

Building Trust in Police Departments

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Crisis in Confidence in Policing

- Crime Dropped for 15 Years
- Most Police are Professional and Trustworthy
- Yet, Public Confidence has also Dropped
- Trend is Accelerating

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Why the Disconnect?

- Excessive Force Incidents Caught on Video
- The Poor, People of Color and Youth Do Not Trust Police
- Overly Aggressive and/or Racist Tactics
- Warrior versus Protector/Guardian Mentality

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Reality Check

- Could This Happen in Your City/Town?
- Are There Any Warning Signs?



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Role of Elected Officials

- What is At Stake?
- Policy Oversight
- Budgeting, Advocacy and Legislation
- Relations with City Manager, Police Chief, Citizen Boards and Commissions, and General Public



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Big Picture Lessons From Ferguson, NYC, Cleveland, Chicago ...

- Lasting Collaborative Relationships between local Police and Public are Essential
- Public Cares As Much About Interactions as Outcomes
- Elected Officials, CMs and Chiefs Must Strengthen Community Policing and Trust
- Police Culture is Key
- Must Address Root Causes of Crime



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Clear & Comprehensive Policies Reflective of Communities Served

- Use of Force
- Mass Demonstrations
- Consent Before Searches
- Gender Identification
- Racial Profiling
- Performance Measures
- Collection of Data

- Engage with community and police unions



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Technology Outstrips Policy

- BWCs, Drones, Social Media, Facial Recognition Software, Less Lethal Weapons
- Transparency, Accountability and Privacy
- Think Through Polices When Adopting New Tech
- Same Goes for Military Equipment
- Get Input From Community in Developing Policies



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Community Policing Works

- Values Protection, Procedural Justice and Dignity for All
- Fosters Cooperation, Civic Engagement, and Improving Relationships with the Public
- Promotes Positive Non-Enforcement Activities with Neighborhood Residents, Faith Leaders and Business Leaders
- Supports Community Based Efforts To Address Poverty, Education, Health and Safety



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Fair and Impartial Policing

- Treat People with Dignity and Respect
- Give Individuals "Voice" During Encounters
- Be Neutral and Transparent In Decision-Making
- Convey Trustworthy Motives
- Recognize and Mitigate Implicit Bias
- Emphasize a Guardian Culture



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Youth

- Avoid Tactics That Unnecessarily Stigmatize Youth or Marginalize Them in School
- Support Youth Leadership & Life Skills Training
- Provide Incentives for Officers to Involve Themselves as Role Models with Youth
- Advocate for Early Intervention Strategies



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Things to Avoid

- Policies and Practices that Lead to Disparate Impacts
- Quotas or Incentives for Arrests, Citations or Tickets Related to Revenue
- Becoming Involved in Immigration Enforcement
- Sexual Harassment or Misconduct



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Things to Embrace

- Scenario Based and C.I.T. Training
- De-Escalation and Alternatives to Arrest
- External/Independent Investigations into Officer Involved Shootings Resulting in Death
- "Soft Look" Uniforms
- Interagency & Regional Training, Shared Services
- Involve Community in Recruiting

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More Things to Embrace

- Specialized Training for Dealing with Those with Mental Disabilities
- Training on Implicit Bias versus Racial Discrimination
- Diversity in Hiring and Promotions
- Coordination with the Human Service Community
- Officer Safety and Wellness

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Still More Things to Embrace

- Timely and Accurate Communications with Public about Police Activities
- Civic Engagement rather than Civilian Oversight
- Problem Solving Partnerships
- Opportunities to Allow the Public and Officers to be Heard
- Conduct Community Surveys on Attitudes Toward Policing and Publish the Results

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Questions and Wrap-Up

- For More Information:
- Final Report of The President's Task Force on 21st Century Policing, May 2015
- COPS Office, *President's Task Force on 21st Century Policing Implementation Guide: Moving from Recommendations to Action*, Office of Community Oriented Policing Services 2015
- Department of Justice Report on Ferguson 2015

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Thank You

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