

STRATEGIES FOR BUILDING TRUST BETWEEN LAW ENFORCEMENT AND COMMUNITIES

Reform Proposals Summary Table

REFORM AREA	BEST PRACTICES AND RESOURCES	MODEL JURISDICTIONS
Deepen Training in Key Areas		
<ol style="list-style-type: none"> 1. Institute regular trainings that emphasize de-escalation and minimum use-of-force 2. Implement nationally-recognized anti-bias training for all officers 3. Expand use of crisis intervention training for improving interactions with those with mental illness 	<ul style="list-style-type: none"> • Implement multi-day trainings similar to those associated with use-of-force complaint declines in other jurisdictions • Train CLEET employees in <i>Fair and Impartial Policing</i> and integrate curriculum into standard training requirements • Certify more officers in Crisis Intervention Team training and partner with mental health service providers 	<ul style="list-style-type: none"> • Oakland Police Department • Dallas Police Department • Las Vegas Police Department • San Antonio Police Department
Update Key Law Enforcement Policies		
<ol style="list-style-type: none"> 1. Require de-escalation tactics and reasonable alternatives before use of deadly force 2. Clarify when officers can and can't use race in their work 3. Implement community policing strategies with the help of national organizations 	<ul style="list-style-type: none"> • Adopt <i>Racially Biased Policing</i> recommended policies on using race in police work • Adopt "Campaign Zero" policy reforms to provide guidance to officers on when and what level of force to use • Partner with Community Oriented Policing Services for technical assistance 	<ul style="list-style-type: none"> • Fort Worth Police Department • Anaheim Police Department • Miami Police Department
Improve Officer Recruiting and Hiring		
<ol style="list-style-type: none"> 1. Place emphasis on efforts to recruit, mentor, and promote officers that reflect the diversity of the community 2. Ensure best practices in psychological evaluation are followed, both during hiring and during service 	<ul style="list-style-type: none"> • Partner with NAACP, Langston University, and other affinity groups to grow diversity of applicant base • Advertise positions in minority-targeted publications • Create mentorship and leadership development programs for minority officers • Institute regular mental health check-ins with officers 	<ul style="list-style-type: none"> • Atlanta Police Department • Los Angeles Police Department • Montreal Police Department
Collect and Publish Key Data		
<ol style="list-style-type: none"> 1. Collect detailed data on police stops and use-of-force incidents 2. Publish data in publically accessible formats 	<ul style="list-style-type: none"> • Participate in Center for Policing Equity's national Justice Database • Submit data to FBI's upcoming use-of-force data, following national standards for collection 	<ul style="list-style-type: none"> • Austin Police Department • Dallas Police Department