



The City of Worcester

Executive Office of Diversity, Equity & Inclusion

Training & Development

Worcester Police Department Academy

Diversity, Equity, & Inclusion (DEI) Community Policing Syllabus

Facilitator: Chief Equity Officer, City of Worcester

Duration: January – June | 12 Sessions | Twice Monthly | ~18 Hours

Audience: Worcester Police Recruits

Location: Worcester Police Training Academy

Purpose

This training series prepares recruits to understand the historical, social, and cultural factors that shape modern policing. It provides practical tools to identify and interrupt bias, build trust with Worcester's diverse communities, and uphold equitable principles of fairness and accountability.

Core Learning Outcomes

Participants will:

- Recognize how the history of policing impacts marginalized communities.
 - Understand how socialization and systems reinforce bias.
 - Apply the concept of intersectionality to real-life interactions.
 - Identify and address implicit and explicit bias.
 - Detect and respond to microaggressions.
 - Engage respectfully with community leaders and cultural groups.
 - Develop an actionable DEI plan for bias mitigation in daily practice.
 - Demonstrate commitment through reflection, dialogue, and a final presentation.
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Training Roadmap

Session	Topic	Focus Area
1	History & Evolution of Policing	Roots of modern policing, systemic inequities
2	The Cycle of Socialization	How bias is learned, reinforced, and disrupted
3	Intersectionality	Overlapping identities and policing outcomes
4	Implicit & Explicit Bias	Unconscious and conscious bias in practice
5	Microaggressions	Identifying and addressing subtle harm
6	Mid-Program Recap	Review & start DEI Action Plan draft



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7	Anti-Discrimination	Oversight, policy, and bias prevention
8	Community Voices I	Local leaders share needs & expectations
9	Community Voices II	Youth & cultural leaders on trust-building
10	Action Plan Workshop	Finalize strategies and accountability
11	Final Presentations I	Officers present DEI plans & reflections
12	Final Presentations II	Continued presentations & peer learning
13	DEI Ceremony	Formal recognition & commitment

What to Expect

- Interactive discussions: honest conversation, real case studies
- Practical activities: identity mapping, scenario roleplays, reflection journals
- Community panels: learn directly from Worcester leaders & organizations
- Personal Action Plan: develop clear, realistic goals for equitable policing

Completion Requirements

- Active participation in all sessions
- Completion of reflection journals and surveys
- Final presentation of a personal DEI Action Plan
- Attendance at the DEI Graduation Ceremony

Contact:

Kevin Lovaincy, Chief Equity Officer — City of Worcester