Situational Decision-Making (Sit-D)
A New Training to Improve Policing
Reducing Gun Violence, Advancing Justice

The Crime Lab designs, tests, and scales data-driven innovations to improve the public sector’s response to the dual challenges of America’s gun violence crisis and a criminal justice system that is not truly just.
Reducing Gun Violence, Advancing Justice

The Crime Lab works directly with police agencies and experts to evaluate interventions to improve officer training, strengthen department management, narrowly focus violence reduction efforts, and rebuild police-community relationships to make policing more fair and effective.
Agenda

1. Welcome and Overview
   Ken Corey, Moderator

2. Opening Remarks
   Superintendent Larry Snelling
   Chicago Police Department

3. Presentation of the Research
   Oeindrila Dube, Principal Investigator
   Anuj Shah, Principal Investigator

4. Panel Discussion
   Ken Corey, Moderator
   Panelists: Sandy Jo MacArthur, Dan Godsel, Sgt. Tom Gaynor

5. Audience Q&A
   Sandy Jo MacArthur, Moderator

6. Next Steps and Closing
   Oeindrila Dube, Principal Investigator

University of Chicago Crime Lab
Opening Remarks
Superintendent Larry Snelling, Chicago Police Department
Oeindrila Dube
Philip K. Pearson Professor of Global Conflict Studies, UChicago
Affiliate, UChicago Crime Lab
Chicago, IL

Anuj Shah
Associate Professor of Behavioral Science, UChicago
Affiliate, UChicago Crime Lab
Chicago, IL
Situational Decision-Making

Overview
Officers regularly make complex decisions in stressful situations.
Policing is Cognitively Demanding

Officers need to take in lots of information and consider many possible scenarios...

...in situations that are stressful and require quick responses.
Situational Decision-making

Trains officers to make the **most of the time they have** by thinking through multiple ways of seeing a situation.

- Identify triggers
- Tactical breathing
- Recognize thinking traps
- Identify alternatives
Scenario-based Training

Video-based scenarios

Simulator training with active debriefing

Radio call exercises
Training Structure

Train-the-trainer model

Small Classes
(12-16 Officers)

Four 4-hour sessions over 3 months
Officer Perspectives on Sit-D

Overall, how much did you like this training?

- Like It a lot: 48%
- Like It: 36%
- Neither Like Nor Disliked: 14%
- Disliked It: 1%
- Strongly Disliked It: 1%

84% either liked or liked the training a lot.

How useful do you think this training will be to you as you are doing your job?

- Very Useful: 65%
- Somewhat Useful: 28%
- A Little Useful: 5%
- Not Useful At all: 2%

93% said it would be useful for the job.
Training Evaluation
A Randomized Controlled Trial with 2,070 officers. Half complete Sit-D, half are comparison group.
Sit-D Improves How Officers Assess Situations

- Updated their responses as situations changed
- Provided more appropriate ways of responding
- Took in more information (and decided faster)
- Reported greater confidence
Sit-D Improves How Officers Respond in the Simulator

- More communicative
- More responsive
- Better calibrated to direct threats
Sit-D leads to significant reductions in uses of force, discretionary arrests, and officer injuries.

Sit-D does not reduce overall officer activity.
• Sit-D leads to significant reductions in arrests of Black civilians.

• Sit-D does not change arrest rates for civilians of other races.
Sit-D is Cost Effective

$864
Sit-D cost per officer

$1056
Amount Sit-D saves per officer from reduced injuries.

Even broader benefits for the community.
Key Takeaways

- **Improves** how officers assess situations.

- **Reduces** uses of force, discretionary arrests, and officer injuries.

- **Reduces** racial disparities in policing.
Panel Discussion
Moderated by Ken Corey
Panelists

Dan Godsel
Former Deputy Chief, Education and Training Division, Chicago Police Department

Sgt. Tom Gaynor
Training and Support Group Supervisor, Chicago Police Department

Sandy Jo MacArthur
Law Enforcement Specialist
Former Assistant Chief, Los Angeles Police Department

MODERATOR
Ken Corey
Retired Chief of Department, New York Police Department
Director of Outreach and Engagement, Policing Leadership Academy, UChicago Crime Lab
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Retired Chief of Department, New York Police Department
Director of Outreach and Engagement, Policing Leadership Academy, University of Chicago Crime Lab
Next Steps and Closing

Oeindrila Dube
Thank You

Interested in starting a conversation about possibly bringing Sit-D to your department or agency?

Submit info here

Learn more at crimelab.uchicago.edu