

Multi-Culturalism and Police: Understanding the Fragile Relationship with Communities of Color

Question and Answer

Question	Response
<p>1. Are relationships getting better with police departments engaging in discussions with professionals such as yourself?</p>	<p>I cannot speak in general terms as I do not know what the relationships are between academia and police officials across the country. Historically police agencies have been quite reluctant to partner with outside agencies who they feel may scrutinize their actions. However, there have been some excellent relationships forged with a small number of agencies I know of and academics. The outcomes have been quite successful in developing leadership and training materials that allow officers to grow both intellectually and professionally and develop new ideas to forge better police and community relations.</p>
<p>2. Why do you think the lack of compliance with law enforcement has greatly increased even if the subjects have never had an encounter with a certain officer? Is it fair to paint all police officers with the same brush when it is not appropriate for police to apply the same practice when encountering different demographics?</p>	<p>It is certainly unfair to paint any group with a broad brush and judge them based on the actions of a few individuals who may appear to be similar or doing similar work. Police work is unique and the general population and many police officials themselves are unaware of the complexities, history, perceptions, and possibilities of these public servants. I believe the disconnection is a profound misunderstanding of the public and police of one another and the failure to realize that they are each other. Hence, sincere efforts to build community relations should not be understated. In addition, providing officers with education and training that focus on these complex relations and how they impact outcomes is essential.</p>
<p>3. This is such a large systemic issue as you have shown in this presentation. How do we make changes in our own communities on a small scale? It is nearly impossible to be on the ground and express concerns that would ever reach those in charge of a state agency.</p>	<p>I believe the key is education at every level. It is essential to develop K-12 curriculum, police academy and in-service curriculum, police leadership curriculum, and community policing curriculum. This must be a philosophical change that is local as the majority of policing is local and specific to the unique communities they serve. This is something that cannot be legislated but must be a dedicated effort from the police, local leaders, and their communities.</p>
<p>4. Often, trying to suggest changes in an agency that is stuck in its ways means you will either get black listed or pushed out of an agency.</p>	<p>I am not sure if there is a question here but I do have a comment. This is a problem in some agencies. I for one could not personally work in an agency that is unwilling to get better at the services they provide. Some officers feel they must gut it out and spend the rest of their careers in the shadows only performing at the level which</p>

	<p>they can control. I understand their position. I can only say, do what you can when you can and put forth the best service every day that is representative of you personally and the profession as a whole. Even that makes a difference and allows you to sleep well at night.</p>
<p>5. Do you have suggestions for Police Community Engagement Teams, with regard to programs that would help ""engage"" and foster positive relations between police and the African American community?"</p>	<p>My suggestions would be to engage in open and honest discussion and try to stay away from defending the position of the police. I would ensure that every officer in the agency from the chief down to the rookie is a part of the program. This important role cannot be given to just a few officers as if it is their responsibility. There must be a philosophical change department-wide that is committed to community service. That sounds clumsy to even say because policing by its nature is community service. The programs must reach out to young and old and must be sustained. There should be monthly meetings that allows for interaction that shows the humanity of all involved. There should be mentoring programs that acts as a recruitment tool and encourages others to become community servants themselves. The people need to know that the police are the community and the community are the police.</p>
<p>6. Why are the shootings in New York City mostly Black on Black shootings in the past two months? Should the police take no action?</p>	<p>It is unfortunate that someone would actually ask this question rather than try to engage in a discussion that would be beneficial to police and community relations. I would ask what is precipitating this violence and what can the police and community do together about it. The blame game harms both sides but the actions and attitudes of public servants often makes the difference. The asking of this question is not one I believe to be sincere and is indicative of someone who has become cynical and has their own interest in mind rather than an empathetic perspective towards the public they serve. As a former law enforcement officer I often looked for ways to build relationships rather than ways to break them down. The successful public servant sees the value in all whom they serve and work endlessly to reflect the legitimacy and respect the uniform represents.</p>
<p>7. Do you think the population of officers not living in the districts/areas they serve in (especially officers working in urban districts while living in other areas) has negative impacts?</p>	<p>I am not sure if it has a negative impact but it may have a psychological impact. I would suggest that some officers may have difficulty seeing the communities they serve as their own. Perhaps not living in the community may hinder some officers' ability to view the people who live in those areas the same as their own neighbors or themselves. There may not be malice in the officer's actions but implicit bias may be impeding their ability to be fair and impartial because they lack the connection to the community. Good intentions sometimes have bad outcomes. The police must find ways to better connect to and build relationships with the communities they serve.</p>

<p>8. What advice would you provide for whistleblowers who try and expose bad cops?</p>	<p>I would advise a whistleblower to plan their actions carefully and prepare for the possible backlash that may come with their actions. The individual(s) may want to already seek out other possible employment opportunities as well. I would encourage them to speak with an attorney before going forward so as to understand the legal actions they could take against the agency if necessary. Additionally, they should think about their family as well and how they are going to handle the situation.</p>
<p>9. How do you turn around systemic racism and corrupt departments?</p>	<p>Progress has been made in many agencies in this area. Agencies must be committed to putting together a process that builds a culture to weed out current officers who display racist tendencies, recruit and hire officers that embodies the character traits that reflect the values of the agency, provide training internally that continues to build on character, develop positive community partnerships, and maintain a leadership team that protects the structure. This is a long term effort that will take patience, commitment, and passion at every level of the agency and community.</p>
<p>10. Where can we find his research at?</p>	<p>My work has primarily been in the area of teaching, training, and learning. My 17 years as a practitioner, 15 years as an educator, and 20 years as a consultant has provided me a platform to develop curriculum and training materials, work with police agencies and communities, and bring a practitioner's experience to understanding, explaining, and applying evidence based research that has impacted policing throughout history.</p>
<p>11. Do you have any thoughts or suggestions around SRO? Any input of the conversations around keeping SROs out of schools?</p>	<p>I would caution every police agency who has a SRO program to evaluate and review these programs yearly. Agencies should sit down with school districts and determine if this is good use of resources for both. Very little violence take place at our schools but public interest was driven by sensationalized media accounts of events like Columbine, Sandy Hook, and Stoneman Douglas. The police and school districts felt pressured to do something. Research has indicated some SRO programs have contributed to what is known as the school to prison pipeline in Black and Brown communities. I believe each community is unique but any of these programs should be evaluated every year by the school district and police agency.</p>
<p>12. Do you feel that it is solely on the law enforcement community to change or do you think the mindset of the community needs to change as well?</p>	<p>I believe it is a combination of both. There is so much distrust in some communities and so much misinformation that needs to be set straight. Police agencies who have not had any issues or concerns are being impacted vicariously causing some officers to overreact as well due to the same misinformation and misunderstanding of the concerns.</p>

<p>13. Just as there is biases rooted in policing that need to be addressed, is there also biases with in communities of color in regards to their trust and faith in law enforcement?</p>	<p>Yes. The police are the community and the community are the police. However, bias against the police in black communities is primarily rooted in police actions. That statement is supported by a wealth of evidence from police data and historical accounts. The real issue here is that the police are to provide a service to communities that is fair and impartial and is based on community trust and the legitimacy of the police. About 98% of citizens in all communities regardless of race or socioeconomic status are law abiding but disproportionate numbers of black and brown people have police contact causing friction and mistrust. It only takes 1 or 2 officers to set off a powder keg that has been sitting around for years because of over-policing in some communities and a few other variables that could contribute to over-policing. Fortunately, this only involves a fraction of the 18,000 agencies in the country.</p>
<p>14. What are effective ways to build trust?</p>	<p>Transparency, sharing of information, community events that bring public servants and the community together, citizen academies, school partnerships, park district partnerships, academic programs for public servants, training initiatives around community policing activities, foot patrols, and more contacts with public that are not related to an incident</p> <p>Agencies should develop their philosophy around a community oriented approach to justice.</p>
<p>15. In addition to studying criminal justice, what do you feel and recommend that potential police officers' study?</p>	<p>I believe officers would do well to take courses in sociology (gender studies, race and ethnicity), human services, history (in particular Asian, Latin and African American courses), and psychology. The best justice studies programs generally require some of these specific courses and has a cross discipline approach in teaching their own classes. Too often, criminal justice programs are being taught/lectured by practitioners who may have a bias and not a deep reflected understanding of the academics related to field work or by academics who may have a bias and not have a deep reflected perspective of field work and its relation to academia. At some point, an individual must be able to seek their own understanding. I relate it to a sports or arts scenario. The best athletes, musicians, or artists are always working on their trade and passions. Police officers tend to go to work and go home and check out. They tend not to be interested in getting better at knowing their community, becoming better communicators, seeking more ways to resolve conflicts, more ways to prevent crime and disorder, more ways to become knowledgeable about the people they serve and the perspective and views they see the world from.</p>

<p>16. What can community members do to help improve the relationship with police officers?</p>	<p>Community members can seek ways to partner with the police but the police must be willing partners as well. Community members can put together groups or programs that educate themselves about police work and ways the community can contribute to crime prevention and problem solving. The police are the community and the community are the police. Community members can organize events and invite their partners (police) to be an important part of those events and talk about things that humanize the women and men in uniform and show community members that police work is more than just about crime and disorder but is a public service that is representative of all people in the community. The police belong to the people and should be viewed as an entity that must be protected, nurtured, and respected.</p>
<p>17. Do you feel that cross meetings between different police departments might help in strengthening each other?</p>	<p>It depends on the agenda and purpose of the meetings. Interaction between agencies can be quite helpful if the exchange of different ideas and concepts regarding successful training, techniques, community relations, and crime prevention efforts are shared. However, it could also be harmful if it is just an opportunity to close ranks and support each other's views and nothing changes.</p>
<p>18. I have the utmost respect for our police and I see all the negativity on the television, but how, as a community, can we, instead of standing around, doing nothing, and taking videos assist our police officers in situations?</p>	<p>This is where community relations become so important. If the community and police establish real and meaningful relationships it could lead to less conflicts, use of force, and more communication and positive outcomes. It takes time to build trust as well as changing the behavior of how something has always been done. It all begins with establishing trust and respect between the community and their police. It is going to take effort from both sides but it can be done. You just need each side to be committed.</p>
<p>19. Can you speak a bit about your thoughts regarding "punitive justice" and "restorative justice?" Thank you.</p>	<p>Being punitive is an old way of thinking and has never worked. The reason why it does not work is because it is about retribution and not justice. Justice seeks to provide an appropriate level of punishment while still humanizing the offender. The vast majority of offenders are redeemable and a part of the punishment must be an opportunity to be rehabilitated. Restorative is very important as it seeks to restore the victim/community which is often forgotten in the criminal justice process and provide them with resources to heal/mend physically and mentally and encourages an opportunity for the offender to be restored as well. This does not dismiss or diminish the punishment or accountability of the offender but instead tries to reduce the likelihood or repeat offending or re-victimization.</p>
<p>20. What are some ways that police can be more active and less reactive? Would this involve collaborating with agencies such as</p>	<p>Yes, the police can be proactive in seeking and calling upon partners who can provide services which they are not equipped nor trained to provide such as the ones you mentioned. Additionally, this would take pressure off the police and allow them to serve in a more</p>

<p>those who address mental health? Human services, etc.? Thank you.</p>	<p>community oriented capacity rather than just an arrest, citation, and crime oriented capacity. The police actually have few tools at their disposal to deal with the 80-90% of social disorder they are general called upon to deal with which limits their ability to be viewed as anything but crime fighters and ticket writers. However, if we can get police out of those patrol cars and be viewed as the public servants they want to be and the be seen as the human beings they are. This approach would particular be more impactful in communities that suffer from deprivation of resources (job opportunities, quality housing, good schools, parks, libraries, etc...) that contributes to higher rates of police interaction. Communities that have a wealth of resources tend to have fewer police conflicts and citizens have more resources of their own to provide those services to themselves rather than having to contact the police to deal with them.</p>
<p>21. What is the most contributing factor for the reduction of violent crime across the country?</p>	<p>Resources and opportunity. The police has little impact on crime and solving crime. Look around the country, the communities with higher home values, good schools, access to transportation, access to employment opportunities and actual living wages, libraries, parks and recreational programs, and even grocery stores with high quality nutritional items all have lower violent crime rates, less police activity, fewer citations written, and fewer calls for police service. This does not mean that things are not going on behind closed doors. The police are just not called out nor are looking for certain things. Which means their patrol operating procedures are different and attitudes overall. In particular, I would suggest that certain people seek those type of police jobs while others seek those jobs in communities where they say the “action” is and probably contribute to that action by over policing and justifying the behavior because it is a “bad” area. Unfortunately, the 98% of the law abiding citizens are drawn in to that ideology and become collateral damage. This contributes to the distrust and conflict.</p>
<p>22. Will police reform address issues of diversity and community practices?</p>	<p>I really cannot say. Past reforms have addressed these issues and progress has been made. There is still room for improvement and I believe most police executives would agree.</p>
<p>23. It seems that it would be extremely helpful for mental health professionals to educate law enforcement on trauma and how trauma affects people and communities and intergenerationally. Do you agree?</p>	<p>I absolutely agree. These professionals should be a part of the education and training for police officers nationwide and their expertise should be called upon to actually assist with calls involving citizens suffering from mental health conditions.</p>

<p>24. I am just curious, for the war on drugs, I agree that it makes sense that whites are just as likely if not more to use drugs than black and brown, but is there data on where those drugs are sold compared to used? I'm not in agreement with the war on drugs, but wouldn't it make sense that in order for law enforcement to fight a war on drugs, they would go after where the drugs are being sold as opposed to where they are being used? If you arrest the users, won't the drugs continue to be sold, as there are far more users than dealers. Wouldn't it make sense to use police resources and time to focus on the bigger problem (sales) versus users (buyers). 5 arrests for simple possession wouldn't even come close to one arrest with large amounts of individually wrapped drugs that have been prepared for sale, and possibly gain intelligence on where the large quantity of drugs is coming from? I'm just wondering if there's any data that has been collected on this.</p>	<p>You would think the logical response by law enforcement would be to target large quantities and even those dealers who tend to deal larger quantities in the community. However that has not been the case. Over policing and mass incarceration of low level drug offenders has caused serious community relations problems for those agencies in predominantly inner-cities. Invariably if the data is overwhelming that African Americans and white Americans used drugs at about the same rate. That means that for every African American drug users there are about 5 white American users. We know that a small number of whites come into black communities to purchase drugs which means that the overwhelming number of dealers are actually in and around white communities and that is why the data indicates that whites are more likely to be in possession of drugs when searched by police. It would seem that the tactics being used in black inner-cities to combat drug activity would be better used in white suburban and urban neighborhoods if they were thought to be effective which they are not.</p>
<p>25. I know you may not be able to get to all of these questions, I'm just typing them down just in case. Are the same number of agencies that report statistics to the FBI sending data to the data collected that stated an average officer only makes 1 - 2 arrests per year? That seems extremely low. I personally remember making on average at least 1 felony arrest per month, sometimes 2. That was several years ago, and in a municipality that bordered a major metropolitan city.</p>	<p>Yes, that is in fact where the data derives from. I presented the data to show an effect. You actually have brought into the discussion a critical analysis of the data. When you aggregate the data out and start reviewing which agencies are dealing with more felonious cases these tend to be larger agencies in higher populated jurisdiction. These also would make up a small percentage of agencies overall. What this means is that outside of urban cities, most police officers make only about 1 maybe two felony arrest all year. Officers in larger departments (300 or more) in jurisdictions with higher populations and higher rates of inequality tend to make more felony arrest. However, even within those agencies and jurisdictions, officers in areas with higher volumes of inequality make more arrest for serious felonies than those who work in other</p>

<p>I think location would certainly play a role in this.</p>	<p>beats or precincts etc... This means those arrest are generally situated in small pockets of the city.</p>
<p>26. I certainly believe reform needs to happen ASAP. I'm curious to know your thoughts on defunding or even getting rid of police agencies altogether. I think a large majority of people want police to have better training, especially in the areas of mental health, de-escalation and the use of less lethal force. But, that will take an extremely large increase in funding. Is it a lack of understanding of how police training works? Taking money away from police will ultimately result in lesser training. When funding gets cut, or costs in other areas start rising, training is one of the first things that is often cut. How can we train more with less money? How can we buy more less lethal tools with less money? It seems like a catch 22.</p>	<p>I certainly am not in favor of defunding the police based on what you have eluded to and even more. I believe the general ignorance of the public is fueling these flames that are being set by a few individuals with other agendas and radical thoughts. We cannot train more with less and there needs to be more funding to support the activities and training that all agencies would like to see and have. Unfortunately, when 52% of incarceration is to people who have been convicted non-violent offenses and reduce taxes so social programs and other important resources in communities cannot be funded that actually assists in reducing criminal activity what you have is a backwards equation that does not add up to common sense. We need to rethink public policy as a part of this reform and support the efforts that policing has made over the past 50 years that have been progressing but more improvements could be made. I do believe most agencies would be willing to move forward with more resources ironically as you have indicated.</p>
<p>27. how does the school to prison pipeline play a role in the relationship between the police and black community? when talking about police in the schools.</p>	<p>What has happened in regards to police in schools, in particular, in black communities is similar to the 1950's and 1960's when it comes to the intentions of public safety. In the 1950's and 1960's funding was provided to bring the police and the black community closer together with the idea of building better relationships. Unfortunately, no one considered the inequality, social unrest, distrust of police by the black community, deep-rooted racial animus within police agencies and the white community, and the civil rights movement. Bringing the police closer only resulted in more arrest, conflicts, and protests against the police by the community. The intentions were good but no one thought it fully through and how to achieve the goals of the programs. In regards to how this impacts schools of color is the fact that the police were brought into schools after high profile cases involving unthinkable harm such as Columbine and Jonesboro, Arkansas. These incidents are rare in schools but the media and social media provides a more heightened sense and gives off a picture that is not in reality indicative of what is actually happening. The police were brought in as security blankets but what schools have used them for and the police have been more than willing to be used as are enforcers. What was once a detention</p>

	<p>or even a short suspension has turned into an arrest. The police are using the tools for which they have been trained. These arrest impact black and brown communities even more because the children from these communities are more likely to be treated harshly by the criminal justice system than white youth. Additionally, their records tend to follow them and build where as white youth tend to be diverted from the system in their communities. The increase in kids being suspended or arrested has increased dramatically in some black communities since the police have been inserted. These zero tolerance policies by schools and their unwillingness to use alternatives has contributed to this problem. Many agencies should review their efforts and ask how are their officers being used and encourage their officers to use their discretion more wisely in terms of diversion whenever possible withstanding serious events involving weapons and injuries. There might be good intentions but someone has to measure outcomes.</p>
<p>28. We talk a lot about the police officer's responsibility, but what role does personal responsibility of our citizens play in building and maintaining relationships in our communities and bridging these gaps by both parties?</p>	<p>Everyone has responsibilities. Two wrongs do not make a right. I have a saying, when people are at their worse, the police must always be at their best. Regardless of the attitudes of others, police must be in control of their own attitudes. The vast majority of citizens are willing to be partners and if some choose to sit on the sidelines then so be it. The police have a responsibility regardless of the attitudes of others. The job comes with these realities.</p>
<p>29. In addition to changing the philosophy of the police, do we also need to teach community members to be responsible for their actions and be respectful.</p>	<p>You cannot teach community members anything, it is not your job. You are in charge of your own attitude and how you react to what someone else is doing. Ask yourself, who is in control? Ethics, trustworthiness, withhold judgement, responsibility, empathy, compassion, patience, and commitment to justice all add up to legitimacy. If officers cannot exhibit these behaviors always in the course of their duties, the threat to policing everywhere becomes real.</p>
<p>30. How do you train police officers to treat Black people like human beings?</p>	<p>I can't, they must want to be decent, kind, empathetic, and understanding human beings to begin with. I can explain some things to them but I can't understand it for them. That comes only from within. Departments must be extremely careful in their hiring processes and background checks. Some people have good intentions but are incapable of following through or as I say, just because you mean well does not always mean you do well. You just may not be capable of it and don't even know it.</p>
<p>31. How much of a role do you think media and social media plays in the problems experienced between police and communities?</p>	<p>I believe media and social media certainly helps stoke the flames and provides misinformation and flat out lies to individuals that are on both sides of the concerns and it does not help the situation. However, media exploits are only a symptom of much deeper underlying issues that must be addressed appropriately.</p>

<p>32. what is considered a "violent crime"... Only felony crimes? Domestic violence and sexual exploitation/buying a person in prostitution is a serious crime but often not a felony level usually only misdemeanor. And for crimes counted, does this include those charged or those convicted?</p>	<p>Domestic violence, sexual assault (rape), murder, robbery, simple assault, and aggravated assault are all forms of serious violent offenses. The FBI crime index are all crimes reported to the FBI by police whether someone has been arrest or not.</p>
<p>33. How do you get the community to understand that there is the totality of the circumstances when for example they only see a 20 second video clip and they immediately say that's what the police do and they are guilty? This is the bias of the community. How do we change that?</p>	<p>Communication and transparency. It is hard to try to keep someone's mind open. The police should not try to convince the public to keep an open mind but their actions in terms of keeping communications open and being transparent will eventually speak volumes. Additionally, words have meaning. This is important because how something is conveyed and the words that are used to convey it is essential to gaining the public's trust.</p>
<p>34. Do you believe that "defunding Police" is the answer for needed change or perhaps, will community policing in conjunction with mandatory trainings aid in the broken relationships with Police and "inner city" neighborhoods?</p>	<p>I certainly am not in favor of defunding the police because in order to continue to move forward in a manner that builds off of the successful transitions that policing has made in the past 50 years will require more resources in most cases. I believe the general ignorance of the public is fueling these flames that are being set by a few individuals with other agendas and radical thoughts. We cannot train more with less and there needs to be more funding to support the activities and training that all agencies would like to see and have. When 52% of incarceration are to people who have been convicted non-violent offenses at a cost of almost 100 billion dollars and tax cuts passed that decreases the amount of support towards social programs and other important resources in communities, this contributes to the defunding the of the programs that actually assists in reducing criminal activity. This is a backwards equation that does not add up to common sense. We need to rethink public policy as a part of this reform and support the efforts that policing has made over the past 50 years that have been progressing but more improvements could be made. I do believe most agencies would be willing to move forward with more resources and having less would cause more issues than solve problems.</p>
<p>35. Police have a very tough job, but do you think that a tougher approach towards accountability & reprimand for negative or unlawful acts by Police, could prevent</p>	<p>I believe that leadership in both the administration and union ranks must be held accountable at some level. I do not consider a tougher approach the answer but instead use the policies and procedures already in place and enforce them accordingly. Additionally, agency culture is one of the most important elements that no one is talking about. Officers should know through training, policies, and</p>

<p>"Police Brutality" in minority communities?</p>	<p>leadership what acceptable behavior is and they should always know that they will be held accountable for their actions that are outside of what has been deemed acceptable legally, ethically, and professionally. I do not believe the problem is pervasive. However, I do believe that lazy leadership and a zealous union that protects some bad apples is part blame in these matters.</p>
<p>36. I live and work in a county/border town of the Wind River Reservation working for victims of crimes in the circuit and district courts. The local town policing definitely lacks leadership and willingness to communicate with the minority community that resides in its jurisdiction. Any suggestions?</p>	<p>You have hit on something that is the most important aspect of this discussion and few people are talking about it and that's leadership. I have seen few police executives in these circumstances step forward and takes responsibility for the actions of their personnel. Law enforcement executives sets the standards and nurtures the culture. The town should be approached and leadership should be challenged and held accountable. We must be able to work together as neighbors, agencies, and communities in order to have the public service every community deserve. Accountability is key and someone must begin that discussion.</p>
<p>37. Bias, racism, discrimination is wrong and we all must take a hand to reduce it. My question is, don't you think this senseless violence, riots and criminal activity is hurting all of us? Don't you think it would help our "cause" if BLM and other groups would condemn these vicious actions and take steps to stop them?</p>	<p>I believe that it helps when police officers condemn and admit that brutality, misconduct, and excessive force exists and will not be tolerated. I also believe that anyone and everyone should condemn violence and looting and if they see something they should say something. The problems we face are our problems and the solutions to those problems reside in all of us as well.</p>
<p>38. I am blessed to live in Las Vegas where our community includes law enforcement and strides have been taken to solidify our "partnership". That is one of the reasons why protests are non-violent. Why can't other communities do the same? It seems to me that "some leadership" would benefit by restlessness. Please comment. BTW, I am a chaplain who fights gangs, human trafficking and other injustices. Also, I have a black family since 1997 so "been there"</p>	<p>You have hit on something that is the most important aspect of this discussion and few people are talking about it and that's leadership. I have seen few police executives in these circumstances step forward and takes responsibility for the actions of their personnel. Law enforcement executives sets the standards and nurtures the culture. Others communities have and others can do the same. The problem is not pervasive but it is persistent. We must be as well. It only takes a committed group of community partners who are all moving towards the same goal. It takes an informed and intelligent public to recognize and weed out poor leadership. I remember a Robert F. Kennedy quote, "Every society gets the kind of criminal it deserves. What is equally true is that every community gets the kind of law enforcement it insists on."</p>
<p>39. But isn't "undocumented" a crime? Are you suggesting we allow anyone in the USA without established procedures?</p>	<p>The federal government is charged with implementing policies regarding immigration. Local and state law enforcement has no jurisdiction. In fact, being undocumented or entering the U.S. unlawfully is not a crime, it is a civil offense. I never stated nor</p>

	suggested that we should allow anyone in the country without using the proper channels, I did state that there is no correlation between higher crime rates and the number of undocumented immigrants in the country. That is a fact.
40. Is there an overlay of the violent crime's reduction slide and the mass incarceration slide? Could there possibly be a correlation?	Actually mass incarceration started around 1973-74 and continued through 2015. The crime drop began in 1993 and has maintained. Research by the Vera Institute of Justice and several other institutions indicates that incarceration mass incarceration had zero to little effect on crime.
41. Looking at the line of duty deaths, has the percentage of deaths due to assaults risen or lowered opposed to death from incidents such as car crashes or medical reasons?	<ul style="list-style-type: none"> • The in the line of duty deaths from assaults have decreased since the 1970's and drastically has decreased for the past 25 years. According to an article by Dan Wang, more officers were feloniously killed in the 11 years between 1970 and 1980 (1228 deaths) than in the 21 years between 1993 and 2013 (1182 deaths). • The rate of felonious killings per 100,000 officers has declined from about 18 in 1989 to about 5 in 2013. It was over 3 times safer to be a police officer in 2013 than 26 years ago. • In the five years between 1971 and 1975, an average of 125 officers were feloniously killed per year. Most recently, between 2006 and 2010, the equivalent number is 50. That's more remarkable given that the number of officers employed has increased considerably since the '70s. <p>*All of the data is taken from FBI records.</p>
42. Does race and/or gender of police officers correlate to lower/higher rates of lethal force?	There have been some studies that suggest that female officer are less likely to use lethal force. There are studies that indicate that white officers are more likely to use force than black officers and that percentage increases for both black and white officers when the neighborhood is black but it increases significantly for white officers. Hispanic officers were found in this particular to twice as likely use force when the neighborhood is of an opposite race. The findings of the study highlights the importance of race as a key determinant of police use of force, including and especially force in which an officer fires his gun.
43. How can we get community members to be more compliant with police orders in order to reduce arrests for noncompliance?	Communication, partnerships, building trust, being viewed as legitimate and reasonable and not an occupying force are all good foundational starting points to decreasing non-compliance. It will never go to zero but it can be reduced significantly.
44. Is the redistribution of funds (police defunding) a viable option?	No. I certainly am not in favor of defunding the police because in order to continue to move forward in a manner that builds off of the successful transitions that policing has made in the past 50 years will

	<p>require more resources in most cases. I believe the general ignorance of the public is fueling these flames that are being set by a few individuals with other agendas and radical thoughts. We cannot train more with less and there needs to be more funding to support the activities and training that all agencies would like to see and have. When 52% of incarceration are to people who have been convicted non-violent offenses at a cost of almost 100 billion dollars and tax cuts passed that decreases the amount of support towards social programs and other important resources in communities, this contributes to the defunding the of the programs that actually assists in reducing criminal activity. This is a backwards equation that does not add up to common sense. We need to rethink public policy as a part of this reform and support the efforts that policing has made over the past 50 years that have been progressing but more improvements could be made. I do believe most agencies would be willing to move forward with more resources and having less would cause more issues than solve problems.</p>
<p>45. What are your thoughts on Citizens Accountability Councils or Boards and what is the best way to initiate that process if it is beneficial?</p>	<p>I believe citizen accountability boards can be effective if they are not political or activist in nature. If the right community professionals are screened appropriately and the correct procedures are in place to ensure due process in addition to their decisions being binding, then they can be game changers. These boards represent the people and their police and could remove the politics from the process of maintaining police legitimacy.</p>
<p>46. What are some of the visionary programs that are being implemented that exemplify the changes that are needed?</p>	<p>I would look to police academies like in Seattle, WA for training programs, the City of Camden, NJ police department and what they have accomplished after being pressured by the public to change their tactics and adopt a de-escalation and more community oriented approach to policing. Do not focus on the abolishment of the police and then reboot alone of Camden but the police and community working together afterwards that was the driving force of change. Few agencies have some deeply rooted issues and unions are powerful and sometimes stall progress and something drastic has to be done and that was a part of Camden's decision. Finally, some cities are looking to focus more on a public safety department that consists of police, fire, and human services experts. Depending on the type of calls and individuals involved the dispatcher sends out the appropriate educated and trained professionals that has the skills to handle the incident. All of these have a much more community oriented approach or philosophical change that actually puts the police in a more service oriented role as a partner rather than just been viewed as enforcers.</p>
<p>47. What do you think contributes to the willingness to resist arrest?</p>	<p>I believe the mistrust and fear of police drives some people. An uneasiness and continued reality of living in a police state for others.</p>

<p>People who resist arrest seems to be a common denominator in the majority of the police deadly encounters. Or is this strictly a police problem.</p>	<p>Many of these incidents the police themselves have not tried to de-escalate and their own fears, training, and bias may have been contributors. There are some cases as well that are justified and some individuals posed a threat to the officer. Every case presents different variables but these are some of the variables that apply.</p>
<p>48. The statistics regarding the population of the police force.... are they representative of the population? If 67% of the force is white isn't that a direct representation of the population of the US?</p>	<p>This depends on what city, town, state, county, or village you work in. For example, if 67% of the officers were white in Chicago that would be over representative of the white population which is 32%. However, race of officer alone is not indicative of anything in regards to fairness until their actions warrant otherwise.</p>
<p>49. Isn't hard for a police officer to control his or her emotions when they are constantly approaching traumatic events? Are police departments providing debrief meetings so they can express their feelings?</p>	<p>Police do not constantly approach nor face traumatic events. I was police officer for more than 17 years and faced a few traumatic events and they were few a far between. A small percentage of officers experience more. Mental health is an important part of everyone's life and we should take care of ourselves. Police agencies and training has recognize the importance in this area and have started to address it more directly. Police officers are human beings and the vast majority of human beings can control their emotions under most circumstances and others cannot. Training alone will not address this issue because it is just a part of the person in uniform and they must recognize if the job is too stressful for them. Background checks and the rest of the hiring process tries to weed out those who may have difficulty controlling their emotions. Debriefings after major incidents are a part of most police agencies protocols and officers are offered mental health resources confidentially if they choose to use them. Many policed academies have added officer wellness training hours as well.</p>
<p>50. Police are under scrutiny hard during these times. What can be done to ensure police they are supported while still trying to make sure they are held to the standards that they were sworn to?</p>	<p>I am not certain why or if all agencies are under stress because these incidents have occurred in a few cities even though there have been marchers all over. Leadership is key as well to keeping the morale of their officers up and the officers themselves know in their own hearts who they are and why they do this job. The vast majority of police agencies in the U.S. have and always will be supported by their communities. There are but a small percentage of agencies and communities that are experiencing these difficult times but the media, politics, and ignorance of the general public is driving some of the tension.</p>
<p>51. How would you recommend police handle a situation like a shooting of a minority person that is justified but media and groups have rushed</p>	<p>Communication and transparency. It is hard to try to keep someone's mind open. The police should not try to convince the public to keep an open mind but their actions in terms of keeping communications open and being transparent will eventually speak volumes. Additionally, words have meaning. This is important</p>

<p>to judgment without knowing all the facts?</p>	<p>because how something is conveyed and the words that are used to convey it are essential to gaining the public's trust.</p>
<p>52. Do you have any advice for the disheartened officers who embrace the history you mentioned and the suggestions you outlined, who serve their communities fairly and professionally, but are being physically and verbally assaulted as racist murders?</p>	<p>I would advise those officers to do what they have always done and keep providing those examples that exemplify what passionate and caring human beings most police officers are. Additionally, I would encourage those officers to try and become field trainers and administrators who often have influence on the next generation of officers who will grace our streets. It is a part of the role of police. I can remember personally protecting the grand wizard of the KKK during a rally as it was his first amendment right to speak. I did it with the utmost sincerity as I would to protect anyone else. My job was not to judge although I may be judged. Character involves being able to care for others even when they may disagree with you and not even care about themselves. If I felt different, perhaps I should have looked for another career.</p>
<p>53. We went over the police cannot solve every problem because they are not trained to. What would you say is a good way of the police department to address issues they encounter on the street such as dealing with a person with mental illness or psychological issues or school issues and so on. Should there be experts on the scenes as well?</p>	<p>This is an area where immediate changes can be made. Local governments and police agencies must begin to use the other resources in the community that are available to provide the necessary services for many of the calls the police have been called for to handle. When dealing with someone who is substance dependent or having a mental health crisis other human service providers should be immediately called to assist in handling these situations. The police are trained well enough to understand to secure the scene and protect others but others are educated and trained to deal with the situation. Many agencies have already moved in that direction. It is a part of a community policing and problem solving effort in addition to just smart policing.</p>
<p>54. What can victim advocates do to help police learn and transition to 21st century policing? What can victim advocates do to encourage change to these systemic problems?</p>	<p>Victim advocates should be willing to provide cross training and assistance to agencies but these agencies must first be willing to work with others and welcome their community partners. This has been difficult over the years as police have been unwilling to seek these partnerships. There should be a meeting of the top leadership in every county of their public safety providers and the discussion should center around developing meaningful relationships in the best interest of public safety service.</p>
<p>55. What do you think is best practice for when someone is a victim of a police officer and wants to report safely?</p>	<p>The first thing that individual needs to do is write down immediately the particulars of what occurred. Where, when, who, time, and the event. They should contact a respected community leader or someone who can provide them support and then together file a complaint with a supervisor on duty or directly to the chief if they feel more comfortable doing so. If there is a police or fire commission that may be an avenue as well. Generally, agencies have procedures but the public has no idea how that works. Police agencies and communities should make it well known what the</p>

	<p>procedures are on how to file a complaint and the measures that will be taken during that process. That is a part of being transparent.</p>
<p>56. Love the idea of having other professionals go out with the police to care better for the client. Do you believe that more money should be allocated to hire them and maybe use some of the police funds use for that?</p>	<p>The police are probably already underfunded already so I would not suggest moving money from one place to another, it could cause unintended consequences. Most communities already have these services available in some form of human services and they could be put to better use themselves. If not, funding must be found if communities are serious about moving forward.</p>
<p>57. Listening to this and receiving an alert that a 17-year-old is a suspect and is in custody for the Kenosha shootings. President Trump, is sending Feds there. Are we using our resources in the best way?</p>	<p>I will simply say no to the resources question. By the way, the Feds have no jurisdiction if they were not asked for by the local officials and there is nothing for them to do. What most people do not realize is that the federal government has no authority to take over cities, towns, villages, counties, or states. Policing is state right and the states give their local governments authority to police themselves. A national disaster would have to be declared in order for the federal government to do anything and these circumstances does not warrant that decision. The national guard is deployed by the Governor. Anything that the president or any other politician states in these regards are purely for political purposes and does not do anyone any good to politicize it.</p>