



UNITED STATES INSTITUTE OF PEACE

SUPPORTING POLICE REFORM

Capacity Building for Advisers and Trainers

Instructor:

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Course description

“Unless you can impose order, you cannot begin to rebuild. All else rests on that foundation” *Sergio Vieira de Mella, interim governor of Kosovo and East Timor*

The overarching guiding principle for police reform is democratic policing, the idea that a police force enforces the law to provide safety and order for the individual citizen. Hence, international missions of all sorts include a component to strengthen the capacity of the police force to serve and protect the population on behalf of the government. These efforts represent an array of significant challenges inherent in the support of a mindset shift from repressive “law” enforcement practices to a serve and protect mantra. Such efforts require a significant level of understanding of the components of police reform. This course offers insight on the actors, dynamics and processes that foster the development of a police that is responsive and accountable to the entire population systematically and reliably.

Audience

This course is designed for program directors, police trainers, policy analysts, planners and implementers of the US government and other donor governments as well as international

organizations and non-governmental organizations in any reform environment including post-conflict and transitioning democracies.

DAY ONE:

AM session: *Serving and protecting the population*

1. Intros of participants, the course.
2. Defining policing and the police structure, its roles and duties/responsibilities in society including the history of policing
3. The potential contribution to public order of the police

PM session: *The reform environments*

1. Actors and contexts of police capacity building missions
2. Integrating institution building/reform
3. Case study: Challenges to police reform in Afghanistan

DAY TWO:

AM session: *Key systems, norms and practices in police reform*

1. Democratic police principles
2. The role of Human rights and other international norms in police practices
3. Comparative models of policing: available options for reform

PM session: *The police the people want*

1. Assessment of police structure capacity
2. Community engagement and mindset shift
3. Getting buy-in from the “institution”

DAY THREE:

AM session: *Strengthening policing capacity*

1. Training, mentoring, advising in police reform
2. Assessment of police structure capacity
3. Identifying the gaps and planning to fill them

PM session: *Transferring knowledge to local actors involved in police reform*

Exercise: Develop a training curriculum for new police recruits in South Sudan and devise a strategy to develop a proposal to strengthen capacity for the Minister of Interior and district police commissioners.