



the auschwitz institute
for the prevention of genocide
and mass atrocities

2025

Redefining Policing to Affirm and Instill Human Rights (REPAIR)

Program Catalog 

auschwitzinstitute.org

About the Program Organizers

ABOUT AIPG

[The Auschwitz Institute for the Prevention of Genocide and Mass Atrocities \(AIPG\)](#) is a non-governmental organization that, through education, training, and technical assistance, supports States to develop or strengthen policies and practices for the prevention of genocide and other mass atrocities. We also encourage and support the cooperation of States through regional and international networks for advanced prevention. More than seven decades after the Holocaust, genocide and other mass atrocities remain a threat to world peace and security. Effective genocide prevention requires a multi-dimensional approach to education that is built on the promotion and protection of civil and human rights. The Auschwitz Institute's programs are carefully designed by experts in the field to provide comprehensive training for policymakers and the security sector to forge networks of cooperation across the globe.

ABOUT NCCHR

[The National Center for Civil and Human Rights](#) is a museum and human rights institution in Atlanta, Georgia. Our museum's permanent exhibitions present: American civil rights history, the contemporary struggle for human rights around the world, and the papers and artifacts of Dr. Martin Luther King, Jr. (in partnership with Morehouse College). Through our education programs, we provide schools with curricular and other resource materials that promote critical thinking about US history and its ongoing relevance. Our community engagement programs—conversations, events and performances—bring together experts to address advancing rights, civic participation, and protecting democratic ideals. In our leadership programs, we train police departments on how the promotion and protection of human rights plays a role in the prevention of human rights abuses. We also train corporations, government agencies and nonprofit organizations on how to ensure their workplaces are diverse, equitable and inclusive.

Why Civil and Human Rights?

WHY FOCUS ON CIVIL AND HUMAN RIGHTS?

AIPG and NCCHR share a national and global concern that the increasingly hostile environment of exclusion and social fragmentation in the US is heightening the risk and occurrence of identity-based marginalization and violence. As history shows us, such threats to civil and human rights can, if unchecked, become part of an escalating process of destruction that may lead to mass atrocity. We wish to use the lessons learned from the field of atrocity prevention to help build capacity in our law enforcement partners to detect relevant risk factors for civil and human rights abuses, identify appropriate response tools to promote and protect those rights, and recognize the best practices to foster resiliency in targeted communities.



Participants in a past edition of the REPAIR Introductory Seminar, which is held annually at the National Center for Civil and Human Rights in Atlanta, Georgia. The Introductory Seminar convenes Police Chiefs, Chiefs of Training, and other executive leadership from police departments around the country. It presents an opportunity for leadership to learn about the REPAIR program on the grounds of a city that has historically played an important role in the evolution of civil and human rights in the United States, and how the REPAIR program can benefit their local communities.



Program Components

COMPONENTS OF THE REPAIR PROGRAM

The REPAIR Program has three components:

1. The six-week **REPAIR online course** for department leadership
2. The one- or two-day in-person **Training of Trainers** session that assists leaders who have previously taken the REPAIR course with localizing the six topics covered in the course to department trainings for rank-and-file officers
3. **The Trauma-Informed Policing online course**, which has two different versions:
 - a. Leadership course, which focuses on higher level concepts in addressing trauma
 - b. Non-leadership course, which focuses on the practical application of tools to deal with trauma

IMPLEMENTATION OPTIONS

Your department can choose to implement:

1. **Just** Component 1: the REPAIR leadership course
2. Component 1: the REPAIR leadership course **and** Component 2: the Training of Trainers
3. Component 1: the REPAIR leadership course **and** Component 3a: the Trauma-Informed Policing course for leadership
4. **Just** Component 3b: the Trauma-Informed Policing course for non-leadership
5. **All three** components

You can choose to begin with a pilot version of the REPAIR leadership course, and continue with the other elements later on as your department decides what will work best for your officers.

About Our Online Courses

ABOUT AIPG'S ONLINE COURSES

- All of our courses are facilitated by an expert in the field who gives personalized feedback to each participant.
- Course enrollment is capped at 25 participants to encourage optimum engagement with the material, and with peers and the instructor.
- Each course is designed to encourage practical application of the course material to the participants' police practice.
- Each module utilizes a range of different materials, including visual, auditory, and written content, reading assignments, interactive and reflective exercises, and discussion components, to present the course material in multiple ways in order to accommodate different learning styles.

ONLINE COURSE STRUCTURE

COURSE FORMAT: All of our online courses are asynchronous, meaning that participants can complete the weekly material according to their own schedule. Although there are no weekly Zoom meetings to join, participants are still expected to complete each week's material by the Saturday at midnight deadline. This creates a flexible course format while ensuring participants are more or less completing the material on the same timetable.

COURSE LOAD: Each week is designed to take about four hours to complete.

COURSE REQUIREMENTS: Every week, participants are expected to read all of the course material, contribute to each discussion board, respond to at least one colleague's contribution, and respond to the instructor's feedback. Participants who successfully meet all course requirements will be awarded a Certificate of Completion, certifying the number of credit hours completed.

CERTIFICATION: IADLEST certified and POST certified in GA and AZ. The AIPG REPAIR Team will work with your department to get the REPAIR program courses POST certified in new states, if necessary.

SCALABILITY: The benefit of an online environment is that we can work with your department to scale the program to your department's needs. We can implement one course at a time to train a select group of leaders, or multiple courses simultaneously to train the whole department.



Component 1

REPAIR Leadership Course

ABOUT REDEFINING POLICING TO AFFIRM AND INSTILL HUMAN RIGHTS

This is the first component in the REPAIR program, and is the prerequisite course for the Training of Trainers component. Composed of six asynchronous, distinct, and detailed modules, the course is designed for department leadership on how to promote and protect civil and human rights. By introducing department leadership to the role of social identity in deeply divided societies, common challenges in community policing like implicit bias and policing in traumatized communities, and the implications of historical policing practices on present-day policing structures, participants will learn how law enforcement can play a role in both the perpetration and prevention of human and civil rights violations. Participants will also learn about the function and importance of citizen review boards and active bystandership and the duty to intervene.

COURSE OBJECTIVES

1. To instill in participants the values of promoting and protecting civil and human rights and examine the factors which put societies at risk for violating those rights.
2. To emphasize the ways in which the promotion and protection of civil and human rights by law enforcement plays a role in the prevention of grave human rights violations.
3. To sensitize law enforcement personnel to the systemic features of policing structures that may negatively affect communities of color, as well as the implicit bias that can impact decision-making at an individual level.
4. To apply those lessons to the challenges facing police today in serving diverse communities in a deeply divided society.

COURSE DETAILS

DURATION: Six weeks

CERTIFICATION: IADLEST certified; POST certified in GA and AZ

LEADERSHIP: Leadership is defined however your department defines it.

IMPLEMENTATION: This component can be implemented by itself, with the Training of Trainers, or with all three components.

CREDIT HOURS: 24 hours

Component 2

Training of Trainers

ABOUT TRAINING OF TRAINERS

The Training of Trainers (ToT) is a one- or two-day intensive in-person session for up to 25 leaders who have successfully completed the 6-week REPAIR course and is led by the REPAIR program's instructional team. The purpose of Training of Trainers is to localize the six topics covered by the REPAIR online course into department training curricula. During the session, participants will acquire the necessary knowledge and resources, including a Training Manual, to design a comprehensive 8-hour curriculum for rank-and-file officers. The ToT program covers best practices of pedagogical engagement, customization of materials specific to a department's history and structure, and will provide a package of other tools and resources. A main goal of this session is to adapt the material to respond to the unique challenges and issues in the communities where participants work in order to ultimately promise more effective and efficient institutional change. After the session, participants will continue to benefit from ongoing support from the REPAIR team and specialized training materials to facilitate the design and implementation of an 8-hour customizable curriculum to be offered internally for rank-and-file officers. This includes a two-year unlimited training license for officer training.

EVENT GOALS

1. To instill in participants the values of promoting and protecting civil and human rights and examine the factors which put societies at risk for violating those rights.
2. To sensitize law enforcement personnel to the systemic features of policing structures that may negatively impact communities of color, as well as the implicit bias that can impact decision-making at an individual level.
3. To understand the impact of trauma on officer wellness and safety as well as the challenges of policing in traumatized communities.
4. To promote active bystandership and a duty to intervene in the case of police misconduct.
5. To apply these lessons to the challenges facing police today in serving diverse communities in a deeply divided society.

EVENT DETAILS

DURATION: One- or two-day in-person session

CREDIT HOURS: 8 hours

PREREQUISITE: REPAIR leadership course. This component must at least be implemented with the REPAIR leadership course, but it can also be implemented with all three components.

EVENT OUTCOMES:

1. A customized teaching manual on the six topics covered in the REPAIR course that has been adapted to local realities and department's history and structure.
2. A newly designed 8-hour curriculum for rank-and-file officers.
3. Two-year unlimited training license for officer training.



Component 3

Trauma-Informed Policing

ABOUT TRAUMA-INFORMED POLICING

This course focuses on tactics and strategies for trauma-informed policing. There are two different versions of this course: one for department leadership that focuses on higher level strategies, and one for rank-and-file officers that is more introductory and accessible, with a focus on the practical application of tools to deal with trauma in policing. The leadership course must be implemented alongside at least the REPAIR leadership course, but the version for non-leadership can be implemented on its own.

Many groups, such as the Council on Criminal Justice's Task Force on Policing, have recognized the importance of promoting trauma-informed policing. In the Council's words: "Officers who are trained to identify and address trauma in the community, and who have a heightened awareness of their own exposure to stress and trauma and seek help as needed, are better equipped to police in an equitable and respectful manner." This course aims to address those professional development needs by promoting a trauma-informed approach to policing that will enhance officer wellness as well as community relations.

COURSE OBJECTIVES

1. To understand the defining features of a deeply divided society and the consequences of living in such a society.
2. To emphasize the ways in which policing can promote adaptive resiliency in a deeply divided society.
3. To reinforce the need for law enforcement personnel to be self-aware of the impacts of direct and vicarious trauma on their own personal wellness.
4. To sensitize law enforcement personnel to recognize and address trauma and apply that knowledge to increase cultural understanding between officers and the communities they serve.

COURSE DETAILS

DURATION: Three weeks

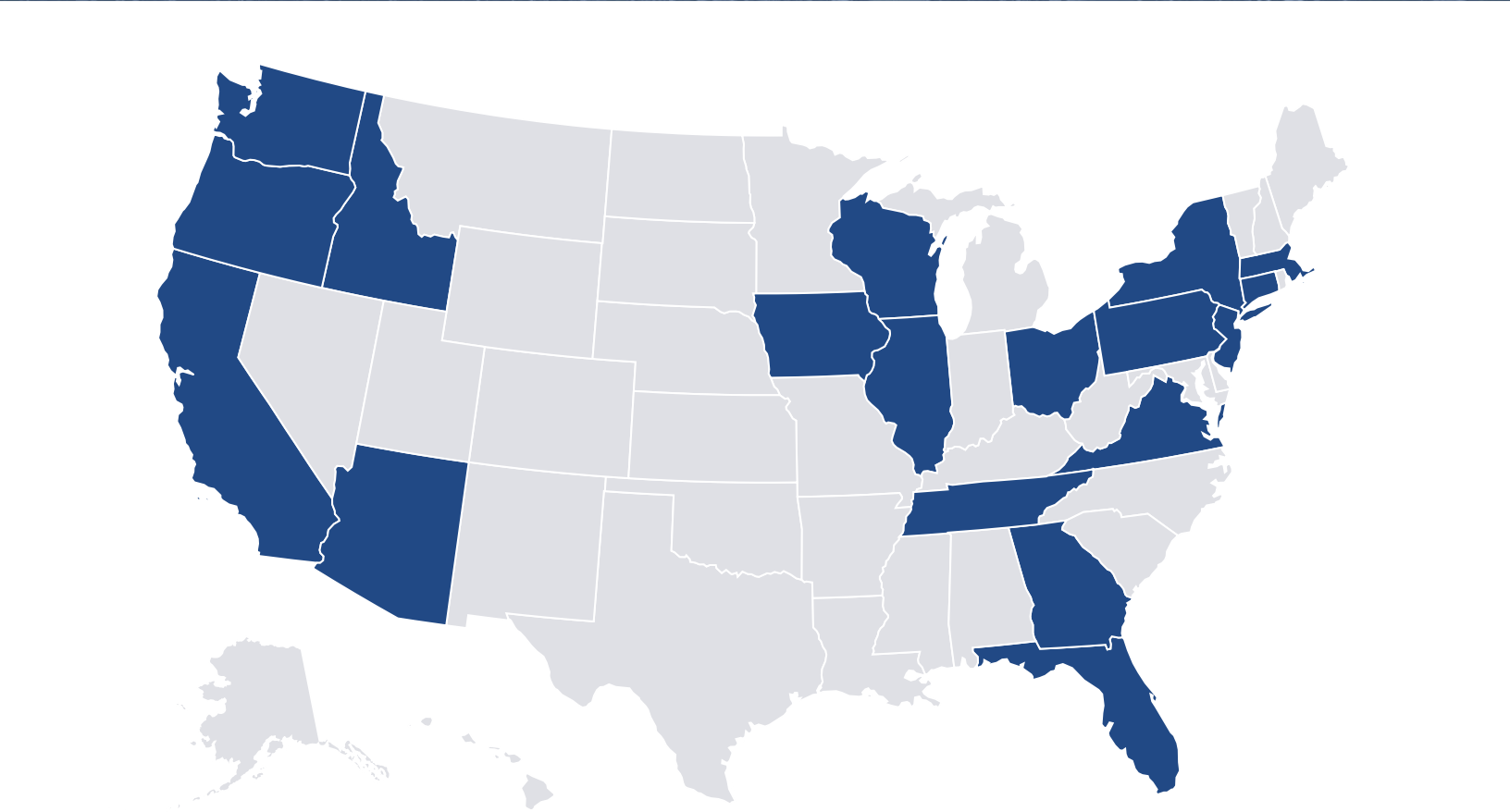
CERTIFICATION: IADLEST certified;
POST certified in GA and AZ

CREDIT HOURS: 12 hours

IMPLEMENTATION: This component can be implemented by itself for non-leadership, but the leadership version must be implemented with at least the REPAIR leadership course. It cannot be implemented with just the ToT.



Program Impact



States with Participating Police Departments, 2020-2024

Evidence of Course Success in Practice

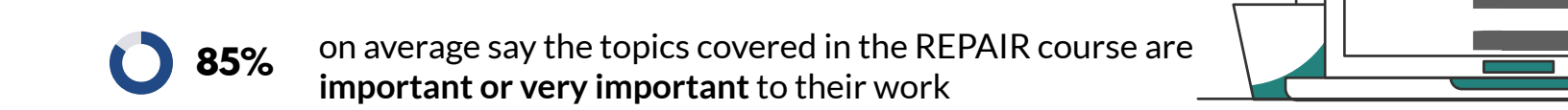
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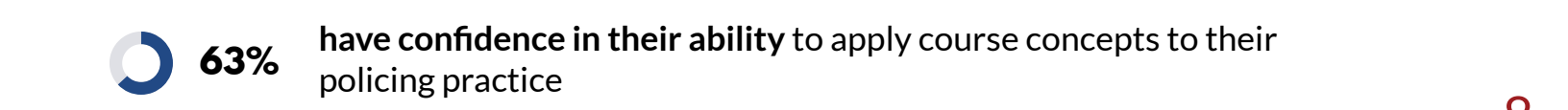
 **90%** average course completion rate


 **90%** average course completion rate




 **85%** on average say the topics covered in the REPAIR course are **important or very important** to their work

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 **63%** have confidence in their ability to apply course concepts to their policing practice

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Participant Testimonials

When asked to name an on-duty experience in which they used knowledge, skills, or concepts gained through the REPAIR course, alumni said:

“““ *Sharing and conceding that [law enforcement] has not always gotten it right. Recognizing that there is an evolution in policing which requires advocating for the needs of the community - from their lens and their needs.*

“““ *I believe the wellness time and therapy that has become a part of our bureau since the training has really helped in so many situations with angry suspects, parents of victims, angry defense lawyers yelling at me. I feel the class really prioritized learning ways to cope with trauma, acknowledge that we have trauma, and also not to react and get in a cycle of escalation with who we are dealing with. Being emotionally reactionary can have dire consequences.*

When asked to identify how the course has had a positive impact on interactions with a peer, supervisor, or subordinate, alumni said:

“““ *Being able to have real, transparent, and honest dialogue from another point of view and perspective. Recognizing we all bring unique and diverse thought to situations, and being open to hearing other influences and perspectives.*

“““ *I had a few of the people under my command take the class and they now see the importance of the topics that were covered. They were resistant in the beginning.*

“““ *This course makes me more aware of what I do and say. I am more intentional about everything that I do. I know that others are watching me and are looking towards me for guidance.*



Contact Us

The REPAIR Team is committed and prepared to develop a program that meets the needs of your department. Please contact the Online Education Program Associate, Stephanie Wright, at stephanie.wright@auschwitzinstitute.org for pricing and to schedule an introductory meeting or course walkthrough.