



The Boulder Police Department (BPD) has committed to completing the [CALEA Accreditation Process](#) by September 2023. CALEA is a management model for police agencies that promotes the efficient use of resources and improves community service delivery by ensuring a department follows nationally recognized standards in multiple areas, including:



Employee recruitment, selection and promotion



Management of internal and criminal investigations



Victim & witness support



Engagement with at-risk and juvenile populations



Use of authority and force

The CALEA accreditation process corresponds to multiple areas referenced as draft Focus Areas for the [Reimagine Policing](#) project.

Transparency and Accountability

- The accreditation process includes community feedback through public engagement sessions, culminating with a hearing held by the CALEA Accreditation Commission to determine the agency's status as an accredited public safety entity.
- Provides a tool for ongoing measurement and review of performance against stated objectives. Data meeting accreditation standards can be used to inform BPD policy decisions and be shared with community members and stakeholders
- Throughout CALEA standards, there is a commitment to procedural justice, ethical policing, community trust and engagement, transparency in service delivery, appropriate organizational culture, fairness in systems and processes, and consistency in what residents should expect from their police department.

Recruiting & Supporting a Professional Workforce with Integrity, and Serving as a Trusted Partner in Advancing Racial Equity and Support for Vulnerable Populations

- Helps clarify police perspective about their responsibilities. CALEA standards will help BPD identify those not contributing positively to the mission, purpose, and values of the organization and support staff with relevant training, equipment, policy, and leadership.
- Requires a recruitment plan that strives for workforce composition that mirrors or exceeds the community demographics for historically underrepresented groups; and values language, life experience and cultural background with the goal of employing personnel who understand effective approaches with all communities.
- Recruitment plans include establishing relationships with community organizations that represent diverse potential candidates, hiring personnel fluent in non-English languages to help with recruitment, identifying barriers to recruiting diverse applicants and defined action steps to overcome these barriers.
- Many agencies have reported a decline in legal actions against them once they became accredited.

Integrating with Community

- Accreditation embodies the precepts of community-oriented policing. It creates a forum in which police agencies and community members work together to prevent and control challenges confronting police and provides clear direction about community expectations.

CALEA provides consistency in policies and procedures that align with national best practices in policing. CALEA accreditation is one more major project the Boulder Police Department is pursuing to reform and modernize to better serve the community in the context of community values.