



BEFORE THE BLUE AND BEYOND THE BADGE

Building Trust from Day One

An experiential training program designed to provide new recruits with a comprehensive understanding of the community they serve, through an immersive dialogue with community leaders, public officials, faith-based organizations, and community advocates. It provides recruits with foundational knowledge to succeed as partners in the community, as well as uphold the privilege of earning and maintaining public trust.



PROGRAM OBJECTIVES:

- Build Trust
- Deepen Community Understanding
- Challenge Biases
- Foster Empathy
- Reinforce Responsibility

PROGRAM IMPACTS:

- **Launch Date:** May 2023
- **Completed Recruit Classes:** 8
- **Total Recruits Trained:** 263
- **Training Duration:** Two-weeks, 80-hours
- **Community Partnerships:** Over 80 unique organizations and local leaders.

OVERVIEW

This immersive two-week program provides recruits with a comprehensive experience, including:

- **Classroom Training:** Delve into the complex history of policing in the U.S. and Denver. Participate in seminars on police interactions with the LGBTQ+ community, religious organizations, youth engagement, trauma-informed practices, and more.
- **Community Visits:** Explore Denver's diverse neighborhoods to understand the unique cultures, challenges, and strengths of its communities.
- **Engaging with Underserved Communities:** Connect with marginalized groups and formerly incarcerated individuals, through discussions, street outreach, and informal conversations.
- **Capstone Project:** Reflect on the program through a team debrief and a capstone paper, emphasizing personal growth, community insights, and strategies for building trust.



COMMUNITY PARTNERS:

Over 80 unique organizations and local leaders play a major role in the introduction and training of DPD's newest officers:

- The Center on Colfax
- Matthew Shepard Foundation
- Lionspride Fitness
- Denver City Council Members
- Montbello 20/20
- Struggle of Love
- Families Forward Centers
- Boys & Girls Clubs
- Urban Farm
- Far East Center
- Mi Casa
- Denver Indian Center
- Rose Andom Center
- Colfax BID
- Downtown Denver BID
- Pain and Prison, then Peace – Victim Advocates
- The Other Side Academy
- Lincoln/Broadway Safety Coalition
- Cherry Creek BID
- Broadway Merchant Association
- Jewish Orthodox Church
- Mexican Consulate
- Project Access Resource Center
- Bayaud Enterprises
- Servicios de la Raza
- The Solutions Center
- Wellpower
- Office of Violence Interruption
- The Tennyson Center for Children
- DPS Youth Violence Prevention
- The Conflict Center
- Denver Human Services Youth Empowerment

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