



## LOUISVILLE METRO POLICE DEPARTMENT

**GREG FISCHER**  
MAYOR

**STEVE CONRAD**  
CHIEF OF POLICE

February 23, 2018

James Burch  
Chair, Citizens Commission on Police Accountability  
c/o 514 West Liberty Street, Suite 106  
Louisville, KY 40202

Dear Chairman Burch,

Thank you for your recent letter with the recommendation from the Citizens Commission on Police Accountability related to cultural training for Louisville Metro Police officers. I certainly appreciate the time and care the commission took to review the Manyon case and make this recommendation.

Louisville Metro Police have long included cultural training in our recruit basic academy classes in several ways. We also understand the importance of continuing education and training for our officers, which is why every officer must have 40 hours of in-service training each year. In our 2017 in-service, we included Community Interaction and Recognition Training, which included blocks on implicit bias, cultural diversity, ethics, and de-escalation tactics and communication.

For this year's in-service training, we have included blocks on a nationally-recognized de-escalation of armed-subjects method, an overview of the Office of Safe and Healthy Neighborhoods, and autism awareness. For 2019, we have planned for training on refugees.

While I believe we as a department do a good job with our training on cultural issues, your recommendation gives us the opportunity to look further at our training offerings and see where there is room for improvement and additional training.

I understand that the commanders of our Training Division and Special Investigations Division will be meeting with you on March 12. I have asked them to take the lead on working with you and the University of Louisville to determine what else we may add to our training catalog.

As police chief, I am committed to serving everyone in this community equally. I pledge to get back to you in the next several weeks with a report on what action we are taking in response to this recommendation.

Sincerely,

Steve Conrad  
Police Chief