



For Immediate Release

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Rutgers University's Miller Center, GCLETE, and Metropolitan Police Convene Critical Forum on the Future of Law Enforcement Training, Recruitment, and Retention

New Brunswick, N.J. (August 8, 2023) – Given the unprecedented challenges confronting law enforcement in the United States, Canada, and around the world, three renowned organizations convened some of the most prominent and influential thought leaders to address the future of law enforcement training, recruitment, and retention. Rutgers University's [Miller Center on Policing and Community Resilience](#) (Miller Center), the Global Consortium of Law Enforcement Training Executives (GCLETE), and the Metropolitan Police Department of Washington, DC, jointly hosted the [Police Academies and Training Symposium](#) to explore innovative partnerships, initiatives, technologies, best practices, and methodologies for the continued professionalization of policing.

The conference reflected an environment in which public trust in law enforcement is declining, funding is shrinking, record numbers of officers are retiring or resigning, and insufficient numbers of recruits are joining the profession. As a result, crime rates have increased as law enforcement agencies are left with limited resources.

"There has never been a more critical time in police history," said Paul Goldenberg, senior fellow at the Miller Center and president of GCLETE, who cochaired the event. "Law enforcement is a crucial independent, nonpolitical bulwark that upholds our fundamental rights and values, and we are seeing a worrying erosion of their role and reputation. We assembled the most dynamic experts to discuss how recent events have impacted policing and how we can evolve training to address the new challenges."

The [agenda](#) included new training technologies, methodologies for police learning, the role of police academies, cognitive learning and the 21st century student, the role of culture, de-escalation training methods, ethical policing, and diversity, equity, and inclusion initiatives. A major theme was pivoting recruitment, training, and communication efforts to adapt to a generation entering the workforce shaped by social media, always-online connectivity, and the Covid-19 pandemic. Presenters came from the United Kingdom, Washington State, Washington, DC, Las Vegas, Denver, New Jersey, Los Angeles, Phoenix, Virginia, and Utah.

"The role of training and education is critical for police departments all across the world," emphasized Marvin 'Ben' Haiman, Chief of Staff of Washington, DC's Metropolitan Police Department and cohost of the event. This symposium proved to be an excellent forum for those leading training to come together, share innovative ideas, and support each other to ensure their agencies have the most modern practices to benefit the communities they serve."

"These are the critical and difficult conversations that the Miller Center aims to facilitate," said John Farmer, the Miller Center's executive director and former Attorney General of New Jersey. "It is incumbent on us to restore the bond of trust between the police and the community, to ensure that law

enforcement is representative, accountable, and supported, and to adapt to an increasingly complex world. This event represents a significant step in that direction.”

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ABOUT THE MILLER CENTER ON POLICING AND COMMUNITY RESILIENCE

[The Miller Center on Policing and Community Resilience](#) engages in education and public service focused on protecting vulnerable populations to enhance their safety and standing in society by improving their relationships with law enforcement, with other government agencies, and with other vulnerable communities. The Eagleton affiliated Center identifies and disseminates best practices, offers training workshops, consults on security and civil liberties, and undertakes research. The Center’s policing initiatives integrate research and evidence-based best practices into police operations, violence reduction, problem-solving, community policing, education, training, and the development of criminal justice policy and practice. These efforts and findings directly help public safety professionals/agencies and community organizations more effectively protect and serve their communities.

ABOUT THE EAGLETON INSTITUTE OF POLITICS

[The Eagleton Institute of Politics](#) at Rutgers University—New Brunswick explores state and national politics through research, education, and public service, linking the study of politics with its day—to-day practice. The Institute focuses attention on how the American political system works, how it changes, and how it might work better. To learn more about Eagleton programs and expertise, visit eagleton.rutgers.edu.

ABOUT RUTGERS—NEW BRUNSWICK

Rutgers University—New Brunswick is where Rutgers, the State University of New Jersey, began more than 250 years ago. Ranked among the world’s top 60 universities, Rutgers’s flagship is a leading public research institution and a member of the prestigious Association of American Universities. It has an internationally acclaimed faculty, 12 degree—granting schools and the Big Ten Conference’s most diverse student body.

GLOBAL CONSORTIUM FOR LAW ENFORCEMENT TRAINING EXECUTIVES

The Global Consortium for Law Enforcement Training Executives (GCLETE) was established to provide members with exceptional value through the exchange of innovative curriculum and methods or programs that enhance the educational, training, and certification processes of the law enforcement professional. GCLETE will provide a coordination hub for the centralization of best practices, information sharing, and services provided to member agencies and institutions and will serve as the coordinating body for chief executive officers of training academies and institutions to allow the transfer of industry-recognized best practices from one agency to another.

METROPOLITAN POLICE DEPARTMENT OF THE DISTRICT OF COLUMBIA

The Metropolitan Police Department (MPD) is the primary law enforcement agency for the District of Columbia and is the sixth largest local police department in the United States. The department serves an area of 68 square miles and a residential population of over 700,000. Founded in 1861, the MPD of today is on the forefront of innovation, from advances in evidence analysis to intelligence-led policing. These approaches are combined with a impactful community engagement philosophy that focuses on strengthening the partnerships between police and community.