

November 30, 2020

RE: Call for inputs for the preparation of the report of the United Nations High Commissioner for Human Rights pursuant to Human Rights Council resolution 43/1 on the “Promotion and protection of the human rights and fundamental freedoms of Africans and of people of African descent against excessive use of force and other human rights violations by law enforcement officers”

In response to the increasingly hostile environment of exclusion and social fragmentation in the United States and the heightened risk, and occurrence, of identity-based marginalization and violence, the [Auschwitz Institute for the Prevention of Genocide and Mass Atrocities](#) (AIPG) partnered with the National Center for Civil and Human Rights (NCCHR) to collaborate on the creation of an [online program training law enforcement personnel on the promotion and protection of human rights](#).

AIPG is a non-governmental organization that, through education, training, and technical assistance supports states and organizations to develop and strengthen national and regional mechanisms for the prevention of genocide and other mass atrocities, including supporting the development of curricula and infrastructural elements for prevention-focused research and policy formulation and implementation to meet self-identified needs towards enhancing peace, human rights and good governance, as necessary conditions for the prevention of violent conflicts including genocide and mass atrocities. Drawing on experiences from around the world and the field of atrocity-crime prevention, AIPG has designed this program to address escalating human rights abuses against identity-based groups, particularly African Americans and people of African descent.

AIPG and the NCCHR joined efforts in August 2020 to develop an online training program for law enforcement personnel that uses lessons from the atrocity-prevention field to help build capacity in US law enforcement. In striving towards this purpose, AIPG designed and launched two online courses. A 2 week, approximately 8 hour, introductory course for rank and file officers, which could accommodate up to 75 officers. The second, a 6 week, approximately 24 hour, intensive course for law enforcement leadership. This course allows only 25 participants in order to maximize participant interaction, discussion, and individualized attention.

The courses are designed to provide and encourage a critical analysis of the current policing system and its history. The following topics are addressed:

- The Role of Promoting and Protecting Civil and Human Rights in Deeply Divided Societies
- History of Policing in the United States
- The American Civil Rights Movement + Lessons learned
- Global Human Rights Standards
- Unpacking Implicit Bias in Policing
- Why the President’s 21st Century Task Force Report Still Matters
- Citizen Review of Police
- Community Policing and Working with Community Partners
- Technology and Social Media in Policing
- Becoming Evil: How Ordinary People Commit Genocide and Other Mass Atrocities
- Federal Color of Law and Hate Crimes Law

By way of a format that encourages peer engagement in discussions and furthering critical conversations that shape the culture of policing and police departments, the courses aim to achieve the following learning objectives:

November 30, 2020

1. To instill in participants the values of promoting and protecting civil and human rights and examine the factors which put societies at risk for violating those rights.
2. To emphasize the ways in which the promotion and protection of civil and human rights by law enforcement plays a role in the prevention of mass atrocities.
3. To sensitize law enforcement personnel to the systemic features of racism embedded in policing structures as well as the implicit bias that impacts decision-making at an individual level.
4. To apply those lessons to the challenges facing police today in serving multicultural communities in a deeply divided society.

By November 2020, the program has successfully completed its first quarter and is on its way into its second. Through the development, pilot programming, and initial evaluation phases, AIPG has laid a foundation for the development of an effective training program that meets the goals it has set in cooperation with the NCCHR. The initial evaluations have indicated a very successful first phase, in which members of police leadership are engaging meaningfully and in depth with question prompts. They are responding to each other and challenging each other's ideas, which leads to pushing important conversations further and critical thinking. Evaluations have also shown where adjustments and variations need to be made between course offerings to police leadership and to department rank-and-file officers to adapt the course to their learning styles and experience levels so as to create the best possible tool in achieving the following outcomes:

1. Detect relevant risk factors for civil and human rights abuses.
2. Identify appropriate response tools to promote and protect those rights.
3. Recognize the best practices to foster resiliency in targeted communities.

The training program has now become compulsory in the Atlanta Police Department for leadership as well as rank-and-file officers, and by the end of 2021, 2000 police officers are expected to have taken the courses. As part of the Georgia Peace Officers Standards and Trainings Act, police officers are required to take a certain amount of educational training credits; AIPG's courses are also now P.O.S.T certified.

AIPG is proud of the success and impact of its global endeavors and partnerships for the purposes of atrocity and genocide prevention and hopes that by recognizing and mitigating the risk factors of mass atrocities and identity-based violence domestically, it can contribute to the struggle against systemic racism and the violation of human rights, and to the creation of a society and world with less social division, and one that prevents genocide and mass atrocities.