



CRITICAL INCIDENT REVIEW, LLC

**Providing Perspective & Building Awareness in Critical Force Dynamics
Officer-Involved/Investigators/Leadership/Decision-Makers**

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TESTIMONIALS:

Dr. Alexis Artwhol

"The founder of CIR, Sgt. Jamie Borden (Ret.) and Paul Taylor, Ph.D. are two of the brightest lights in law enforcement training. Their years of dedication to ethical, evidence-based police training improves law enforcement and helps communities. They are helping everyone in law enforcement move beyond "business as usual" to expanding foundational knowledge that opens new horizons for investigations, training, and, operations."

Skylar Limkeman, ESq.

In November of 2020, I attended CIR's first Enhanced Force Investigations and Cognitive Interview certification course with Oleta Davis, President of the Iowa Fraternal Order of Police. After attending this class, we felt so strongly about the information CIR provided that we wrote and proposed legislation requiring all investigators and supervisors to be trained on interviewing police officers, which Governor Reynolds signed into law on June 17, 2021 as part of the Back the Blue bill. CIR has built a course that teaches scientifically based methods of investigating use of force incidents and applies to a variety of individuals who participate in the investigation and/or adjudication process. If there is ever a must-have course, this is undoubtedly it.

Dr. Edward Geiselman, Ph.D.

Sgt. Jamie Borden (ret.) and Dr. Paul Taylor, Ph.D. are the first and only professionals in law enforcement, to my knowledge, who have formally merged an Officer involved use-of-force interview checklist with the cognitive interview protocol. The resulting composite protocol, along with C.I.R.'s companion class, are clearly at the leading edge of what we know about how to effectively and fairly interview officers after critical incidents. The CI approach has been funded and championed by both sides of the aisle in congress, and observers rate this approach as most transparent. It's a win-win-win approach to conducting these more difficult and sensitive interviews. We need to learn what there is to learn from each incident, and this approach provides the best-practice means to achieve that goal.

THE NEED FOR TRAINING & AWARENESS

WE MUST QUESTION THE WAY WE HAVE ALWAYS DONE THINGS

WE MUST THINK BEYOND THE “BOX” WE ARE IN, GET TRAINING FROM TRUSTED RESOURCES, CONDUCT THOROUGH INVESTIGATIONS, DEFINE KEY TERMS AND APPLY THE MEANING, AND ESTABLISH AN ONGOING CONVERSATION ABOUT THE PROCESS.

PERFORMANCE FACTORS ARE OFTEN OVERLOOKED IN THE PROCESS

AN OFFICER IS A HUMAN BEING. POLICE OFFICERS ARE SUSCEPTIBLE TO THE LIMITATIONS THAT EVERY OTHER HUMAN BEING EXPERIENCES IN DAY TO DAY LIFE. HOWEVER, OFFICERS ARE PERFORMING IN EVENTS THAT NOT EVERY OTHER HUMAN BEING WILL EXPERIENCE: CRITICAL STRESS, DECISIONS AND RESULTS.

FACT

YOUR DEPARTMENT IS GOING TO BE INVOLVED IN A CRITICAL INCIDENT

WE MUST FURTHER DEVELOP THE INVESTIGATIVE PROCESS FROM THE INITIAL INVESTIGATION THROUGH THE INTERNAL DEPARTMENTAL PROCESSES, REVIEWS, AND THE INEVITABLE CIVIL CLAIM.

INVESTIGATING AN OFFICERS’ ACTIONS AND DECISIONS IS ESSENTIAL IN DISCOVERING “WHY”

TRAINING IS LIMITED ON ELICITING OFFICERS’ RECALL AND PERCEPTIONS IN A FORCE RELATED EVENT. THIS PROGRAM IDENTIFIES THE COMPLEXITY OF POLICE PERFORMANCE, FORCE DYNAMICS, LIMITATIONS INHERENT TO THE INVESTIGATIVE PROCESS, AND LIABILITY ISSUES THAT CAN IMPACT THE OFFICER, THE DEPARTMENT AND THE MUNICIPALITY.

CIR® TRAINING AND LECTURES

CUTTING EDGE, THOUGHT PROVOKING, RELEVANT



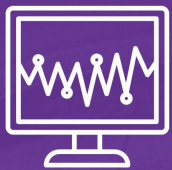
LEARN FROM EXPERIENCED PROFESSIONALS

CIR provides training forged in the application and expertise of police practice, research, study, investigations, and experience in the process from the event to the actual adjudication process regarding officer involved critical incidents.



SCIENCE AND DATA DRIVEN

Police Sergeant James (Jamie) Borden founded CIR in 2017, developing cutting-edge courses focused on the application of science and evidence-based methods in the review and analysis of critical events.



TESTED AND PROVEN

CIR has presented courses across the country to thousands of participants in jurisdictions large and small. The data and information taught is under constant periodic review to ensure relevance and accuracy in the learning environment.



INTERACTIVE

CIR relies heavily on an interactive environment with each class, assuring participants are involved in the conversations while testing knowledge and having questions answered.



COMPREHENSIVE

CIR provides classes for officers on the street, investigators in the field, and leaders reviewing incidents and making decisions as well as a specialized look at the review and examination of digital video evidence. All participants receive all data presented in the class and are encouraged to pass on the knowledge to their own departments.



WHAT WE OFFER

ALL OF OUR OFFERINGS ARE FOCUSED ON CREATING A UNIVERSAL VERNACULAR IN THE INVESTIGATION, REVIEW, AND ANALYSIS OF AN OFFICER INVOLVED CRITICAL INCIDENT

ENHANCED FORCE INVESTIGATIONS AND COGNITIVE INTERVIEW

This 3-day Certification Course is our flagship development, catering to all aspects of an officer involved critical incident. We emphasize the investigation, Internal Affairs, the Internal Review and Analysis, and the decision makers and attorneys who affect the internal/external adjudication. This course focuses on:

- Understanding human performance and limitations
- Successfully applying the scientific perspective
- Developing interview protocols
- The role, purpose, and function of all involved entities for a “thinking outside of the box” approach
- The gathering of officer statements - written or recorded - by implementing a thorough Cognitive Interview to identify what was driving the decision and to ascertain “why” an officer did what they did

HUMAN FACTORS AND CRITICAL FORCE DYNAMICS

The street cop’s perspective. Understanding police performance factors is vital for the officer on the street. An officer’s perspective in a critical incident is the most important link to a successful investigation. An officer working the street in any capacity, in any rank today must:

- Gain an understanding of their own performance in a critical incident
- Know the connection between truth, fact, and honesty
- Bridge the language gap between investigators and the involved officer
- Completely articulate the event (reporting, statements, and interviews)
- Realize both the importance and the limitations of video evidence
- Know what information is important to “get on the record” and why
- Understand their own role, purpose, and function as well as the RPF of others involved

WHAT WE OFFER

FORENSIC VIDEO REVIEW AND EXAMINATION

Our video-related training correlates specifically to force investigations and the forensic review and examination of digital video evidence. This course specifically focuses on the proper interpretation of digital video evidence particularly related to force dynamics. In this class the participant will:

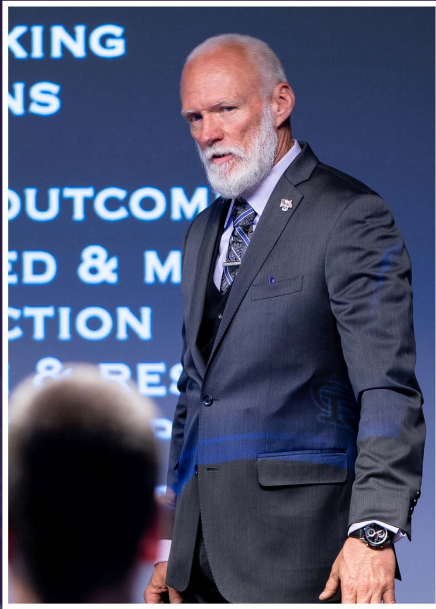
- Gain hands-on experience in reviewing and identifying autonomies and constraints in the use of digital video evidence.
- Understand the complexities of video evidence that can have a major impact on the accuracy of interpretation in a force encounter.
- Appropriately integrate video evidence into all areas of the Investigatory Process and building effective demonstratives (exposure to forensic video review platforms).

LEADERSHIP PERSPECTIVE

Force investigations and Analysis. For those not directly involved in the investigative process, CIR offers a leadership perspective as a two-day course for Management, Command Staff, Attorneys, and those that need to understand and speak the same language as the investigators directly involved in the process.



ABOUT CIR®



Sgt. Jamie Borden (Ret.)

Sgt. Borden (Ret.) & Dr. Paul Taylor have been lecturing in the field of Human factors related to law enforcement and the decision-making process related to officer-involved incidents, particularly where video evidence exists since 2015. In February of 2020, Jamie branched out on his own with colleague Paul Taylor, Ph.D., under the umbrella of CIR® to teach the Enhanced Force Investigations & Cognitive Interview Course. Over time, prior to the release of this course, Jamie and Paul determined there to be a missing link regarding the effective investigation and reporting aspect of complex force scenarios. Missing was the application of the science relevant to three major categories;

- Human factors, police performance and critical force dynamics
- Effective interviewing and reporting based on an understanding of global investigative processes.
- Forensic video evidence review and analysis

I think its safe to say that most police officers today understand that there is a scientific perspective when involved in a critical incident, especially in the decision-making process. During our tenure as lecturers and instructors at FSI® we recognized there was a link missing between the science regarding police performance issues and application of the science in the investigative, report writing and adjudication processes.

CIR has developed courses, outlining concepts and theories in the investigation and analyses of controversial use-of-force or critical incidents. Providing participants with a new perspective of the global investigative processes. CIR is focused on applying the science of human factors related to law enforcement; considering that knowing these elements exist is simply not enough. Investigators, officers, and any person involved in the adjudication of these critical incidents should be aware of the process and the results. Law Enforcement should develop progressive and thoughtful pathways to approach the inevitable critical incident that looms in every department's future now, before it's too late.

Participants will engage in an application perspective of what CIR believes is the most crucial link to effective force investigations; identifying the "why!" They will develop a foundational understanding of the investigative process across the board, which includes the application of the sciences, the cognitive interview, and discovering and navigating biases inherent in an "after the fact" review of an officer's decision-making process.



Dr. Paul Taylor

OUR MISSION

To advance knowledge and a thoughtful approach toward the consideration of human factors and police performance in critical law enforcement incidents.

OUR VISION

To address every officer making decisions related to critical processes. Officers, Investigators, and Leadership require an understanding of the complexities of navigating controversial police incidents from varied perspectives. CIR brings the wisdom of application and experience to the individuals doing the work.

OUR CORE

CIR was founded by police officers, for police officers; Developed by leaders for leaders.