

**Learning How to be
Anti-Racist: Special Topics
Policing & Incarceration
Part I
12/09/20**

Slides and materials from the discussion held on 12/09/20

COMMUNITY EXPECTATIONS

- 1) Please change your name in Zoom to include your pronouns.
- 2) Prepare to get uncomfortable and lean into that.
- 3) Use the “raise hand” feature if you would like to speak next.
- 4) Assume good intentions when others are speaking and take a breath before responding.
- 5) Use “I” statements and speak from your own experiences.

POLICING IN THE U.S.

A Brief History

- In the South
 - Mid-18th Century: Officially salaried slave patrols created to protect landowner assets (slaves)
 - Reconstruction Era: Black Codes created to preserve exploited labor and required an institution to enforce them

POLICING IN THE U.S.

A Brief History

- In the North
 - Private police forces owned by people running coal mines
 - Mid-19th Century: Police forces created to control labor – worked in the service of business owners
- Conclusion: police forces were not created to ensure public safety, but to protect assets

POLICING IN THE U.S.

A Brief History

- Late 19th Century - Present: Overseas wars start reshaping policing in the U.S.
 - Rigorous training (including marksmanship)
 - Counterinsurgency tactics
 - Rigid adherence to authority
 - Suppressing political rebellion

Source: [Yes, American police act like occupying armies. They literally studied their tactics](#)

POLICING IN THE U.S.

A Brief History

- 1922 – After a protest in Chicago, in response to the killing of a 17-year-old black boy, a commission found that, “When police officers had the choice to protect black people from white mob violence, they chose to either aid and abet white mobs or to disarm black people or to arrest them.”

Source: [The Condemnation of Blackness](#)

POLICING IN THE U.S.

A Brief History

- 1968 – The Kerner Commission’s Report
 - Found that the cause for the riots of 1967 was white racism and the systemic disadvantages it caused
 - Recommended that more Black Americans be recruited to police departments and stricter guidelines be imposed on police conduct

Source: [*Fifty Years Ago, the Government Said Black Lives Matter*](#)

POLICING IN THE U.S.

A Brief History

- 1990s – 1033 Program
 - Allows police departments to obtain surplus material from the military
 - Since it's inception, more than \$5.4 billion in equipment has flowed to police

Sources: [1033 Program FAQs](#)

[Trump Makes It Easier for Police to Get Military Equipment](#)

POLICING IN THE U.S.

A Brief History

- 1994 – The Violent Crime Control and Law Enforcement Act (aka The 1994 Crime Law, aka Biden Crime Law)
 - Funding for more prisons and cops
 - Escalated the war on drugs
 - Included The Violence Against Women Act
 - Funded background checks for guns
 - Three-Strikes provision

Source: [*The controversial 1994 crime law that Joe Biden helped write, explained*](#)

POLICING IN THE U.S.

Present Day

- Black drivers are more likely to get stopped by police than white drivers – that difference becomes smaller at night
- Stopped Black and Hispanic drivers are nearly twice as likely to be searched as stopped white drivers – Black and Hispanic drivers were less likely than white drivers to be found with drugs
 - Source: [A large-scale analysis of racial disparities in police stops across the United States](#)

POLICING IN THE U.S.

Present Day

- Black men are about 2 ½ times more likely than white men to be killed by police – that makes a lifetime risk of dying at the hands of police 1 in 1,000
 - Source: [Risk of being killed by police use-of-force in the U.S. by age, race/ ethnicity, and sex](#)
- Black Americans account for 13% of the population, but make up 25% of police shooting victims
- More than 1/3 of those fatally shot by police while *unarmed*, were Black
 - Source: [What we've learned about police shootings 5 years after Ferguson](#)

POLICING IN THE U.S.

Present Day

- Black Americans are at least twice to be arrested for petty crimes as white Americans – disorderly conduct, drug possession, simple assault, theft, vagrancy, vandalism
 - Source: [*The Scale of Misdemeanor Justice*](#)
- Black Americans are more than 3 ½ times more likely to be arrested for marijuana possession than a white American, even though usage rates are similar
 - Source: [*A Tale of Two Countries: Racially Targeted Arrests in the Era of Marijuana Reform*](#)

POLICING IN THE U.S.

Present Day

- England and Wales had 55 fatal police shootings in the last 24 years. U.S. had 59 in the first 24 days of 2015
- 15 citizens of any race, armed or unarmed, fatally shot by police in Germany over 2 years. 19 unarmed Black men fatally shot by police in first 5 months of 2015
- 94 fatal police shootings in Australia 1992-2011. 97 fatal police shootings in US March 2015
- Source: [By the numbers: US police kill more in days than other countries do in years](#)

POLICING IN THE U.S.

Present Day

- Black people are three times more likely to be stopped and arrested by police than white people or Latino people in Los Angeles
 - Source: [Report Says Black People Stopped and Arrested 3 Times More Than Whites and Latinos in LA](#)
- Black Long Beach residents are more likely to be stopped by police than white residents
- Black residents are twice as likely to be ordered or pulled from their vehicles during a stop
 - Source: [Being Black means you're more likely to be stopped, searched by Long Beach police, new data shows](#)



Karlous Miller ✓

@KarlousM



One time i got pulled over, the cop said i wasn't speeding but "it looked like i was about to pick up speed." I still don't know what the fuck that looks like 'TIL this day.



Mo 😊

@MiAmorMychele



Replying to [@KarlousM](#)

I got pulled over once cause I didn't have my lights on, it was day time. The cop said I should anticipate the sun going down and turn them on cause it gets dark at 7:19 or whatever random time he said. It was like 5 something..



Black Eric Foreman



@TifeTheBawse

Replying to [@KarlousM](#)

I remember once me and some friends got pulled over and had our IDs checked. After seeing African names he asked if we had any bombs or rockets in our car and tried to illegally search us. 🖐️
[@BaltimorePolice](#)



Domo Higashikata



@xDomoSenpaix

Replying to [@KarlousM](#)

One time I was walking home from the boys and girls club at 16 and a pair of cops pulled on to the sidewalk just to stop, frisk and slam because they thought I fit the description of a grown man walking around with a gun.



M.T..

@Tanica



Replying to [@KarlousM](#)

I had a gun pulled on me in front of my home after it was robbed. Cop thought i committed the crime...i was also in my military uniform. I have 9 more stories.... I'm tired



Soul Brother #86



@LongSince86

Replying to [@KarlousM](#)

Got pulled over in a nice neighborhood. The driver was white, I'm in the passenger side. Police only came to my side, only asked to see my identification, only asked me questions, and after running my name in the system they said they still didn't believe that I was who I said.



MJ Thomas

@Mj_7thomas



Replying to [@KarlousM](#)

Got tackled and a glock put in the back of my head for playing tag while fitting the description of a 6'4 black man in his 30's at 12 years old 😂



Draft Dodger

@KungFuKhalil



Replying to [@KarlousM](#) and [@2ToneTice](#)

I was pulled off a public bus at gunpoint for “resembling” a guy who had snatched a purse 3 months prior. Held in custody for 8 HOURS without permission to contact ANYONE, just to find out that I lived on the other side of the country when the crime was committed.



Ole Hawkster

@mister_hawk



Replying to [@KarlousM](#) and [@THEKIDMERO](#)

Got pulled over for going the speed limit. Told me most ppl go 5 over and me going the speed limit was suspicious...obeying the law was suspicious 🤔



Doobie Houser H.G.



@Doobie_Houser

Replying to [@KarlousM](#)

Neighbor lady called police on use because ball rolled in her yard to much (3 times). 2 cops for 45 mins detained and ziptied 6 black teens to teach us a "lesson about trespassing and respecting folks property" before letting us go

POLICING IN THE U.S.

Present Day

- Of the 300 largest cities in the U.S., policing spending accounts for anywhere from 5% to 63% of the total budget. The median range is around 30% to 50%
- Police funding across the U.S. is about \$115 Billion annually

Source: www.costofpolice.org

[While Crime Fell, the Cost of Cops Soared](http://www.costofpolice.org)

POLICING IN THE U.S.

Present Day



Robert Reich 
@RBReich

...

American taxpayers spend \$107,575,000,000 more on police than public housing.

Pass it on.

3:20 PM · Jun 16, 2020 · Twitter Web App

POLICING IN THE U.S.

Present Day

Police Unions

- Either resist attempts at police reform or make them more difficult to enact
- Role resembles that of an insurance policy
- Use bargaining agreements to create obstacles to disciplining officers
- Aggressively protect the rights of members accused of misconduct

Source: [*How Police Unions Became Such Powerful Opponents to Reform Efforts*](#)

POLICE CULTURE

“Blue Wall of Silence”

- The informal code of silence among police officers not to report on a colleague's errors, misconducts, or crimes, including police brutality
- Leads to increased isolation and a more entrenched us-versus-them attitude

Sources: [Blue wall of silence](#)

[The Police Culture and Work Stress](#)

POLICE CULTURE

“Us-Versus-Them”

- **Contributing Factors**
 - *Danger*
 - every encounter is potentially fatal
 - *Authority*
 - must take charge of the situation
 - *Performance*
 - public pressure for efficiency

Source: [The Police Culture and Work Stress](#)

POLICE CULTURE

“Warrior Mentality”

- Police think of themselves as soldiers in battle with the public rather than guardians of public safety
- They are provided with military-grade weapons, many are military veterans

Sources: Sue Rahr and Stephen Rice, “From Warriors to Guardians: Recommitting American Penal Culture to Democratic Ideals,” New Perspectives in Policing (April 2015). Simone Weichselbaum and Beth Schwartzapfel, “When veterans become cops, some bring war home.” USA Today, March 30, 2017.

POLICE CULTURE

Unions

This summer, Frey banned police officers from participating in warrior-style trainings that promote an attitude that lethal threats to police are everywhere. Yanez, the officer who killed Castile, had participated in one such training. In response, Minneapolis police union head Bob Kroll, an avid Trump supporter, stated that the union would offer the training free to any officer who wanted it.

Source: [The George Floyd Killing in Minneapolis Exposes the Failures of Police Reform](#)

POLICE CULTURE

A Few Bad Apples

Shooting Victims

Terence Crutcher – Tulsa, OK

Tyre King – Columbus, OH

Keith Lamont Scott – Charlotte-Mecklenburg, NC

Rekia Boyd – Chicago, IL

Walter Scott – North Charleston, SC

Tamir Rice – Cleveland, OH

Laquan McDonald – Chicago, IL

Jamar Clark – Minneapolis, MN

Rayshard Brooks – Atlanta, GA

POLICE CULTURE

A Few Bad Apples

Fatal Encounters

[Freddie Gray – Baltimore, MD](#)

[Eric Garner – New York, NY](#)

[Sandra Bland – Prairie View, TX](#)

[George Floyd – Minneapolis, MN](#)

[Muhammad Abdul Muhaymin Jr. – Phoenix, AZ](#)

Fabricating Evidence

[West Hartford, CT](#)

[Chicago, IL](#)

POLICE CULTURE

A Few Bad Apples

Racist Texting

[San Francisco, CA.](#)

Gang Activity

[Houston, TX](#)

[Los Angeles, CA](#)

Unlawful Arrests

[New York, NY](#)

Demographics

[Hundreds of Minnesota police have convictions](#)

POLICE CULTURE

A Few Bad Apples

Sexual Misconduct

[Oakland, CA](#)

[Oklahoma City, OK](#)

[Salt Lake City, UT](#)

[New York, NY](#)

[Cave Spring, GA](#)

[Irwindale, CA](#)

[Fair Bluff, NC](#)

[Fort Smith, AK](#)

[700 “credible” cases over 10-year period in U.S.](#)

POLICE CULTURE

Domestic Abuse

- Studies from the early 1990s reported that 40% of families of police officers experienced domestic abuse
- About 10% of families experience domestic abuse in the general population

Source: [Fox in the Henhouse: A Study on Police Officers Arrested for Crimes Associated with Domestic and/or Family Violence](#)

POLICE CULTURE

Domestic Abuse

- A more recent study in 2003 found that there is a significant lack of data on officer-involved domestic abuse (OIDV)
 - Cases are under-reported – victims fear calling the police, and many police agencies handle these cases “informally”
 - The data that does exist indicates 16-17% of police families experience domestic abuse

Source: [*Fox in the Henhouse: A Study on Police Officers Arrested for Crimes Associated with Domestic and/or Family Violence*](#)

POLICE CULTURE

“Good Apples”

- Cops who exercise restraint, stop other from engaging in brutality, prevent officers from concealing wrongdoing, or blow the whistle on bad police practices are often immediately and severely sanctioned or pushed out, both through formal and informal means

Sources: [Police Punish the ‘Good Apples’](#)
[The Plight of the Police Whistleblower](#)

POLICE REFORM

Training

- **Excessive Force Training**
 - Ex: NYPD after Eric Garner's death
 - Issues
 - The lack of value placed on Garner's life
 - "Broken Windows"-style policing

Broken Windows Theory

Scenario: When a car is left unattended on a street it is usually left alone, but if just one window of the car is broken, the car is quickly vandalized.

Lesson: Failure to indicate care and maintenance will unleash people's latent destructive tendencies.

Practice: Use police to remind people in subtle and not-so-subtle ways that disorderly, unruly, or antisocial behavior are unacceptable.

Source: James Q. Wilson and George Kelling, "Broken Windows: The police and neighborhood safety," Atlantic, March 1982.

Broken Windows Theory

Belief: The “problem” was due to a **moral and cultural failure** or a **lack of external controls** to regulate inherently destructive human urges

Solution: Establish punitive social control mechanisms to restore order and neighborhood stability.

Justification: There are biological determinants of criminality (IQ, body type, etc.).

Source: James Q. Wilson and Richard Herrnstein, Crime and Human Nature: The Definitive Study of the Causes of Crime (New York: Simon & Schuster, 1985).

Broken Windows Theory

“The broken-windows theory magically reverses the well-understood causal relationship between crime and poverty, arguing **that poverty and social disorganization are the result, not the cause, of crime** and that the disorderly behavior of the growing ‘underclass’ threatens to destroy the very fabric of cities.”

Broken Windows Policing

- An attempt to shift the burden of responsibility for declining living conditions onto the poor themselves
- The solution to all social ills is increasingly aggressive, invasive, and restrictive forms of policing that involve more arrests, more harassment, and ultimately more violence

POLICE REFORM

Training

- **Excessive Force Training**
 - Ex: NYPD after Eric Garner's death
 - Issues
 - The lack of value placed on Garner's life
 - "Broken Windows"-style policing
 - Illegal cigarette sales = special plainclothes unit, 2 sergeants, uniformed backup
 - Procedural training will not fix public policy

POLICE REFORM

Training

- Excessive Force Training
- **Cultural Sensitivity/Implicit Bias Training**
 - Issue: May change minds, but not behavior

“Both implicit and explicit bias remain, even after targeted and intensive training. This is not necessarily because officers remain committed to their racial biases, though this can be true, but because institutional pressures remain intact.”

Source: [Can Cops Unlearn Their Unconscious Biases?](#)

POLICE REFORM

Training

- Excessive Force Training
- Cultural Sensitivity/Implicit Bias Training
- **Police Safety Training**
 - Impresses that any encounter with the public can turn deadly if officers don't remain ready to use lethal force
 - SWAT
 - Ex: John Crawford – Walmart, Philando Castile – traffic stop

Source: Seth Stoughton, "Law Enforcement's 'Warrior' Problem," Harvard Law Review 128, April 2015.

“When police come into every situation imagining it may be their last, they treat those they encounter with fear and hostility and attempt to control them rather than communicate with them – and are much quicker to use force at the slightest provocation or even uncertainty.”

Source: Seth Stoughton, “Law Enforcement’s ‘Warrior’ Problem,” Harvard Law Review 128, April 2015.

POLICE REFORM

Training

- Excessive Force Training
- Cultural Sensitivity/Implicit Bias Training
- **Police Safety Training**
 - Independent training companies specialize in inservice training – staffed by former police and military personnel
 - CQB (Close Quarters Battle) trains local, state, federal police, US Marines, Navy Seals, Danish, Canadian, Peruvian special forces – emphasis on “battle-proven tactics”

Source: Close Quarters Battle: SRT Training, CQB Training, SWAT Training, High Risk Entry Training, Combat Training, Hand-to-Hand Combat,” www.cqb.cc.

SWAT

- Created in early 1970s to deal with rare acts of extremist violence, barricaded suspects, or armed confrontations with police
- Now used to serve drug warrants and engage in regular patrol functions
- Armed with automatic weapons and body armor
- Regularly violate constitutional rights
- Kill and maim innocent people (and their pets)
- Increasingly used for protest activity
- Funded by seized alleged drug money and the federal government

Source: Radley Balko, Rise of the Warrior Cop: The Militarization of America's Police Forces (New York: PublicAffairs, 2013)

POLICE REFORM

Diversity

Argument: Recruiting more officers of color will result in more dignity, respect, and fairness being shown towards communities of color.

Issue: There is little evidence to support this and quite a bit of evidence* to contradict it.

****The Evidence***

Sources: Robert Friedrich, The Impact of Organizational, Individual, and Situational Factors on Police Behavior (University of Michigan: Ph.D. Dissertation, 1977); Joel Garner, Thomas Schade, John Hepburn, and John Buchanan, "Measuring the Continuum of Force Used by and Against the Police," Criminal Justice Review 20 (1994): 146–68; James McElvain and Augustine Kposowa, "Police Officer Characteristics and Internal Affairs Investigations for Use of Force Allegations," Journal of Criminal Justice 32, no. 3 (2004): 265–279; William Terrill and Stephen Mastrofski, "Situational and Officer-Based Determinants of Police Coercion," Justice Quarterly 19, no. 2 (2002): 215–248. John McCluskey, William Terrill, and Eugene Paoline, "Peer Group Aggressiveness and the Use of Coercion in Police-Suspect Encounters," Police Practice and Research 6, no. 1 (2005): 19–37; Brian Lawton, "Levels of Nonlethal Force: An Examination of Individual, Situational, and Contextual Factors," Journal of Research in Crime and Delinquency 44, no. 2 (2007): 163–184.

POLICE REFORM

Diversity

- Police racial demographics already closely follow the racial demographics of the U.S.
 - About 75% white, about 12% Black, 12% Hispanic
 - In the largest departments, only 56% of officers are white

Source: Brian A. Reaves, "Local Police Departments, 2007," US Department of Justice: Office of Justice Programs, Bureau of Justice Statistics (2010).

Source: [Pew Research Center – Inside America's Police Departments](#)

POLICE REFORM

Diversity

- Some evidence shows that black officers are *more* likely to use force or make arrests, especially of black civilians

Sources: Bernard Cohen and Jan Chaiken, Police Background Characteristics and Performance: Summary (Santa Monica, CA: RAND Corporation, 1972). Ivan Sun and Brian Payne, "Racial Differences in Resolving Conflicts: A Comparison between Black and White Police Officers," Crime and Delinquency 50, no. 4 (2004): 516–541. Robert Brown and James Frank, "Race and Officer Decision Making: Examining Differences in Arrest Outcomes between Black and White Officers," Justice Quarterly 23, no. 1 (2006): 96–126.

POLICE REFORM

Diversity

- A newer study suggests that small increases in diversity produce worse outcomes, while large increases in diversity begin to show some improvements (*but only a handful of departments met this criteria*)

Conclusion: “There’s no evidence to suggest that increasing the proportion of officers that are black is going to offer a direct solution (to the killings of black people by police).”

Sources: Ryan Martin, “Having more black officers not a ‘direct solution’ for reducing black killings by police, IU research show,” Indy Star, February 27, 2017.

POLICE REFORM

Diversity

- Reason: Departmental priorities are set by local and national political leaders, who have driven the adoption of a wide variety of intensive, invasive, and aggressive crime-control policies that by their nature disproportionately target communities of color
 - I.e., Broken Windows policing, War on Drugs

POLICE REFORM

Procedural Justice

- Procedural Justice – how the law is enforced
- Substantive Justice – actual outcomes

- Departments are advised to create consistent policies, mechanisms for civilian oversight, and transparency

Translation: More training and diversity will make policing better

POLICE REFORM

Procedural Justice

“Conceptualizing the problem of policing as one of inadequate training and professionalization fails to directly address how the very nature of policing and the legal system serve to maintain and exacerbate racial inequality.

Calling for colorblind ‘law and order’ strengthens a system that puts people of color at a structural disadvantage.”

Source: Monica Bell, “Police Reform and the Dismantling of Legal Estrangement,” Yale Law Journal 126:7 (2017).

POLICE REFORM

Procedural Justice

Conclusion: May improve the efficiency of police bureaucracies and improve relations with those active in police-community dialogues, but will do little to address the racially disparate outcomes of policing

Reasoning: “Well-trained police following proper procedure are still going to be arresting people for mostly low-level offenses, and the burden will continue to fall primarily on communities of color because *that is how the system is designed to operate* – not because of the biases or misunderstandings of officers.”

POLICE REFORM

Community Policing

A strategy of policing that focuses on building ties and working closely with members of the community.

Theory: The “community” brings concerns of all kinds about neighborhood conditions to the police, who will work with them on developing solutions.

POLICE REFORM

Community Policing

Issues:

- **Police role in society**
 - Their job is to criminalize all disorderly behavior and fund local government through massive ticketing-writing campaigns
 - Interactions with public in high-crime areas will be gruff and distant at best... hostile and abusive at worst
 - Public will respond with resistance and view police efforts as intrusive and illegitimate
 - Police will react with defensiveness and increased assertiveness...

POLICE REFORM

Community Policing

“As long as police are tasked with waging simultaneous wars on drugs, crime, disorder, and terrorism, we will have aggressive and invasive policing that disproportionately criminalizes the young, poor, male, and nonwhite.”

POLICE REFORM

Community Policing

Issues:

- Police role in society
- **Nature of community**
 - Community meetings tend to be populated by long-time residents, those who own rather than rent, business owners, and landlords
 - Renters, youth, homeless, immigrants, etc., are rarely represented
 - Focus tends to be on “quality of life” concerns involving low-level disorderly behavior

Source: Steve Herbert, Citizens, Cops, and Power: Recognizing the Limits of Community (Chicago: University of Chicago Press, 2006).

POLICE REFORM

Community Policing

Issues:

- Police role in society
- Nature of community
- **Tools available**
 - Arrests and ticketing
 - Police Athletic Leagues
 - Activities with youth
 - Get to know community members

**There is little research to suggest that these tools reduce crime or help to overcome overpolicing*

POLICE REFORM

Enhanced Accountability

- **Current Situation**
 - 54 officers charged for fatal on-duty shootings in the last 10 years (as of 2015) – only 11 of those were convicted, their average sentence was 4 years, with some receiving only a few weeks
 - Prosecutors and police have a close working relationship, which creates a conflict of interest – resulting in prosecutors being reluctant to pursue cases aggressively

Source: Kimberly Kindy and Kimbriell Kelly, "Thousands Dead, Few Prosecuted," Washington Post, April 11, 2015.

POLICE REFORM

Enhanced Accountability

- **Independent Prosecutors**
 - Theory: An independent prosecutor's office, removed from local politics, would be able to insulate themselves from accusations of overly aggressive prosecutions as well as charges of not supporting the police

POLICE REFORM

Enhanced Accountability

- **Independent Prosecutors**
 - Issues:
 - Legal Hurdles
 - State laws authorizing police use of force, backed up by Supreme Court decisions (*Graham v. Connor*)
 - MO & SC allow police to shoot fleeing suspects

POLICE REFORM

Enhanced Accountability

- **Independent Prosecutors**
 - Issues:
 - Jury Mindset
 - “Jury bias exacerbates racial disparities in criminal justice outcomes, including false convictions, application of the death penalty, and drug convictions.”
 - Our culture is inundated with commentaries on the central importance of police

POLICE REFORM

Enhanced Accountability

- Independent Prosecutors
- **Federal Intervention**
 - Argument: Due to the conflicts of interest between district attorneys and police, the federal government should be more involved in holding local police accountable and in investigating systematic policies and practices

Source: Judith Browne Dianis, "Why Police Shootings are a Federal Problem," Politico, April 13, 2015.

POLICE REFORM

Enhanced Accountability

- Independent Prosecutors
- **Federal Intervention**
 - Issues:
 - Activists have often turned to the DOJ to check local political and police power when there is an indication of constitutional violations – however, such prosecutions and investigations are rare
 - IF investigated, are often reluctant to cooperate, and may outright refuse to comply

Source: Simone Weichselbaum, "Policing the Police," Marshall Project, May 26, 2015.

POLICE REFORM

Enhanced Accountability

- Independent Prosecutors
- **Federal Intervention**
- Issues:
 - The DOJ's Civil Rights Division only has 50 lawyers
 - "The country's approximately 17,000 independent police departments all have... remarkable autonomy. A political or legal victory imposing changes on one local police department may have no bearing on the one next door."

Source: Simone Weichselbaum, "Policing the Police," Marshall Project, May 26, 2015.

POLICE REFORM

Enhanced Accountability

- Independent Prosecutors
- **Federal Intervention**
- Issues:
 - Results of any voluntary agreements or court-imposed decrees are rarely significant or long-lasting (ex: New Jersey, 5 years later, 75% of all stops were still Black and Latino motorists)

Source: David Harris, Driving While Black: Racial Profiling on our Nation's Highways (New York: American Civil Liberties Union, 1999).

POLICE REFORM

Enhanced Accountability

- Independent Prosecutors
- **Federal Intervention**
 - Issues:
 - While the DOJ can withhold federal grants from departments, this is never done in practice
 - Any changes imposed tend to mirror other reform methods – training, body cameras, etc.

POLICE REFORM

Enhanced Accountability

- Independent Prosecutors
- Federal Intervention
- **Body Cameras**
 - Belief: Body cameras are a way to deter and hold officers accountable for improper behavior

POLICE REFORM

Enhanced Accountability

- Independent Prosecutors
- Federal Intervention
- **Body Cameras**
 - Issues:
 - Officer compliance – in many shooting cases officers did not have their cameras turned on

Source: Robin Meyer, "Body Cameras are Betraying their Promise," Atlantic, September 30, 2016.

POLICE REFORM

Enhanced Accountability

- Independent Prosecutors
- Federal Intervention
- **Body Cameras**
 - Issues:
 - One study found that departments using cameras has *higher* rates of shootings

Source: Min-Seok Pang and Paul A. Pavlou, "Armed with Technology: The Impact on Fatal Shootings by the Police," Fox School of Business Research Paper No 60-020. September 8, 2016.

POLICE REFORM

Enhanced Accountability

- Independent Prosecutors
- Federal Intervention
- **Body Cameras**
 - Issues:
 - Only as effective as the accountability mechanisms in place – DAs and juries
 - Privacy and civil liberties concerns – who has access to footage

POLICE REFORM

Enhanced Accountability

- Independent Prosecutors
- Federal Intervention
- **Body Cameras**
 - Issues:
 - Police have used footage to establish gang databases, “red files” of political activists, and databases on individuals who are not accused of criminal behavior
 - Solution: Place footage under the control of an independent body, not the police

Source: Alex S. Vitale, “A New Approach to Body Cameras,” Gotham Gazette, May 2, 2017.

POLICING IN THE U.S.

“Police and prisons have come to be our preferred tools for inflicting punishment.

Our entire criminal justice system has become a gigantic revenge factor. Three strikes laws, sex-offender registries, the death penalty, and abolishing parole are about retribution, not safety.”

POLICING IN THE U.S.

“Real justice would look to restore people and communities, to rebuild trust and social cohesion, to offer people a way forward, to reduce the social forces that drive crime, and to treat both victims and perpetrators as full human beings.”

POLICE REFORM SOURCE

The End of Policing

By Alex S. Vitale

Call the cops...

Before you ~~tell the teacher~~...

➡ Is someone in danger?

➡ Is someone hurt?

➡ Did I try to solve the problem on my own?

➡ Am I minding my own business?



LOS ANGELES ALTERNATIVES TO CALLING

911

Strong communities make police and politicians obsolete.



MEDIATION:

CENTER FOR CONFLICT RESOLUTION (818) 705-1090

Mediation offers you a chance to listen and to be heard, to build relationships, and to develop your own solutions to your own conflict. Mediation works because when people develop their own solutions, these solutions last longer. Mediators are professionally trained volunteers who reflect the diversity of your community.

For more info: www.ccr4peace.org

LA DISPUTE RESOLUTION PROGRAM (213) 738-2621

The DRP provides residents with an alternative to resolve disputes without having to engage with the formal judicial system. Trained mediators help disputants resolve their differences quickly, without the added cost of time and money required for a full formal court proceeding.

For more info: www.wdacs.lacounty.gov/programs/drpf/

MENTAL HEALTH:

LA DEPT OF MENTAL HEALTH
(800) 854-7771, text "LA" to 741741

DMH's mission is to optimize the hope, well-being and life trajectory of Los Angeles County's most vulnerable through access to care and resources that promote not only independence and personal recovery but also connectedness and community reintegration.

Available 24/7 - For more info: dmh.lacounty.gov

SOUTHERN CA COUNSELING CENTER
(323) 937-1344

SCCC provides comprehensive counseling services at rates based on your ability to pay. We believe everyone should get the care they need, at rates they can afford, for as long as they need counseling. FREE initial interview for couples, families, and children.

Mon-Fri 8am-9pm / Sat & Sun 9am-5pm - For more info: www.sccc-la.org

SEXUAL ASSAULT:

CA COALITION AGAINST SEXUAL ASSAULT

24-Hour Crisis Hotline: (661) 327-1091

LGBTQ Hotline: (661) 322-2869

The hotline is a confidential non-judgmental support service where staff and volunteers are available to provide emotional support, advocacy, information and referrals. If you or someone you care about has been a victim of sexual assault, domestic violence or stalking, please call our 24- hour crisis line. For more info: www.calcasa.org

RAINN

(800) 656-4673

RAINN (Rape, Abuse & Incest National Network) is the nation's largest anti-sexual violence organization. RAINN created and operates the National Sexual Assault Hotline (800.656.HOPE, online.rainn.org y rainn.org/es) in partnership with more than 1,000 local sexual assault service providers across the country and operates the DoD Safe Helpline for the Department of Defense. Available 24/7 - For more info: www.rainn.org

VICTIM SUPPORT:

VICTIMS OF CRIME RESOURCE CENTER (800) 842-8467

The Center provides resource information and referrals statewide to victims, their families, victim service providers, and victim advocates. Callers receive information on victims' rights in the Justice System, restitution, civil suits, as well as information on specific rights of victims of domestic violence, elder abuse, child abuse, and abuse against disabled.

Mon-Fri 7am-7pm / Sat & Sun 9am-12pm - For more info: www.1800victims.org

NATIONAL DOMESTIC VIOLENCE HOTLINE (800) 799-7233

Operating around the clock, seven days a week, confidential and free of cost, the National Domestic Violence Hotline provides lifesaving tools and immediate support to enable victims to find safety and live lives free of abuse. Callers can expect highly trained, experienced advocates to offer compassionate support, crisis intervention information, educational services and referral services in more than 200 languages.

Available 24/7 - For more info: www.thehotline.org

UNHOUSED RESOURCES:

NATIONAL RUNAWAY SAFELIFE

(800) 786-2929, Text 66008

The National Runaway Safeline's (NRS) mission is to keep America's runaway, homeless and at-risk youth safe and off the streets.

Available 24/7 - For more info: www.1800runaway.org

THE MIDNIGHT MISSION

(213) 624-9258

Offering a variety of emergency homeless services to people in need, ranging from providing food and hygiene to our Women's Crisis and Bridge Center.

Available 24/7 - For more info: www.midnightmission.org

LA HOMELESS SERVICES AUTHORITY

(800) 548-6047

Offering resources for individuals and households experiencing homelessness or at-risk of becoming homeless.

Available 24/7 - For more info: www.lahsa.org or Dial 211

OTHER SUGGESTIONS:

MEET YOUR NEIGHBORS

Having a sense of community unites us. Being a part of a community can make us feel as though we are a part of something greater than ourselves. It can give us opportunities to connect with people, to reach for our goals, and makes us feel safe and secure. It's important for every person to have a sense of community.

JOIN (OR START) YOUR COMMUNITY GROUP

Don't underestimate on and offline community meetups! Even in this Covid era, there are many ways to connect with your community. Social media is a great way to connect of course, but research local groups in your area. Here are just a handful of sites that can help:

[meetup.com](https://www.meetup.com) / [nextdoor.com](https://www.nextdoor.com) / [getopensocial.com](https://www.getopensocial.com)

ASK YOURSELF BEFORE CALLING THE POLICE:

Is this merely an inconvenience to me? > Can I put up with this and be okay?

No, I need to respond > Can I handle this on my own, is this something I could try to talk-out with the person?

No, I need back-up > Is there a friend, neighbor, or someone whom I could call to help me?

No, I need a professional > Can we use mediation to talk through what's happening or is there an emergency response hotline I could call?

No > If I call the police do I understand how involving the police could impact me and the other person? If police are present do you know what to do?

Source: www.surjdc.com
For more info: bit.ly/safetybeyondpolice

Call 211 in LA County for help with

COVID-19 Resources

Food Assistance

Rent Assistance

Housing Assistance

Report a Hate Crime

Health Assistance

Any non-emergency

www.211la.org

ACTION ITEM #1

Read

The End of Policing

by Alex S. Vitale

Only \$3 for a digital copy.

If you need help acquiring a copy, let me know.

POLICING AND INCARCERATION

ADDITIONAL RESOURCES

[*How American Slavery Helped Create Modern Day Policing*](#)

[*The Origins of Policing in America*](#)

[*A Brief History of Police*](#)

[*Pew Research Center – Inside America’s Police Departments*](#)

[*Being Black means you’re more likely to be stopped, searched by Long Beach police, new data shows*](#)

[*If you don’t believe systemic racism is real, explain these statistics*](#)

[*Confessions of a Former Bastard Cop*](#)

[*Maybe There Are No Good Cops?*](#)

[*Police Reform Won’t Fix a System That Was Built to Abuse Power*](#)

[*America’s big decline in crime, explained*](#)

[*Police Have a Much Bigger Domestic-Abuse Problem Than the NFL Does*](#)

[*Police in America Are Out of Control*](#)

[*I worked with bad cops for years. Law enforcement doesn’t have to be ‘us versus them’*](#)

[*How police unions became so powerful – and how they can be tamed*](#)

TRAVEL

ADDITIONAL RESOURCES

What Does it Mean to Decolonize Travel?

The Fragility of the Western Traveler

Check Yourself Before You Wreck Someplace Else