

City of Rochester

APPENDIX F

NEW POLICING BLUEPRINT

PROPOSAL FROM THE

PASTOR'S ROUNDTABLE



Blieve.



City of Rochester, NY
Lovely A. Warren, Mayor
Rochester City Council

Becoming a New Policing Blueprint community

Public safety and Thriving Communities

A model for dignity- The Faith Leaders Roundtable- Rochester, NY

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Current policing philosophy

- *Clear and consistent messages of offender accountability and victim safety believed to reduce violence. (This must include officers as well as community members.)*
- *Sure and swift consequences for offenders can reduce recidivism and the severity of future crime.*
- *What is our current philosophy if the perpetrator is a public safety practitioner under the current blueprint?*


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 - - Historical context is essential to knowing where to go in a new design to be a trendsetter

- *1819 blueprint for policing created in Rochester no longer serves us as a community.*
- *2007-2010 Blueprint for safety created and tested in St. Paul, MN focused on Domestic violence*
- *A blueprint for a safe and just America*
<https://thejusticecollaborative.com/about/blueprint/>
- *Epic initiative* <http://epic.nola.gov/home/>



A New Blueprint for Public Safety and Thriving Communities is needed



- “The current blueprint for policing was designed in 1819 from slave patrols”
 - This is a blueprint for ending the dehumanization that has criminalized extreme vulnerability and created an incarceration crisis in communities of color
 - “ Nothing in the current system gives people of color any accountability for police abusing, hurting, targeting, or killing People of Color”
 - “ The current blueprint asked the wrong question of what to do with the black people in 1819, instead of asking how to create public safety and thriving communities, in light of blacks who were released from enslavement.”
 - ” The result was a slave patrol policing blueprint designed disseminated throughout America to attend to white anxiety, protect white property and wealth, while monitoring people of color”
 - Consequently, policing must be re-imagined!
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Addressing criminal activity is not the same as creating public Safety

- *Redefining Public Safety is essential in Coordinated work across and within agencies. Built in systemic accountability will increase protection and public safety*
- *Outcomes improve when the system stops treating social/racial problems as criminal ones, requiring a violent or surveilling response*
- *White supremacy patterns in criminal justice that treat black and brown circumstances as punishable events must end.*
- *We must redo and rewrite state laws giving permission to such patterns.*
- *A justice system that practice injustice is incongruent with its mission*



Redefining Public Safety

- *Traditional narratives of public safety have been defined by responses to crime that warrant interactions with the criminal justice system.*
- *This model disproportionately impacts people of color and omits obtaining thriving communities .*
- *We fund policing under the guise of public safety language to deal with keeping the peace, homelessness, prostitution, theft, gang violence, drug dealers, school security, domestic violence, and every unexpected crisis.*
- *The truth is that public safety can exist outside of law enforcement interaction and involves the full health and safety of a community.*
- *Our current blueprint criminalizes social problems that require investment, and not policing!*
- *You cannot protect and serve when there is mistrust, trauma, and a lack of accountability!*




As a
Result.....

- *Over time law enforcement has subjected vulnerable community members to more systemic violence in it's attempt to address social problems like, homelessness, mental health, vagrancy, unemployment, protecting property, and attending to white racial anxiety.*
- *The potential use of institutional power and ongoing systemic violence in the name of law and order traumatizes, erodes trust ,and violates a sense of public safety in communities of color with the current blueprint.*
- *If we do not attend to this harm, we can never achieve true public safety or thriving communities.*
- *The impact: we are loosing a generation of young people, fostering fear, distrust, and a generation of resentment under the current blueprint.*




Essential commitments of a New Blueprint Community

- *Crafting a new mission/vision with self examination and problem solving of the old.*
 - *Establish foundational principles that transforms the authoritarian model into a servant model of public safety.*
 - *Redefining central roles for policing and public safety outcomes*
 - *Collaboration with community for community-based solutions, accountability, and advocacy*
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New mission and vision statement

- *Mission:* To accelerate an end to racism in policing by focusing on public safety and partnership models that create thriving communities for all.
 - *Vision:* To create a racially just policing blueprint that fosters community trust, investment, and mutual partnerships.
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Six Principles

- *1. Adhere to commitment of equity, transparency, and justice as we build an interagency, inter community approach with collective intervention goals devoid of authoritarianism.*
- *2. Build in commitment to end police abuse by reassigning roles that could be attended too by community members who are trained in intervention and understanding the community it serves.*
- *3. Recognize that systemic violence is a patterned crime like all other crimes and that it requires continuing engagement with victims and offenders as well as sure and swift consequences*
- *4. Refunding the community is essential for additional support services to create public safety.*
- *5. The power of the criminal justice system should be steeped in sending messages of help, accountability, & partnership to create a thriving community.*
- *6. Policing should act in ways that reduce unintended consequences and the disparity of impact on victims and offenders throughout the community*

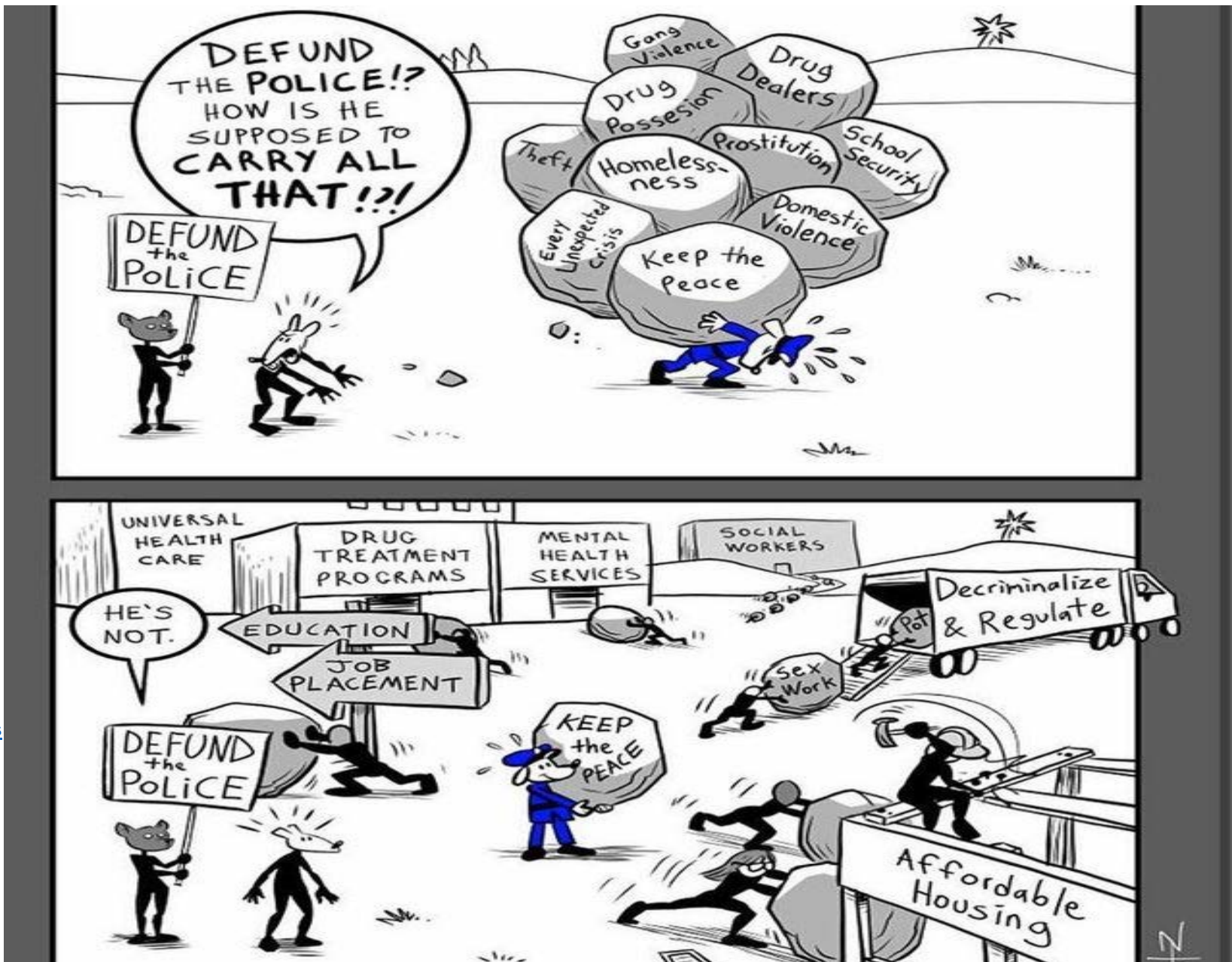


7 Steps behind the Principles



- *1. Decriminalize social problems, remove all barriers to minority hiring, officer accountability and privileges that place them above the law.*
 - *2. Urge and create incentives for transparency of information sharing imperative to the community.*
 - *3. Design a mandatory shared approach between public safety and criminal justice inter agencies along with the communities they serve to develop collective intervention goals in building a racially just servant model.*
 - *4. Support defund/refund by assigning 40 % of the current policing roles to community members of color who are trained in intervention, de-escalation, referral, service delivery, and self defense protocols to address social problems.*
 - *5. Collect data through surveys and complaints on patterned systemic violence in community policing, negative unintended consequences and disparity of impact.*
 - *6. Re-allocate portions of policing budgets into a Community Chest that resources communities of color toward public safety as a redress for historic harm.*
 - *7. Focus on harnessing the power of the criminal justice system to send cross cultural messages of help, accountability and partnership to create thriving communities by developing a collaborative decision matrix for justice.*
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Neal Skorpen cartoon on defunding the police



Becoming a Blueprint community requires:



Currently functioning interagency group buy in and cooperation



Ongoing leadership by advocates and system actors



Coordinated efforts for equal justice and public safety



Agencies understand this is a process of assessment and change



Leadership and commitment for systemic change to explore, prepare, assess practice, rewrite policy, implement & monitor



Spirit of trying new things and commitment to a unite approach and shared purpose

To develop a
basic statistical
picture for our
community with
a new blueprint
means
understanding:

- *Calls to 911*
- *Proportion of police work and work that proportionately should remain with community members/organizations*
- *Prosecution & probation data based on race & class*
- *# crisis calls and outcomes- data from community-based organizations*
- *Vulnerable community member complaints of wrongdoing in policing and outcomes.*
- *Assess scope & scale of community & policing success and violence in local neighborhoods*
- *Differentiation of calls that require community investment strategies versus a policing response.*
- *Ultimately, we must redefine public safety to reflect an end to racial targeting with a collaborative decision matrix for justice .*
- *Institute mandatory reporting by hospitals of police interactions*
- *Rewrite section 3 of Officers Law as well as ending qualified immunity*
- *Dismantle the European paradigm for service delivery to people of color in policing and public safety*

The faces and
names behind
the numbers

- <https://interactive.aljazeera.com/aje/2020/know-their-names/index.html>



The New blueprint will....

- *Have a coordinated justice system response to public safety and thriving communities that...*
- *Decriminalizes people of color for being black and poor*
- *Responds more quickly and effectively to violent crimes when needed, expanding the definition of violence to include systemic offenses.*
- *Enhances capacity to stop violence, live into its values and hold itself accountable to build trust across the spectrum while saving lives.*
- *Provides a fully articulated CCR(contact and control room hub of communication across the force that works via plan and method.*
- *Address non-emergency enquiries via telephone, email, text, social media and facsimile*
- *Broadens the concept of public safety evidenced by appropriate contact with officers and staff on the ground.*

Approach- Document - Process



Approach: shared, coherent way of thinking about public safety and types of intervention that are effective toward thriving communities

A document: collection of interagency practices designed to guide our collective approach. They must include community of color led agencies and perspectives on public safety.

A process: ongoing evaluation and adjustment of practices as needed
Across the legal system
Representatives from communities of color must have a seat at the table to approve, challenge, or sign off on decisions that impact their community

The why of Approach, Document, & Process



Approach:

- ✓ *Put Stability within everyone's reach!*
- ✓ *Stop making poverty into a crime!*
- ✓ *Treat kids like kids!*
- ✓ *Allow people to grow and change!*
- ✓ *Treat addiction and Mental illness like medical issues!*



A document:

- ✓ *Collection of data to understand and address the circumstances that cause violence to erupt and spread.*
- ✓ *Community of color led agencies and perspectives on public safety must be included.*



A process:

- ✓ *Provide targeted resources to people who are victims of serious physical harm.*
- ✓ *Include also those who are most at risk of being a future perpetrator or victim of violence.*


In conclusion
a new
blueprint is
one that
commits to...

- *Asking the right questions about public safety and thriving communities with a single, overarching policy of equity.*
- *Partnerships with community- based advocates with best practices grounded in equity research r/t policing and public safety*
- *All agencies cooperation that identify, document, act on risk/danger/community investment protocols*
- *Employs victim / perpetrator engagement strategies that are humane and maintains dignity*
- *Pays attention to and is aware of disparity of impact and unintended consequences from policing and public safety*
- *Inter- and intra- agency monitoring built in =ongoing problem solving among public safety practitioners with community agreements*



In conclusion
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commits to...



- *New forms of documentation and communication*
 - *Information disseminated about risk/danger of certain officers/suspects/ and crimes across system in new ways.*
 - *Independent police accountability board with full power to engage the system.*
 - *Develop new tools and links for officer support and decision making.*
 - *Ending the use of over policing & overcharged crimes in communities of color.*
 - *Mandatory Racial Justice training*
 - *Improve investigative crime solving percentages & the use of restorative practices where appropriate.*
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What steps
need to
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make it a
reality?

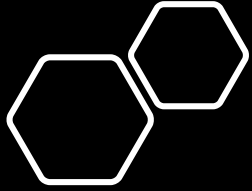
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- *Asses local needs and create plan*
 - *Secure Funding and support for developing a new model from the state and federal resources*
 - *Work with an array of partners that include the structural racism commission, social justice leaders, Youth, community members, faith community leaders, retired officers who have a critical analysis of the problem, & political leaders, like Mayor and City Council who are stake holders*
 - **Call on state legislators to rewrite laws ensuring that the legal framework does not impede accountability for law enforcement.**
 - **Remove credit score requirements as barrier to hiring and replace with lie detector tests as needed**
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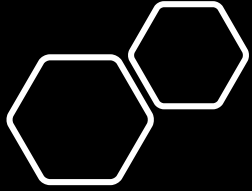
What steps
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reality?

- *Understand the terms and goals of public safety*
- *Take inventory of what city and county resource are available for the new design.*
- *Reassign roles for policing and community in partnership dividing up allocated budget funds*
- *Know how many officers you need on the ground to keep a community safe bases on wards, districts, etc. and crunch the numbers*
- *Negotiate buy in from police union and change necessary state laws that impede changes needed*



Resources

- <https://www.sentencingproject.org/wp-content/uploads/2016/05/Expanding-Public-Safety-in-the-Era-of-Black-Lives-Matter.pdf>



Public Safety Support services

- *Trauma informed care training, Drug treatment programs, Mental Health Services, Social Workers, Education, Living wage Job placement & training, affordable quality housing, Universal Health Care, Cultural Led Youth Services, entrepreneur programs etc.*
- *Create new frameworks for pretrial release conditions, and bail reform that reflect needs/risk/danger/inequities & include victim input where possible; swift response to violations that are restorative*
- *Position probation to differentiate context /severity & provide community accountability for how it functions as support*
- *District Attorney's office – institute community accountability and input as it relates to charges brought disproportionately and those used to suppress protest calls for systemic justice thwarting needed changes.*
- *The police accountability board*
- *More diversity in the criminal justice system, checks and balances along with community input that is detailed to judges about pattern, type, scope, & severity of alleged crime!*
- *Court & seized funds returned to community for additional resources*

Central Role for Advocates

