

MHRAC Training and Infoshare Subcommittee Report 2024

Co-Chairs Paula Burton; David Ley; Rachel Biggs

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. The Infoshare subcommittee was merged with the Training Subcommittee in 2024. The Infoshare Subcommittee is tasked with identifying areas of information, resources and referrals which benefit services to individuals experiencing homelessness or behavioral health concerns.

MHRAC 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 Subcommittee prioritizes trainings to include the experiences of persons with mental illness and homelessness.

2024 Accomplishments of MHRAC Training Sub-Committee and CIU:

The MHRAC Training subcommittee continued to meet throughout the year and reviewed and advised on numerous policies.

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 facilitated coordination between ACS and CIU in order to support transportation of individuals using wheelchairs to hospital for Certificates for Evaluation, as police vehicles were unable to accommodate this transportation.

The Subcommittee supported CIU in incorporating training on eCIT for officers in the Prisoner Transportation Division.

The Subcommittee initiated coordination with City attorneys to develop draft ordinance to establish MHRAC in permanent City structure.

Members of the Subcommittee toured the Gateway Center and the UNMH Crisis Triage Center and supported discussion of referral processes and operations guidelines as they impact persons with mental illness or experiencing homelessness.

The Subcommittee reviewed AFR policies on administration in the field of medication assisted treatments for opioid.

The Subcommittee reviewed and discussed City policy and plans for responding to encampments. The group provided feedback on the policy, including concerns about the short notice periods, storage of personal property, and the potential geographic impacts.

MHRAC Training Subcommittee supported and encouraged inter-program trainings 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.

- APD CIU department provided :
 - **CIT 40 hour:** 3 classes in which 107 people were trained, mostly APD but included Solid Waste Management, Michigan State PD, Rio Rancho PD, BCSO, Albuquerque Community Safety Department, Metro Security, and Transit Security
 - **ECIT:** 11 classes training a total of 137 students
 - **Cadet Academy:** 7 cadet academies, including APD academy, CNM academy, PSA academy, and PTC cadets
 - CIU provided training and crisis scenario facilitation for **2 Citizen Police Academies**
 - CIU provided **21 Civilian Active Listening and De-escalation classes** to a variety of community organizations, with approximately 340 students taught.

Albuquerque Community Safety Department Training Update in 2023:

In 2024, 22 ACS employees completed training. ACS worked towards expanding to a 12-week academy set for implementation in January 2025. Throughout the year, training was increased, starting with a 6-week instruction and 6-week OJT model (480 hours). The second and third academies expanded to 8 weeks of instruction and 6 weeks of OJT (544 hours).

ACS Training Academy covers behavioral health, trauma-informed care, suicide assessment and safety plan, self-care/stress management for First Responders, diversity, equity, and inclusion, domestic violence and sexual abuse training, motivational interviewing, situational awareness, and legal topics. Disabilities training included Hidden Disabilities, Autism, Traumatic Brain Injury (TBI), Dementia, and Substance Abuse.

Each academy training concluded with WECARE, an intensive, reality-based program that emphasized de-escalation and conflict resolution through active learning and feedback. Key themes included implicit bias, cultural humility, neurobiology of safety and threats, conflict management, and root causes of conflict.