



DEPARTMENT OF EMERGENCY SERVICES & PUBLIC PROTECTION POLICE OFFICER STANDARDS & TRAINING

To: Connecticut Chiefs of Police
Connecticut Police Training Officers
Connecticut State Police Resident Troopers
Connecticut State Police Training Academy

From: William E. Tanner, III
Field Services Training Division

Date: February 7, 2025

Subject: **Anti-Racism Train-the-Trainer**

Tuition: **No Cost**

COURSE ANNOUNCEMENT

The Department of Emergency Services and Public Protection, Police Officer Standards and Training Council's Field Services Training Division in partnership with Eastern Connecticut State University (ECSU) is providing a two (2) part seminar entitled ***Anti-Racism Train-the-Trainer*** that will be held on **Monday, April 21, 2025, and Monday May 5, 2025, from 10:00 AM to 2:00 PM each day.** **Both sessions must be attended to successfully complete the course, obtain POST credit, and the ability to apply for the endorsement.** Dr. William Lugo, PhD and Dr. Tuesday Cooper, PhD. will be the instructors for this training.

The training will take place in the Johnson Room of the J. Eugene Smith Library at the Eastern Connecticut State University, 83 Windham Street, Willimantic, CT 06226.

The library is centrally located on campus, next to the university clock tower. From the main entrance of the library, officers may proceed up the stairs to the second floor. The entrance to the Johnson Room is in this main foyer area, before heading into the library proper.

Weapons: **Must be covered if not in uniform.**

Parking: Because of the number of attendees, officers are asked to park in one of the two parking garages on the north side of the campus. They are easily accessible from either Charter Oak Road or Eastern Road. No temporary parking permits will be necessary. The ECSU Police Department has asked that officers **DO NOT** park in the library parking lot in the spaces reserved for commuters and faculty.

Day 1 - Course Description:

The purpose of this course is to introduce participants to the fundamental concepts in Anti-Racism. By the end of the course, participants will have a heightened awareness of their own

Anti-Racism and be able to better recognize Anti-Racism in others, appreciate and explain the impact microaggressions have on individuals, and examine policies and practices for Anti-Racism/microaggressions. The training will conclude with an overview of how Anti-Racism impacts policing and the communities they serve.

Day 1 Course Overview:

1. Welcome and Introductions
 - a. complete pre-test surveys
2. Review terms and main concepts
3. **Lunch Break**
4. Terms and concepts continued
5. Policing and Antiracism
6. Questions and closing remarks

Recommended Readings: Following day 1 of the course, and in preparation for Antiracism: Part 2, it is recommended to complete the following short reading, which can be found by clicking the link below: (Ctrl + Click) [Introduction to Antiracism](#)

Day 2 Course Description:

The purpose of this course is to understand the nature of microaggressions, including strategies to recognize and interrupt them. These strategies will include exercises to overcome not just personal biases in our own life, but also strategies that can be used on the job. Discussions will incorporate the latest research on Anti-Racism strategies from leading academics and policing professionals.

Day 2 - Course Overview:

1. Welcome and Introductions
2. Recap
3. **Lunch break**
4. Antiracism research and policing
5. Antiracism: Policing Strategies
6. Concluding Remarks
7. complete post-test surveys

The class is limited to forty (40) attendees. Please complete a registration form for each attendee from the web and email it to William Tanner at william.tanner@ct.gov **no later than close of business, Monday, March 31, 2025.** If you have any questions, please contact the Field Services Training Division at 203-427-2625.

Students successfully completing the course will receive Review Training Credit in the following area: **417 Anti-Racism (6 hours)**

There is no tuition for this course. Lunch may be purchased at local restaurants. The uniform Dress Code for POST In-Service training (General Notice 23-02) will be in effect. We ask that all training supervisors inform assigned personnel that they are required to dress accordingly.

Training Officers: Please be sure to include your department email address and the **email AND POST ID (Sworn personnel) of the student** to be enrolled on all applications to ensure prompt communications of all in-service training matters.

DISCLAIMER: The Police Officer Standards and Training Council (POSTC) makes every effort, within its ability and resources, to provide the highest quality, most relevant in-service training programs available at minimum cost to all Connecticut police officers and agencies. However, POSTC does not provide legal advice, and does not endorse the accuracy or completeness of specific in-service training programs provided by each of its many contractors and training providers. The materials and opinions of individual providers offered during the course of in-service training are those of the instructor alone, and do not necessarily represent the position of the Police Officer Standards and Training Council or the State of Connecticut. Given the multitude of disparate factual scenarios with which law enforcement personnel are presented in the discharge of their official duties, students and sponsoring agencies are strongly advised and encouraged to seek the advice and counsel of their own legal advisors before implementing concepts or adopting specific measures discussed or recommended during in-service training sessions.

Training on the Web: www.ct.gov/POST