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1



# Strengthening Community Relations

Moving forward together.

Training opportunities to build and improve relations with those you serve.



in-person

Reimagining Policing:  
Strategies for Building  
Community Relationships  
that Last



in-person | virtual

Improving Youth  
Interactions through Fair  
and Impartial Justice



in-person | virtual

Verbal De-Escalation and  
Crisis Communication



in-person | virtual

Organizational Resiliency  
Starts with You!



in-person

Managing the Media  
Message: Your Agency's  
Story and How You Tell It



conference

School Resource Officer  
Training Conference

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**Dr. Theodore Darden**  
Professor of Social Justice

## **Reimagining Policing (3-part series)**

### **How We Got Here & Understanding the Need for Change (Part 1)**

Oct 8 | 1:00 pm – 2:30 pm (CST) | \$39

### **Community Trust Begins from Within (Part 2)**

Nov 12 | 1:00 pm – 2:30 pm (CST) | \$39

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## **What Are They Running From? Youth Trauma and Addressing Adverse Childhood Experiences**

Dec 15-18 | \$99 (pilot)



# Multiculturalism and Police

## Understanding the Fragile Relationship with Communities of Color

August 26, 2020



**Dr. Theodore Darden**

Professor of Justice Studies

College of DuPage

Glen Ellyn, IL

Live transcript/captions available at <https://www.streamtext.net/player?event=NCJTC>

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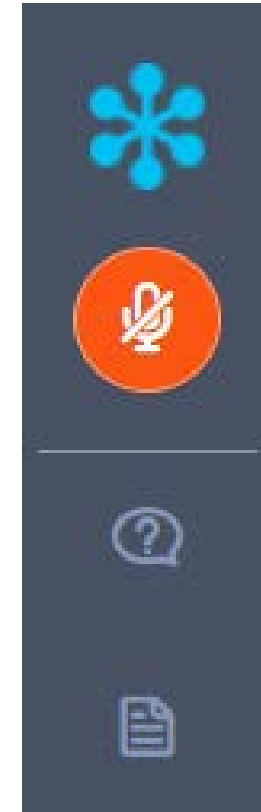
**Your audio will remain on MUTE during the entire webinar**



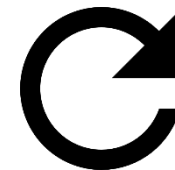
**Question/Chat Box** (Contact us with issues, ask a question, read messages)



**Handouts (if available) found here**



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**Refreshing your browser window will fix most technical issues**

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- What do I need to do?
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  - Complete the evaluation
- Certificate is emailed to you in two (2) weeks.





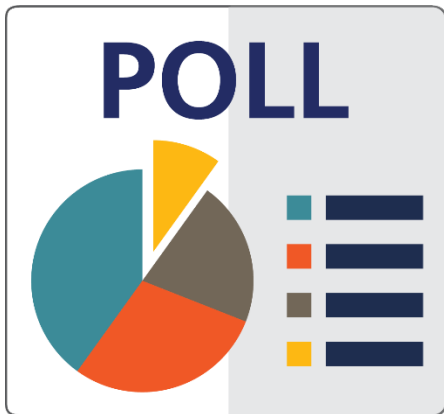
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- Pop-up blocker must be turned “off.”
- You will receive an email within 2 weeks with instructions on how to access our webinar library, the recording of this webinar, additional webinars and self-paced courses.

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Poll questions may be asked during the webinar.

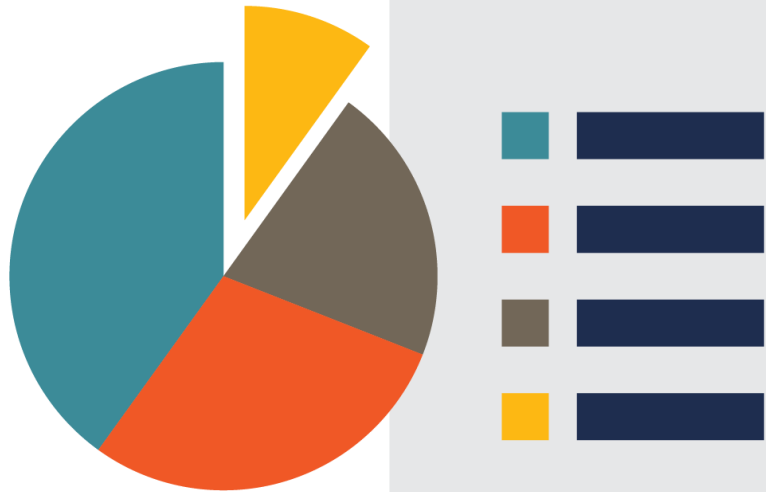
This is your time to weigh in with your thoughts.



Please respond promptly;  
polls are open for a short  
period of time.



# POLL



**Which of the following best describes your role?**

- A - Law Enforcement
- B - Educator
- C - Court System Personnel / Prosecutor
- D - CAC / Social Worker / Victim Services / Mental Health Provider
- E - Other



# Dr. Theodore Darden

## Professor of Justice Studies

College of DuPage  
Glen Ellyn, IL



Photo by [Eric W.](#) from [Pexels](#)

# Find Understanding

*“We do not see the world as it is, we see it as we are.”*

Anais Nin

- ✓ **Socialization**
- ✓ **Confirmation bias**
- ✓ **Implicit bias**



# What do all of these have in common?



Selling single  
cigarettes



Playing in the park  
with a toy gun



Buying a toy gun  
from Walmart



Smoking a  
cigarette during  
routine traffic stop



Allegedly passing  
a counterfeit  
\$20 bill



Sleeping  
at home



Warrant for a  
failure to pay child  
support



# Objectives

1

Explain how we arrived here?

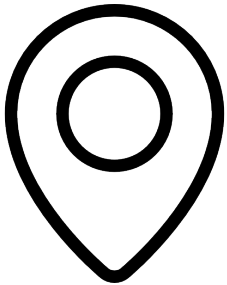
2

Understand why the problems persist?

3

Examine what can be done moving forward.

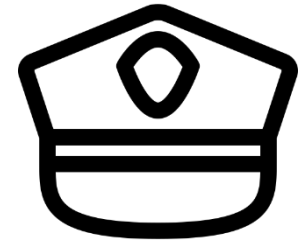
# Three important areas to discuss



How did we  
here arrive here?



Why does the  
problem persist?



The future of  
policing

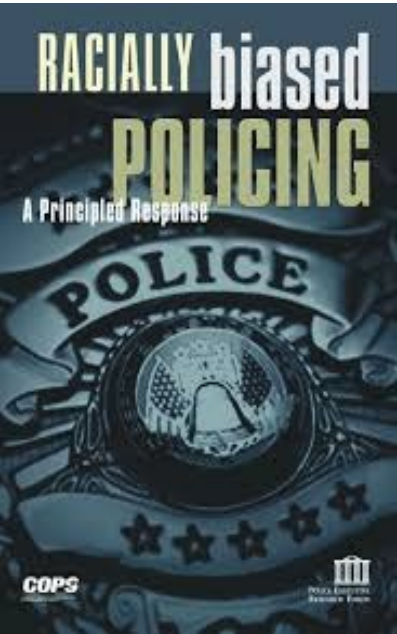


# How Did We Arrive Here?

“The future belongs to those who understand their past and embrace the challenges that afford them new opportunities to leave a better tomorrow.”

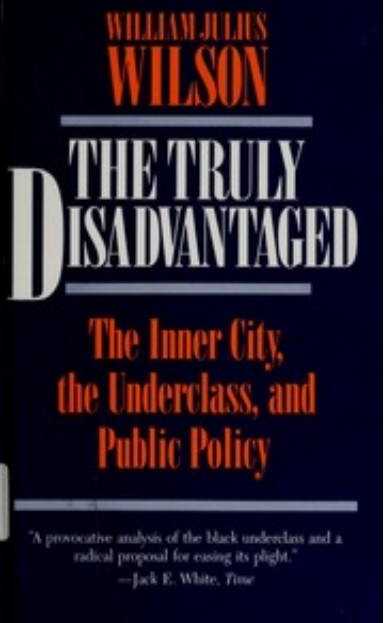
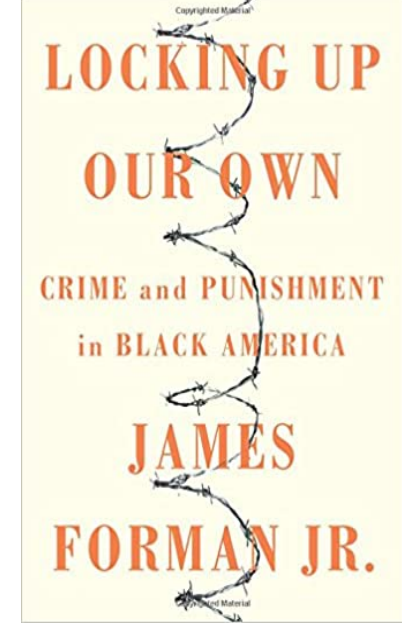
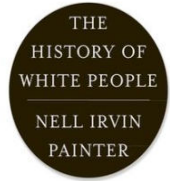
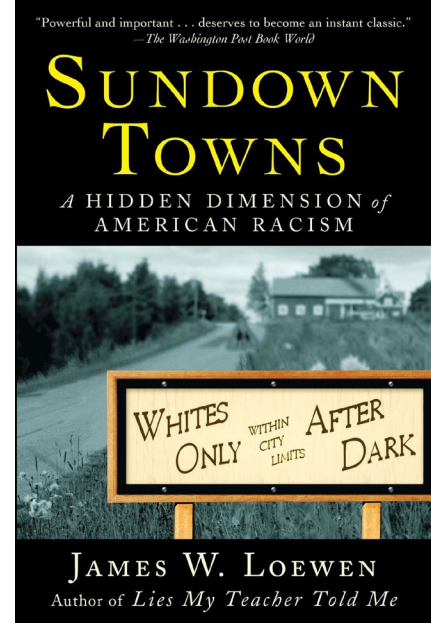
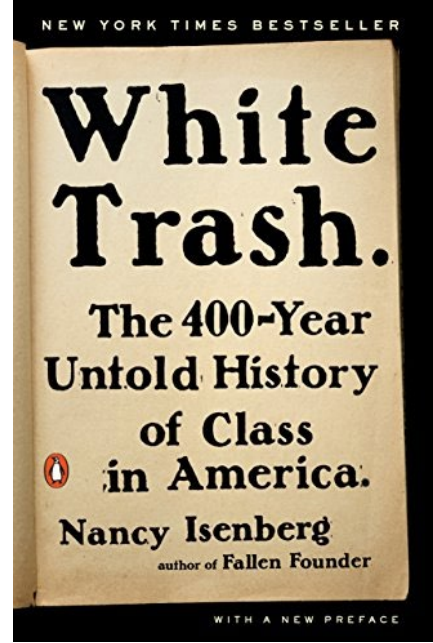
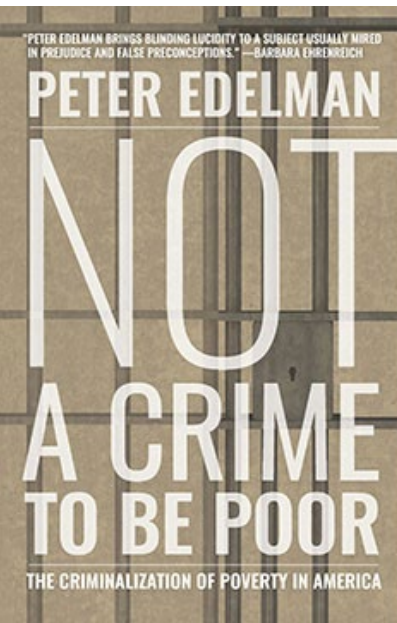
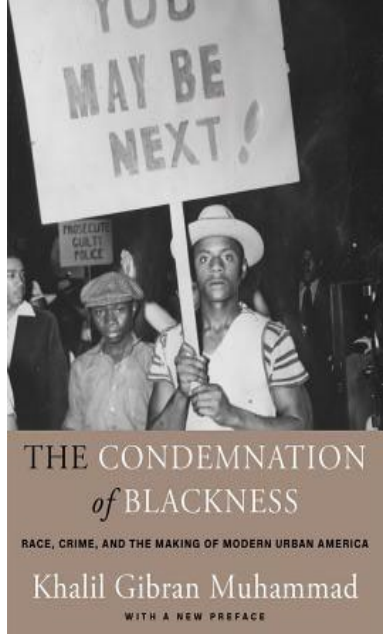
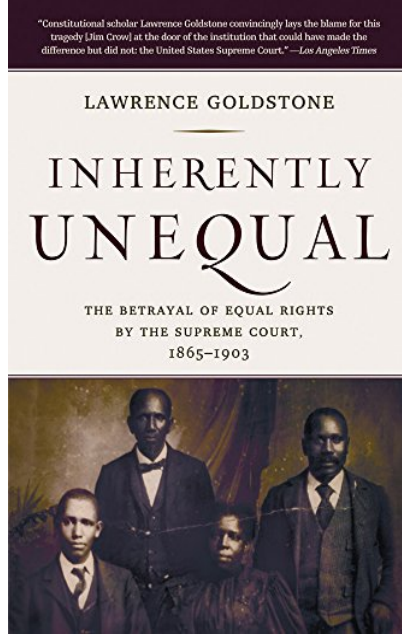
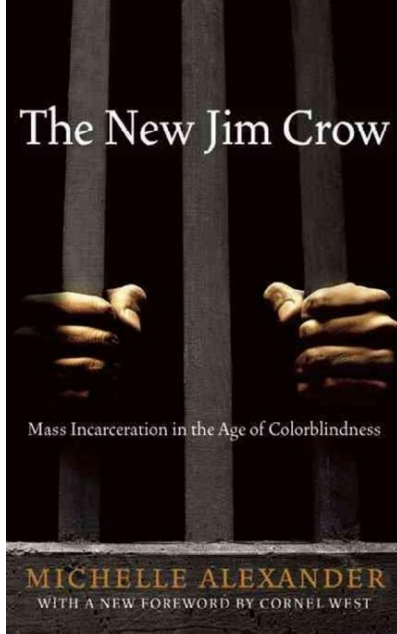
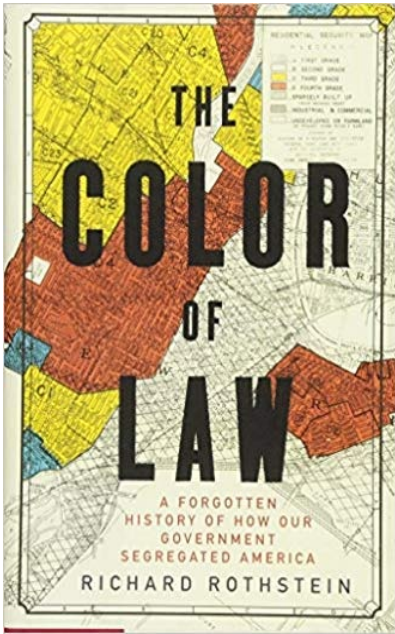
Theo Darden





From the War on Poverty to the  
War on Crime The Making of  
Mass Incarceration in America

ELIZABETH HINTON







# Roots of American Justice

Economic (Class)  
System

Political System

Racialized Society



# Roots of American Policing

Watch System  
(1630s – 1838)

Slave Patrols  
(1704 – 1865)

Modern Policing  
(1838 – Present)



# Justice/Politics in a Racialized Society



Southern Slave Patrols

Mexican Repatriation

Internment Camps WWII

Sun Down Towns

Plessy v Ferguson

Redlining



Convict Lease System

Dawes Act

13<sup>th</sup> Amendment Loophole

Trail of Tears

Chinese Exclusion Act

Black Codes

# Catastrophic outcomes in minority communities



Lack of education



Lack of proper nutrition



Lack of housing



Lack of health care



Lack of employment opportunities



Lack of economic opportunities

**These variables are all associated with communities who suffer higher violent crime rates.**

# Reconstruction

- Jim Crow
- 13th Amendment
- Justice Denied



[https://en.wikipedia.org/wiki/Jim\\_Crow\\_laws](https://en.wikipedia.org/wiki/Jim_Crow_laws)





Segregation

Redlining

Riots

White Flight

Kerner Report

Sun Down Towns

# The Great Migration

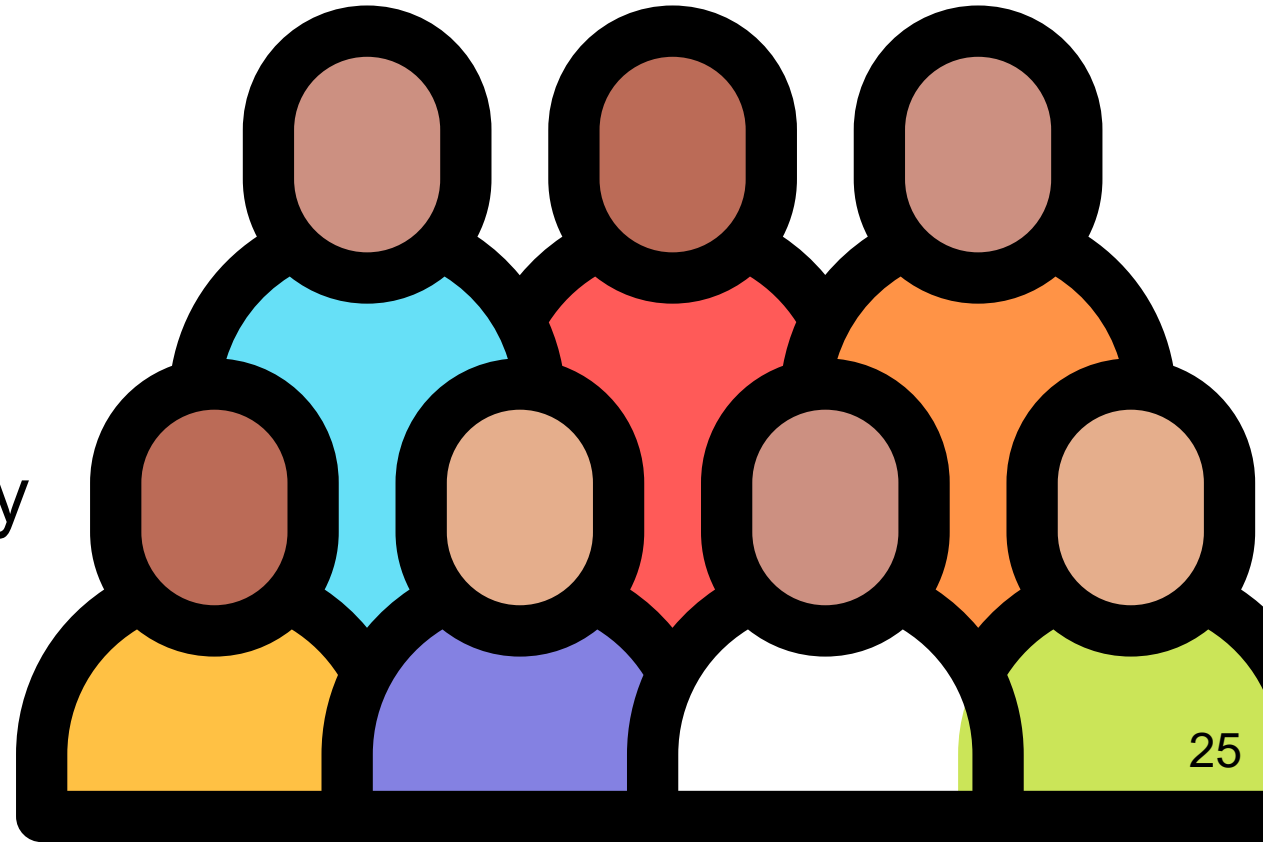
1916 - 1970



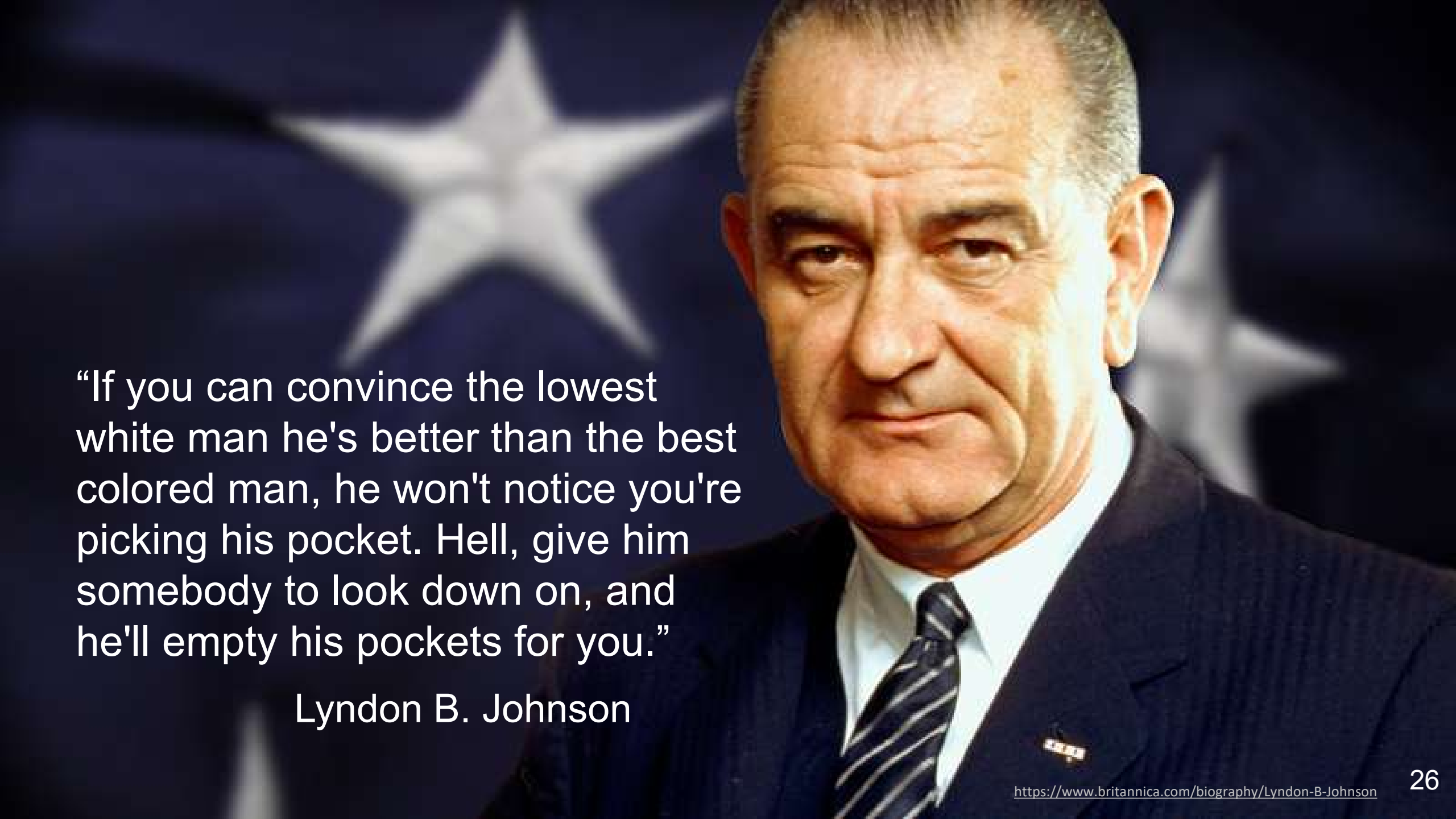
# Segregated Society

- Over 95% of African Americans live in the 67 largest metropolitan areas in the United States
- Over 85% of Hispanics live in 10 states
- Native Americans primarily live on Native Land
- Asians make up a small minority in few metropolitan areas in the United States

\*Source: U.S. Census Data



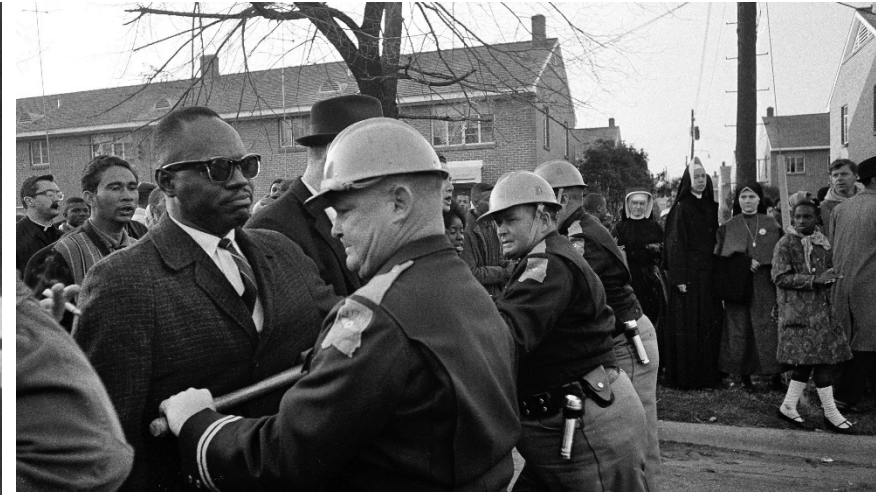
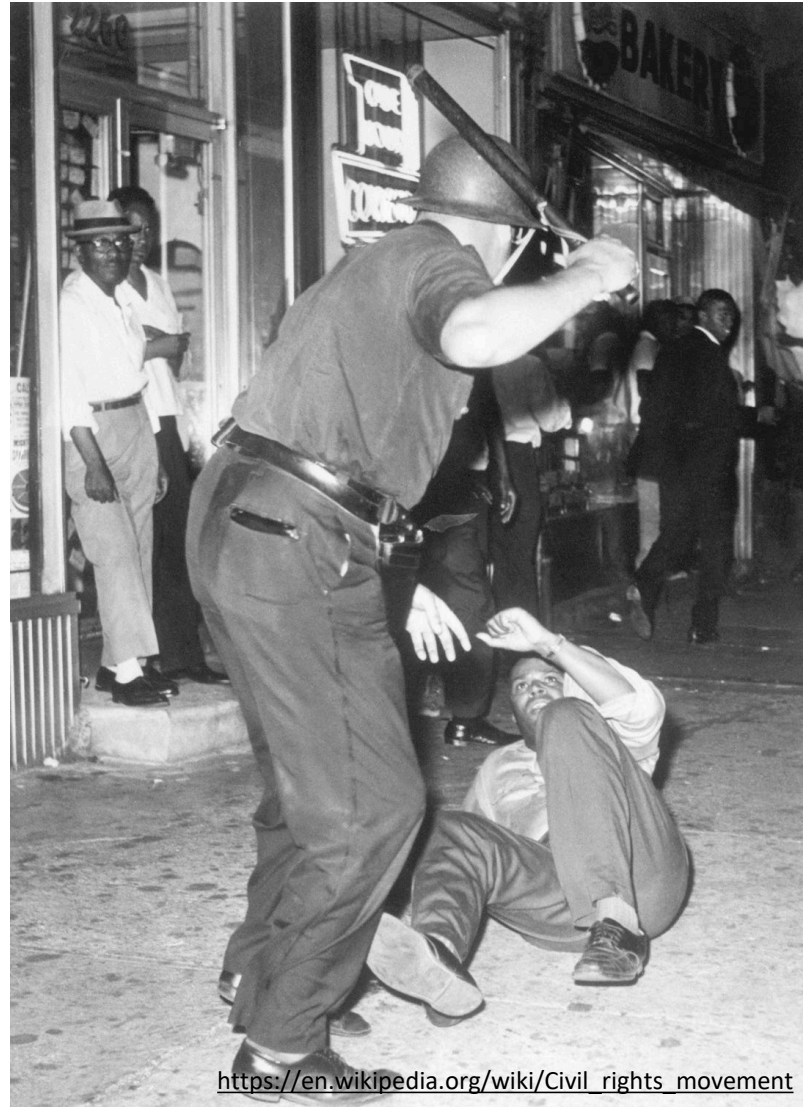
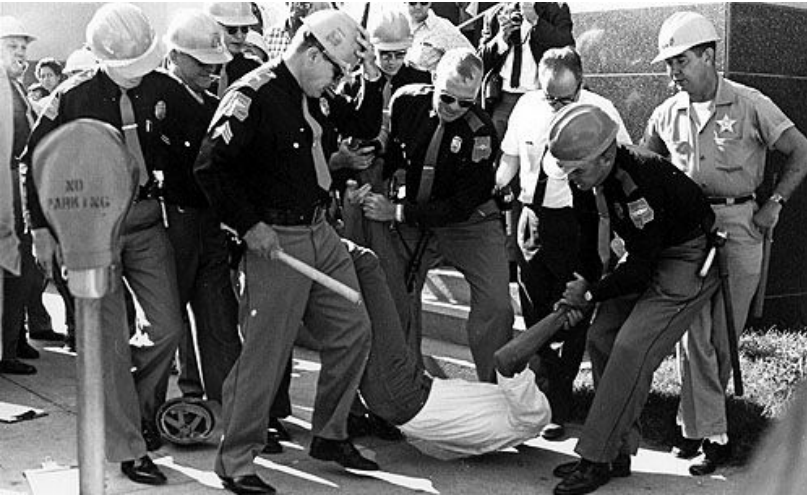


A close-up portrait of Lyndon B. Johnson, the 36th President of the United States. He is shown from the chest up, wearing a dark blue suit, a white shirt, and a dark tie with light-colored diagonal stripes. He has a serious expression and is looking slightly to the left of the camera. The background is dark blue with large, out-of-focus white stars, resembling the American flag.

“If you can convince the lowest white man he's better than the best colored man, he won't notice you're picking his pocket. Hell, give him somebody to look down on, and he'll empty his pockets for you.”

Lyndon B. Johnson

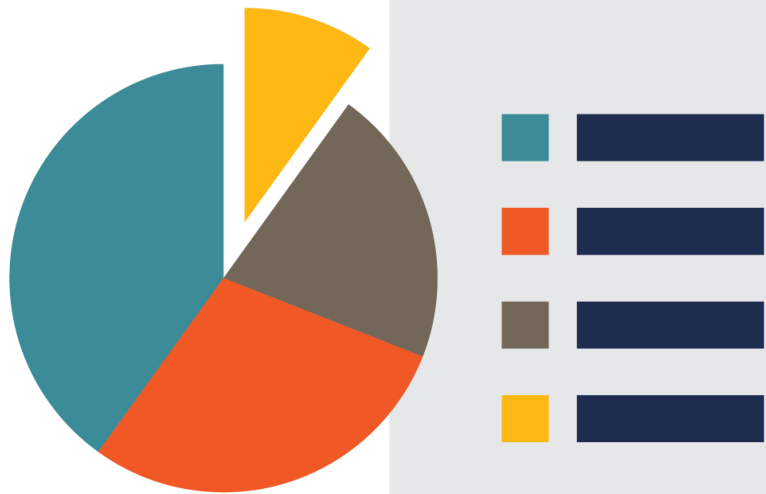
# Willing Agents of Injustice



[https://en.wikipedia.org/wiki/Civil\\_rights\\_movement](https://en.wikipedia.org/wiki/Civil_rights_movement)



# POLL



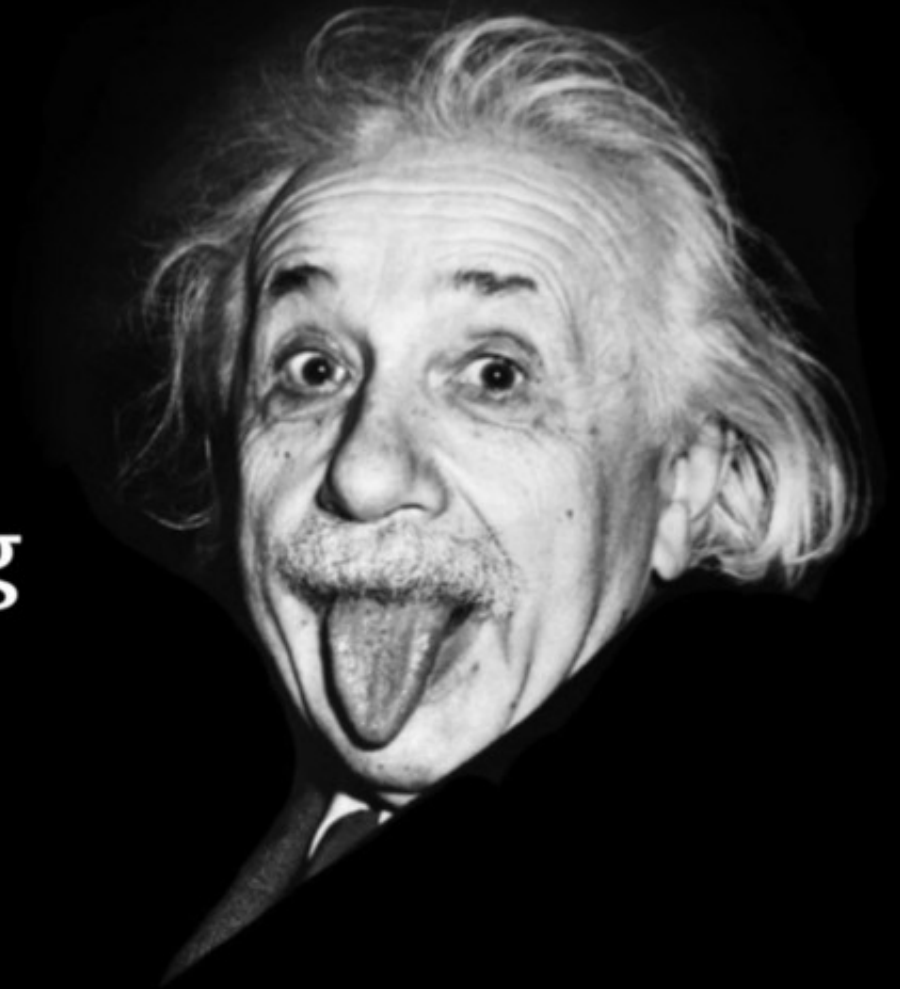
**What do you believe to be the pivotal moment that negatively shaped police and minority community relations?**

- A - The Slave Patrols
- B - Jim Crow Supreme Court Ruling
- C - The Great Migration and White Apathy
- D - Political Leaders Ideology

# Why Does the Problem Persist?

"Insanity is doing the  
same thing over and  
over again and expecting  
different results"

*Albert Einstein*







# Political Pawns

War of Crime

War on Drugs

Immigrants and  
Crime

Source: <https://www.pexels.com/>

# Politics and Criminal Justice



Richard Nixon  
**War on crime**  
**(1968)**



Ronald Reagan  
**War on drugs**  
**(1982)**



Bill Clinton  
**Crime Bill**  
**(1994)**



Donald Trump  
**Immigrants and crime**  
**(2016)**

**\*The war on crime was not fought in the suburbs, but in inner cities and poor communities.**

Source: [https://en.wikipedia.org/wiki/President\\_of\\_the\\_United\\_States](https://en.wikipedia.org/wiki/President_of_the_United_States)

# Politics Driving Policies and Over-Policing

- Saturated Patrols
- Hot Spot Policing
- Zero-Tolerance
- Broken-Window Policing



\*Just because you mean well does not mean you do well

# Flip the Script

War on drugs fought in predominantly AA and Hispanic communities

Whites are more likely to possess illicit drugs and use drugs at about the same rate



# Results are not representative of the actual problem or population

## Prison population for drug offenses

- African Americans 45%
- White Americans 30%

## Percentage of U.S. population

- African Americans 13.4%
- White Americans 61%





# Suspect Citizen (Racial Profiling)

- Blacks are almost twice as likely to be pulled over as whites — even though whites drive more on average
- Blacks four times more likely to be searched
- Blacks less likely to be found with contraband



Source: <https://www.pexels.com/>

# Ferguson, Missouri U.S. DOJ Report

**\*Between 2011 and 2013, blacks also received 95 percent of jaywalking tickets and 94 percent of tickets for “failure to comply.”**

**\*Studies in Milwaukee, Charleston, Nashville, NYC, NC and KC produced the similar results.**

From 2012-2014, black people accounted for:

- 85% of vehicle stops
- 90% percent of citations
- 93% percent of arrests
- 67% of the population
- 2x more likely to be searched after traffic stops
- 26% less likely to be in possession of illegal drugs or weapons



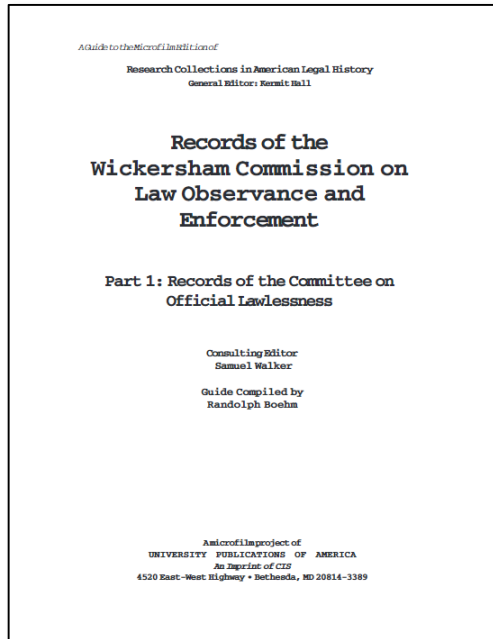
“You want to know what this was really all about,” Ehrlichman, who died in 1999, said, referring to Nixon’s declaration of war on drugs. “The Nixon campaign in 1968, and the Nixon White House after that, had two enemies: the antiwar left and black people. You understand what I’m saying. We knew we couldn’t make it illegal to be either against the war or black, but by getting the public to associate the hippies with marijuana and blacks with heroin, and then criminalizing both heavily, we could disrupt those communities. We could arrest their leaders, raid their homes, break up their meetings, and vilify them night after night on the evening news. Did we know we were lying about the drugs? Of course we did.”

**John Ehrlichman,  
President Richard Nixon’s Domestic Policy Chief**

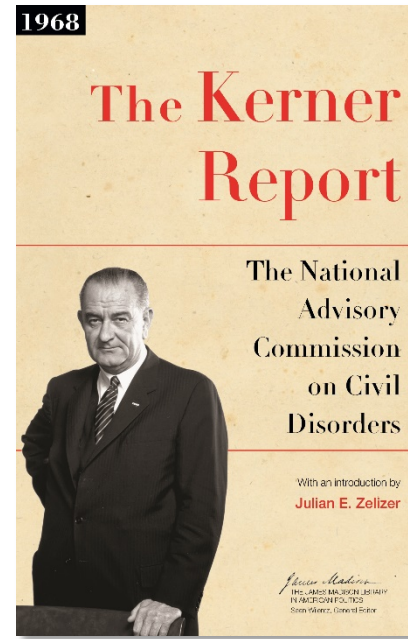


Source: [https://www.santafenewmexican.com/news/blogs/politics/some-explosive-quotes-attributed-to-former-santa-fe-resident-john-ehrichman/article\\_791e2734-f08f-11e5-9e89-7345c02a86a3.html](https://www.santafenewmexican.com/news/blogs/politics/some-explosive-quotes-attributed-to-former-santa-fe-resident-john-ehrichman/article_791e2734-f08f-11e5-9e89-7345c02a86a3.html)

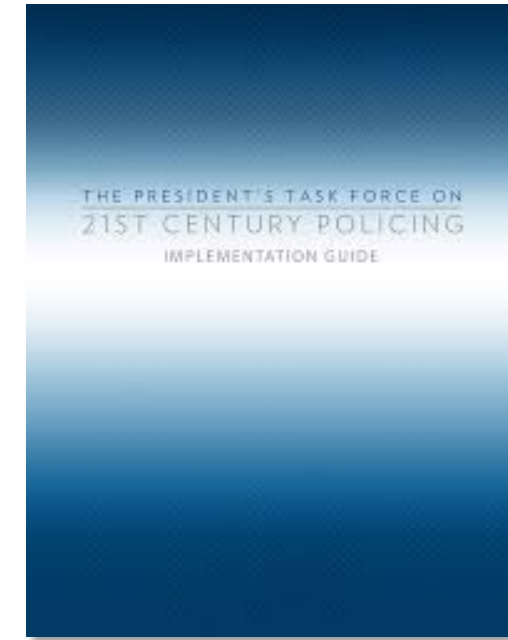
# The Failures of Police Reform



The National Commission on  
Law Observance and  
Enforcement  
(Wickersham Commission)



The National Advisory  
Commission on Civil Disorders  
(Kerner Commission)



The President's Task Force  
on 21st Century Policing

Source: [https://en.wikipedia.org/wiki/Police\\_reform\\_in\\_the\\_United\\_States](https://en.wikipedia.org/wiki/Police_reform_in_the_United_States)





# Why does this persist?

Willing agents to carryout the means which allows injustices to persist.

“I’m just doing my job.”



# Willing Agents of Injustice



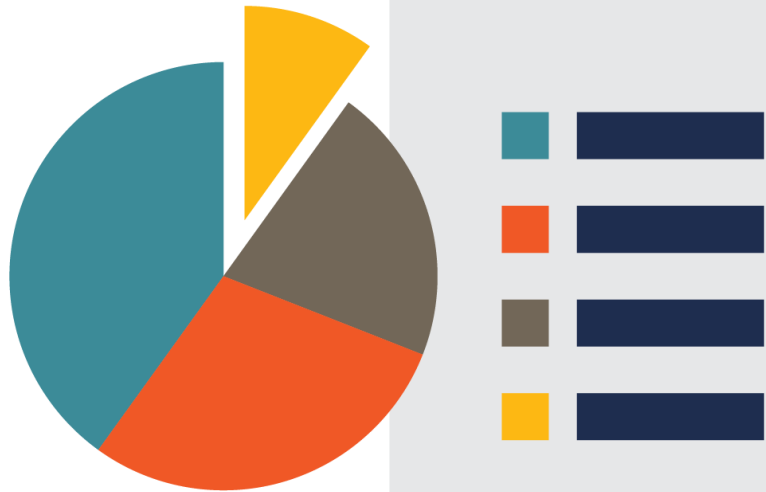


“Hatred is a known enemy in which a defense can be deployed. Ignorance and apathy are the real assassins that are likened to undetected high blood pressure which is known as a silent killer to which there is no defense.”

Theo Darden



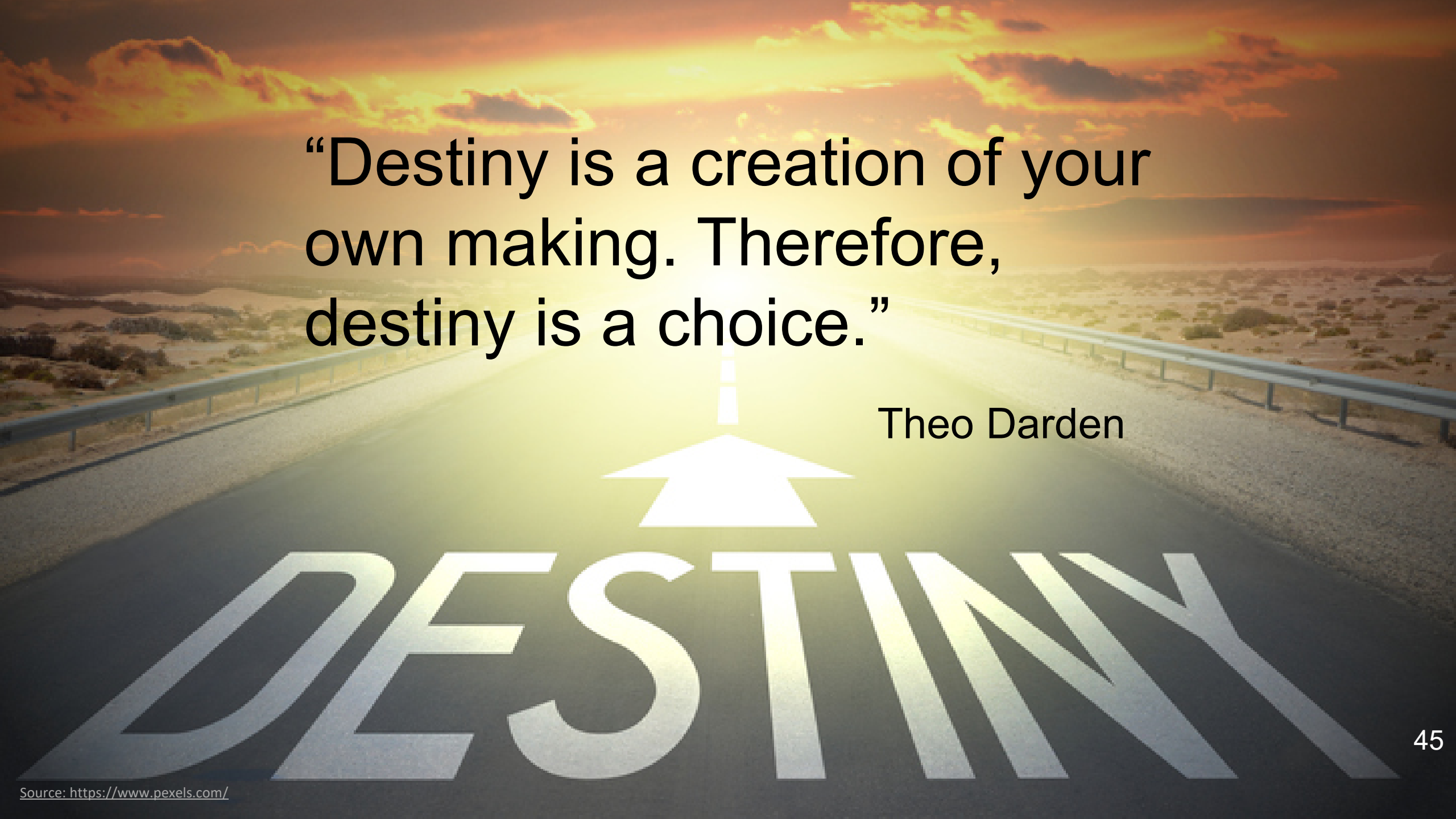
# POLL



**Why do you think the problems between the police and minority communities persist?**

- A - Poor police training and education
- B - Lack of leadership in police agencies
- C - Poor police and community relations
- D - Deep rooted racism and implicit bias

# Future of Policing

A desert road stretches into the distance under a dramatic sunset sky. A large white arrow is painted on the road, pointing towards the horizon. The word "DESTINY" is written in large, white, stylized letters across the lower part of the road. The sun is low on the horizon, creating a warm, golden glow.

“Destiny is a creation of your own making. Therefore, destiny is a choice.”

Theo Darden





# The Myth of the Crime Fighter

## The Impossible Mandate





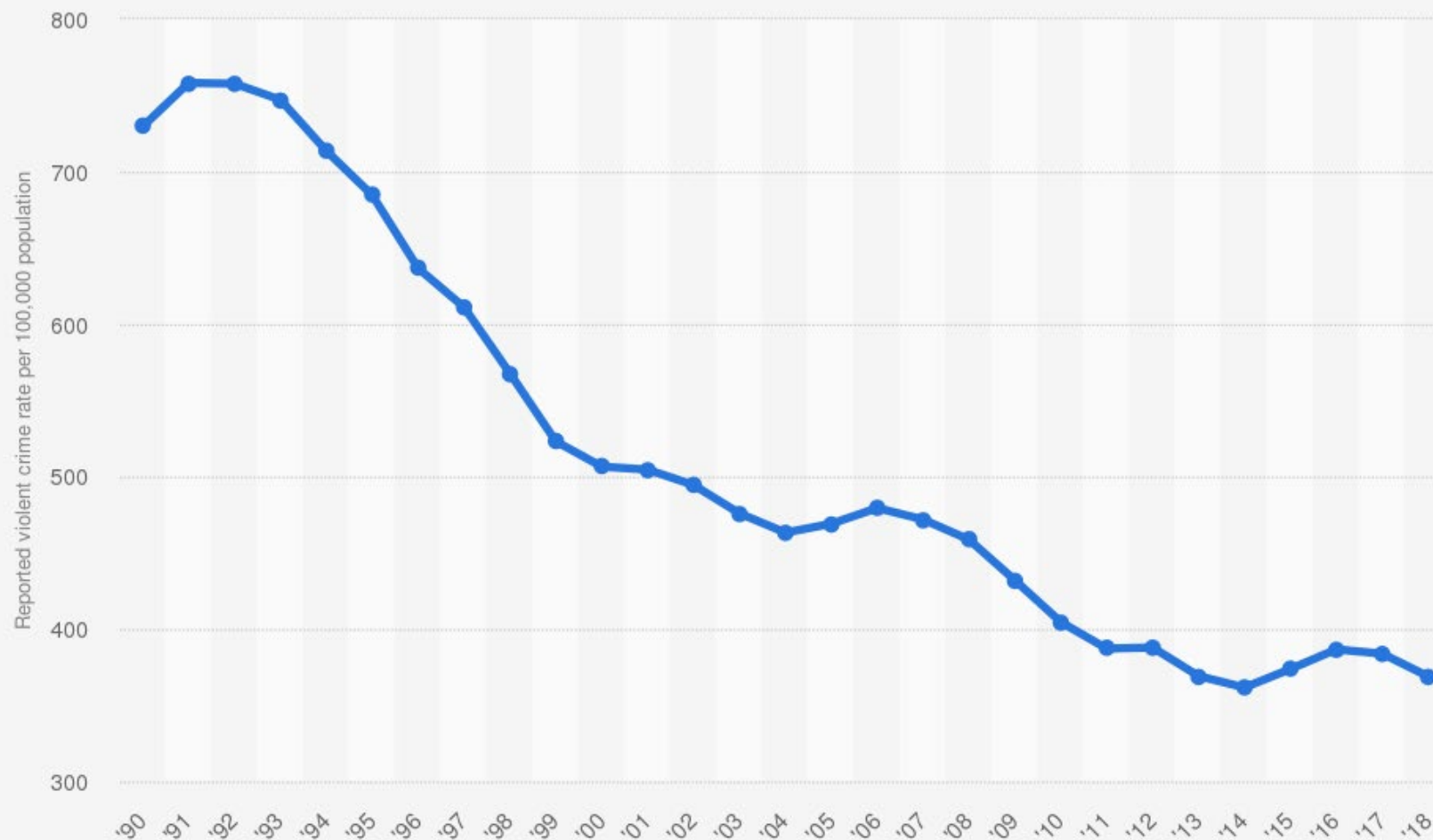
# Policing everything is unreasonable nor necessary

“Why are police agencies willing to police everything.”

This is problematic. Many problems are not police problems at all.

- Mental health
- Issues in schools
- Enforcing laws outside of their boundaries (selling cigarettes on the streets)

## Reported violent crime rate in the United States from 1990 to 2018



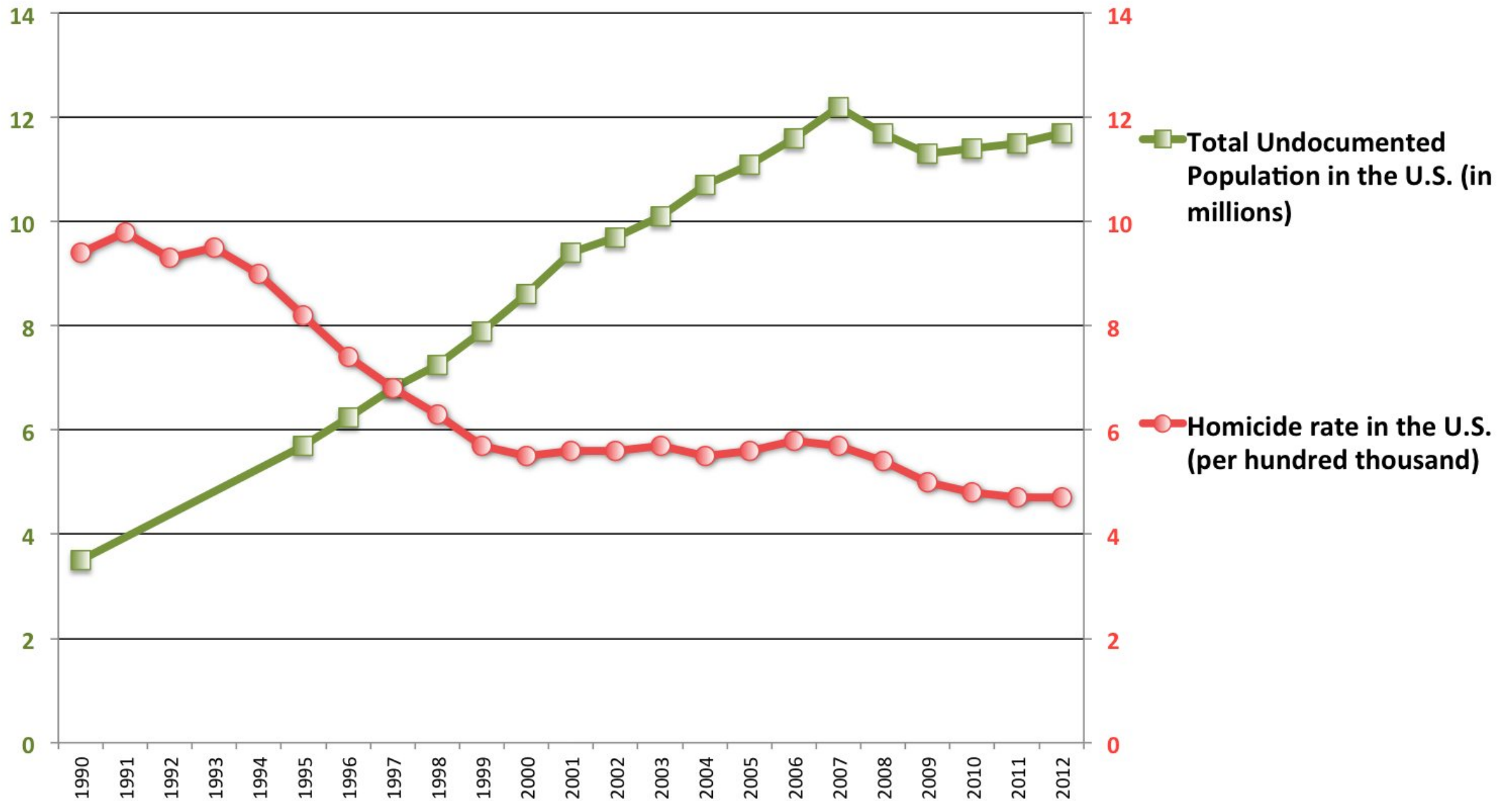
Source  
FBI  
© Statista 2020

Additional Information:  
United States; 1990 to 2018

## Number of serious violent crimes committed by youth aged between 12 and 17 years in the U.S. from 1980 to 2015 (in 1,000)







# FBI Statistics

1.2

million

violent crimes  
reported to law  
enforcement in  
2018

18k

(approx.)

law enforcement  
agencies in the  
United States

67

(approx.)

violent crimes per  
agency in a year

2

or less

violent crimes  
per week  
per jurisdiction

# Vera Institute of Justice Research

- Police made over 10 million arrests in 2016
- 5% of arrests were for violent criminal offenses
- 80% of arrests were for low-level offenses

Studies consistently indicate police officers make between 1 or 2 felony arrests a year.

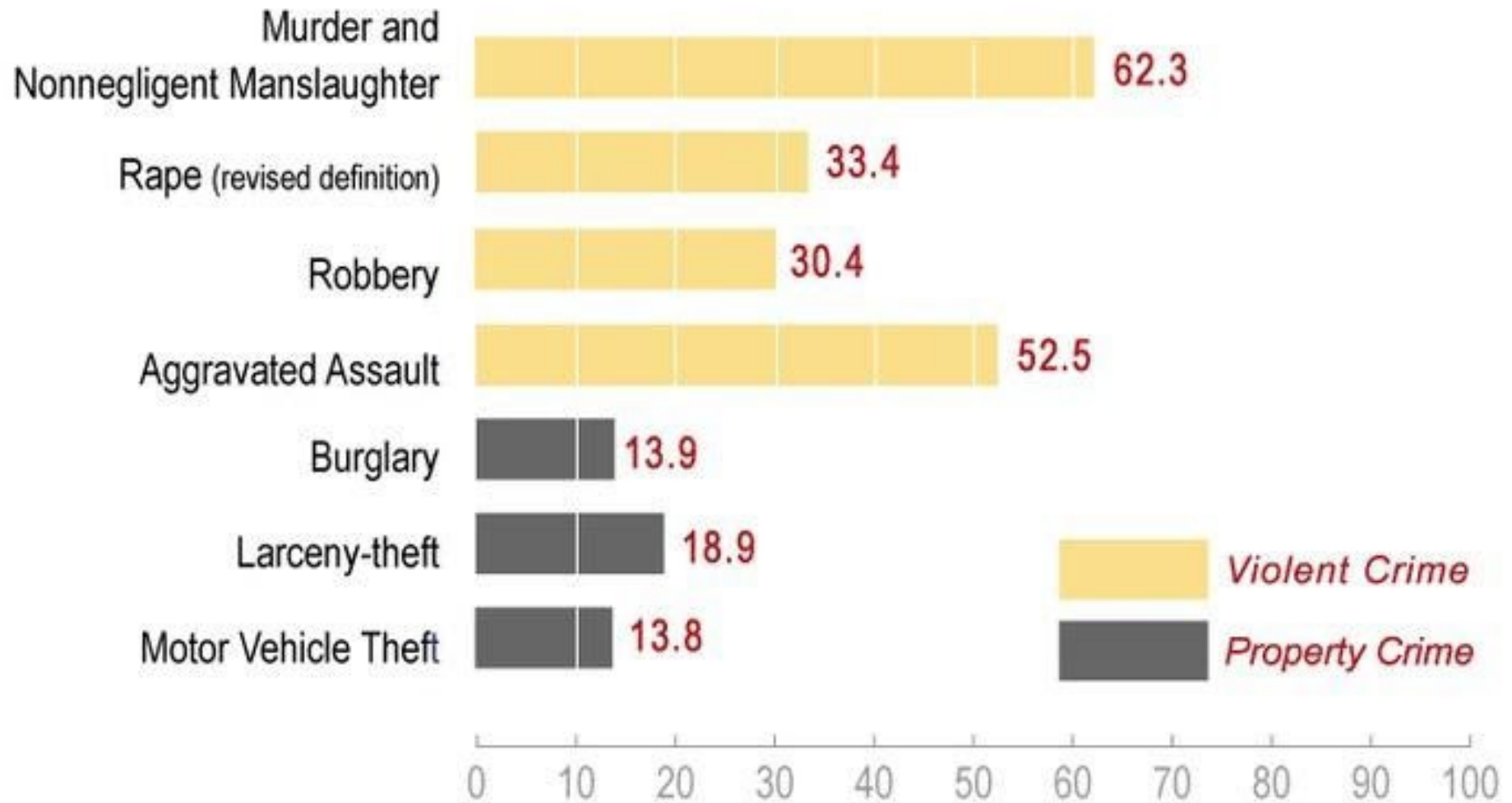


Source: <https://www.pexels.com/>

52

## Clearance Figure

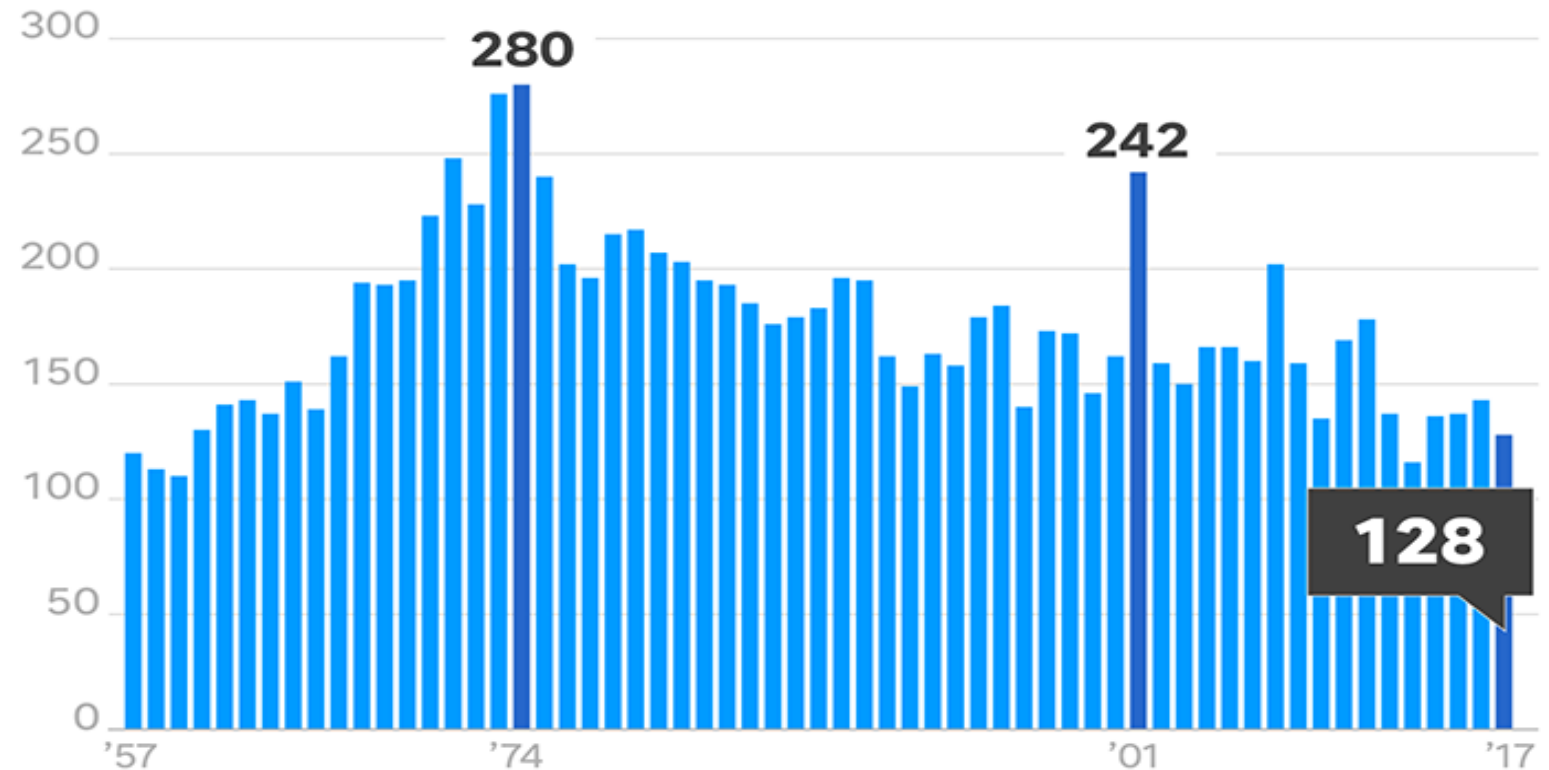
Percent of Crimes Cleared by Arrest or Exceptional Means, 2018





The work has  
gotten more  
dangerous

## Fewer police deaths: Annual number of officers killed in the line of duty



SOURCE National Law Enforcement Officers Memorial Fund  
George Petras/USA TODAY

# 21st Century Police Vision

- Hiring and recruitment process
- Minimum educational requirements
- Revamped training approach
- Emphasize guardian mentality and move away from warrior mentality
- Leadership
- Transparency, trust, and legitimacy are the pillars in which the agency stands





# Public Safety Model

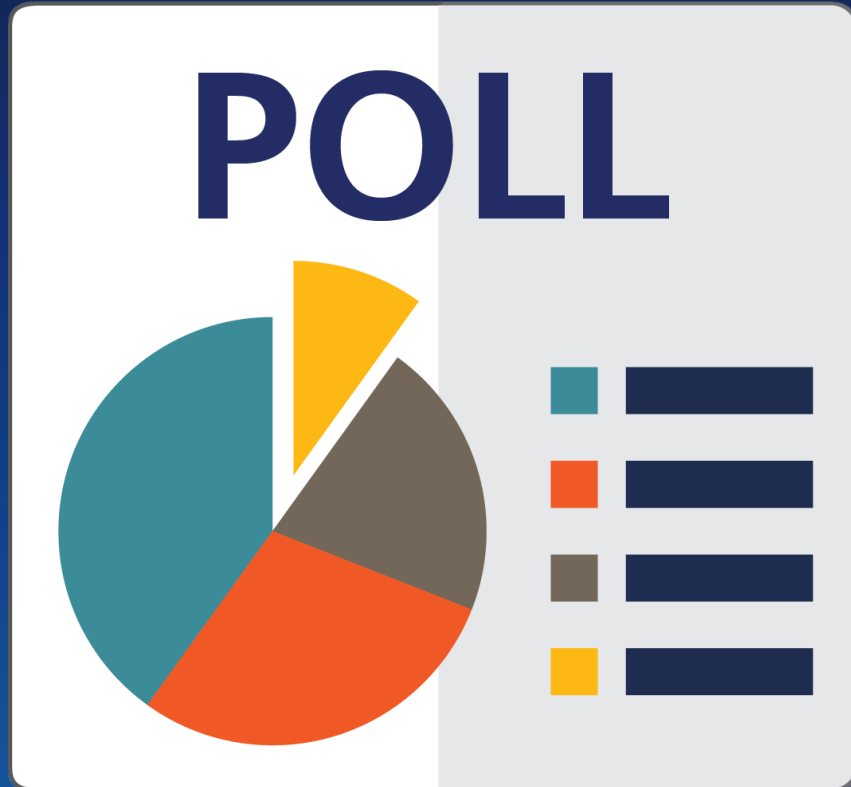
- Human Services & Social
- Workers
- Psychologists
- Drug Addiction  
Advocates & Programs
- DCFS
- Public Sector



# Building Relationships & Respect

- Partnerships and outreach
- Transparency
- Policing Problems (Problem Oriented Approach)
- Guardian Attitude
- Practicing De-escalation
- Empathy and Justice
- Evidence-Based Practices





**What do you believe could positively improve the relationship between the police and minority communities?**

- A - Better recruitment and training
- B - Community Policing Philosophy
- C - Leadership Philosophy
- D - Police understanding of the actual problems

# Order or Justice?

## Order – Enforce & Maintain Control

- Policing people
- Us versus them
- Apathy

## Justice – Protect & Preserve Liberty

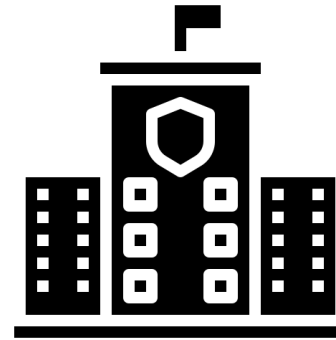
- Policing problems
- Partners for a safe community
- Empathy



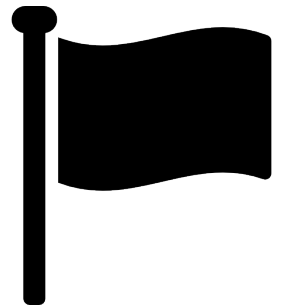
# Not a One Size Fits All Approach



Every jurisdiction has similarities and differences



Every agency has different leadership styles and preferences



Every state has different mandates and training requirements



Every officer is different and sees the world differently



# Police Consent Decrees

Albuquerque, NM

Baltimore, MD

Chicago, IL

Cincinnati, OH

Cleveland, OH

Detroit, MI

East Haven, CT

Ferguson, MO

Los Angeles, CA

New Orleans

Portland, OR

Puerto Rico

Newark, NJ

New Jersey State

Police

Philadelphia

Pittsburgh, PA

Seattle, WA

Steubenville, OH

Warren, OH

Washington, DC

Yonkers, NY



“We have raised the last two American generations to be colorblind instead of understanding, be tolerant instead of respectful, be apathetic instead of empathetic, and to be ignorant rather than educated. There is a destiny that no generation deserves but awaits them if this continues.”

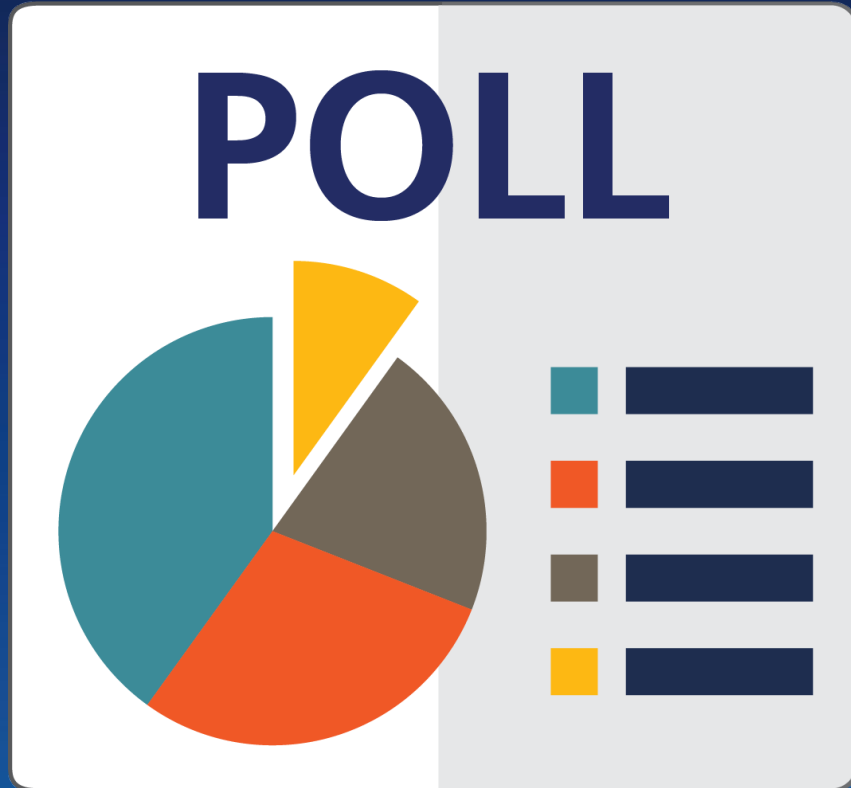
Theo Darden

The background of the slide features a close-up, shallow depth-of-field photograph of several interlocking wooden gears. The gears are light-colored wood, and the lighting creates warm, golden-brown highlights and soft shadows, emphasizing the texture and mechanical nature of the gears. One gear in the foreground is particularly sharp, showing its teeth and the way it fits with the others.

# Moving Forward

- History provides us important reminders
- Police are entrusted with the souls of their communities and their legitimacy depends on public perception and approval
- Police are not crime fighters, they are public servants with a very important role in society
- Police leaders must be visionary, bold, and committed to real changes rather than the status quo
- Empathy, compassion, respect, responsibility, training, selection, leadership, and philosophy are key aspects to moving forward and shaping policing for 21st century and beyond

Source: <https://www.pexels.com/>



## What has impacted you the most regarding this webinar?

- A - Historic context of the problem between police and minority communities
- B - Why police training and leadership have difficulties addressing the issue
- C - The complexities of police philosophy and the need to reimagine policing
- D - How the police can improve relationships with minority communities





# Don't Miss These Upcoming Webinars

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**Dr. Theodore Darden**  
Professor of Social Justice

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**Thank you for joining us for today's event**



**Dr. Theodore Darden**

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