

Trust through Reform: Inland Empire H.E.A.T.

LIVEFREE

A campaign of PICO National Network

Transforming the Public Safety System to one we can trust



OBJECTIVE:

- Who is ICUC
- What is H.E.A.T.
- Partnership Tables Meetings
- 2018 Policy Recommendations
- Next Steps For 2019

WHO ARE WE

Inland Congregations United for Change (ICUC)

- We stand for Racial, Social and Economic Justice
- We are a Multi-faith and Multiracial
- We are 63 Congregations and 17 Schools
- We Represent over 60,000 Families
- We are part of Faith in Action and PICO California
- We are LIVE FREE

H

Policies and practices **developed by community**, that transforms **HIRING** rubric, implements a justice-based, "bill of rights"; and identifies more necessary emergency responder services. *(i.e. mental health, conflict resolution for domestic disputes, etc.)*

E

Policies and practices **developed by community**, that determine what **EQUIPMENT**, tactics and procedures provide constitutional safety and demilitarize public safety. *(i.e. body cameras, non-lethal force options, etc.)*

A

Policies and practices **developed by community**, that strengthens and/or creates **ACCOUNTABILITY** around use of force, and implements oversight, based on data collection & community voice. *(i.e. citizen commissions, officer-involved shooting protocols, etc.)*

T

Policies and practices **developed by community**, that determine scope of public safety academy education and implement **TRAINING** that focus on implicit bias & cultural competency.

PARTNERSHIP TABLE

**Riverside
Community
and RPD**

**Research
Meetings**

**Identify
Opportunities/
Obstacles**

**Practical
Solutions
and
Policies**



WHAT THE TABLE IS...

- A place to **build trust** and **strengthen police-community relationships**.
- An opportunity to **learn** about Riverside's policing.
- A place for safe and productive **listening** around the community's public safety concerns.
- A place where we only focus on **issues related to the community/police conversation**.
(H.E.A.T. Framework)



RIVERSIDE PARTNERSHIP TABLES

Meeting Dates:	Topics:
Monday, June 11 th , 6:00-8:00PM	Training
Monday, July 9 th , 6:00-8:00PM	Hiring
Monday, August 13 th , 6:00-8:00PM	Equipment
Monday, September 10 th , 6:00-8:00PM	Accountability
Monday, October 8 th , 6:00-8:00PM	Over View of Partnership Tables
Monday, December 10 th , 6:00-8:00PM	Policy Recommendations

POLICY RECOMMENDATIONS:

(IDENTIFIED BY THE RIVERSIDE COMMUNITY)

- 1. PRINCIPLED POLICING, PROCEDURAL JUSTICE AND
IMPLICIT BIAS TRAINING (PPT)**
- 2. EARLY IMPLEMENTATION OF THE RACIAL AND IDENTITY
PROFILING ACT (RIPA)**
- 3. EARLY WARNING SYSTEM (EWS) ENHANCEMENT**

PRINCIPLED POLICING, PROCEDURAL JUSTICE AND IMPLICIT BIAS TRAINING

- Implement Training for all Sworn Officers;
- Include a Diverse Representation of Community Members; and
- Formalize PPT Training in RPD Policy Manual

Modules include:

Module 1-3: Procedural Justice

Module 4: The Historical and Generational Effects of Policing

Module 5: Implicit Bias

WHY? BARRIERS TO COMMUNITY TRUST

- 40 RPD Officer-Involved Deaths Between 2001 and 2018 (RCPA)
- Racial Disparities Between the Community and RPD

Final Report of the President's Task Force on 21st Century Policing (2015):

“Law Enforcement agencies should adopt procedural justice as the guiding principle for internal and external policies and practices to guide their interactions with rank and file officers and with the citizens they serve.”

“... the topic of procedural justice was discussed as a foundational necessity in building public trust.”

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Aspects of Implicit Bias training are incorporated in ICAT. PPT course increases depth of training and awareness.

PPT Training Focus:

- Treating the community the way officers want to be treated.
- Incorporating Voice, Neutrality, Respect and Trustworthiness.
- Community Views Police in light of their Interactions, as well as Historical policing events that affect Multiple generations.
- Everyone has Biases, but can become Fatal when Unchecked.

SANFORD SPARQ AND CALIFORNIA DOJ WHITE PAPER ON PPT

90% of course participants rated the course as very good or excellent.

Demonstrated increased participant knowledge of:

- **Procedural Justice;**
- **Implicit Bias;**
- **Decreasing Police-Community Tensions; and**
- **Increasing Community Trust.**

The following solutions received the highest ratings:

- **Encouraging officers to treat other people as they would like to be treated;**
- **Reminding officers of the values and ideals that led them to enter the policing profession; and**
- **Reminding officers that what they do today will have an impact on future generations.**

2. EARLY IMPLEMENTATION OF RACIAL AND IDENTITY PROFILE ACT (RIPA)

- 2019 implementation prior to January 2020 mandate
- Use California DOJ system and software for data integrity
- Submit data at higher frequency than once per year requirement
- RPD post and report data analysis results to public

RIVERSIDE HISTORY

In 2001, the City of Riverside entered into a Stipulated Agreement with the California State Attorney General to provide reforms of the Riverside Police Department. The reform included collecting traffic stop data- including race and gender (item 57 in the stipulated agreement), identified by State and Federal Departments of Justice investigations into the police officer shooting resulting in the death of Tyisha Miller on December 23, 1998.

WHAT HAPPENED TO THE DATA?

It wasn't analyzed.

WHAT'S NEW?

California DOJ has software analytical tools.

With:

The mission of the RPD reads, in part, “... to use our best professional judgment and our basic human decency to guide our actions.” Collecting and analyzing RIPA data will help Check and Guide RPD training and policy to make sure it’s mission is met.

Recent estimates show that the population of the city is 324,722, making it the most populated city in the Riverside County. It is also the most populous city within the Inland Empire area. It is the 12th most populous city in the state of California. Let’s be a Leader.

Building Trust by demonstrating a Commitment to Eliminating racial and identify Profiling.

Building Trust through Transparency.

3. EARLY WARNING SYSTEM ENHANCEMENT

- Reduce the number of “Reportable Incidents” from 4 to 2
- Update defined incidents to identifying more potentially harmful patterns
 - Include patterned absences
 - Include known family disruption
 - Include all community-based complaints, except those with findings of “Unfounded,” “Exonerated,” and “Frivolous”
 - Include use of profanity towards the public
- Provide EWS metrics from the quarterly command staff meeting to the Community Police Review Commission and make publicly available

WHY UPDATE? A PROACTIVE SYSTEM IS NEEDED

Current EWS triggers (incidents) only indicate that a problem already exists.

EWS is non disciplinary and personnel receive more training, counseling and mentorship. We would like to see this used more effectively as an early intervention for officer well being and mental health.

Healthy police officers can contribute to fostering a healthy community.

NEXT STEPS FOR 2019

- Policing and Homelessness
- Policing and Mental Health
- AB392 California Act To Save Lives
- De-Escalation Tactics Training
- De-Militarization of Police
- Night Walks/Take Back the Night
- Other Issues Brought up in Community Tables