Background:

In September 2014, Attorney General Eric Holder announced the National Initiative for Building Community Trust and Justice, to be run by a consortium of research institutions.

Led by the National Network for Safe Communities at John Jay College of Criminal Justice, in partnership with the Justice Collaboratory at Yale University Law School, the Center for Policing Equity at UCLA and John Jay, and the Urban Institute.
Mission:

- **Improve** relationships and increase trust between communities and criminal justice agencies

- **Advance** the public and scholarly understandings of issues related to those relationships and effective strategies for building trust
Pilot Sites:

The National Initiative combines existing and newly developed interventions informed by procedural justice, implicit bias, and reconciliation in six pilot sites around the country.

Stockton, California  

Pittsburgh, Pennsylvania  

Minneapolis, Minnesota  

Gary, Indiana  

Fort Worth, Texas  

Birmingham, Alabama
3 Pillars of the National Initiative:

**Procedural justice**
Focuses on the way police interact with people, and how these interactions shape people’s views of the police, their willingness to obey the law, and cooperate and engage with legal authorities.

**Implicit bias**
Describes the automatic associations all humans make about groups and group members, and how these associations impact behavior in certain situations.

**Reconciliation**
Repairing relationships between police and minority communities by addressing history, grievances, and misconceptions, and finding common ground.
Completed Training:

• Procedural Justice 1&2 training provides the foundation for the Procedural Justice Principles: Voice, Neutrality, Respect and Trustworthiness.

• Procedural Justice 3 training explores the science regarding the brains decision-making processes and provides discussions about how Officers can make better choices when we are conscious of the biases and stereotypes that exist in the world.
Completed Training:

• These Principles were all discussed and demonstrated in a classroom setting.

• Officers are taught to recognize stereotypes, prejudices, discrimination and biases and given tools to minimize the negative impact these can have.

• 1700+ Officers received 16 hours of Procedural Justice 1&2 training and 6 hours of Implicit Bias Training

• School Resource Officers and Neighborhood Police Officers received additional training on creating and facilitating successful conversations.
Community Engagements:

- **Mercedes-Benz Diversity Discussion Panel** Held conversations with Ignite Assoc., a minority resource group working towards community goals, and initiated dialogues regarding community issues.

- **Faith and Community Leaders United Town Hall** Attended public forum to discuss SW FW community concerns.

- **FWPD Webcast-April 2017** Announced PJ objectives and goals related to improving community relations.

- **FWPD Community PJ Kick-off Event** Community members and stakeholders were invited to hear about FWPD’s role in the National Initiative, PJ Training, working towards creating community partnerships and future goals.
Community Engagements:

- **Remington College Criminal Justice Program Advisory Luncheon** Held discussions on Criminal Justice Programs and how PJ and developing community relations is tied to it.

- **Fatherhood Coalition of Tarrant County Meetings** Met with coalition, which promotes responsible fatherhood, and discussed community partnerships and objectives of PJ.

- **Clergy & Police Alliance** Provided presentation on PJ and held conversations on issues of trust and working to improve it.

- **IQRA for Peach Community Meeting** Attended mosque and held discussions regarding improving cultural awareness and improving relationships.
Community Engagements:

- **FWISD After School Program**  Met with school district officials to develop strategy of sharing PJ with the youth in the schools and creating youth/PD listening sessions and discussions.

- **Community Procedural Justice Awareness Forum**  Community Groups, residents and department officials met to discuss latest projects and programs and held conversations on issues of trust and working to improve it.

- **Race and Culture Task Force Criminal Justice Committee**  Discussed the department’s involvement in the National Initiative and provided overview of training material.

- **Use of Force Citizen Awareness Class**  This is now part of departmental policy and providing every quarter. Citizens get to come to the Training Academy to receive training on departmental policy and statistics and policy related to Use of Force as well as participate in scenario training.
Achievements and Goals:

- Continue providing Procedural Justice training for all graduating Recruits.
- Continue Procedural Justice training utilizing department-wide refresher courses and roll-call resources.
- Policy and procedure adjustments guided by the Procedural Justice Principles.
Achievements and Goals:

- Revised general order on bias-free policing
- Began reporting use of force, arrests, stops, and discipline policies and statistics online
- Issued new order on racial profiling that reaffirmed the department’s commitment to unbiased policing
- Revised use of force/force options and use of force reporting general orders
- Created new policy and guidelines for Police and Community Relationships
Procedural Justice: Community and Police

**Achievements and Goals:**

- Increased dialogue between Police and Neighborhood Residents
- Formation of new Citizen/Police groups such as Beyond the Badge
- Improved channels for problem-solving skills within the community
- Increased transparency on departmental website, providing greater access to departmental personal, policy and data.
Why and how we surveyed residents...

• Research Questions

• Was the intervention associated with changes in residents’ perceptions of the police and police-community interactions and relationships?

• Was the intervention associated with changes in residents’ victimization experiences and perceptions of safety and disorder?
Community Survey Results

• Sample Methods (by city)
  • Identified residential street segments with highest concentration of neighborhood poverty and crime (top 10 percentile)
  • Randomly-selected approximately 1,000 households within segments
  • Knocked on sampled household doors to survey one adult living there
  • Used teams of trained local interviewers
  • Paper-and-pencil instrument, administered in English and Spanish
Where the surveys were conducted...
When and how many surveys were administered...

<table>
<thead>
<tr>
<th></th>
<th>Wave 1</th>
<th></th>
<th>Wave 2</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Date</td>
<td>Completed</td>
<td>Doors</td>
<td>Response Rate</td>
</tr>
<tr>
<td>Minneapolis</td>
<td>10/2015</td>
<td>208</td>
<td>712</td>
<td>29.2%</td>
</tr>
<tr>
<td>Gary</td>
<td>9/2015</td>
<td>269</td>
<td>620</td>
<td>43.4%</td>
</tr>
<tr>
<td>Pittsburgh</td>
<td>9/2015</td>
<td>209</td>
<td>595</td>
<td>35.1%</td>
</tr>
<tr>
<td>Stockton</td>
<td>10/2015</td>
<td>195</td>
<td>764</td>
<td>25.5%</td>
</tr>
<tr>
<td>Birmingham</td>
<td>11/2015</td>
<td>203</td>
<td>612</td>
<td>33.2%</td>
</tr>
<tr>
<td>Fort Worth</td>
<td>1/2016</td>
<td>194</td>
<td>644</td>
<td>30.1%</td>
</tr>
</tbody>
</table>
Evaluation Data Collection Largely Captured Training Impact

Legend:
- Procedural Justice and Police Legitimacy (PJ1)
- A Tactical Mindset: Procedural Justice and Police Legitimacy (PJ2)
- PJ1 and PJ2 Combined
- Tactical Perception: The Science of Justice (PJ3)
- Wave 2 Surveys
...perceptions of procedural fairness are *higher* at time two

<table>
<thead>
<tr>
<th>Perception</th>
<th>2015</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Police make fair and impartial decisions with the cases they deal with</td>
<td>26%</td>
<td>31%</td>
</tr>
<tr>
<td>Make decisions based on the law and not their personal opinions or biases</td>
<td>29%</td>
<td>35%</td>
</tr>
<tr>
<td>Respect people's rights</td>
<td>30%</td>
<td>37%</td>
</tr>
<tr>
<td>Give people a chance to tell their side of the story before they decide what to do</td>
<td>30%</td>
<td>37%</td>
</tr>
<tr>
<td>Treat people with dignity and respect</td>
<td>30%</td>
<td>38%</td>
</tr>
<tr>
<td>Explain their decisions and actions in ways that people can understand</td>
<td>33%</td>
<td>39%</td>
</tr>
<tr>
<td>Try to do what is best for the people they are dealing with</td>
<td>34%</td>
<td>39%</td>
</tr>
<tr>
<td>Try to help people that they deal with</td>
<td>34%</td>
<td>41%</td>
</tr>
</tbody>
</table>

*Percent who said "agree/strongly agree" on five-point scale*
...as are perceptions of police legitimacy

- The police usually act in ways consistent with your own ideas about what is right and wrong: 2015 - 31%, 2017 - 36%
- The police often arrest people for no good reason: 2015 - 32%, 2017 - 37%
- When police deal with people, they almost always behave according to the law: 2015 - 28%, 2017 - 38%
- Police stand up for values that are important to you: 2015 - 32%, 2017 - 38%
- Values of most of the police officers who work in your community are similar to your own: 2015 - 33%, 2017 - 41%
- When the police arrest a person, there is good reason to believe that person has done something wrong: 2015 - 39%, 2017 - 41%

Percent who said “agree/strongly agree” on five-point scale
...as are perceptions of police legitimacy (cont.)

- You generally support how the police act in your community: 33% in 2015, 42% in 2017
- The laws that the police enforce represent the moral values of people like yourself: 35% in 2015, 42% in 2017
- Police generally have the same sense of right and wrong that you do: 36% in 2015, 43% in 2017
- Police sincerely try to help people like yourself: 38% in 2015, 44% in 2017
- You and the police want the same things for your community: 41% in 2015, 48% in 2017
- Police in your community are legitimate authorities: 43% in 2015, 51% in 2017

Percent who said “agree/strongly agree” on five-point scale.
...and perceptions of community policing

[Bar chart showing comparisons between 2015 and 2017 percentages for:
- The police department is responsive to community concerns: 28% in 2015, 35% in 2017
- The police department prioritizes problems most important to your community: 28% in 2015, 33% in 2017
- The police department holds officers accountable for wrong or inappropriate conduct in the community: 24% in 2015, 29% in 2017]
Feelings of trust and connection to officers are also **higher** at time two...

- The police are honest: 24% in 2015, 27% in 2017
- You personally trust the police: 30% in 2015, 35% in 2017
- The police are a part of your neighborhood: 36% in 2015, 41% in 2017
- You feel safe around the police: 38% in 2015, 43% in 2017
- You feel comfortable around the police: 36% in 2015, 44% in 2017
- You can imagine being friends with a police officer: 43% in 2015, 48% in 2017

*Percent who said “agree/strongly agree” on five-point scale*
...and perceptions of police bias are lower at time two.

<table>
<thead>
<tr>
<th>Perception</th>
<th>2015</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>The police suspect you of being a criminal because of your race/ethnicity</td>
<td>47%</td>
<td>43%</td>
</tr>
<tr>
<td>Something you say might be misinterpreted as criminal by the police due to your race/ethnicity</td>
<td>49%</td>
<td>46%</td>
</tr>
<tr>
<td>The police act based on personal prejudices or biases</td>
<td>51%</td>
<td>47%</td>
</tr>
<tr>
<td>Something you do might be misinterpreted as criminal by the police due to your race/ethnicity</td>
<td>50%</td>
<td>47%</td>
</tr>
<tr>
<td>Police officers will judge you based on your race/ethnicity</td>
<td>54%</td>
<td>49%</td>
</tr>
<tr>
<td>Police officers will treat you differently because of your race/ethnicity</td>
<td>56%</td>
<td>49%</td>
</tr>
</tbody>
</table>

Percent who said “agree/strongly agree” on five-point scale
There Was Variation Across Cities

<table>
<thead>
<tr>
<th>Perceptions of Police, Law and Willingness to Partner</th>
<th>Stockton W1</th>
<th>Fort Worth W1</th>
<th>Pittsburgh W1</th>
<th>Birmingham W1</th>
<th>Gary W1</th>
<th>Minneapolis W1</th>
<th>Stockton W2</th>
<th>Fort Worth W2</th>
<th>Pittsburgh W2</th>
<th>Birmingham W2</th>
<th>Gary W2</th>
<th>Minneapolis W2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Procedural justice</td>
<td>2.8 3.1**</td>
<td>3.5 3.5</td>
<td>2.7 2.6</td>
<td>3.0 3.1</td>
<td>2.8</td>
<td>3.1**</td>
<td>2.5 2.9**</td>
<td>2.5 2.9**</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Police legitimacy</td>
<td>2.8 3.2**</td>
<td>3.5 3.2</td>
<td>2.9 2.7*</td>
<td>3.2 3.2</td>
<td>2.8</td>
<td>3.3**</td>
<td>2.6 3.0**</td>
<td>2.6 3.0**</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Police bias</td>
<td>3.5 3.2*</td>
<td>2.9 3.1</td>
<td>3.6 3.5</td>
<td>3.1 3.2</td>
<td>3.3</td>
<td>2.9</td>
<td>3.6 3.2</td>
<td>3.6 3.2</td>
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<tr>
<td>Community-focused policing</td>
<td>2.4 2.7*</td>
<td>3.1 3.2</td>
<td>2.5 2.3</td>
<td>2.8 2.9</td>
<td>2.6</td>
<td>3.1**</td>
<td>2.3 2.5</td>
<td>2.3 2.5</td>
<td></td>
<td></td>
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<tr>
<td>The law</td>
<td>3.9 4.0</td>
<td>4.0 4.2</td>
<td>3.9 3.7*</td>
<td>3.8 4.3**</td>
<td>3.8</td>
<td>4.0**</td>
<td>3.4 3.7**</td>
<td>3.4 3.7**</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Relatability to police</td>
<td>2.5 3.1**</td>
<td>3.3 3.4</td>
<td>2.9 2.6*</td>
<td>2.9 3.0</td>
<td>2.8</td>
<td>3.0</td>
<td>2.6 3.0**</td>
<td>2.6 3.0**</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Willingness to partner with police</td>
<td>3.2 3.5*</td>
<td>3.8 4.0</td>
<td>3.8 3.3**</td>
<td>3.5 3.9**</td>
<td>3.7</td>
<td>3.5</td>
<td>3.2 3.5**</td>
<td>3.2 3.5**</td>
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The National Initiative was an experiment in improving police-community relationships using a variety of approaches, methods, and messengers, and innovation occurred throughout the implementation process. The evaluation of this complex, multisite learning effort yielded several key lessons for effectively implementing police-community trust-building efforts and for future studies of similar efforts.
Police leadership is critical for successfully and thoroughly implementing this type of ambitious undertaking.

Ensuring that procedural justice trainers were “credible messengers”

Developed a reconciliation process for police and communities

Make collecting data on outcomes such as arrests and use of force by race and ethnicity a priority.
Key Takeaways

The observed improvement in community perceptions on measures the National Initiative sought to affect, such as trust in police and police legitimacy, is a very promising finding.

Finally, it is crucial to note that although community perceptions improved in the aggregate, views of police and police legitimacy remain largely negative in the neighborhoods most affected by crime and disadvantage. In short, even where perceptions improved, there is still ample room for improvement.
Moving Forward

Ongoing Procedural Justice Training

Reconciliation Process:
2020 Listening Session to be scheduled throughout the year.

Police Forums to be scheduled throughout the year.
Questions ?