

Before the Blue and Beyond the Badge

Launched in May 2023, Before the Blue, and Beyond the Badge is a community-led program that goes beyond providing recruits with a basic understanding of DPD history and immerses them into the Denver community. Approximately 80 community partners and leaders were engaged during the development of this program.

Once accepted, recruits are part of a two-week, 80-hour training program before they begin their career in service to the City and County of Denver. For more information about the program, please visit <https://tinyurl.com/4jm4srak>



What motivates you to be a police officer?

“Being out in my community and making every difference I can”
~ Anonymous Recruit 2023

Recruits Motivations Before and After the training.



Evaluation of this program is constantly evolving; however, current survey results are promising.

As of 2023, **263 recruits** have completed the program across **eight cohorts**. This document will highlight three key findings of the training's current evaluation.

1 Thematic analysis of recruit motivations revealed a post-training shift in two key categories.

- Community policing and trust-building became **stronger motivators** for recruits.
- Recruits were **less motivated** by protection and safety.

2 Recruits have strong and unwavering beliefs.

“I strongly agree or agree that ...”

96% Public trust is an essential part of policing¹.

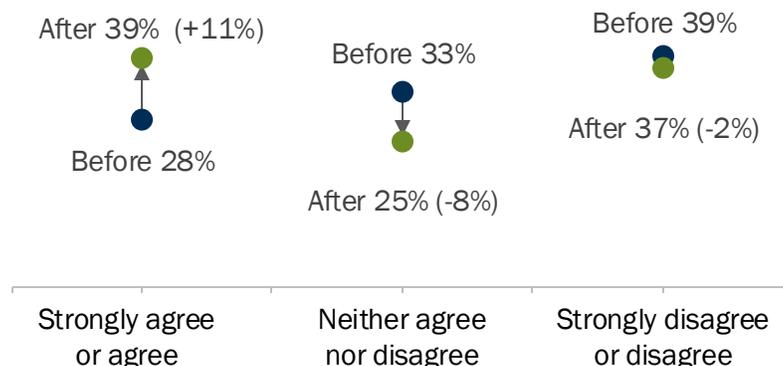
97% Its important for officers to understand the community².

Note: Percentages are based on recruits after responses.

¹ Survey sample size N = 50

² Survey sample size N = 179

3 Positive impact of training on recruits' perception of public understanding.



Note: Responses to the statement: The public understand the challenges police face. Survey sample size N = 182 (before), N = 179 (after).