



The President's Commission on Law Enforcement and the Administration of Justice

How MILO Can Help Agencies
Meet the Latest Federal Guidance



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The President's Commission on Law Enforcement and the Administration of Justice issued their final report in December 2020 with 15-chapters of recommendations for partnerships between community law enforcement agencies and their mental health organizations, advocacy systems, detention and corrections facilities, and courts. Training recommendations include:

The Department of Justice should develop a standardized immersive training program available to new recruits and for in-service training based on current laws and new legal precedents. This training should be taught from the perspective of a law enforcement officer using role play to depict real-life situations in the field that allow officers to comment on various critical decision points during an encounter. **Scenario-based simulation** that emphasizes how to apply appropriate and legal approaches ranging from routine traffic stops to encounters with armed suspects can enhance public and officer safety.

MILO (Multiple Interactive Learning Objectives) training programs include classroom-based lessons, instructional presentations, interactive-individual and -group skill builders, hands-on use-of-force training exercises and over 1000 branching scenarios which are differentiated according to trainee response. Additionally, the 'knowledge base' feature embedded in MILO software allows legal and policy updates to be incorporated into scenario-based training to ensure relevance and compliance.

The training recommendations from the Commission go beyond simple firearms proficiency training. The following excerpts have direct MILO training solutions:

Chapter 1: Respect for the Rule of Law and Law Enforcement

Building respect begins with building strong, positive relationships with all stakeholders in the communities served by local law enforcement.

MILO provides resources for community policing: a life-like simulation environment where interactions with the community can be carefully practiced and analyzed. By further inviting the community to participate in training alongside the officer, trusted bridges are built in the MILO training room where stakeholders can engage in thoughtful discussion and find common ground.

Chapter 2: Victim Services

Training in each state should require that state's basic academy curriculum and continuing education courses include training on trauma-informed care, victim services, and state's victims' rights laws.

MILO Medical Response Training uses interactive training simulators with high-definition video hardware to create engaging, immersive, and responsive environments. They don't just develop traditional core competencies (including procedural, EMS, and underrated first responder "soft-skills" like bedside manner), but also hone their trauma-informed situational awareness and vital decision-making skills for crisis response.

"We don't just train police officers—we're training with clinicians, PSOs, mobile health units, and non-profits in the area who are interacting with people in crisis. Sometimes that happens in conference rooms and learning how to get someone in crisis out of a room is the immediate need to ensure everyone is safe and that person can get help without harming anyone else. Crises happen before police can respond so it's important that we train together so they know how to stall effectively or deescalate when they have to."

- Behavioral Health Services Trainer, Santa Clara Valley Health and Hospital System

Chapter 3: Alleviating the Impact of Social Problems on Public Safety

Local governments should develop solutions to collaborate on data collection and data-informed collaborations to optimize accountability and target resources to assess and understand the problem, and plan and implement collective evidence-based community-supported strategies. Social problems are not just limited to social workers; these concerns encompass all of the issues within a community, including mental illness, substance abuse disorders, and homelessness.

MILO offers research-based dispatch training for local call takers of N11 codes to ensure not only are they receiving and interpreting calls without the effects of implicit biases, but also to provide opportunities for dispatchers to experience the results of their dispatch calls and how priming can affect outcomes.

MILO simulator training provides officers unlimited opportunities to practice their interactions with citizens experiencing substance abuse, homelessness, domestic disturbances, and mental illness. Scenarios involving domestic disputes, elder care issues, or individuals in the grips of a mental-health crisis provide first responders with the skills to successfully manage the incident while awaiting the arrival of mental health professionals or others trained in critical incident response.

Chapter 4: Juvenile Justice and Youth Crime

Criminal justice professionals who interact with juvenile offenders should receive specialized training. Law enforcement agencies, community partners, school resource officers and personnel, and the private sector should partner to create agency-wide mentoring initiatives that engage youth and promote law enforcement–youth interactions.

The MILO Range Course Designer allows agencies to film and edit custom content in facilities where youth are potentially in danger—like school active shooters—that allow youth-facing professionals and resource officers to prepare and rehearse in a controlled environment without putting undue stress on students and teachers.

MILO can help local law enforcement develop Citizen Academies, inviting officers, community partners, school personnel, and juveniles —both in the system and in the community— to build mentor-mentee relationships and “walk a mile” in each other’s shoes.

Chapter 6: Criminal Justice System Partners

Partnerships should be facilitated between law enforcement agencies and the prosecutors, courts, and detention and corrections facilities.

With MILO Cognitive, justice system partners can be invited to view or participate in scenario-based training to create a deeper understanding of peace officer decision-making under stress and duress.

Escalated interactions in confinement come with their own unique challenges, which is why every MILO Range scenario library includes a comprehensive folder of detention and corrections situations so that those working within that field are conducting training specific to their unique job parameters.

“The goal of using a MILO simulator is to help train staff to accomplish voluntary compliance where possible through verbal CDT (communication, de-escalation of threats) rather than use-of-force. It also highlights the “signs and symptoms of mental illness, developmental disabilities, and cognitive deficits.”

- Spokesperson, Large State Corrections Agency

Chapter 12: Data Collection and Reporting Methods

Evidence-based policing should be incorporated into training curricula, as well as everyday practices, policies, and procedures by law enforcement academies and agencies, and standardized criminal justice data should be collected and reported.

MILO instructors are provided with tools and guidance to incorporate evidence-based solutions into all training events. Ongoing data collection in the field provides metrics for trainers to evaluate and improve performance; training can be optimized and differentiated based on individual department and officer needs.

MILO has a research division to ensure evidence-based practices are considered in new content and curriculum. For MILO customers, that research division is an extension of the agency's staff.

Chapter 15: Law Enforcement Recruitment and Training

The Department of Justice should develop and regularly update a comprehensive, standardized, and immersive training program for law enforcement officers on stops, questioning, searches, and seizures, taught from the perspective of a law enforcement officer using role play to depict real-life situations in the field that allow officers to comment on various critical decision points during an encounter.

MILO training scenarios ensure that the 4th Amendment protection against unreasonable search and seizure and *Tennessee v. Garner's* ruling against unreasonable force can not only be adhered to, but adherence becomes ingrained: instinctual and inherent in every officer's response.

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MILO Range Simulators help agencies comply with these recommendations and more, providing the capacity to help build strong, positive, and effective partnerships, thereby improving the outcomes for all stakeholders.

References

MILO Range. (2020). Accessed January 10, 2021. <https://www.faac.com/milo-range/>.

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