CNA

Bridging The Gap: Virtual Roundtable Discussions on Racial Injustice and Police-Community Relations

Final Report

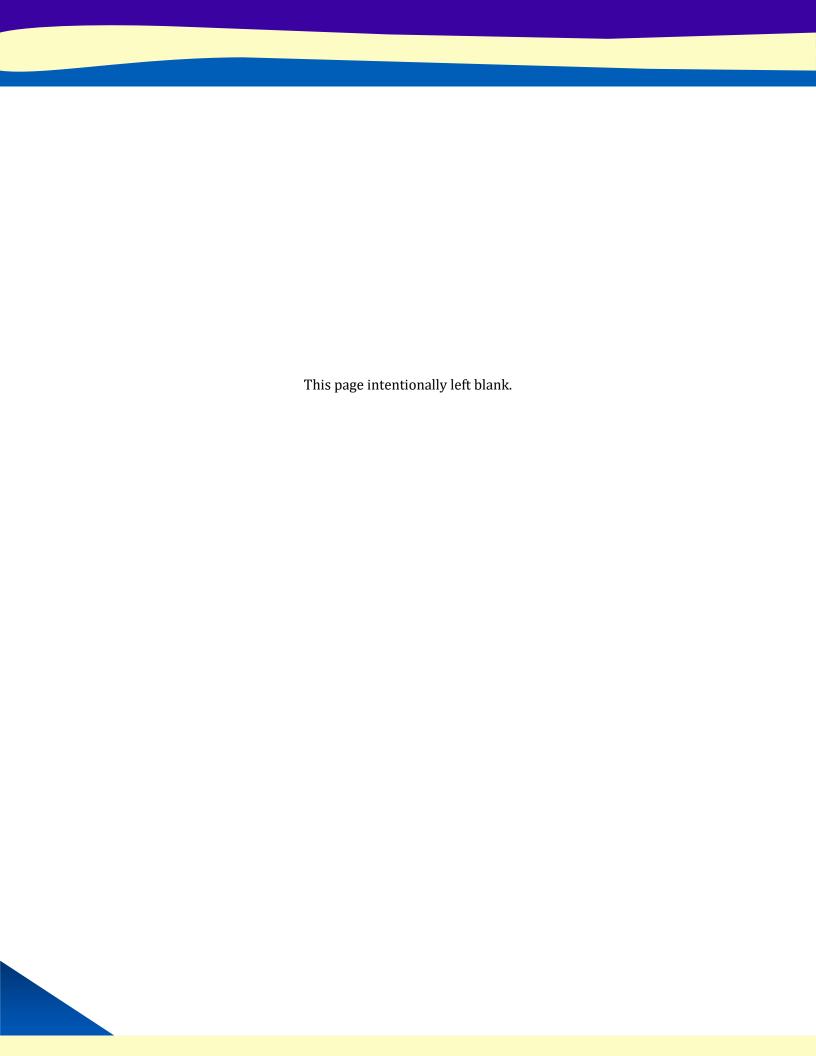**Prepared for the City of Antioch, California**

March 2021

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Introduction

In May 2020, the death of George Floyd at the hands of a Minneapolis police officer shocked the nation. Recorded footage brought the image of his death to millions of people, and they responded as never before. As the summer unfolded, protests were organized in communities all across the nation, with people of all racial and ethnic backgrounds, young and old alike, marching together asking for police reform and sharing concerns over police brutality and systemic racism.

In response, police reform proposals were introduced at the federal and state levels, with more than 30 states considering legislative changes on police practices and accountability. At the local level, government and police officials began proposing changes to police policy and practice, enacting bans on chokeholds, and promoting de-escalation training.

In the City of Antioch, hundreds of concerned community members voiced their opinions on race relations and policing reform during three City Council meetings in June 2020. The issues they raised were wide ranging, including systemic racism, body-worn cameras, and police recruitment, training, and accountability. In response, the Antioch City Council decided to hold a series of roundtable discussions called Bridging the Gap to hear the perspectives of additional community members and learn more about the kinds of changes in policing the community desired. The City wanted to better understand the community's perspectives on racial injustice and police-community relations and to identify ways to address them. CNA, an independent national research and analysis firm, was hired to organize and facilitate these roundtable discussions.

Major incidents involving police can and have happened all around the country. As we were writing this report, we learned that they can happen in Antioch, too. During our initial conversations to understand the goals of the Bridging the Gap sessions, we often heard that Antioch was holding community dialogues because of things that happened in other places. Recently, an interaction between a young man and Antioch police officers ended in the death of the young man. Although it may be too soon to determine the circumstances that lead to his death, the timing of this incident should serve as a cautionary tale for other departments. The policing issues in Antioch are national, and the national issues matter in Antioch.

Process

CNA, through its Center for Justice Research and Innovation, began planning the roundtable discussions in November 2020. As a nationally recognized leader in justice systems research, police-community relations, and police reform efforts, CNA brought significant technical skills and a deep understanding of community policing, the intersection of race and policing, and evidence-based policing to the project. For over a decade, CNA has worked with more than 400 police departments to assess their operations, recommend changes based on best practices, and provide the technical assistance needed to implement change.

Figure 1 represents the CNA engagement timeline in Antioch. The purple boxes represent the work that took place to plan and prepare for the dialogues. The yellow squares represent the three iterations of the dialogues.

Figure 1: CNA Engagement Timeline

In December 2020, CNA interviewed each of the Antioch councilmembers including those newly installed after the November election to identify the goals of this effort and the issues that should be given priority in the roundtable discussions. CNA identified a clear consensus on the overall goals, which were to:

- Hear the perspectives of a wide cross-section of the Antioch community
- Allow Antioch community members to listen and hear from each other
- Identify action steps the City of Antioch and the Antioch Police Department (APD) can take based on community perspectives and preferences

Due to the COVID-19 pandemic, the roundtable discussions were held on a virtual platform (Zoom.gov). Before scheduling the sessions, CNA created a brief survey to gauge the interest and availability of potential participants. The City distributed the survey online and, though nearly 450 people opened the survey, only 65 completed it. Questions included the best dates and times for potential participants, their access to and comfort with Zoom, and their willingness to participate on camera and to read materials in advance of the conversation.

Working with Antioch, CNA scheduled three virtual dialogues to take place in January and February 2021 with each exploring a specific policing issue. The dialogues were planned as 90 minute sessions, with the majority of the time devoted to small group breakouts to maximize discussion among community members.

At the start of each dialogue, a subject matter expert from CNA's project team provided a short presentation on the topic (presentation slides can be found in Appendix B). Additionally, articles on the topics were emailed to participants in advance of the dialogues to provide a greater understanding of the issues and promote more in-depth discussions.

Session dates and topics were as follows:

Session	Date	Topic	Registered	Attended
1	January 19, 2021	Police Oversight, Accountability, and Transparency	75	57
2	February 6, 2021	Racial Disparities in Policing	99	36
3	February 18, 2021	Community Engagement	125	21
Totals			**299**	**114**

The APD provided a substantial amount of data to help set the context for the dialogues with useful and accurate information and to provide a baseline understanding of the issues. These data were used in the pre-dialogue presentations.

Following each roundtable discussion, a summary was prepared explaining the various perspectives shared by participants. The summaries were emailed to all who attended the sessions. They can be found in Appendix A.

Councilmembers attended the roundtable discussions as observers, but did not participate in the small group discussions due to the Brown Act, which requires open and public meetings if council members participate. Police officers also attended the small group discussions to listen to what community members had to say; they too did not participate in the discussions.

Post-Event Survey

After each session, CNA sent a brief survey to participants to gauge their satisfaction. In total, CNA received 63 completed surveys. Responses were mixed, with most respondents indicating they were either in favor of police reform or felt that no reform was necessary. Participants tended to like the small group discussions but felt they were not long enough. After the first session (45 minutes for discussion), CNA revised the project plan to allow an additional 10 minutes of discussion for subsequent sessions.

Survey respondents also indicated that they felt participation was low with the number of community members in attendance ranging from 57 in the first session to 21 in the third. Our goal was to have about 15 participants per small group discussion, but attendance fell short each session. In all three post-event surveys, respondents noted that they would recommend other community members attend such a session (66 percent of session 1 respondents, 79 percent of session 2 respondents, and 70 percent of session 3 respondents). This was in line with many of the written comments from respondents: many supported the idea that the City and community should be engaged in these types of dialogues, although many also wanted an opportunity to hear from City leaders.

CNA prepared a summary of survey responses including all written comments that were provided. That report will be delivered under a separate cover.

What Follows

The remainder of this report presents a set of actionable recommendations to the City of Antioch and the APD. The recommendations are based on two factors—the community sentiments expressed at the Bridging the Gap dialogues and CNA's in-depth knowledge of best practices in policing. The recommendations are considered actionable because they are practical and implementable solutions that can lead to lasting change.

We start with the issue of community input and outreach. Although it was not a major topic in any of the dialogues, it came up consistently throughout the discussions on accountability and transparency, on disparities in policing, and on community engagement. In fact, there was strong community support for continuing the dialogues on policing beyond Bridging the Gap. Implementing the recommendations will be vital to any future efforts to address racial injustice and police-community relations in Antioch.

Section 1: Community Input and Outreach

Resounding throughout the dialogues was the call for greater community input in policing and for continuing the public discussion on policing issues. CNA agrees that it is crucial in the current environment to recognize the important role that communities play in "co-producing public safety" and for police to engage community members as partners. A true partnership requires hard work on both sides in order to improve police-community relations and increase trust. In practical terms, it requires police and communities to be creative in tailoring approaches to the specific circumstances and issues of different communities.

Incorporating community input and partnering in policing requires police to open up beyond their own agendas. As evidenced over the last year, community members all across the nation are demanding greater participation in government and policing, in particular. The police and community must work together to develop the parameters of community participation, input, and partnership. It is also crucial that special efforts be made to hear the voices and invite the participation of diverse members of the community and those who may be marginalized or more distrustful of police.

Community Perspectives

Most participants in the dialogues voiced their support for more public discussion and opportunities to continue discussing police issues with city and police leadership. They indicated that the issues of concern seemed to vary by neighborhood, and that the City and APD should reach out more broadly to seek input and allow all groups to be heard—particularly people of color, who are less trusting of police generally. There was consensus that everyone wanted similar outcomes: to make the community better and to build greater trust and respect between police and community.

CNA Recommendations

The City and APD should create opportunities for community members to provide input on officer training, policies, and procedures; for defining public safety and neighborhood priorities from the community's perspective; for identifying widely voiced community criticisms of policing practices; for creating goals and objectives for joint problem-solving; and for identifying information important to the community that APD should share transparently. Community involvement in policing will increase community buy-in and lead to greater trust and confidence in APD. Similarly, greater proactive police involvement with the community will lead to increased trust and confidence in police, and to greater job satisfaction among police personnel.

Recommendation 1.1   CNA recommends that APD increase opportunities for a diverse range of community members to review and provide input on new and revised policies, procedures, and training programs, and consider leveraging the Police Crime Prevention

Commission for this purpose. Community input regarding policies, procedures, and training should occur early on in the respective development processes, and should not be relegated to brief periods of community review following development work by APD.

Recommendation 1.2   CNA recommends that the City of Antioch and APD conduct greater outreach to marginalized groups in the community including Latinos, non-English speakers, and residents of North Antioch, and establish permanent communication processes to ensure the entire Antioch community is consulted regularly on policing issues.

Recommendation 1.3   CNA recommends that the City of Antioch and APD hold listening sessions for youth and their parents to learn more about their perceptions of the police so that youth engagement can be tailored to their issues and needs.

Recommendation 1.4   CNA recommends that the City of Antioch and APD hold additional, regular public dialogues where community members can more directly discuss policing issues with City and police leaders and can hear each other's perspectives.

Section 2: Police Oversight, Accountability and Transparency

Internal and external controls can provide police oversight to hold police accountable for their actions. Internally, police departments have professional standards or internal affairs bureaus that investigate police misconduct. Once these investigations are complete, an officer may be exonerated or disciplined, or some other type of mediation may be imposed. External controls include civilian (non-police) involvement in the oversight process. A number of models for civilian oversight exist, but they all have the same goal: to have an external review of police policies, procedures, training, and supervision. Civilian oversight models range from limited involvement in policy development to complete independence from the department and full review, investigative, and discipline authority.

Transparency in policing refers to the willingness of the organization to provide access to information, policies, processes, and procedures, among other things, to the community members they serve. Increasing transparency involves proactive engagement with community members, police participation at community events, and keeping the community informed about how and why decisions are made and the resulting outcomes. Transparency is proactive; police must provide the community with information regardless of how it will affect perceptions of the police. Transparency recognizes that the work of the police is funded by tax payers, and as such, the work of police is public business.

Body-worn camera (BWC) technology is being used by police departments across the nation to improve officer safety, increase transparency, gather evidence, and reduce complaints and liability. BWC programs are an important advancement in policing, but they present challenges on several fronts—equipment costs, equipment maintenance and video storage costs, privacy concerns, coordination across the justice system, and more.

Community Perspectives

Participants in the dialogues expressed mixed perspectives on police accountability and transparency. Some felt accountability in APD had improved; others said they lacked information to make a determination about police accountability. The dialogues did not result in a consensus on whether greater accountability was needed, but some expressed that transparency was necessary for accountability. Some viewed APD as transparent and open, with social media use and officers attending community meetings as often-cited examples. Others expressed the perspective that transparency could be improved. Examples were given of citizen complaints not being taken seriously or not receiving feedback, and of the limited information made public on complaint outcomes, officer discipline, or other internal issues.

There was support for civilian oversight, and even greater support for body worn cameras. Some participants felt civilian oversight would strengthen trust between police and community while

others felt that it is not possible for non-police to oversee police. Other concerns included potential overreach, cost, added bureaucracy, need for training and commitment from citizens. Some participants noted that any oversight board would need representation from persons of color who have greater distrust of police. A number of community members laid out the benefits of BWC and also for dashboard cameras in police cars. The main concern raised was the cost.

CNA Recommendations

Recommendation 2.1   CNA recommends that APD and the City of Antioch move forward on obtaining BWC technology and consider applying for grant funding through the Bureau of Justice Assistance body worn camera funding programs. Furthermore, as part of the BWC implementation process, APD should create a community advisory committee to gather input and feedback on BWC policy issues.

BWCs are being widely implemented in police departments large and small across the country, and the City of Antioch should seriously consider the acquisition of this technology. The main barrier - cost - can be addressed by the Department of Justice's funding of BWC programs through the Body-Worn Camera Policy and Implementation Program (PIP), and another program (soon to be launched) that will focus on funding body worn cameras for small and rural police agencies. As of the drafting of this report, the FY21 funding cycle has not been opened but the program announcement is expected in March 2021. While the program requires matching funds from the grantee, those funds do not have to be cash; in kind contributions can be considered for the required match. This means that, if the City or APD dedicates personnel to developing and implementing a BWC program under the funding program, the salaries of those individuals can be counted towards the matching requirement.

Recommendation 2.2   CNA recommends that APD and city personnel research, seek community input, and develop and implement a civilian oversight program.

There are several different models of citizen oversight boards and committees that are operating throughout the U.S. One example, the Civilian Police Commission in Oakland, CA, has been identified by Antioch city staff as a starting point for understanding how they work and whether this model may be appropriate for Antioch.

Recommendation 2.3   CNA recommends that APD increase community engagement and share more information publicly, such as crime and arrests, police use of force, complaint outcomes, officer discipline, and community engagement actions and activities.

A common thread in the discussions with community members was the desire for more information and for greater openness and communication with APD. Communication and transparency are key building blocks for increasing trust between police and community. Both parties benefit when information is shared back and forth in respectful ways. While some felt APD had done a good job of

sharing information and being open with the community, others preferred a higher level of transparency from APD. Many police departments have "data portals" where community members can find information about crime and policing in their neighborhoods. If that is not feasible in the short term, APD should develop standard data reports that they post online on a regular basis.

Recommendation 2.4   CNA recommends that APD embrace a culture of transparency when serious incidents occur involving alleged police misconduct or in-custody deaths, informing citizens swiftly and openly about the incident.

When a critical incident occurs, the department should communicate early and often with the community. Getting even minimal information out to the public immediately will buffer some of the inaccurate information that may spread and garner more trust in the police. Even when the news may be perceived as bad, information travels fast and it is better for the community to hear the details from its own leaders, rather than hearing them through rumors and other sources. In addition, if the department has strong community relationships, a chief can reach out to trusted community advisors who can serve as liaisons to the department while an investigation is ongoing. If these relationships have not been developed beforehand, the department may face a difficult uphill battle in sharing key information with the community when a critical incident occurs.

Section 3: Racial Disparities in Policing

Racial Disparities in policing is defined as "significant differences between the percentage of the overall population comprised by an ethnic group and police outcomes in areas such as arrests, use of force, and traffic stops." Disparity measures may also be applied to hiring practices. For example, Blacks comprise 22 percent of the Antioch population but only 5 percent of Antioch sworn uniformed police personnel. The source of disparity may come from three places:

- *Individual bias* – prejudicial beliefs and discriminatory behavior of individual police officers (whether conscious and explicit or unconscious and implicit)
- *Institutional bias* – statutes, policies, or practices that have an unequal impact on ethnic or racial minorities
- *Differentially involved* – behavior and practices of racial groups that lead to higher volumes of calls for service and demand for police services wherein they live and congregate.

Most departments including Antioch will generally indicate disparities in the following police actions[1]:

- Traffic stops
- Arrests
- Use of Force
- Hiring retention and promotion practices.

Community Perspectives

There was some acknowledgement of racial disparities in Antioch police outcomes with several participants wanting to see more data and to give the Chief an opportunity to respond. Many participants felt that these disparities were due in part to the neighborhood they lived in, and how long residents had lived in Antioch. To address the disparities, participants had a range of ideas including more implicit bias and cultural sensitivity training for officers, for police to be more open and transparent about changes in the department, police focusing more on building trust with youth, and creating opportunities for police to have non-enforcement contact with community members by police walking beats and getting to know community members on a more personal level. Many participants also felt the importance of working to increase diversity in hiring practices.

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1 The scope of this project did not allow for CNA to conduct an in-depth analysis of racial bias in APD police actions, although CNA has conducted numerous such studies.

CNA Recommendations

Recommendation 3.1   **CNA recommends that APD provide enhanced implicit bias training to all of its sworn personnel to help address disparities in police outcomes.**

Psychologists through years of research have firmly established that an individual's view of people and their behavior is affected by established beliefs and experiences, often leading to bias in these perceptions. Labeled as "implicit bias," the recognition of preconceived notions about racial groups or other population demographics influences decisions and judgements we make and carries over to the policing world. Given that these individual biases of police officers may be a contributing factor to disparities in police outcomes, many departments now provide implicit bias training to their police officers which teaches them how to identify these biases and mitigate their affects.

Recommendation 3.2   **CNA recommends that APD enhance its training of sworn personnel with additional focus on cultural awareness and sensitivities for racial and ethnic groupings residing in Antioch.**

Community residents mentioned a need for APD officers to be more familiar with the community members they serve and differences in cultural sensitivities. Other police departments have recognized that need as well and now include more cultural awareness elements into their training. Given the multi-ethnic and multi-cultural nature of the Antioch community, APD officers could benefit from training that makes them aware of those sensitivities and an ethnic group's history with law enforcement. Such training could improve understanding and lead to better policing outcomes.

Recommendation 3.3   **CNA recommends that the City of Antioch engage an outside party to conduct a racial bias audit of APD police practices and recommend solutions based on audit findings.**

Institutional racial bias and its consequences are a growing focus and concern in policing. Community stakeholders increasingly raise concerns about the significant differences in police outcomes among racial groups, especially in traffic stops, arrests, use of force, and fees and fines. CNA, in a very cursory review of APD data, found significant differences in arrest patterns among racial groupings, but our work did not include a comprehensive examination of racial disparities in APD policing outcomes and the practices contributing to them. Some departments on their own, without any federal mandates, have requested internal racial bias audits of their police operations. Most recently, Charleston, South Carolina, and Albany, New York have completed this type of audit leading to a series of recommendations and organizational changes. Undertaking a racial bias audit can help police build trust with the community.

Recommendation 3.4   **CNA recommends that APD place a greater emphasis on community policing practices with more officers involved on foot and bike patrols and seeking other ways to expand community contacts, especially with young people.**

Most criminologists and social scientists acknowledge that adverse economic circumstances and other variables contribute to levels of social disorder and a need for police services. These circumstances are certainly a contributing factor to significant differences in policing outcomes among racial groupings. A preponderance of those participating in the Antioch dialogues suggested a need for improved relationships between Antioch police officers and the community members they serve. While APD is not expected to address all of the various social ills facing communities, a greater emphasis should be placed on community policing practices that better address neighborhood quality of life issues, and greatly expand non-enforcement activity with youth and other members of marginalized communities.

Recommendation 3.5   **CNA recommends that APD develop an updated recruitment strategy that specifically addresses the need to hire more African Americans, and officers that speak Spanish to better connect with diverse community members.**

In some communities, it may be the case that having a police force that demographically resembles the population served enhances trust, reduces use of force, and leads to more effective policing. These practices can help to ease tension between police officers and community members. Currently in Antioch, there is a significant disparity between racial and ethnic groupings in the community and their proportional representation in APD. For example, Blacks currently comprise about 22 percent of the Antioch population but only about 5 percent of uniformed personnel. Concerns were also raised about this disparity during the community dialogues. APD should consider responding to community concerns on this matter.

Section 4: Community Engagement

The following policing principle – t*he police are the public, and the public are the police* -- captures the critical symbiotic relationship between the police and the community. This principle was first stated back in 1829, but it is just as valid today as it was two centuries ago.

Community engagement is defined as non-enforcement contacts between police and community members. During an officer's work shift, non-enforcement time should include officers proactively engaging with community members on issues unrelated to enforcement, such as community events, quality of life concerns, and police programs and initiatives. These positive contacts can help improve existing relationships with people and groups, and can serve as the foundation to building greater trust and confidence in the police. Through engagement activities, officers can be seen as community partners to be relied upon, not simply as enforcers.

Increasing the level of trust and the confidence that people have in the police is an important goal in many police departments. The reality is that confidence in the police has been decreasing recently and it varies greatly by community group. For example, a recent Gallup survey found that 56 percent of white adults said they had confidence in the police while only 19 percent of Black adults said they had confidence in the police[2].

Community Perspectives

There was general consensus in the dialogues that if APD officers had more positive non-enforcement contact with community members, it would increase trust and confidence in the police. In addition, community members voiced strong support for increased community engagement with young people and marginalized neighborhoods with high levels of enforcement-related contact with police. Community members felt the issues that concern people varied by the neighborhood they lived in; consequently, conducting outreach in neighborhoods where marginalized populations and people of color live is particularly important in order to get input on policing issues and allow their perspectives to be heard. Suggestions for expanding community engagement included partnering with social service agencies to respond to problems with more holistic solutions, focusing on crime prevention, and expanding activities with at-risk youth.

CNA Recommendations

Recommendation 4.1   CNA recommends that APD create a community engagement strategy for each police district that requires patrol officers to regularly interact with

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2 https://news.gallup.com/poll/317114/black-white-adults-confidence-diverges-police.aspx, 2020

neighborhood residents, faith leaders, youth and other key stakeholders and tailor the strategies to the issues and needs of community members in the district.

No practice is more vital to law enforcement than the building of positive relationships with the community. Positive, collaborative relationships lead to higher levels of trust and humanize officers to community members. They humanize community members in the eyes of officers, as well, who otherwise might not understand the circumstances of those living in low income, diverse or underserved communities. Research indicates that effective strategies for relationship-building include – having regular face-to-face contact, being good listeners, and engaging community members in an honest, caring, empathetic and transparent manner. Departments should provide officers the tools to be effective relationship builders such as appropriate training and performance incentives.

Recommendation 4.2   CNA recommends that APD police training include the building of skills necessary to support community engagement such as procedural justice, implicit bias, social interaction and communication, conflict resolution, and appropriate engagement with youth based on the science of adolescent brain development.

Recommendation 4.3   CNA recommends that APD track and document each officer's non-enforcement contacts with the community and use this information as part of their performance evaluation considerations. APD should increase buy-in from officers about this patrol activity to ensure that officers are interacting with the community in a positive way.

Recommendation 4.4   CNA recommends that APD build trust between youth and police by creating programs and projects for positive, consistent, and persistent interaction between youth and police with a specific emphasis on at-risk youth engagement.

Youth interactions present a unique set of challenges and opportunities for law enforcement. For many young people, their first encounter with anything justice-related is through law enforcement. The nature and circumstances of this contact can have a significant and lasting impression on youth. A number of studies have documented the strained relationship between law enforcement and youth, specifically youth who are from urban environments, from lower socio-economic areas, and a male person of color. These studies demonstrate that these youth may hold an implicit bias against police; moreover, they may demonstrate their perceptions of injustice and societal marginalization by acting disrespectfully toward police. Similarly, studies found that police officers may hold unconscious biases against minority youth and make assumptions about young people based on their race, age, dress, and appearance. Consequently, youth engagement based on proactive and positive youth interactions with police create the opportunity for coaching, mentoring, and diversion into constructive alternative activities. Particularly for at-risk youth, positive interactions with officers

can help lead youth out of the conditions and circumstances that keep them in the juvenile justice system and into programs for self-awareness and self-help.

Recommendation 4.5   CNA recommends that the City of Antioch and the APD research and consider different types of models for responding to people in crisis and implement the most appropriate model that includes collaboration with community organizations and service agencies.

Research shows that when community non-profits proliferate, the community is generally safer. Ways in which non-profits have improved community conditions include young people engaged in after-school and summer jobs programs, street outreach workers intervening in neighborhood conflicts, local organizations reclaiming abandoned lots and creating green spaces, and trained service providers responding or co-responding with police to people in crisis (people in crisis refers to people in mental health crises, the homeless and those with substance abuse issues). It was suggested by a dialogue participant that Antioch look at how neighboring jurisdictions such as San Jose are using co-responder models to address people in crisis.

Recommendation 4.6   CNA recommends that APD gather community input on a regular basis; seek community input on new policies and procedures such as the implementation of body worn cameras; and consider leveraging the Police Crime Prevention Commission for this purpose.

It is important for law enforcement to understand the community's perspective on local issues and concerns, which may be different from the department's perspective. This means officers should take the time and invest the resources to seek community input and perspectives. Departments can poll and canvas community members regularly through a variety of means -- surveys, community meetings, listening sessions, and town hall meetings. Community advisory groups, whether permanent or ad hoc, can provide police crucial input and feedback particularly when community buy-in will be vital to program or policy success.

Conclusion

The Bridging the Gap sessions were an admirable first step, but only a first step, toward greater community participation in determining what policing in Antioch looks like. The Antioch City Council is moving quickly, holding a seven hour meeting on March 5, 2021 with community participation in which proposed reforms were discussed. This report provides a thorough accounting of diverse perceptions regarding police and policing reform in Antioch, based on three purposefully planned and executed community listening sessions. It provides a guidepost to policymakers in Antioch, by identifying a number of significant reforms in policing that the community identified as important and that have a firm basis in research and practice.

Generally speaking, Chief Brooks is well liked by community members and is seen as progressive and professional. It is also true that some people do not believe any police reform is necessary in Antioch while others feel there is a need for significant change. The bottom line is that participants enjoyed and took advantage of the experience of voicing their perspectives on important community issues and influencing city decisions. The community wants to have dialogues *with* police and city leaders, regardless of their orientation to reform. Antioch should move forward quickly with police reform efforts, taking into consideration the recommendations in this report as well as other efforts, and continue to engage the community in public and significant ways such as the Bridging the Gap dialogues.

Appendix A: Post-Dialogue Summaries

Bridging the Gap Session 1 Discussion Summary

Session 1: *Police Oversight, Accountability, and Transparency*
January 19, 2021

Introduction

The City of Antioch and the CNA Center for Research and Innovation consulting team held the first of three roundtable discussions on racial injustice and police-community relations. Fifty-seven (57) community members from Antioch attended the session. The overall goals and a summary of the small group discussions during session 1 follows.

"Bridging the Gap" Goals:
- Hear the perspectives of a wide cross-section of the Antioch community
- Allow Antioch community members to listen and hear from each other
- Identify action steps the City of Antioch and the Antioch Police Department can take based on community perspectives and preferences.

Agenda:
- Opening remarks
- Policing expert presentation on session topics
- Small group breakouts with focus questions
- Large group report out on breakouts
- Closing comments/next steps

Small Group Discussions

Session 1 focused on issues relating to police oversight, accountability and transparency. Articles on these issues were sent to roundtable participants four days ahead of the session to provide context for the discussion.

Five questions guided the small group discussions. They were:

1. Would you describe the Antioch Police Department (APD) as transparent?
2. Do you feel there is accountability in APD for individual officers and the organization as a whole?
3. APD is not currently subject to civilian oversight. Should there be some form of civilian oversight, and if yes, what form should it take?
4. Are there other ways that community members could have more involvement in APD operations that would increase accountability and transparency?

5. Should the city spend the funds to implement body worn cameras for police officers? Do you feel this would improve community trust?

6. What else can or should be done to improve community trust in the Antioch Police Department?

A summary of the small group discussions is presented below. Overall, discussions tended to be two-sided: those that had positive comments about police and policing in Antioch and those that were questioning the actions of Antioch police.

Transparency

There were mixed perspectives on the issue of transparency. Some people viewed APD as transparent and open with information. Social media was an often-cited example of a way in which APD provided information to the public. A number of people commented that in the last few years, APD's social media use had increased through which more information was regularly provided to the community. Community events and meetings attended by officers were also mentioned as ways in which APD shared information with the public. Other people expressed the perspective that transparency in policing could be improved in Antioch. A few participants gave examples of citizen complaints not being taken seriously and complainants not receiving feedback; social media pushing out only positive news from the department; and little or no information being made public on complaint outcomes, officer discipline or other internal issues. One participant called transparency a "buzz word," pointing out a lack of understanding of this term.

Community members made a number of suggestions for improving transparency, including the creation of a public data dashboard on policing, providing a clear and specific definition of transparency in policing as well as examples of best practices, and APD sharing more information about significant issues that involved APD (specifically, participants wanted additional information on the findings of the investigation of the hiring of Officer Michael Mellone).

Accountability

Overall, participants had mixed responses to questions about accountability in the APD. Some individuals expressed that there had been improvements in accountability in APD in the last few years. Furthermore, they said, APD handled situations well, removing officers when needed and hiring excellent officers to fill new positions. Others felt APD was in a difficult position trying to respond to outside pressures from the community for change and the national discussion on police reform, and to do this within the current culture of the department. Some community members stated that they didn't know if officers were held accountable, or disciplinary actions were taken, because this information was not public. Consequently, they felt there can be little accountability without transparency.

Oversight

There was support among participants for civilian oversight, since they felt it would develop and strengthen trust between police and the community. Some community members were concerned about overreach and cost, and the bureaucratic nature of boards. Some participants pointed out that an oversight board would require training, funding, policy development, and significant time

commitment from its members. Some community members questioned how civilians could effectively provide police oversight since they don't understand the job without having done it. Some commented that any group that provided oversight should reflect the diversity of the city, particularly communities of color who have a greater distrust of police. One community member described the two Antiochs when it comes to policing, and how North Antioch experiences it differently from other parts of the city.

Community members suggested using the existing Police Crime Prevention Commission by formalizing it and making the community more aware of it and implementing body worn cameras as a first step in oversight.

Other Ways to Enhance Transparency and Accountability in Policing

A number of community members voiced the need for greater partnership between the police and the community. While some individuals felt the police did a good job being accessible to the community, with events like Coffee with a Cop and the Police Athletic League, others expressed that they feared the police and there was little trust between police and community in their neighborhoods. Participants expressed the need for more opportunities for positive interaction between police and the community, particularly in low-income neighborhoods; for more forums, where police and community members can talk in constructive and informative ways; and for new ways to break down walls since everyone wants the same thing – to feel safe and secure. A suggestion was made that the next roundtable discussion have Spanish language translation available in order to be more inclusive of immigrants from the community.

Body Worn Cameras

There was substantial support for body worn cameras among participants. Several community members talked about the benefits of body worn cameras (keeping officers safe, eliminating guessing or distortion of what actually happened, reducing complaints and law suits, and improving community trust). There was also support for dashboard cameras in police cars. A few concerns were raised including the substantial cost involved. One individual mentioned research indicating police use of force is not meaningfully changed by body worn cameras. Another opined that body worn cameras are intrusive and not a magic bullet. A few people said they would like additional information on body worn cameras that describes both pros and cons.

Major Findings

- The concept of transparency in policing is not well understood. There was a general sense that it involved information sharing but little or no consensus about the nature, extent and limitations. There were mixed views as to whether social media use indicated transparency.

- Participant perspectives on police accountability were mixed; there was no consensus if more accountability was needed, while participants linked transparency to accountability.

- Most participants seem to support some form of oversight with no consensus as to the structure it should take. Several suggested using the current Police Crime Prevention Commission as a starting point.

- There was a general consensus that if APD officers had more friendly and non-enforcement contact with residents, especially from low-income neighborhoods, it would build community trust.
- There is substantial support for body-worn cameras among participants. The main reservations about adopting body-worn cameras concern costs.

Bridging the Gap Session 2 Discussion Summary

Session 2: *Racial Disparities in Policing*
February 6, 2021

Introduction

The City of Antioch and the CNA Center for Research and Innovation consulting team held the second of three roundtable discussions on racial injustice and police-community relations. Fifty-two (52) community members from Antioch attended the session. The overall goals and a summary of the small group discussions during session 2 follows.

"Bridging the Gap" Goals:

- Hear the perspectives of a wide cross-section of the Antioch community
- Allow Antioch community members to listen and hear from each other
- Identify action steps the City of Antioch and the Antioch Police Department can take based on community perspectives and preferences.

Agenda:

- Opening remarks
- Policing expert presentation on session topic
- Small group breakouts with focus questions
- Large group report out on breakouts
- Closing comments/next steps

Small Group Discussions

Session 2 focused on issues relating to racial disparities in policing. Articles on these issues were sent to roundtable participants two days ahead of the session to provide context for the discussion.

Four questions guided the small group discussions. They were:

1. What are your general reactions to the presentation that presented data on racial disparities in policing?
2. How do you feel these racial disparities affect perceptions of policing in Antioch?
3. Do you believe that all three causes of disparities -- individual bias, institutional bias, and behavioral tendencies in racial/ethnic groups -- all contribute to disparities in police outcomes in Antioch?
4. Do you believe the city and the police department have an obligation to address these disparities?

A summary of the small group discussions is presented below.

General Reactions to Disparities in Policing

The perspectives of participants ranged from a few who felt there were no disparities in policing in Antioch to others who expressed that racial disparities impacted numerous aspects of life. A number of participants focused on the history of Antioch in which policies in the last few decades encouraged population growth, and those who came were mostly people of color who were pushed into certain areas of the city with fewer opportunities and positive activities. The City Council and community members, they felt, should help bring programs and opportunities to the neighborhoods with newer arrivals. With this growth, it was expressed, Antioch may need to adapt to issues more common in larger cities.

There were expressions of support and appreciation for Chief Brooks, who they said was making improvements in the police department. It was felt he could be more transparent about these changes and communicate more with the community. Respect and trust were needed on both sides -- police and community – and it was felt everyone should come together to address issues in a way that is fair to both sides. Suggested solutions included the use of body worn cameras by police officers and a focus on building positive relationships between police and youth.

How Racial Disparities Affect Perceptions of Policing in Antioch

The view of some longstanding residents was that they perceive APD differently from newer arrivals, who brought different perceptions of police with them. They also felt the data that was presented wasn't enough to build a strong narrative about the existence of disparities in policing. These participants also expressed how the content of one's character and how a person acts are what's most important. They did not see a difference in how people were treated in Antioch. Contrasting perspectives were voiced too – that there is racism in Antioch and community members need to talk about it, over-policing occurs in certain neighborhoods and of African Americans, character matters but the differential treatment of black community members matters too. It was also mentioned that where a person lives in Antioch affects their perceptions because some areas get more attention from police than others and how much police engage with the community, which varies by beat, also plays a role in perceptions of the police.

A number of participants recognized that Chief Brooks has added diversity to the department in recent years and provided training to the officers that taught them to have a welcoming approach to all residents. They also felt that more publicly available and transparent data would go a long way towards getting everyone on the same page about racial disparities in policing. Other participants mentioned the need for more citizen input to help police understand various perspectives on bias, perhaps through the Police Crime Prevention Commission, additional diversity in the department, and police and community members to find common ground on the appropriate level of oversight for the department.

Causes of Disparities in Policing

Some believed the community generally, and the media in particular, were going in the wrong direction in the last 5-10 years, focusing on tribalism and resentments. Others mentioned we shouldn't label groups of people based on one or two peoples' behavior, that includes how we refer

to police officers as well as racial/ethnic groups in the community. All people have biases including unconscious bias, some said, and there's no quick fix solution; the one common ground mentioned was that everyone wants to make the community better.

A number of suggestions were made including the need for greater focus on community policing and officers getting to know residents, investments in additional implicit bias training and body worn cameras, community input on hiring practices and broader outreach to recruit more people of color and women on the force, efforts to identify and rid the department of bad apple officers, and improved communication between officers and youth.

Some participants wanted more information on what APD is currently doing on these issues. It was also mentioned that the recommendations made in these discussion groups should be taken to the broader community in Antioch before any conclusions are reached.

How to Address Disparities in Policing

The perspective was expressed that having a diverse police force proportionally representative of the community would be valuable for people of color and for the larger Antioch community generally. It was emphasized, however, that APD should hire the best people for the job no matter the person's race or ethnicity; that screening and training are just as important and having the right training officers in place, since they exert a great deal of influence over new officers.

Another perspective focused on the importance of building trust with young people so that they may seek a job in law enforcement. Too often youth do not have trust, and so building the relationship with children at a young age, particularly boys, was felt to be important. Perspectives varied on having police officers in the schools, with some believing it a good approach and others believing it not to be.

Others expressed the need for greater interaction between police and community, and to do so district by district because each area is so different. The difficulty in getting people to participate in such efforts and attend meetings was identified, therefore, specific strategies should address this too.

Major Findings

- The perspectives on racial disparities in policing differed: one group, mostly longstanding Antioch residents, did not accept that there were disparities in Antioch; a second more diverse group, talked openly about bias and racism and discussed ways in which APD could make positive changes.

- Many participants felt the perceptions of policing were affected by how long people had lived in Antioch, the neighborhood one lived in, and the type of interactions they had with the police.

- There is substantial support for police to be more open and transparent about changes in the department; increasing positive interactions with community members; focusing on building trust with youth; implementing body worn cameras; increasing diversity in the department through recruitment, hiring, and training practices; and creating more ways for community input.

- There was a general consensus that everyone wanted similar outcomes – to make the community better and to build greater trust and respect between police and all community members in Antioch.

Bridging the Gap Session 3 Discussion Summary

Session 3: *Community Engagement*
February 18, 2021

Introduction

The City of Antioch and the CNA Center for Research and Innovation consulting team held the third of three roundtable discussions on racial injustice and police-community relations. Forty-one (41) individuals from Antioch attended the session including 15 observers and 26 discussion group participants. The overall goals and a summary of the small group discussions during session 3 follows.

"Bridging the Gap" Goals:

- Hear the perspectives of a wide cross-section of the Antioch community
- Allow Antioch community members to listen and hear from each other
- Identify action steps the City of Antioch and the Antioch Police Department can take based on community perspectives and preferences.

Agenda:

- Opening remarks
- Policing expert presentation on Community Engagement
- Small group breakouts with focus questions
- Large group report out on breakouts
- Closing comments/next steps

Small Group Discussions

Session 3 focused on issues relating to community engagement in policing. Articles on these issues were sent to roundtable participants two days ahead of the session to provide context for the discussion.

Five questions guided the small group discussions. They were:

1. How do you see Antioch police officers in your community? Enforcers to be feared or community partners to be trusted and relied upon? Why do you feel that way?
2. What is your hope for police-community relations? How could they be improved?
3. What kinds of proactive activities would you like to see the police involved in, in your neighborhood?
4. Are there ways that police in Antioch could interact with young people that would improve community relationships with police more broadly?
5. Police do not control crime by themselves. What other community organizations or services could help or partner with the police to address crime problems in Antioch?

A summary of the small group discussions is presented below.

Community Engagement in Antioch

There were a variety of perspectives expressed – from the impact of Chief Brooks stepping up community activities and bringing people together on Facebook, to negative personal experiences with police officers resulting in a lack of trust, to concerns about response times to calls for service. Several participants talked about community engagement as a two-way street, meaning police need training on communication skills to be effective *and* residents need to understand their responsibilities. Some felt that negative interactions with officers in the past reflected poorly on individual officers but not the whole department; others felt, as a consequence, it was difficult to see police officers as a resource.

Some suggestions were made including the placement of substations in the districts to encourage more police-community interaction, more police training on customer service skills, use of mental health crisis response models for certain calls for service, greater outreach to churches and church leaders, and greater transparency on the part of APD.

The Hope for Police-Community Relations

Some participants expressed that policing issues differed across communities in Antioch. They would like these differences in perspectives heard, and it didn't seem that all perspectives were represented in the discussion groups. It was acknowledged that some people, particularly those from minority communities, may fear the police as indicated by the data presented earlier in the dialogue (just 19 percent of black adults had confidence in the police; Gallup survey 2020). While one participant was clear that fear and distrust of police needs to be addressed and solved, others focused on the need to keep the conversation on trust and community engagement going, beyond Bridging the Gap, that it was good to communicate with other Antioch residents they didn't know and with experts and city leaders. Some participants noted that in the future, it would be important to conduct outreach to people in under-represented groups including non-English speaking people, who don't always feel comfortable participating in community events, and get their input and engagement in the conversations. There was a general desire for everyone to work together to improve police-community relations.

One specific suggestion was that the city of Antioch would benefit from social service agencies being involved and providing more "holistic responses" to community problems. A number of others agreed with this and one participant went further, suggesting that working with neighboring jurisdictions would be helpful, using San Jose as an example because it is implementing a mental health co-responder model in their police department.

Kinds of Proactive Activities Supported

Participants voiced concern that the Antioch police were overwhelmed and busy responding to calls for service. They felt that the department may need more police officers or additional resources to address crime AND engage with the community. Others felt the department could do more outreach,

within its current resources, in order to build trust and report on its current efforts to improve transparency.

Other suggestions included better publicizing and expanding the reach of "Night Out," Ride with a Cop and Citizen Academies; offering sporting activities with at-risk youth; and creating more opportunities for police-community dialogues. Furthermore, participants noted that it will be important for the City to follow-through on suggestions made in the Bridging the Gap dialogues.

Police - Youth Interaction

Youth engagement was most often mentioned as the area of greatest need, and many stated that opportunities for officers to proactively interact with youth would have a positive impact on the future of the city. One participant who works in the schools talked about the fascination that younger children have with police, lamenting how their opinions sometimes sour as they grow older based on experiences and social media. In order to turn the tide away from this eventuality, some participants stated that police should find constructive ways to engage with young people and build trust. If police attended youth events, some said, the connections built could be very helpful. Some suggested police engage with at-risk youth, who would greatly benefit from role models and a positive relationship with police.

There were varying perspectives on school resource officers. While some lamented the elimination of officers in schools, others felt there were better ways to engage with youth than in the schools where there have been negative impacts, often on non-white students. More emphasis on programs like REACH and Police Activities League (PAL) were suggested as potentially beneficial.
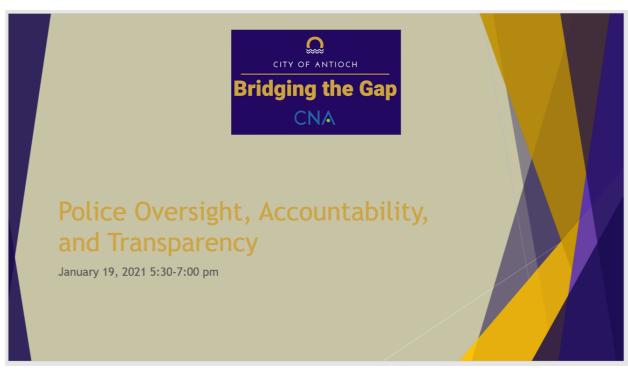
Suggestions included youth ride-along with officers, police and youth basketball leagues, and asking young people how they would like to engage with police in order to empower them and make them feel heard.
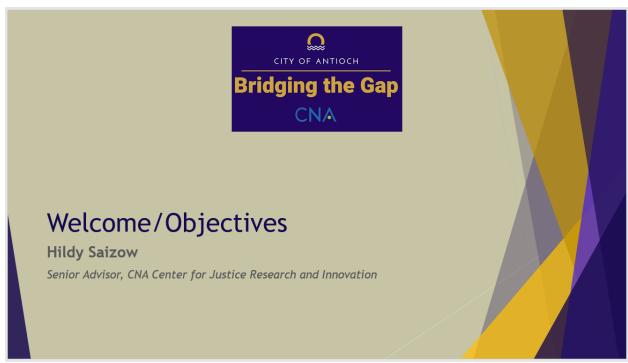
Major Findings

- There is strong support for increased community engagement by APD in order to increase public trust, particularly with young people.
- The issues that concern people seem to vary by community they live in so it's important for the City and the police to reach out to all communities to get input and allow residents to be heard. This is particularly important for communities of color, who have less confidence in the police.
- Suggestions for expanding community engagement include partnering with social service agencies to respond to problems with more holistic solutions and a focus on crime prevention, expanding activities with at-risk youth, and increasing transparency on APD's community engagement efforts.
- Many participants voiced their support for community dialogues and hoped there would be more such dialogues and opportunities to discuss issues with city leaders and police in the future.

Appendix B: Opening Remarks Slides

Session 1: Police Oversight, Accountability, and Transparency

Agenda

▶ Welcome/Objectives
▶ Policing Expert Presentation
▶ Small Group Breakout Sessions
▶ Report Out
▶ Next Steps

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Bridging the Gap

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Policing Expert Presentation

Mary O'Connor

Assistant Chief (ret.), Tampa Police Department

Overview

▶ Police Oversight
▶ Accountability
▶ Police Transparency
▶ Body-Worn Cameras

Internal Controls

▶ Internal Affairs/Professional Standards or other units to intake and investigate complaints
　　▶ Intake
　　▶ Classification of complaints
　　▶ Investigation
　　▶ Mediation, adjudication or disposition

External Controls

▶ Citizen Oversight Committee or similar exterior accountability process

  ▶ These committees can improve accountability, transparency and build community trust

  ▶ Ensure complaint process is accessible to all, reduce barriers to filing complaints

  ▶ Investigative versus review authority, and/or subpoena powers, hybrid models

  ▶ Four different models

Model 1: Ongoing Auditing Authority

▶ This board audits (monitors) the complaint process itself

  ▶ Strengths:

    ▶ Can aid in spotting training, policy or supervision deficits in the police department

    ▶ Aids in determining whether discipline is consistent and/or fair

  ▶ Weaknesses:

    ▶ May take time to collect data indicative of a problematic trend

Model 2: Review Systems

▶ This board reviews IA cases, determines whether they are adequately investigated or not, may agree or disagree with findings, may recommend further investigation and/or policy review and/or training

  ▶ Strengths:
    ▶ Improved transparency and greater involvement by community
    ▶ Police department may be more inclined to act on these recommendations
  ▶ Weaknesses:
    ▶ Time commitment if board is volunteer
    ▶ Board needs extensive training

Model 3: Investigative Authority

▶ Investigations are conducted by the board
  ▶ Strengths:
    ▶ Rebuilds trust in community
    ▶ Avoids conflict inherent in many internal affairs units
  ▶ Weaknesses:
    ▶ Cost to run the program
    ▶ Police department and/or police union hesitancy to implement

Model 4: Hearing Boards

▶ Can administer evidentiary hearings and appeals
  ▶ Strengths:
    ▪ Due to complete independence from the police department, objectiveness is high
  ▶ Weaknesses:
    ▪ Resources are beyond what most cities are capable of committing

Transparency

21st Century Policing Report (2015) Recommendations:

▶ Collect, maintain, and report data to the federal government on all officer-involved shootings

▶ Develop policies on what types of information will be released, when, and in what situation, to maintain transparency (laws across the country are all different)

▶ Make public the demographic data regarding the composition of their force

▶ Collect, maintain, and analyze demographic data on all detentions (stops, frisks, searches, summons, and arrests)

▶ Disaggregate data by school and non-school contacts

Transparency

Other best practices for transparency:

▶ Crime data available to the public

▶ Procedure and policy manual available to the public

▶ Use of social media

▶ Active engagement in community events

Body-Worn Cameras

▶ Law enforcement agencies across the country are using Body-Worn Camera (BWC) technology to:

  ▶ Improve evidentiary outcomes

  ▶ Enhance the safety of, and improve interactions between officers and the public

  ▶ Assist in broader law enforcement, problem solving, and community engagement strategies

▶ Can be highly effective:

  ▶ Provides an unalterable audio and visual record of interactions that capture empirical evidence in the event of a crime, police-citizen interaction, or use-of-force incident

Considerations for Body-Worn Cameras

▶ Benefits
  ▶ Improved community trust
  ▶ Complaint reduction
  ▶ Improved prosecution rate
▶ Cost
  ▶ Storage
▶ Policy and training

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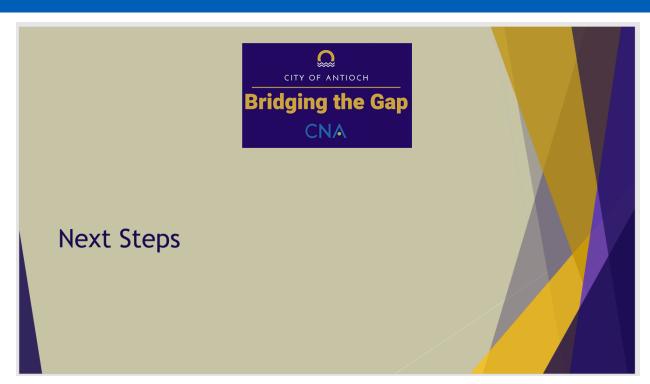## Small Group Breakout Sessions

Ground Rules

- ▶ We're having a public discussion to hear many points of view, not a debate
- ▶ Allow everyone the chance to speak, no one or two individuals should dominate
- ▶ Listen to others respectfully, without interrupting
- ▶ Listen for understanding others' points of view
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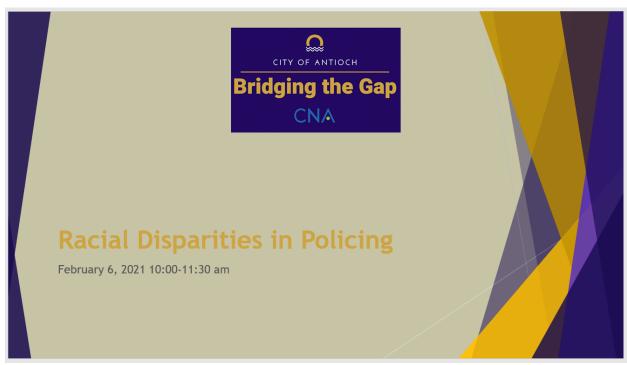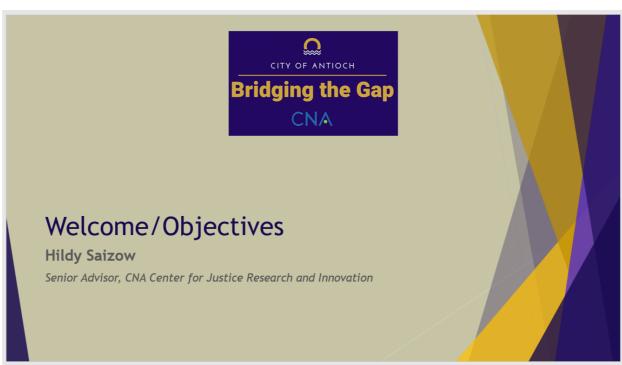- ▶ There are no right or wrong answers, all opinions are valuable

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Bridging the Gap

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Report Out

Next Steps

Thank you for attending!

Session 2: Racial Disparities in Policing

Agenda

▶ Welcome/Objectives
▶ Policing Expert Presentation
▶ Small Group Breakout Sessions
▶ Next Steps

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Policing Expert Presentation

Stephen Rickman

Community Policing Researcher and Practitioner

Definition

▶ Racial disparities in policing refers to significant differences between the percentage of a racial group represented in the general population and the percentage of that same group represented in police-initiated activity such as traffic stops, arrests, and uses of force, along with staffing and promotions.

▶ Racial disparity refers to differences that may or may not always be related to discrimination.

▶ Disparity assessments focus on outcome measures and have a strong factual basis.

Most Commonly Found Disparities

▶ Traffic stops
▶ Arrests
▶ Use of Force
▶ Complaints for excessive use of force
▶ Hiring, retention, and promotion data

Causes of Disparities

▶ **Individual bias**
- ▶ Prejudicial beliefs and discriminatory behavior of individual police officers (whether conscious and explicit or unconscious and implicit).

▶ **Institutional bias**
- ▶ Laws, statutes, strategies or practices that have an unequal impact on racial or ethnic minorities.

▶ **Differentially Involved**
- ▶ Black and Hispanic neighborhoods are the source for more calls for service, more likely to be crime victims, and more often identified as suspects by victims.

What does the data show?

▶ Residents of all minority groups were more likely:
- ▶ To be stopped by police than white residents.
- ▶ To have multiple contacts with police.
- ▶ In police initiated actions to be subject to use of force.
- ▶ To be complainants of excessive use of force.

▶ Specifically, Black residents were more likely to be arrested comprising 27 percent of the arrested population, twice their proportion of the population.

▶ Other data indicates that members of communities of color generally are under represented in the law enforcement agencies that police their communities, and in their promotions to higher ranks.

Antioch, CA

▶ In Antioch the data indicate clear racial/ethnic disparities in the composition of the police force:

Race/Ethnicity	City Population (2019 Census Data)	Police Force (2019 Data Provided by APD)
White	41%	65%
Hispanic	33%	15%
Black	22%	5%

▶ Disparities are also apparent in arrest practices and most striking between Black residents and white residents:

Race/Ethnicity	City Population (2019 Census Data)	2019 Arrests (2019 Data Provided by APD)
White	41%	27%
Black	22%	47%

Antioch, CA

▶ Disparities among other racial/ethnic groupings in Antioch police outcomes also exist but to a lesser extent.

▶ Racial disparities are systemic to our culture and exist outside of policing practices.

  ▶ For example, an examination of hiring data in other industries would likely reveal similar disparities.

How are law enforcement agencies responding?

▶ Individual bias

  ▶ Providing implicit bias training designed to help officers identify their own biases and how to employ mitigating strategies.

  ▶ Cultural awareness and sensitivity training to make officers more aware of the customs and values of minority communities they serve.

  ▶ Immersion training where officers are placed in select communities during their training and probationary periods working in a range of settings to enhance their understanding of the population they are serving.

How are law enforcement agencies responding?

▶ Institutional Bias

  ▶ Conduct racial disparity audits and comprehensive evokes of operations to identify bias outcomes and remedial steps.

  ▶ Review and adjustments to policies and procedures that contribute to disparate outcomes.

  ▶ Adjustments in tactics and practices to minimize disparities.

  ▶ Focused recruitment , hiring and retention for minority applicants.

How are law enforcement agencies responding?

▶ Differential rates of Criminal Behavior

  ▶ Expansion of community policing and crime prevention strategies to lower need for police actions.

  ▶ Greater coordination and cooperation with community based organizations and other community service agencies to address quality of life issues.

  ▶ More involvement with other public agencies such as mental health, housing and social services to expand preventive service delivery.
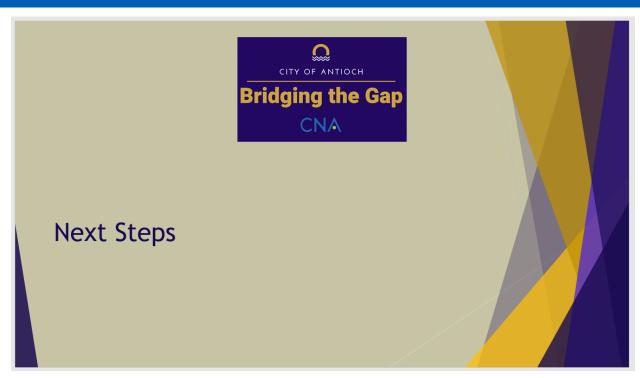

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Small Group Breakout Sessions

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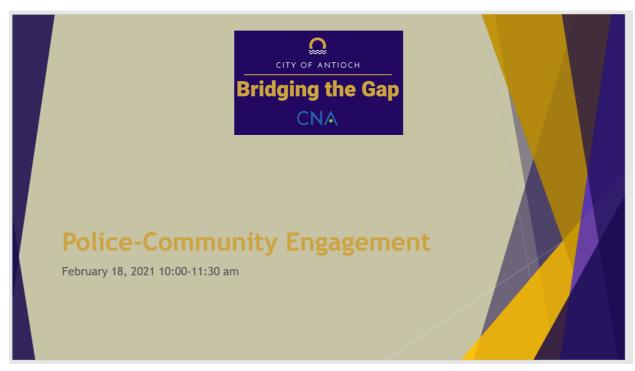▶ There are no right or wrong answers, all opinions are valuable.

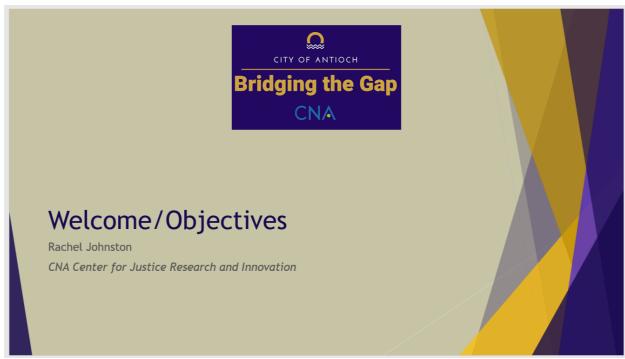CITY OF ANTIOCH
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Report Outs

Next Steps

Thank you for attending!

Police-Community Engagement

February 18, 2021 10:00-11:30 am

Welcome/Objectives

Rachel Johnston

CNA Center for Justice Research and Innovation

Agenda

▶ Welcome/Objectives
▶ Policing Expert Presentation
▶ Small Group Breakout Sessions
▶ Report Out
▶ Next Steps

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Policing Expert Presentation

Hildy Saizow

Community Policing Expert

"The Police are the Public, and the Public are the Police."

- Sir Robert Peele, Policing Principles, 1829

Shifts in Policing Over Time

▶ 1980s-1990s – Focus on Community Policing

▶ 2000s – Focus on homeland security, new technology, data and information systems

▶ Since 2014 and the start of protests on police shootings, a push back to Community Engagement

What Does Community Engagement Mean?

▶ Non-enforcement contacts between police and community members

▶ Building on-going community relationships

▶ Positive actions that build trust and confidence in the police

▶ Officers as community partners to be relied upon, not simply enforcers

▶ *Reality: Confidence in the Police Varies by Group*

- Recent Gallup survey found 56% of white adults said they were confident in the police, whereas only 19% of Black adults said the same

What Does Community Engagement Look Like?

▶ <u>For the Officer</u>

▶ With support, getting out of their cars to engage in positive activities

▶ Attend neighborhood meetings, visit a church to say hello, handout food and sports equipment to needy families, visit local schools

Police/Community Dance-Off
(3.3 million views on You Tube)

Neighborhood Basketball game

What Does Community Engagement Look Like?

▶ <u>For the Department</u>
  - ▶ Representatives attending community meetings
    - ▶ Especially with marginalized groups and those living in neighborhoods with more police attention
  - ▶ Advisory committees for community input on key issues
  - ▶ Regularly scheduled Town Hall meetings for feedback
  - ▶ Collaborative partnerships with non-profits and service providers

Social Media is Changing Community Engagement

- ▶ New opportunities for community engagement particularly with hard to reach groups
- ▶ Virtual meetings expanding participation and capabilities
- ▶ Multiple platforms becoming predominant way to communicate and receive information
  - ▶ Twitter
  - ▶ Facebook
  - ▶ YouTube
  - ▶ Instagram
  - ▶ Websites

Community Engagement in Antioch

▶ APD's mission includes "working with the community"

▶ Officers participate in many community events – Coffee with the Cops, Legos with the Law, National Night Out, Church Visits, School Lunch Visits

▶ Officer participation in community events almost doubled from 2018 to 2020

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Small Group Breakout Sessions

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Report Outs

Next Steps

Thank you for attending!