

**United States Department of Justice
Community Relations Service**

**Building And Strengthening
Community Capacity**



ICMA 2016 | SEPT 25-28

KANSAS CITY

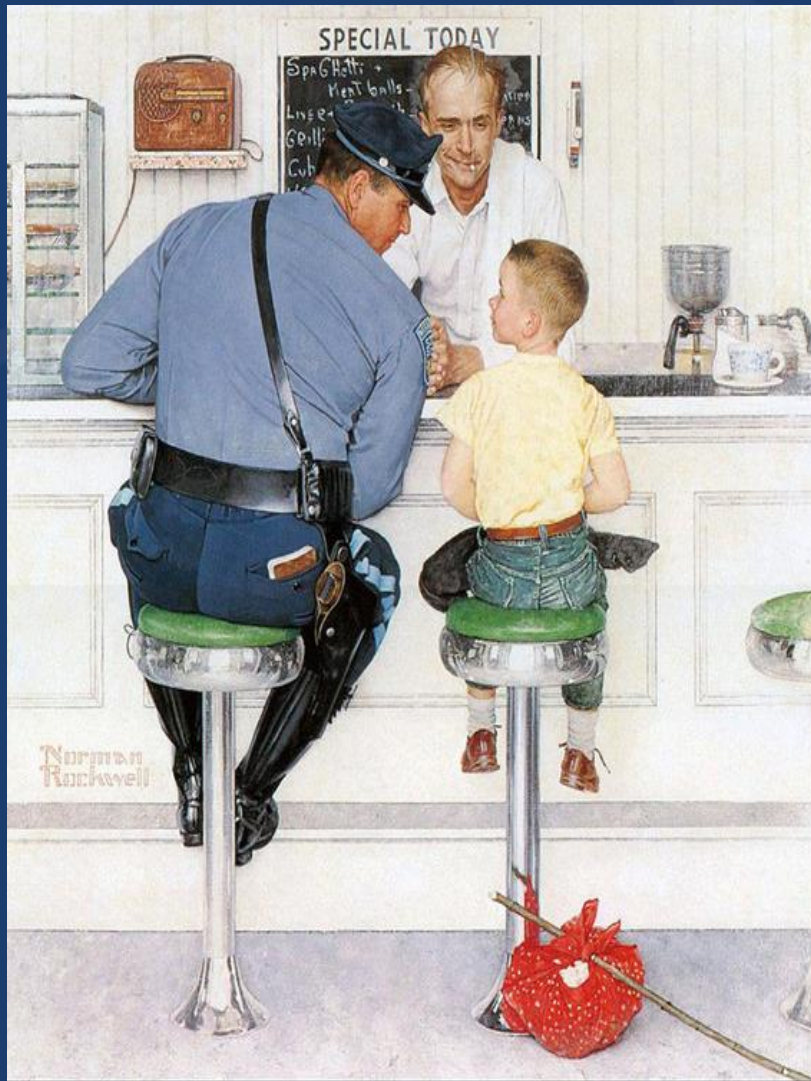
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About CRS

- Created by the Civil Rights Act of 1964, CRS, a U.S. Department of Justice agency, is the Federal government's "peacemaker" for community conflicts and tensions arising from differences of **race, color and national origin**.
- CRS also works with communities to help them prevent and respond to violent hate crimes committed on the basis of: **gender, gender identity, sexual orientation, religion and disability** in addition to race, color and national origin.
- CRS Conciliators offer the following services:
 - Mediation
 - Facilitation
 - Training
 - Consulting

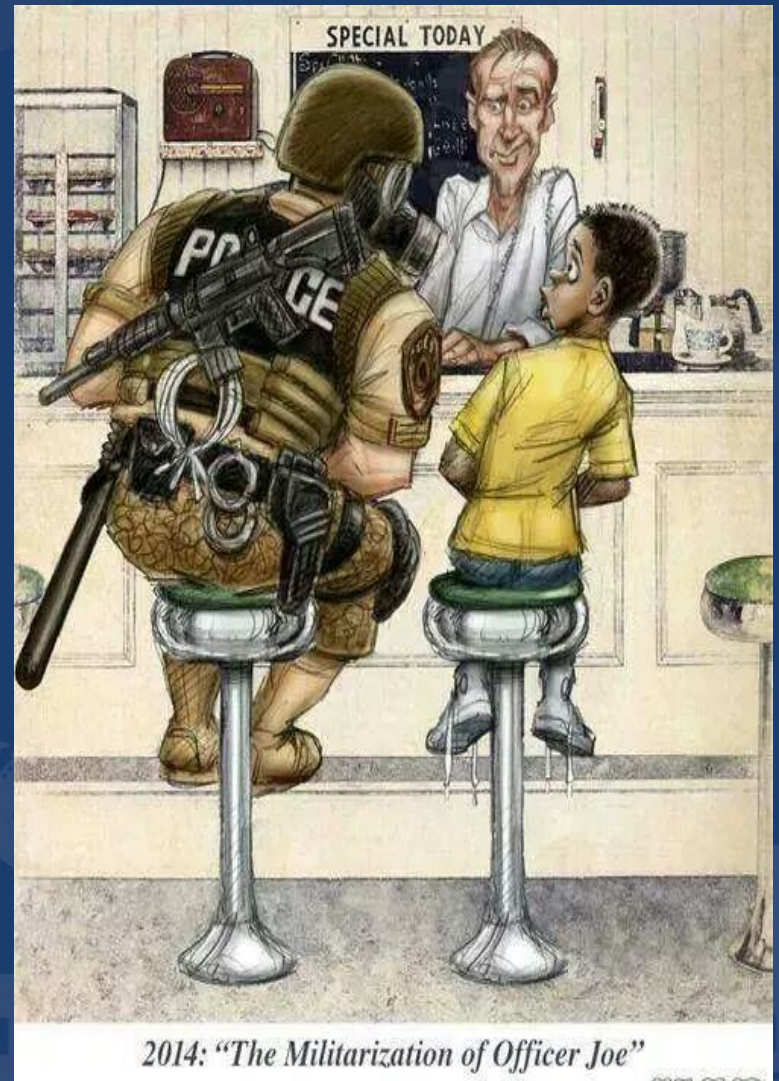


Then



Depicts Early Community Policing 1958

Now...



2014: "The Militarization of Officer Joe"

When Crisis Occurs

- It's not about who you are.
- It's about what you have done and continue to do. *(Some call it Pattern & Practice)*
- The Flashpoint or 'critical incident' is the boiling point reaction of communities who perceive existing practices as unjust.

Step 1. Prevention by Working Together

- Invest In Strengthening Community Policing Partnerships.
- Encourage communications.
- Create community councils and maintain dialogues to build mutual trust.
- Develop community contacts; create liaisons.
- Support mutual and on-going educational initiatives in communities and schools.
- Training together. {Develop training to address community & police expectations}

Step 2. Commitment to Long Term Goals

- **Invest time:** To know communities to establish mutual respect and expectations.
- **Engage:** Assist your communities to organize to speak through one voice i.e. community councils.
- **Liaison:** Develop internal/external contacts to address issues before they become flashpoints.
- **Invite:** Community participation in job fairs, ride-along and know your right programs/ seminars.
- **Develop:** Community knowledge...why?

Step 2. Commitment to Goals (continued)

- **Partner:** With other support agencies, colleges, universities to conduct 'quality of service surveys'.
- **Track Complaints/Reporting:** Helps to identify trends requiring your attention.
- **Reassure:** What you say and demonstrate to your community will help build capacity, trust and support within your community.

Step 3. Biggest Challenges

1. Serving and Supporting Emerging or Disenfranchised Communities,

And

2. Does your agency reflect the makeup of your community?

U.S. DEPARTMENT OF JUSTICE
Community Relations Service

For more Information contact:
(202) 305-2935
www.justice.gov/crs



Questions/Comments?

Additional Information...



Who am I?

- Why Am I Here?
- What will I accomplish?
- What can you glean from listening to me?



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