Building Back Trust in Policing: How to Create an Effective Community Relations Plan

Chief Steven R. Casstevens
Buffalo Grove Police

History of Community Policing
(and where did it go?)

- Began in the U.S. in the 1980's
- Response to the lack of trust in some agencies by their communities
- Based party on the "Broken Windows" theory
- Not a special unit – a way of doing business

History of Community Policing
Peel's Principles

- Also based partly on the "Peelian Principles"
- Sir Robert Peel – London's Metropolitan Police – 1829
- Established 9 policing principles – still valid today

1. To prevent crime and disorder, as an alternative to their repression by military force
2. To recognize always that the power of the police to fulfill their functions and duties is dependent upon public approval of their existence, actions and behavior, and on their ability to secure and maintain public respect.

History of Community Policing
Peel's Principles

3. To recognize always that to secure and maintain the respect and approval of the public means also the securing of the willing cooperation of the public in the task of securing observance of laws.
4. To recognize always that the extent to which the cooperation of the public can be secured diminishes proportionately the necessity of the use of physical force and compulsion for achieving police objectives.
5. To seek and preserve public favor, not by pandering to public opinion, but by constantly demonstrating absolute impartial service to law, in complete independence of policy, and without regard to the justice or injustice of the substance of individual laws, by ready offering of individual service and friendship of all members of the public without regard to their wealth or social standing, by exercise of courtesy…and offering of individual sacrifice in protecting and preserving life.

History of Community Policing
Peel's Principles

6. To use physical force only when the exercise of persuasion, advice and warning is found to be insufficient to obtain public cooperation to an extent necessary to secure observance of law or to restore order, and to use only the minimum degree of physical force which is necessary on a particular occasion for achieving a police objective.
7. To maintain at all times a relationship with the public that gives reality to the historic tradition that the police are the public and the public are the police, the police being only members of the public who are paid to give full-time attention to duties which are incumbent on every citizen in the interests of community welfare.
8. To recognize always the need for strict adherence to police functions and to refrain from even seeming to usurp powers of the judiciary, of avenging individuals or the state, and of authoritatively judging guilt and punishing the guilty.

History of Community Policing
Peel's Principles

9. To recognize always that the test of police efficiency is the absence of crime and disorder, and not the visible evidence of police action in dealing with them.

Do these principles still make sense today – almost 190 years later?

History of Community Policing
(and where did it go?)

- 1980's – 1990's – many law enforcement agencies embraced community policing
- Some started community policing units
- Problem oriented policing
- Economy was good?
- Many agencies "expanded"

History of Community Policing
(and where did it go?)

- What happened in 2008?
  - World economic crisis
  - Cities and Villages – drastic budget cuts
  - Police officers laid off
  - 1996 – 2008
    - National increase in police officers (state/municipal)
    - 496,000 – 704,000

(USDOJ COPS "The impact of the economic downturn on American Police Agencies" Oct., 2011)

Camden New Jersey: the police department laid off 163 officers, cutting the police force almost in half, leaving Camden with 204 officers – the lowest since 1949.

Flint, Michigan: the police department laid off two thirds of its police force in the last 3 years (2008-2010). With a population over 100,000, typical Saturday night staffing has been reduced to 6 police officers.

Patterson, New Jersey: the police department laid off 125 officers – a quarter of the police force. In addition, more than 30 lieutenants and sergeants were demoted to officer. Patterson has experienced a 15% spike in violent crime the past year.

Hoffman Estates, IL: the police department laid off four police officers.

History of Community Policing
(and where did it go?)

- Estimates from USDOJ, and IACP is over 10,000 police officers nationwide

- What happened in then?

  - Reassignments from “specialty position”
  - Return to core services

  - Then……bad things happened
    - Questionable police shootings/use of force
    - National outrage

History of Community Policing
(and where did it go?)

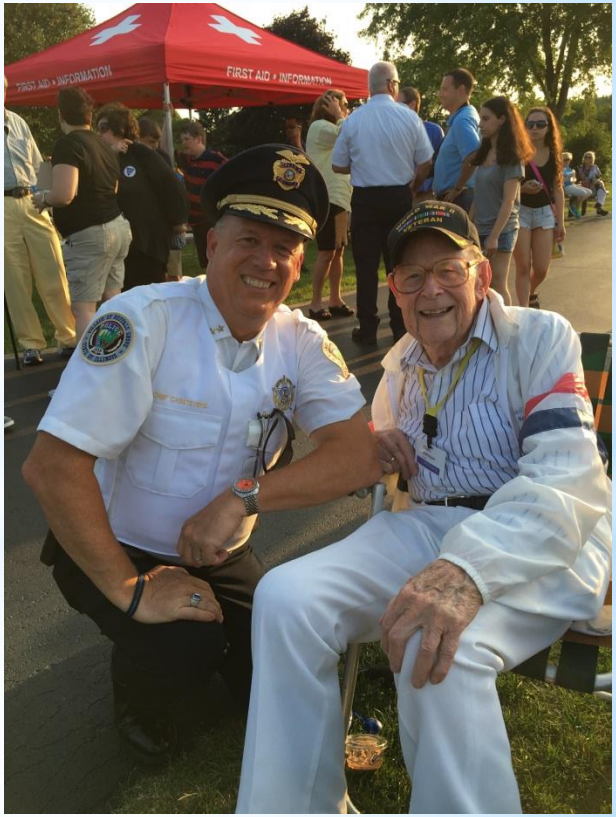
- May, 2015 – President's Task Force on 21st Century Policing
  - Six Pillars (recommendations)
    - Building Trust and Legitimacy
    - Policy and Oversight
    - Technology and Social Media
    - Community Policing and Crime Reduction
    - Training and Education
    - Officer Wellness and Safety

Community Policing

Now what do we do?

- Re-engage our community
- Make community policing a priority
  - Engage civic groups, HOA's, schools, businesses
- The simple things make the difference
- "Coffee With A Cop"

Community Policing
Now what do we do?



Community Policing
Now what do we do?

Community Policing
Now what do we do?

Citizen Police Academy

Charitable Work

National Night Out

Senior Assistance (Cary)

Law Enforcement Memorial

Cops visiting after school sites (Danville, VA)

Shooting simulator for citizens and media

Menlo Park, CA – Police/Community Advisory Group

Sarasota, FL – BLUE + YOU

Community Policing
Now what do we do?

Promote your agency

Community Policing Resource:
International Association of Chiefs of Police

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Developing the Leaders of Tomorrow

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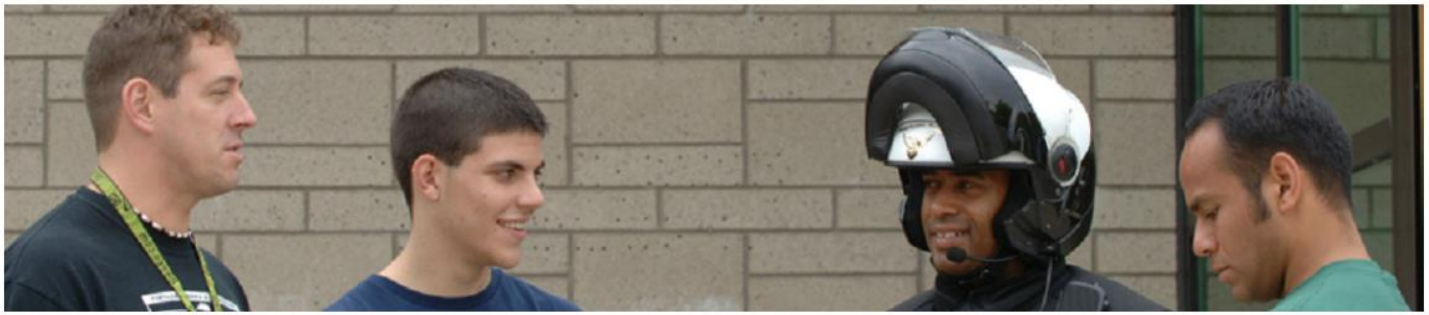
COMMUNITY-POLICE RELATIONS



No single factor has been more crucial to reducing crime levels than the partnership between law enforcement agencies and the communities they serve. In order for law enforcement to be truly effective, police agencies cannot operate alone; they must have the active support and assistance of citizens and communities. High profile incidents and allegations of police misconduct may drive a wedge between law enforcement officers and the citizens they are sworn to protect. Establishing and maintaining a safe community requires ongoing concerted effort. This page will serve as a clearinghouse of resources to help guide law enforcement agencies as they continue to strengthen and build sustainable community relations and are confronted with difficult questions relating to the state of police-community relations.

In addition to the resources below, visit the IACP Institute for Community-Police Relations for more information.

ISSUES

- ASSET FORFEITURE
- COMMUNITY-POLICE RELATIONS
- ENCRYPTION/GOING DARK
- FIREARMS: BACKGROUND CHECKS
- FIREARMS: SECURITY, TRAINING AND INVESTIGATION

Resource:
International Association of Chiefs of Police

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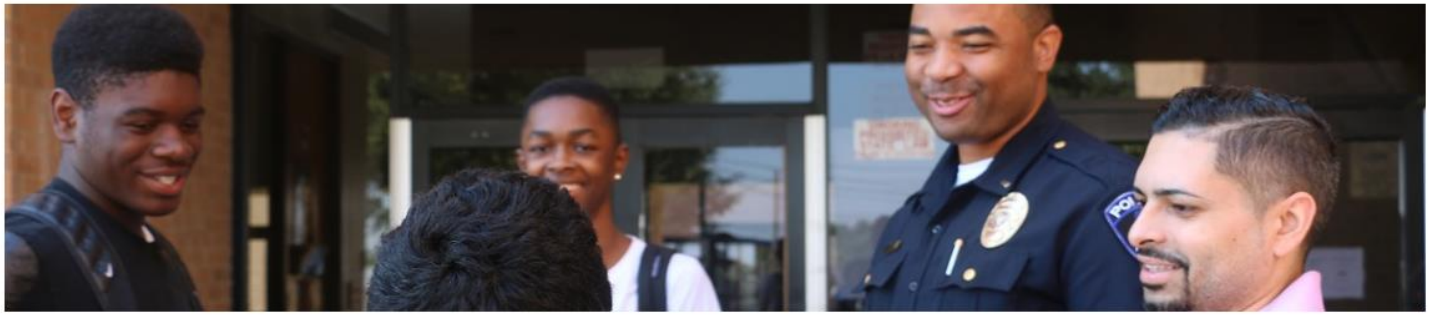
INSTITUTE FOR COMMUNITY-POLICE RELATIONS



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The IACP Institute for Community-Police Relations is designed to provide guidance and assistance to law enforcement agencies looking to enhance community trust, by focusing on culture, policies, and practices. The Institute was borne out of and is guided by two foundational documents:

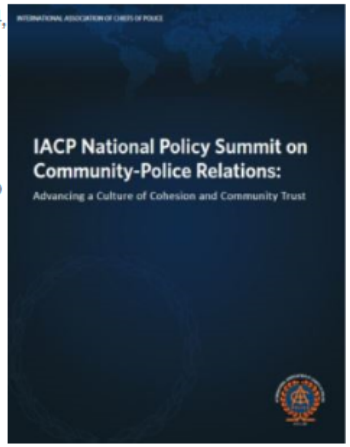
ICPR PAGES

- ICPR HOME
- 21ST CENTURY POLICING BLUEPRINT
- TOOLS AND PUBLICATIONS
- RESOURCES BY TOPIC
- TRAINING AND TECHNICAL ASSISTANCE

Resource:
International Association of Chiefs of Police

NATIONAL POLICY SUMMIT ON COMMUNITY POLICE RELATIONS

In response to events in Ferguson (MO), New York City (NY), and Cleveland (OH) in 2014, the IACP held a National Policy Summit on Community-Police Relations in October of that same year to open dialogue regarding ways to build and sustain trusting community-police relationships. The summit brought together law enforcement leaders, representative from NAACP, ACLU, Leadership Conference on Civil rights, Lawyers Committee on Civil Rights, as well as various representatives of local civil rights and community groups, to discuss the current state of community-police relations and how to advance a culture of trust and inclusion, and improve relations.



The resulting summit report is a road map and a call to action for law enforcement, communities, and stakeholders, providing ways to improve, strengthen, and rebuild communication and transparency within the community. The report defines three overarching conceptual elements of strong community-police relations: **communication, partnership, and trust**, and goes on to list recommendations for each of these categories.

The report also makes clear that the challenges currently being faced by law enforcement, were not created in a vacuum, and cannot be solved by law enforcement alone. Instead, the solution lies in making progress in a number of areas, and requires coordination and collaboration at all levels. Therefore, recommendations for key stakeholders, such as community and political leaders, are also included in the report.

Download the report: *National Policy Summit on Community-Police Relations: Creating a Culture of Cohesion/Collaboration.*

For more resources and assistance on community-police relations, visit the IACP Institute for Community Police Relations

IACP 2017
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Community Policing

Community policing starts with every traffic stop – every CFS

It's how officers interact and treat people

Disney philosophy

Terry Hillard – former Superintendent – Chicago Police

> "Every action we take, every interaction with a citizen, every moment we're visible, is a commercial for our profession"

Write your agency's PSA every day