcommittee worked with APD to review e-cit goals and percentages and maintain MHRAC priorities.

MHRAC Training Subcommittee supported ACS engagement with local providers of healthcare to unhoused persons in order to increase ACS staff awareness of local resources and services for community members they engage.

MHRAC Training Subcommittee worked with MHRAC Co-Chairs and APD to establish process for review of BH-related Officer-Involved Shootings and identification of training-related items. A first review was conducted in Fall of 2023.

• Over 2023 MHRAC Training Subcommittee worked closely with leadership of Albuquerque Fire and Rescue to enhance training consistency on mental illness and homelessness issues between departments in partnership with APD and ACS.

• Training plans and curriculum for Mobile Crisis Team officers and therapists was reviewed and advised by committee. Established training plan for MCT clinicians within ACS was continued.

• APD CIU department provided :

* CIT 40 hour:  3 classes in which 111 people were trained, mostly APD but included Sandia Pueblo PD, VA police, District Attorney agents, BCSO and FBI;
* ECIT: 11 classes training a total of 254 officers
* Telecommunicators: 10 classes training 72 dispatchers and call takers
* CIU also trained the entire APD system for the bi annual mental health update required by the state.  Over 20 classes 802 officers were trained.

**Albuquerque Community Safety Department Training Update in 2023:**

35 ACS employees have completed training in 2023. New ACS employees receive up to 360 hours of training over 9-weeks, including classroom and On-the-Job training. We are in the process of increasing the training academy to 3-months which will bolster the behavioral health training. Some ACS training topics include behavioral health elements including a dive into some of the behavioral health symptoms frequently encountered when serving the community, trauma-informed care, and self-care for First Responders. Other topics covered include essential diversity, equity, inclusion topics, motivational interviewing, situational awareness/scene safety, and laws that affect Responders’ work in the field. We wrap up classroom training with WECARE focusing on active-learning skills and safety. This training is an intense, reality-based training with exercises focused on de-escalation and conflict resolution. Trainees will actively participate in realistic scenes, provide and receive constructive criticism from other Trainees, training staff, and the team that provides WECARE. Themes include: implicit bias and cultural humility, the neurobiology of safety and threats, understanding conflict, conflict management styles, conflict resolution processes, and the root causes of conflict.

**Training Subcommittee Future Goals/Priorities (over 2024):**

Will merge with Info-Share Committee to continue ongoing MHRAC work.

Work with APD Academy on training schedule, curricula and plans related to homelessness.

• Continue work with Albuquerque Community Safety department on ongoing development of training strategies for ACS staff and programs.