

○ **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.**





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Ken Corey, Moderator

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Superintendent Larry Snelling
Chicago Police Department

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Anuj Shah, Principal Investigator

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Sgt. Tom Gaynor*

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Oeindrila Dube, Principal Investigator



Opening Remarks

Superintendent Larry Snelling, Chicago Police Department

○ The Research Team



Oeindrila Dube

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Situational Decision-Making

Overview



Officers regularly make complex decisions in **stressful situations.**

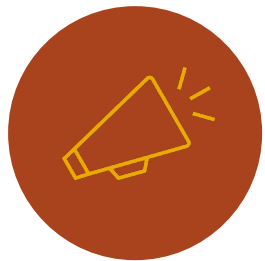
Policing is Cognitively Demanding

*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

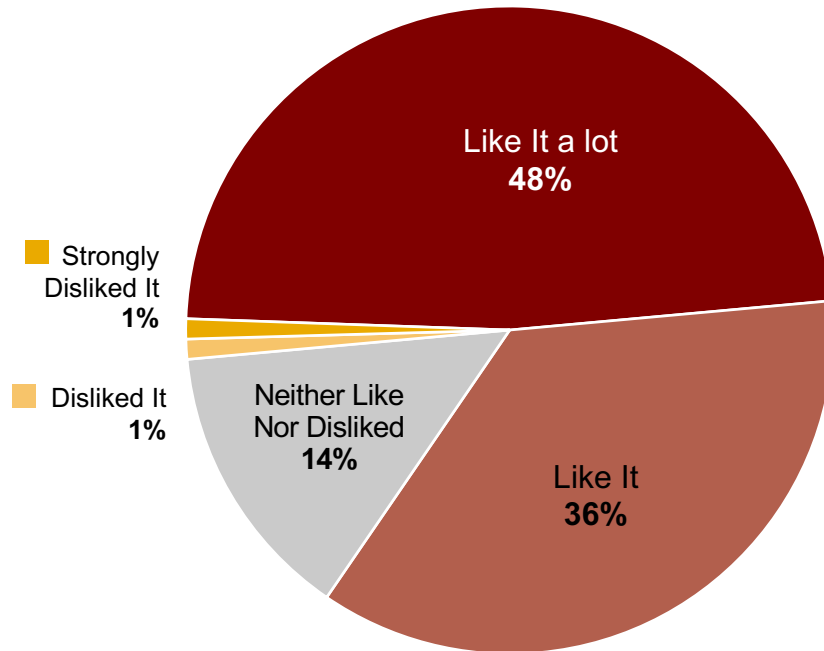
Train-the-trainer model

Small Classes
(12-16 Officers)

Four 4-hour sessions over 3 months

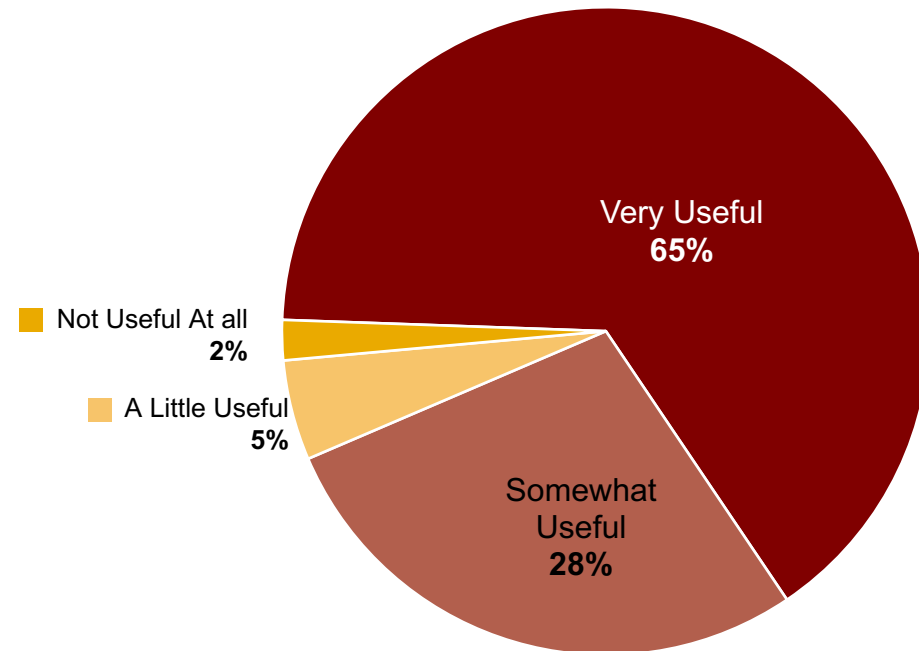
Officer Perspectives on Sit-D

Overall, how much did you like this training?



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?



93% said it would be useful for the job



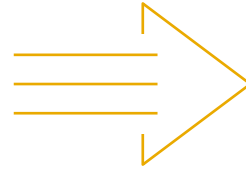
Training Evaluation



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



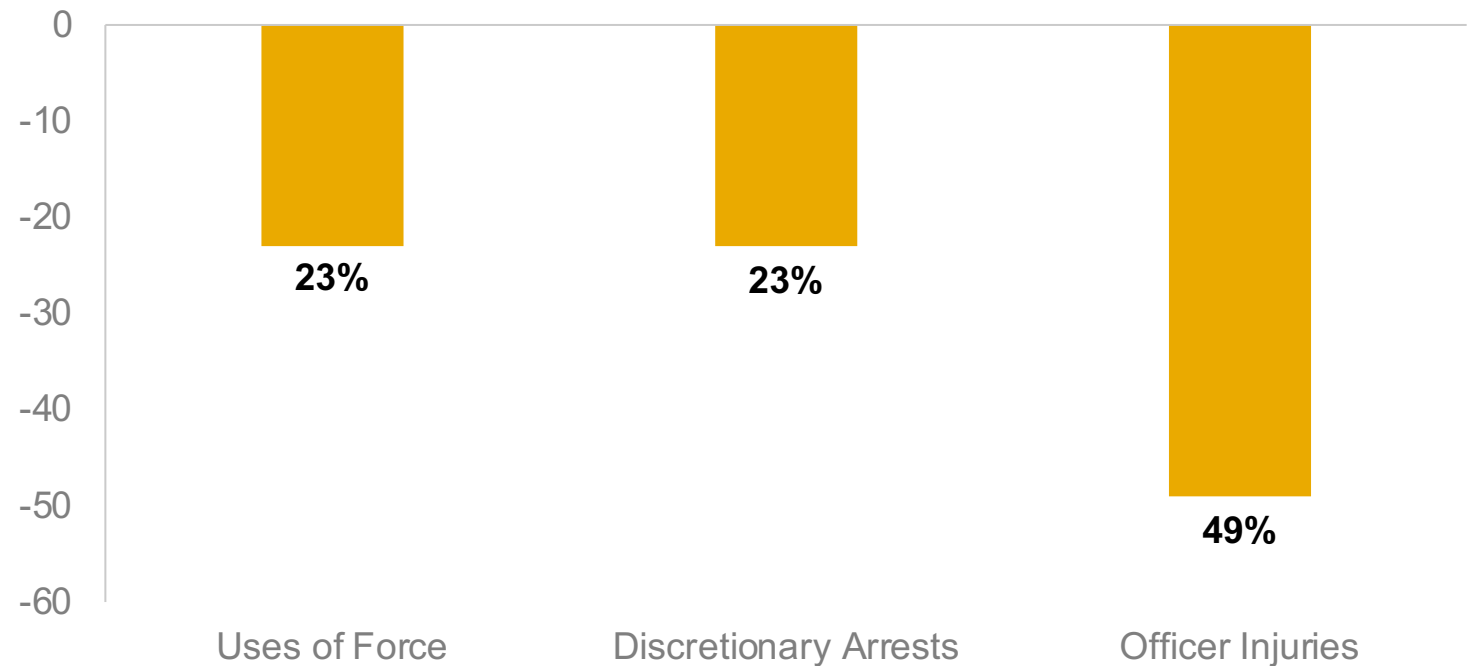
Better calibrated to direct threats





Sit-D Reduces Adverse Policing Outcomes

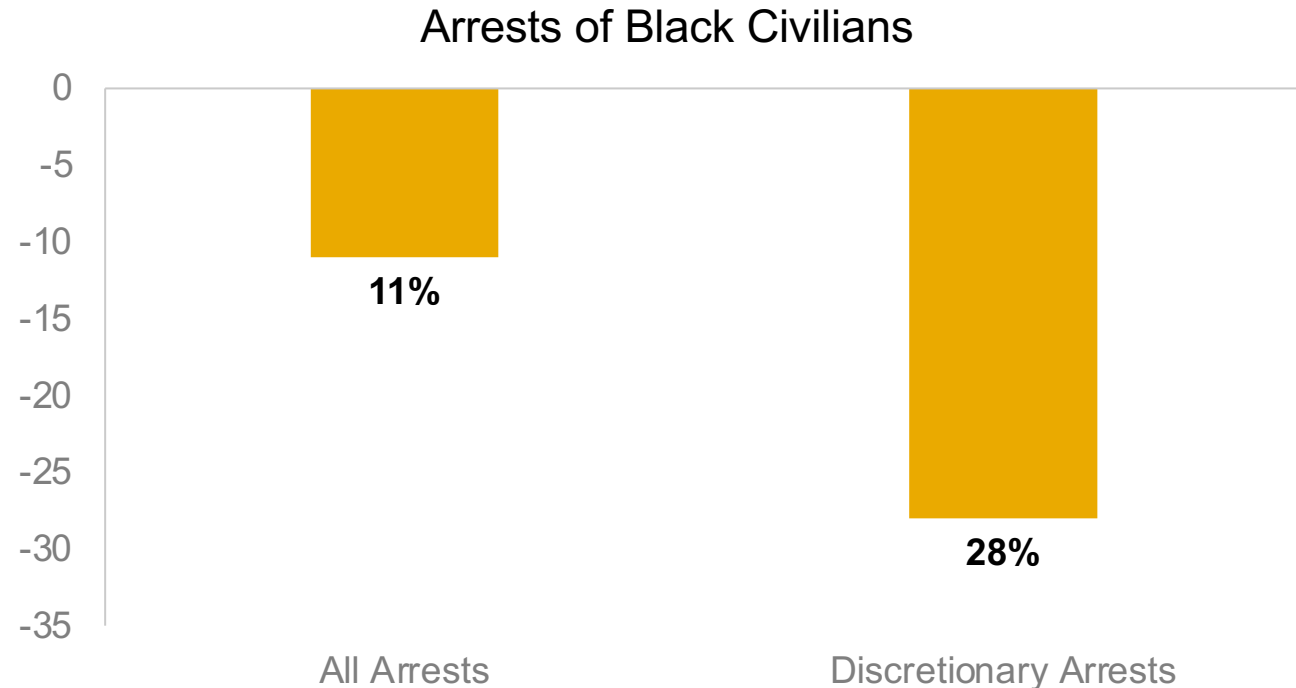
- Sit-D leads to significant reductions in uses of force, discretionary arrests, and officer injuries.
- Sit-D does not reduce overall officer activity.





Sit-D Reduces Racial Disparities in Policing

- 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

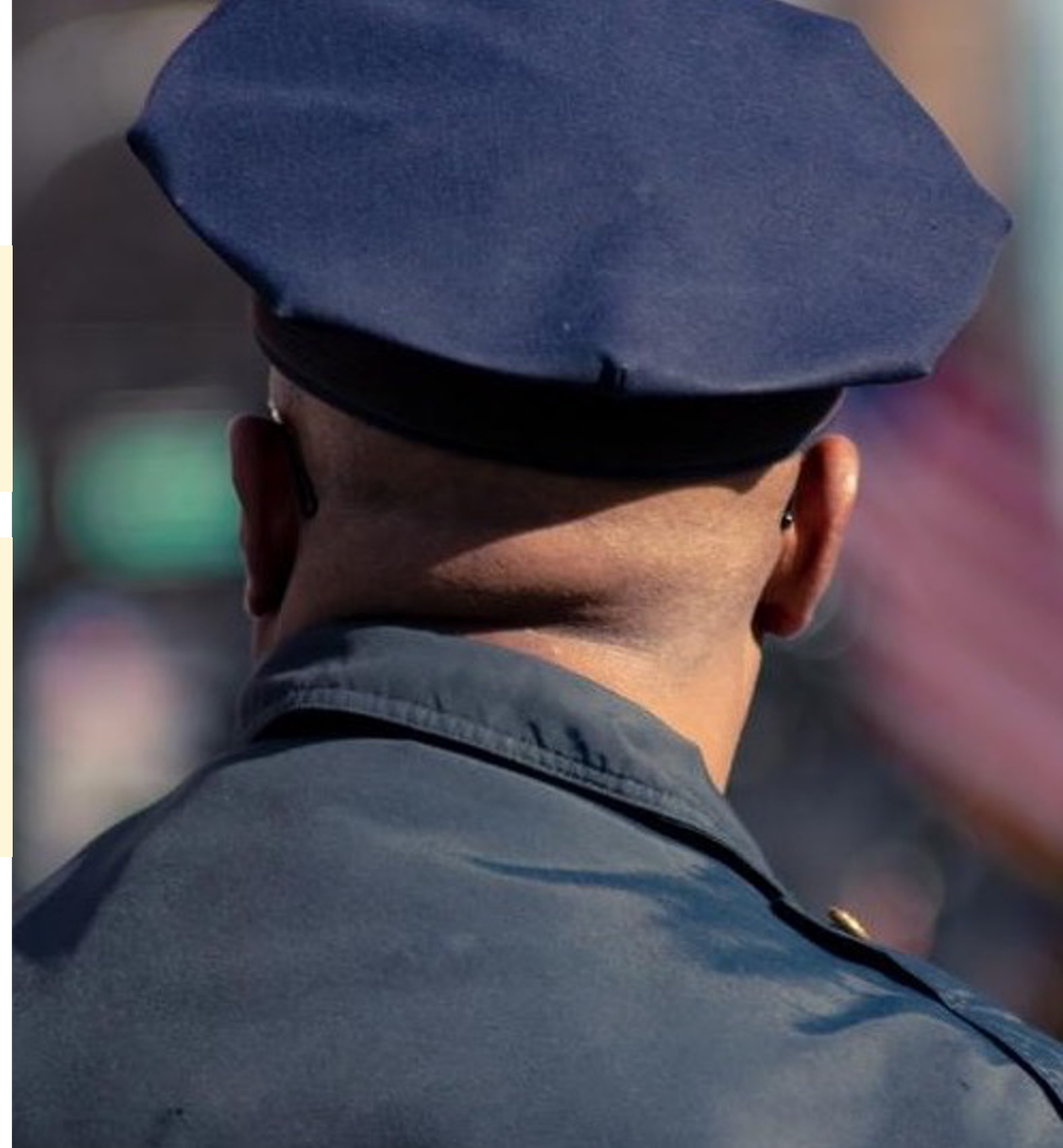
\$864

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



Sandy Jo MacArthur

Law Enforcement Specialist
Former Assistant Chief, Los Angeles Police Department



Sgt. Tom Gaynor

Training and Support Group Supervisor, Chicago Police Department



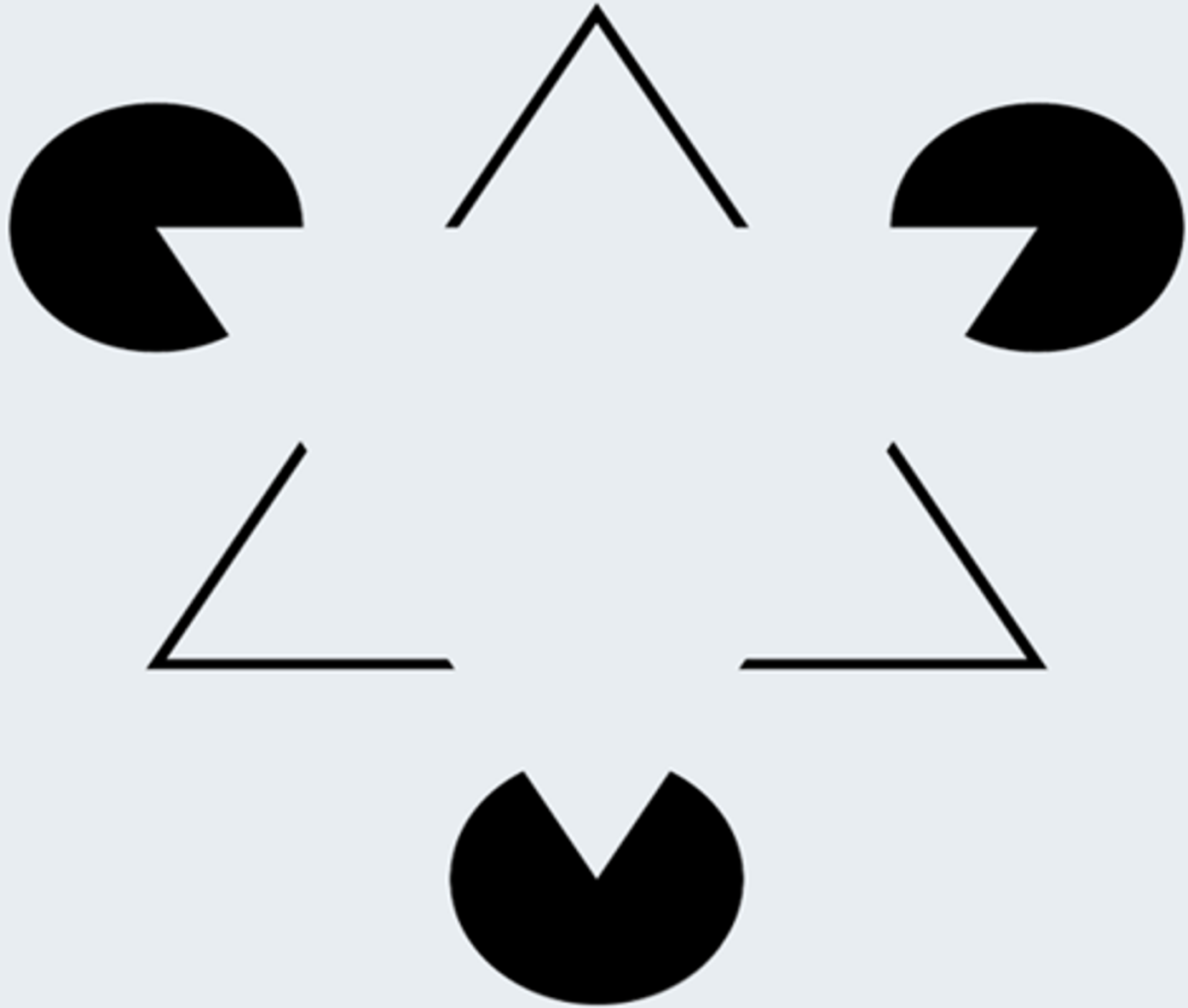
MODERATOR

Ken Corey

Retired Chief of Department, New York Police Department

Director of Outreach and Engagement, Policing Leadership Academy, UChicago Crime Lab









Q&A

Moderated by Sandy Jo MacArthur



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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