



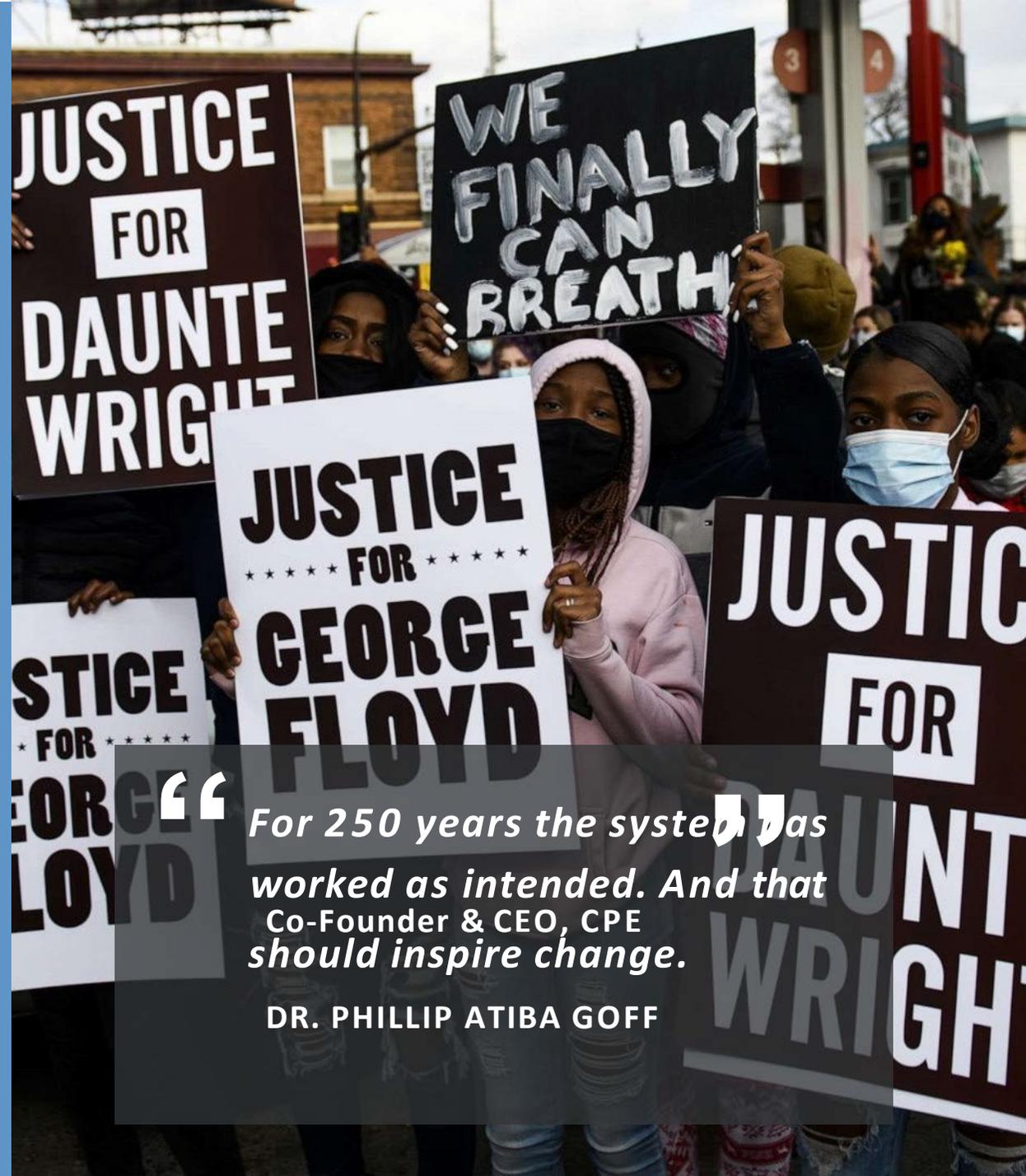
Center For
POLICING EQUITY

Overview of CPE Services and Products

May, 2022

Who We Are

- Co-founded in 2008 by Dr. Phillip Atiba Goff (joined Yale University in 2020) and (then) Denver Police Department Division Chief Dr. Tracie Keese
- A research, and action think tank committed to justice, centering community safety needs, and equity and inclusiveness in police organizations
- Research scientists, race and equity experts, data virtuosos, community collaborators, and former law enforcement professionals
- Produce analyses identifying racial disparities in public safety and advocate for large-scale and meaningful change with the goal of reducing and eventually eliminating those disparities



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For 250 years the system has worked as intended. And that should inspire change.

DR. PHILLIP ATIBA GOFF

Centering the Community



Our aim is to bridge the divide of communication, generational mistrust, and suffering. But most of all, we are the path that science can forge towards public safety, community trust, and racial equity.

The work we do to improve the systems we have should not impede the work we do to create the systems we need. And any work accomplished inside systems should not be used as a shield against, or as an off-ramp away from, the work communities are doing.

What Does It Mean to “Reimagine” Public Safety?

Public safety is more than just policing

- “Public safety” refers to how systems of government ensure that all residents are safe; this includes, but is not limited to, policing

Reimagining requires reflection and innovation

- To reimagine public safety, a community must first systematically assess its current situation:
 - Is the public safe? Do all community members *feel* safe?
 - Are there systemic injustices at play within the public safety system?
- From this assessment, innovative and creative solutions can emerge, with the goal of providing true safety and equity to all



Co-responses between SLMPD and community health workers

What Does Harm Reduction and “Reimagine” Work Look Like In Public Safety?

Harm reduction involves improving existing systems

- Existing systems must be optimized for equity and responsiveness, e.g.:
 - How should we ensure fast and equitable response times across districts?
 - How should we update police policies (i.e. use of force) to reduce harm to vulnerable community members?

Reimagining involves building new systems

- New systems must be built to solve long-standing problems, e.g.:
 - How can civilian responders reduce reliance on police?
 - How can education, employment, and other youth programs address root causes of crime?



Non-police crisis responders in Chapel Hill, NC and Olympia, WA

Triage Response Team

Triage Response Team

Light Touch: Technical assistance engagements requiring 24 staff hours or less to complete or effectively handoff to appropriate team(s)

Thought Partnership: Offering actionable recommendations or directives on what an entity should do to tackle a problem

Strategic Partnerships: Requests that require a multi-year, high-touch level of service to accomplish outlined goals

Data Support: Requests to support ad hoc, one-off analyses and identify credible, data driven resources



Overview of Services

- CPE offers stakeholders a wide array of services at varying levels of intensity to supplement their efforts to suit their needs and drive change in their community, including but not limited to: data and disparities analysis, community engagement, policy analysis, thought partnership, survey implementation, research, report writing, etc.





St. Louis, MO

- The City began working with CPE in 2017 and partnered to examine policing practices and behavior as part of the NJD
 - The NJD Digital Report was delivered in September 2021
- Following the Partnership with the NJD Report, the City asked for CPE's help to advise on reimagining public safety and highlighting disparities
- The current scope includes
 - 911 CAD/RMS Data and Patrol Workload
 - Officer Discretionary Time
 - Alternative Staffing Plans
 - Alternative Deployment Strategies
 - Calls for Service
 - Policy Review
 - Community engagement
- Made recommendations based upon, but not limited to
 - Accountability and transparency
 - Use of force
 - Mental health response
 - Alternative response

National Justice Database (NJD) & Justice Navigator Assessment (JNA)

The National Justice Database (NJD)

The National Justice Database or NJD is the nation's first and largest database tracking national statistics on police behavior, standardizing data collection practices, and spurring data-driven police reforms

CPE ANALYZES 5 DATA TYPES:



- The National Justice Database (NJD) is the nation's first database tracking national statistics on police behavior, standardizing data collection practices, and spurring data-driven reforms in participating departments
- Because each agency collects data differently, CPE works with participating departments to identify the requested data and organize it
- CPE then analyzes the submitted data to identify indicators as to whether inequitable practices are at play and what portion of identified racial disparities are likely to have resulted from police behavior

About the Justice Navigator



Welcome to the Justice Navigator, a tool to help police departments and communities make changes backed by data to reduce racial disparities in policing.

The NJD informs the Justice Navigator, a digital platform that provides stakeholders with the analyses they need to monitor and redesign public safety!

Justice Navigator Assessment

Scientific analyses of 3 types police behavioral data:



What The Justice Navigator Assessment (JNA) Can Provide (with sufficient data):

- Insight into 3 categories of police behavior using your data for:
 1. Pedestrian Stops,
 2. Vehicle Stops and
 3. Use of Force
- Accounts for neighborhood demographics, poverty and crime (called “Regression Analysis”)
- Identifies racial policing disparities (for the 3 categories mentioned above)

CPE's approach to addressing racial disparities in stops, use of force, and other policing outcomes



The Justice Navigator Assessment Process



Timeline: Approx. 19-21 months to complete the MOU, gather & prepare data, produce a JNA and publicly rollout the JNA

Post-Public Rollout: What's Next?

Use your Justice Navigator assessment to identify:

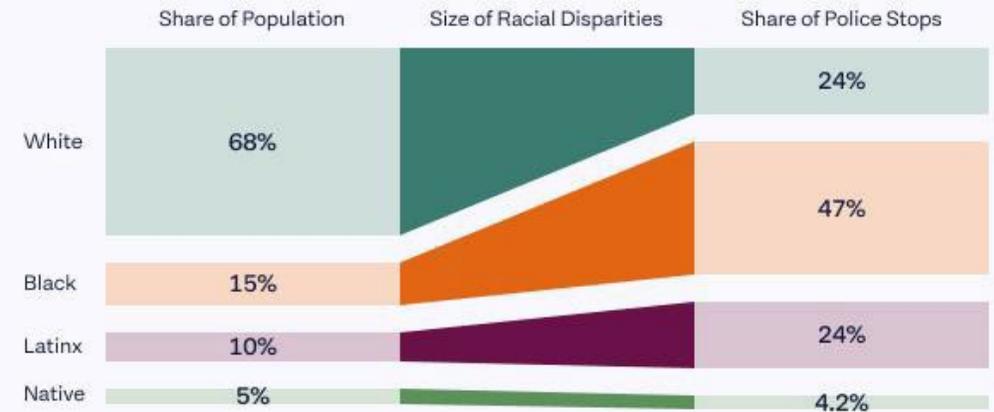
- Which racial groups are stopped, searched, arrested, or subjected to force at disproportionate rates?
- Do people in those groups experience disparities in all or some of the policing outcomes examined (pedestrian stops, vehicle stops, searches, enforcement outcomes, and use of force incidents)?
- What level of racial disparities in pedestrian stops and use of force remain after accounting for community-level factors like crime, poverty, and neighborhood demographics?

Partner with community members to regulate and redesign public safety services

- The knowledge of people who experience burdensome policing should be the foundation for understanding identified racial disparities in your community.

What is a racial disparity?

Data can reveal disparities in the amount of police stops*



Data can also reveal if any specific racial groups face disparities in their likelihood of arrest after a police stop*



*This dataset is part of the Justice Navigator Sample Assessment and, though similar to data from real city assessments, is not intended to be representative of any one city.



Additional Products Offered

Scope of Work: Estimate of which sets of analyses can be completed, based on the data your agency provides. Includes an assessment of your current data-gathering practices, and recommended improvements.

Justice Navigator Assessment

Scientific analyses of 3 types police behavioral data:



Pedestrian Stops



Vehicle Stops



Use of Force*

**Includes a "Heat Map" of areas of concentration for calls for service.*

Additional Products Offered



Policy
Review

* **Policy Review:** introductory analysis of core departmental policies plus recommendations on foundational steps to address risk factors for biased policing



Climate
Survey

* **Climate Survey:** Measures sworn officers' attitudes and beliefs related to risk factors for inequitable policing



White
Papers

Premier Access to White Papers: Originated by CPE's Scientific and Data-Driven Interventions Teams of experts, papers on various topics that go deeper into areas that impact policing. Example: "Promoting Equity and Community Trust Through Humanizing Language: A Guide For Law Enforcement Leaders"

**Available for select NJD agencies*

**Compstat
for Justice
(C4J)**

COMPSTAT for Justice (C4J): This is our highest level of service and partnership.

C4J is a data-driven intervention that works with police agencies with the aim of reducing racial disparities in public safety outcomes by addressing root causes.

C4J is designed to empower police leaders to identify and manage “risk factors” that make police susceptible to engaging in inequitable practices. Risk factors include conditions that increase the likelihood that one will engage in discrimination.

C4J: A Different Kind of Intervention

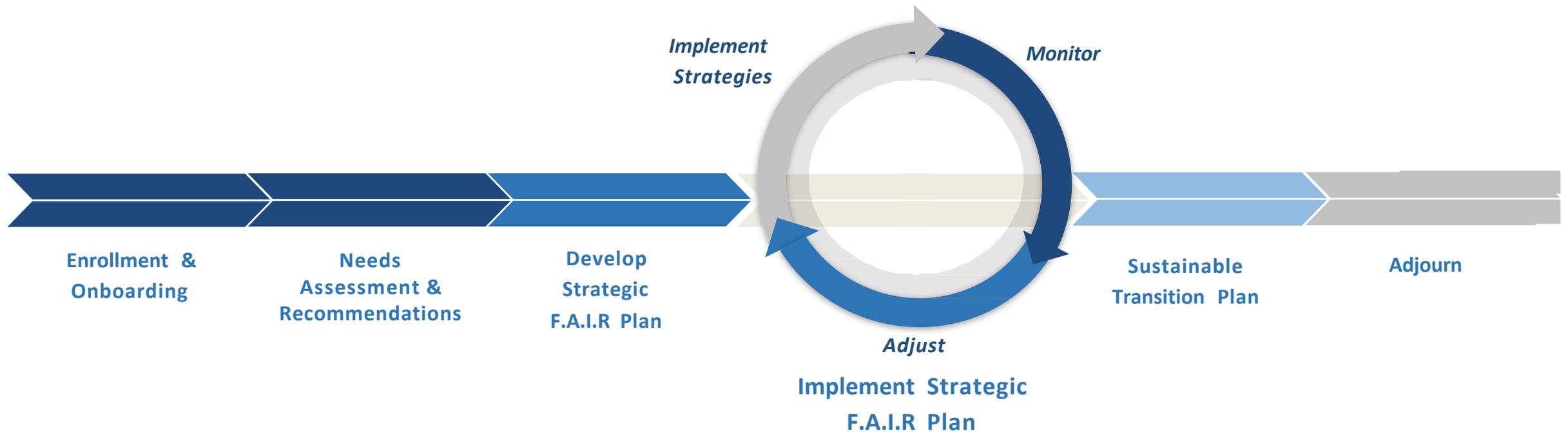
C4J allows departments to:

- Design strategies that are directly informed by science, allowing departments to achieve change;
- Reimagine public safety by elevating community voices and improving justice and safety outcomes;
- Evaluate and develop new strategies, allowing for regular updates and feedback from communities and key stakeholders.

C4J Service Delivery Model

COMPSTAT for Justice has several phases of work that take place over 3-5 years.

CPE conducts a needs assessment in order to develop data-informed recommendations and the police department leads an on-site team in implementation a strategic plan, with technical assistance from CPE.



Questions?