

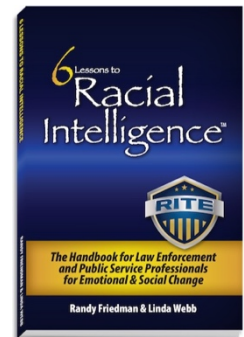


CULTURAL DIVERSITY AND INCLUSION WITH RACIAL INTELLIGENCE

21st Century Training for All Public Service Professionals

COURSE OBJECTIVES & GOALS

RITE Academy's **objective** is to unlock a new door to Cultural Diversity and Inclusion for all public service professionals, by improving officer wellness, increasing departmental morale, and building community policing and trust. The **goal** is to become aware of one's own emotions (EI), to improve situational awareness when engaging with others (SI), and to create diversity and inclusion skills that help to de-escalate whenever possible using Racial Intelligence (RI). RITE programs include de-escalation and resiliency awareness techniques, that improve overall department relations, recruitment and community policing.



Emotional Intelligence (EI) and Social Intelligence (SI) education has been a proven model for employees of corporations for years. RITE Academy has made this powerful training now available for all public service professionals pioneering the **RITE Model, EI+SI=RI**.

WHO SHOULD ATTEND

Executive leaders, First-line supervisors, Officers, (*sworn and non-sworn*) and department Instructors from all public service departments, including (but not limited to) police, sheriffs, corrections, fire, and city should attend the RITE program. Those who work with the public, whether via phone, or in person behind a desk or counter, on patrol or undercover, all should attend a RITE training to improve public relationships.

TRAINING OVERVIEW

- RITE resiliency awareness Tool
- De-escalation techniques
- End of shift, "bottom of the Ladder" release

The above bullet points are part of RITE training that improves departmental policy and oversight. The majority of calls officers handle are non-life threatening (to the officer), yet

the percentage of calls that are escalated unnecessarily, some with use of force, have been growing. Our program addresses de-escalation by empowering the officer with emotional intelligence skills and the knowledge to de-escalate where possible. All workshops are interactive and filled with (6) life-lesson modules that go beyond the ordinary cultural diversity, sensitivity, and inclusion training, and are improving individual lives.



The RITE Tools combined with learning the RITE model of **EI+SI=RI**, builds a strong foundation for encouraging positive employee engagement. This certificate course reinforces proper conduct as an employee of the department, with the RITE Certification (if ever needed), in the employee personnel file. Officer Wellness is the pillar of strength RITE teaches for improving employee performance and department morale. RITE training is approved by IADLEST NCP, giving students (4) *CE Credits*.

RITE ACADEMY PROGRAMS (*Detailed Info @ [RITE Training](#)*)

1. RITE Executive leadership course: 6-hour block for command staff
2. RITE First-line leadership course: 6-hour block for management
3. RITE Train-the-Trainer: 2 full days for department instructors only
4. RITE Cultural Diversity officer wellness; sworn and non-sworn officers: 4-hour block

RITE TRAINING

- (6) Racial Intelligence modules for improved officer wellness
- (5) RITE Tools to support learning after the class ends
- Includes the *Racial Intelligence Handbook for Emotional & Social Change*
- 20 question open-book multiple choice exam (copy for the employee file)
- RITE Certificate of Completion (copy for the employee file)
- 4 CE credits

COST AND REGISTRATION FORM

Cost varies per program, and along with Registration can be found on the RITE website TRAINING page, <http://riteacademy.com/training>. Contact us directly below.

