NATIONAL ORGANIZATION OF BLACK LAW ENFORCEMENT EXECUTIVES (NOBLE)

Special Assistant to the National President Andre C. Anderson

Challenges and Solutions Facing Communities of Color

IACMA 2016 | SEPT 25-28

KANSAS CITY

102nd ANNUAL CONFERENCE

UNDERLINE ISSUES AND FACTS

https://www.washingtonpost.com/graphics/national/police-shootings/

Police Shootings

- 990 People Shot in 2015
- 708 People Shot in 2016

GENDER	
Male	948
Female	42
Unknown	0

WEAPON	
Deadly weapon	782
Vehicle	54
Toy weapon	34
Unarmed	93
Unknown	27

RACE	
White	494
Black	258
Hispanic	172
Other	38
Unknown	28

SIGNS OF MENTAL ILLNESS	
Yes	251
No or unknown	739

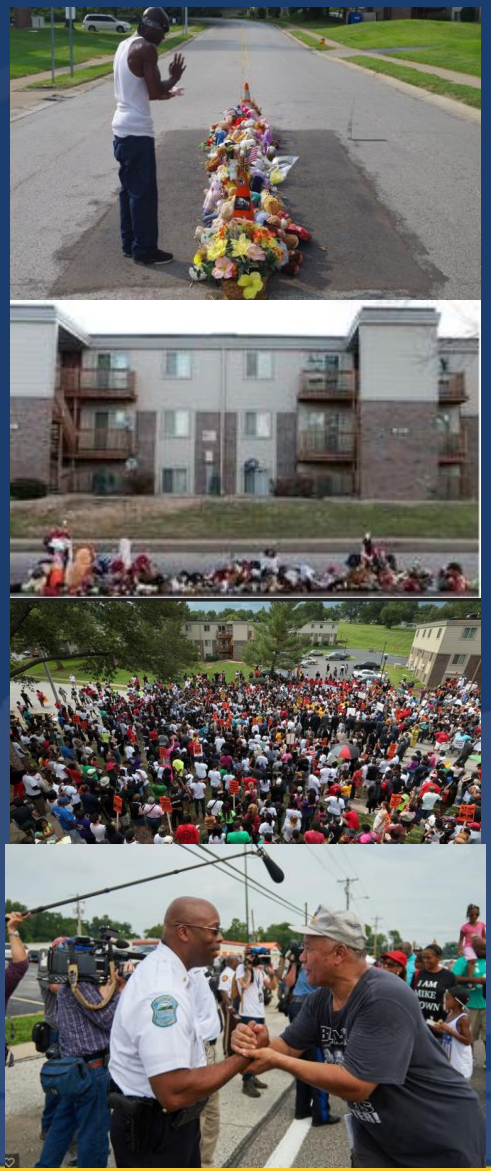
AGE	
Under 18	18
18 to 29	330
30 to 44	353
45 and up	277
Unknown	12

THREAT LEVEL	
Attack in progress	730
Other	216
Undetermined	44

Building Trust and Legitimacy

- Address the underline tension
  - People support and will obey the law if they believe people are acting procedurally just

- **Build trust early and use a pragmatic approach**
  - It is too late to build trust if you have an active riot….this must be done before issues and with sincerity…be genuine
  - Temperament...Humility…
  - Compassion-Respect



Building Trust and Legitimacy

• Change the culture of policing →	Guardians versus warriors
• Embrace community policing →	Work with communities to tackle the immediate and longer-term causes of crime through joint problem solving
• Ensure fair and impartial policing →	Treating people with dignity and respect- Convey trust worthy motives
• Build community capital →	Positive and frequency of interactions based on more than just enforcement interactions

CHANGE THE CULTURE CONSIDERATIONS

- Implicit Bias Training
- Fair and Impartial Policing Training
- Community Policing Training
- Basic Leadership Training
- Constitutional Policing Training
- Community Policing (Problem Solving Models of SARA)
- De-Escalation Training
- Crisis Intervention Training (Mental Illness)

Develop Early Intervention Systems

Revise current policies

Develop Community Dialogues

Meet with Special Interest Groups

Forge Diversity at all levels of your organization and value it

Develop crime reduction plans with the community

Be bold!

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