



CITY OF RICHLAND HILLS, TEXAS POLICE DEPARTMENT

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June 12, 2017

The Honorable Lacy Clay
2428 Rayburn House Office Building
United States Congress
Washington, D.C. 20510

RE: Racial Intelligence Training and Engagement (RITE) Academy

Dear Congressman Clay,

I am writing today to encourage you to include the RITE Academy curriculum in *Racial Intelligence Training and Engagement* as your committee contemplates improvements in law enforcement training related to this well-timed topic.

I recently participated in the RITE Academy's *Leadership Course in Racial Intelligence Training and Engagement* conducted in Richland Hills, Texas. The RITE Academy has developed a series of training programs that recognize the importance of police-community partnerships built on mutual trust and respect between the citizenry and law enforcement community.

In my 34 years as a chief of police, I have attended many training programs purporting to advance this philosophy but until RITE I have found most deficient in their approaches. Their approach has discovered the missing link, recognizing that officers must possess self-awareness, and emotional and social intelligence. Without all of these, racial intelligence, which alludes to all categories of persons, cannot be achieved. RITE teaches skills that can be incorporated in an officer's daily life allowing for more positive interaction with all persons they encounter. These skills may also improve an officer's capacity to de-escalate their actions so that non-violent alternatives may be considered.

No training can solve all problems, especially if not modeled, given prominence, and routinely practiced within a department. But RITE offers a unique opportunity to import the *Peelian Principles* held prominent throughout the history of law enforcement and as a result achieve community harmony.

Sincerely,


Barbara J. Childress
Chief of Police