



How We Can Make Racism a Solvable Problem and Improve Policing

Dr. Phillip Atiba Goff, TED Talk 2019

THOUGHT LEADER

Chester County Sheriff Fredda Maddox



BREAKOUT GROUP FACILITATORS

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Dr. Zebulun Davenport – VP Student Affairs, West Chester University

Viviann Schorle – Program Officer, Phoenixville Community Health Foundation

Timmy Nelson – Retired Senior VP UPS; Volunteer UW ChesCo, ChesCo Hospital, WC Food Cupboard



A FEW HOUSEKEEPING NOTES



- Please be **mindful** and **respectful** to all.
- Some may have never have dealt with these topics before while **others may have lived through traumatic experiences.**
- Please **mute yourself and turn off your zoom video during the TED Talk video streaming.**
- Feel free to eat your lunch while viewing the video.
- Please **unmute yourself and turn on your zoom video immediately after the TED Talk video streaming** to encourage open dialogue.



Center For
POLICING EQUITY

WHICH GROUPS ARE AFFECTED BY RACE AND STRUCTURAL RACISM?



Center for Policing Equity (CPE) <https://policingequity.org/>

- exists to **elevate the voices** of Black, Latinx, Indigenous and other marginalized communities and to **help police departments use data** to hold themselves accountable not just for **crime**, but for the **outcomes of police actions** on the **communities** they serve
- works directly with police departments and communities to identify **social and cultural drivers of racial disparities** and to reimagine how policing services are delivered
- aim is to **bridge the divide** of communication, generational mistrust, and suffering; and be the path that science can forge towards public safety, racial equity, and community trust

CompStat (short for **Comparison Statistics**)

- analytic program used by police departments to identify crime data and track crime patterns

CompStat for Justice (C4J) (created by the CPE)

- through smart data collection and analysis, and ongoing thought partnership, C4J enables law enforcement agencies to:
 - **identify contexts and conditions** that create risk for biased behaviors to emerge
 - **design data-informed strategies** and recommendations to allow departments to make changes to **policies and practices** required to reduce the risk of biased outcomes
 - develop and implement a **comprehensive plan** to address root cause drivers of disparities in policing

**Racism** *(Merriam Webster Dictionary)*

a belief that race is a fundamental determinant of human traits and capacities, and that racial differences produce an inherent superiority of a particular race

Racism *(common belief, impossible to measure and hold accountable to, per Dr. Phillip Atiba Goff)*

- Racist behaviors are the product of contaminated hearts and minds
“We need to stamp out hatred.” “We need to combat ignorance.”

Racism *(re-framed by Dr. Phillip Atiba Goff in the work of the Center for Policing Equity)*

- Racism is exhibited by **behaviors** and **actions**
- Therefore, **measure behaviors** and hold people accountable for their **actions**
“Communities march to stop the killing, because racism is about behaviors.”



How We Can Make Racism a Solvable Problem and Improve Policing

Dr. Phillip Atiba Goff

Co-Founder & CEO, Center for Policing Equity
Professor of African-American Studies & Psychology at Yale

Works with police departments to help public safety
be more equitable

*“When we change the definition of racism from **attitudes** to **behaviors**, we transform that problem from **impossible** to **solvable**.*

Because you can measure behaviors.

And when you can measure a problem, you can tap into one of the only universal rules of organizational success:

You've got a problem or a goal, you measure it, you hold yourself accountable to that metric.

*So if every other organization measures success this way, why can't we do that in **policing**?”*

How does the Center for Policing Equity (CPE) implement change?



1 in 5 Americans interact with law enforcement yearly

2X – 4X

If you are a person of color this likelihood increases by 2 to 4 times

To combat this, the CPE uses science to demonstrate this gap in racial relations, and push federal and state legislation to make changes:

- In PA, CPE advised Governor Tom Wolf on two law enforcement reform bills ratified in July 2020 that **require deeper background checks for law enforcement before hiring**
- Nationally, partnering with 45 different police departments to implement data driven interventions. All 45 have adopted at least one of the following changes:

instituted duty to intervene

ban on no-knock warrants

ban on neck + carotid restraints (technique to compress the sides of the neck @carotid arteries)

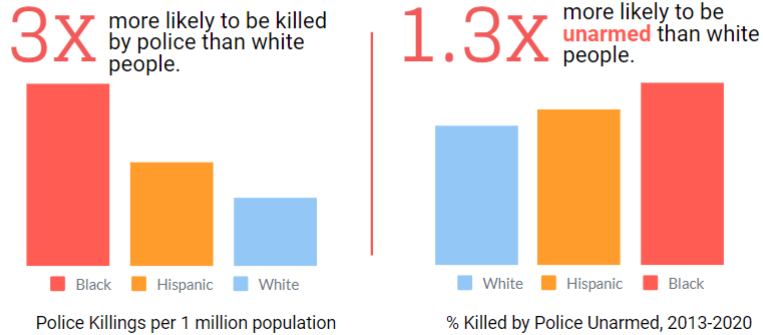
ban on tear gas



STATISTICS MAPPING POLICE VIOLENCE

Source: <https://policesscorecard.org/about>

Black people are most likely to be killed by police



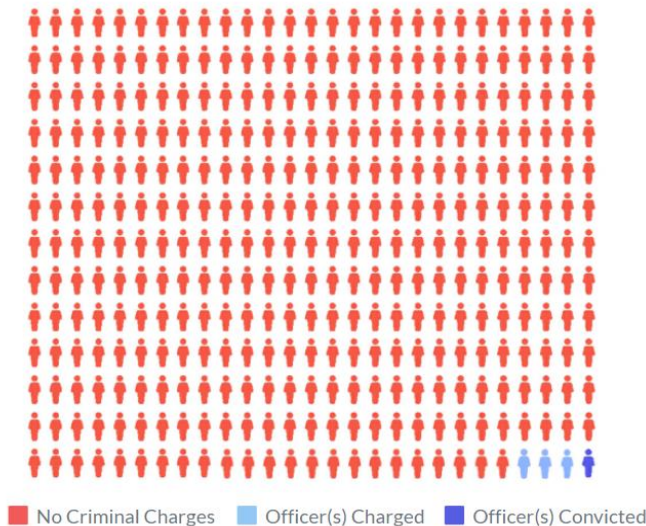
Police have killed 489 people in 2021*

In 2020, Black people were
28% of those killed by police
13% of the U.S. population

*as of 6.28.21

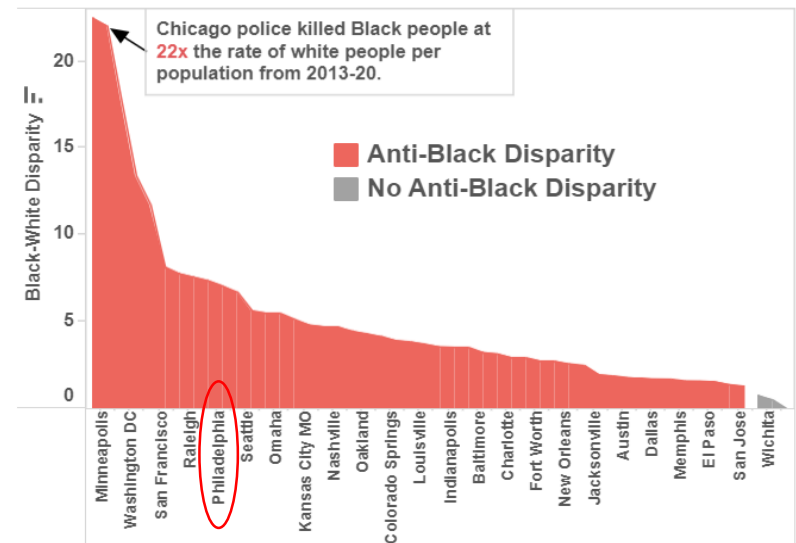
Live updates: <https://mappingpoliceviolence.org/>

98.3% of killings by police from 2013-2020 have not resulted in officers being charged with a crime.



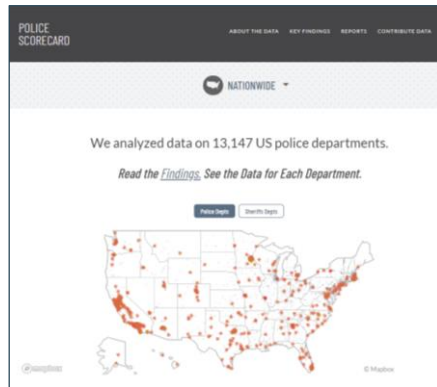
Police killed Black people at **higher rates** than white people in 47 of the 50 largest US cities

Black-white disparity in killings by police from 2013-2020. Disparities for Miami could not be calculated since every person killed by this dept was Black or Brown.



STATISTICS MAPPING POLICE VIOLENCE

Source: <https://policescorecard.org/about>



<https://policescorecard.org/about>

<https://mappingpoliceviolence.org/>

The Police Scorecard is the first nationwide public evaluation of policing in the United States. The Scorecard calculates levels of police violence, accountability, racial bias and other policing outcomes for over 16,000 municipal and county law enforcement agencies, covering nearly 100% of the US population. The indicators included in this scorecard were selected based on a review of the research literature, input from activists and experts in the field, and a review of publicly available datasets on policing from federal, state, and local agencies. This project is designed to help communities, researchers, police leaders and policy-makers take data-informed action to reduce police use of force, increase accountability and reimagine public safety in their jurisdictions.

PROJECT DEVELOPMENT, REVIEW, AND REFINEMENT

The Police Scorecard project was built by Samuel Sinyangwe and a team of data scientists, designers, developers, organizers, and students from across the country who believe in the power of data as a tool for justice, accountability and measurable change. This project and its methodological framework will continue to be updated over time in response to feedback and as more data are made available by local, state, and federal agencies. This includes incorporating additional indicators such as police stops and searches, police militarization, policies and procedures, and disciplinary outcomes. The full database, including source documentation, can be accessed [here](#). We've also built an API for the Police Scorecard that can be accessed [here](#).

Data Team--Allie Monck -- Olivia Orta--Ritesh Ramchandani--Peter Schmalfeldt--Ariel Matos--Kirby Phares--Emily Biondo--Mary Hammond--Frankie Wunschel--

Partners—MapBox—MuckRock—Tableau--Microsoft

Research Advisors--Abdul Rad, Independent Researcher, PhD Candidate, University of Oxford---Bocar Ba, Assistant Professor of Economics, UC Irvine--Jeffrey Fagan, Professor of Law, Columbia University


HOW WE COLLECT THE DATA

The Police Scorecard integrates data on police arrests, personnel, funding, incarceration rates and homicide clearance rates from official federal and state databases such as the FBI Uniform Crime Report (UCR), the Bureau of Justice Statistics' Annual Survey of Jails, the US Census Bureau's Survey of State and Local Government Finances and the California Department of Justice's OpenJustice database. Where agencies did not report data to one of these programs, data were sourced from local agency publications and media reports. Data on killings by police were obtained via the Mapping Police Violence database, which documents each case in which police directly caused the death of another person through the use of a firearm or any other type of force. Finally, data on non-fatal police use of force incidents and police misconduct complaints were obtained directly from police agencies via public records requests, annual reports and departments' open data sites.

What about locally, in Chester County and West Chester?

In response to the murder of George Floyd and other unarmed people of color, West Chester's Police Dept. released a June 2020 public statement on concerns about police training and policies, including:

- De-escalation training
- Officer intervention in instances of excessive force
- Use of chokeholds
- Use of body cameras

Policing Policies in West Chester, PA:
West Chester Police Department Statement and FAQs

Posted on June 23, 2020 by Chief James Morehead

The tragedy in Minneapolis has impacted our community, our state and the country. The images on the video are deeply disturbing and difficult to watch. We know that the actions, and inaction, by the officers involved have cast a shadow of distrust over all officers nationwide.

We, the West Chester Police Department, stand behind our mission: We exist to preserve life and property, to enforce the law, to solve community problems, and to protect the right of all citizens to live in a safe, peaceful environment. We are committed, as we always have been, to training our officers to fulfill that mission to the best of our ability.

We have received many inquiries from those within and outside of our community about some of our policies and procedures. These are answers to some of the most common questions.

1. Are the police officers in the West Chester Police Department being trained to de-escalate altercations by using peaceful conflict resolution strategies?

West Chester Police officers complete initial training that includes de-escalation, mental health de-escalation, and unbiased policing while attending the police academy. De-escalation training teaches officers to attempt to resolve situations using verbal skills rather than force. If force is necessary, officers are taught to react to the least amount of force necessary in order to gain control or stop an action. West Chester Police are in the process of receiving refresher training in those topics, along with legal training on the Fourth Amendment and the most up-to-date related case law.

2. Are the police officers in the West Chester Police Department prohibited from using carotid restraints (chokeholds, strangleholds, etc.)?

The use of a chokehold, whether applied by the hands, other body part, or a weapon, is prohibited by longstanding West Chester Police Department policy unless deadly force is warranted to protect life.

3. Are the police officers in the West Chester Police Department required to intervene if they witness another officer using excessive force? Will officers be reprimanded if they fail to intervene?

West Chester Police Department policy provides that any officer who observes another officer using force clearly beyond that which is objectively reasonable under the circumstances shall intercede, when feasible, to prevent the use of such excessive force, so long as doing so does not pose a safety risk. Officers shall immediately report these observations to a supervisor and document the observations prior to the end of shift. A violation of policy, including failure to intervene, will be investigated and an officer will be disciplined or fired if policy is violated.

4. Are the officers in the West Chester Police Department required to give a verbal warning to citizens before drawing their weapon or using force?

Officers are trained that giving verbal warnings or commands are always an officer's first option before drawing a weapon or using force. However, every incident is handled on a case-by-case basis based on the facts known to the officer in that incident. The officer must balance the ability and time necessary to provide a warning with the imminent danger and risk of serious physical injury or death faced by both the officer and the involved citizen. As the United States Supreme Court has stated, "police officers are often forced to make split-second judgments—in circumstances that are tense, uncertain, and rapidly evolving—about the amount of force that is necessary in a particular situation." (*Graham v. Connor*, 490 U.S. 386, 397 (1989)).

5. Are the officers in the West Chester Police Department required to report each time they threaten to or use force on citizens?

Police officers understand they have been entrusted with the authority to lawfully use force to protect life and property and to apprehend criminal offenders. Therefore, the Department properly documents and reviews each use of force to maintain public confidence and trust. Police officers are required to report any physical contact likely to cause pain or injury and each time they draw and point a weapon at a citizen.

6. Are the officers in the West Chester Police Department trained to perform and seek necessary medical action after using force?

Police officers receive training in CPR, use of an AED and medical training in the police academy. They receive refresher training in these areas every other year per the regulations of the Pennsylvania Council on Police Training. Officers are responsible for providing and obtaining medical aid for individuals who complain of, or show signs of injury, as a result of any use of force by an officer. Officers will transport the individual to a medical treatment facility or request an ambulance and begin medical evaluation and care of such individuals as soon as practical.

7. Is there an early intervention system enforced to correct officers who use force?

The West Chester Police Department employs a computer system that documents all uses of force, along with citizen complaints, motor vehicle collisions and vehicle pursuits. The system is monitored by police staff when an officer is involved in these types of incidents. Additionally, every use of force is reviewed immediately by a direct supervisor and then again quarterly by an internal committee to ensure compliance with policy. Any use of force outside of policy is sent to the Department's Professional Standards Office for investigation.

8. Do the West Chester Police use body cameras?

The West Chester Police Department received Commonwealth of Pennsylvania funding to implement a body worn camera (BWC) program in late 2019. The delivery and use of BWCs began in January of 2020 for the Department.

The West Chester Police Department requires that all field operations personnel wear a BWC. Spare BWCs are available for other officers to utilize when required by policy. Officers are required to record situations where they encounter the public and an arrest, detention, or use of force is likely.

The BWC policy was developed in accordance with the best practices determined by the Bureau of Justice Assistance, U.S. Department of Justice Body Worn Camera Tool Kit, and other national and state resources.

9. What can I do as a concerned citizen?

Throughout the year, the West Chester Police Department plans and hosts various community activities and programs to engage with the community. These events include our festivals and National Night Out Against Crime. We are currently in the process of growing our community outreach programs and our community policing initiatives. It is important that members of the community stay connected by attending meetings, viewing updates on our websites (both our Departmental website and press release website) and following us on our social media platforms.

I and Mayor Dianne Herrin have an open-door policy and we invite all members of the community to reach out to us.

Chief Jim Morehead
jmorehead@west-chester.com

Mayor Dianne Herrin
DHerrin@west-chester.com

To reach our offices, contact:
Emily Picano
Administrative Assistant to the Mayor and Chief of Police
610.696.4930
610.696.5206 (fax)

Help vs Emergency

- 211 Get Help vs 911 Police Emergency Help
- Trained personnel refer, de-escalate, intervene

Help is one call or text away!

Call or Text 211

Free • Confidential

24/7 • Speak to a live person • 150+ Languages

Text your zip code to 898211

An expert navigator will lead you to the help you need:

24 Crisis Services	Clothing / Household Items	Family
Food / Meals	Substance Use Disorder Services	Mental Health
Housing / Shelter	Disability Services	Older Adults
Health / Dental	Employment / Income / Financial Assistance	Transportation

You can also visit:
referweb.net/chesco

<https://www.unitedwaychestercounty.org/get-help-211/>

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VERSUS

9-1-1

WHEN TO CALL 211 AND 911

<h1 style="font-size: 2em; margin: 0;">211</h1> <p style="font-size: 1.2em; margin: 5px 0;">Information</p> <p style="font-size: 1.2em; margin: 10px 0;">Evacuations</p> <p style="font-size: 1.2em; margin: 10px 0;">Shelters & Resource Centers</p> <p style="font-size: 1.2em; margin: 10px 0;">Help with Food, Water, Etc.</p>	<h1 style="font-size: 2em; margin: 0;">911</h1> <p style="font-size: 1.2em; margin: 5px 0;">Emergency</p> <p style="font-size: 1.2em; margin: 10px 0;">Life in Danger</p> <p style="font-size: 1.2em; margin: 10px 0;">Need Immediate Assistance</p> <p style="font-size: 1.2em; margin: 10px 0;">Crime is Happening Now</p>
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10



Brief Intros:

- Who are you?
- What brought you to today's Community Conversation? What did you want to learn?



Discussion Questions:

- What have you learned about racial justice and policing/police reform? How does this compare to your experiences?
- What actions can you take to support people of color and forge a path towards stronger public safety, racial equity, and community trust?



RESOURCES chescofc.org/explore/food-for-thought/

Visit our [website](https://chescofc.org) to view a calendar of upcoming social justice events and programs taking place in Chester County. Know of an event we should add? Email jamison@chescofc.org.

TITLE	TOPIC	SPEAKER	POSTED	DESCRIPTION	TYPE
A queer vision of love and marriage	LGBTQ+	Tiq Milan <i>Transgender activist</i> Kim Katrin Milan <i>writer, educator and activist</i>	Oct-16	Love is a tool for revolutionary change and a path toward inclusivity and understanding for the LGBTQ+ community. With infectious joy, Tiq and Kim question our misconceptions about who they might be and offer a vision of an inclusive, challenging love that grows day by day.	TED Talk
The US needs a radical revolution of values	Racism	Dr. Bernice Albertine King <i>CEO, The King Center</i> <i>Daughter of Dr. Martin Luther King, Jr.</i>	Jun-20	To cultivate a society grounded in equity and love, we must uproot systems of oppression and violence towards Black communities. "Freedom is never really won. You earn it and win it in every generation...Every generation is called to this freedom struggle."	TED Talk
3 ways to be a better ally in the workplace	Ally-ship	Melinda Epler <i>Writer and activist</i>	Jun-18	We're taught to believe that hard work and dedication will lead to success, but that's not always the case. Gender, race, ethnicity, religion, disability, sexual orientation are among the many factors that affect our chances and it's up to each of us to be allies for those who face discrimination.	TED Talk
The little problem I had renting a house	Racism	James A. White Sr. <i>Consultant</i>	Nov-14	Fifty-three years ago, James A. White Sr. joined the US Air Force. But as an African American man, he had to go to shocking lengths to find a place for his young family to live nearby. He tells this powerful story about the lived experience of "everyday racism" -- and how it echoes today in the way he's had to teach his grandchildren to interact with police.	TED Talk
How we can make racism a solvable problem - and improve policing	Racism	Dr. Phillip Atiba Goff <i>CEO, Center for Policing Equity</i>	Apr-18	When we define racism as behaviors instead of feelings, we can measure it -- and transform it from an impossible problem into a solvable one, says justice scientist Dr. Phillip Atiba Goff. In an actionable talk, he shares his work at the Center for Policing Equity, an organization that helps police departments diagnose and track racial gaps in policing in order to eliminate them.	TED Talk
How to overcome apathy and find your power	Racism	Dolores Huerta <i>Civil rights activist, community organizer</i>	Nov-18	"Sí, se puede!" -- "Yes, we can!" It's the rallying cry Dolores Huerta came up with as a young activist in the 1970s, and she's lived by it in her tireless pursuit of civil rights ever since. With her signature wit and humor, Huerta reflects on her life's work, offering inspiration for anybody trying to overcome apathy, get involved and find their own power.	TED Talk
Me too is a movement, not a moment	Gender	Tarana Burke <i>Civil rights activist</i>	Nov-18	In 2006, Tarana Burke was consumed by a desire to do something about the sexual violence she saw in her community. She took out a piece of paper, wrote "Me Too" across the top and laid out an action plan for a movement centered on the power of empathy between survivors. More than a decade later, she reflects on what has since become a global movement -- and makes a powerful call to dismantle the power and privilege that are building blocks of sexual violence.	TED Talk
How to deconstruct racism, one headline at a time	Racism	Baratunde Thurston <i>Emmy-nominated writer, activist and comedian</i>	Apr-19	Thurston explores the phenomenon of white Americans calling the police on black Americans who have committed the crimes of eating, walking or generally "living while black." In this profound, thought-provoking and often hilarious talk, he reveals the power of language to change stories of trauma into stories of healing -- while challenging us all to level up.	TED Talk
Racism has a cost for everyone	Racism	Heather McGhee <i>Writer and advocate</i>	Dec-19	Racism makes our economy worse -- and not just in ways that harm people of color. McGhee shares startling insights into how racism fuels bad policymaking and drains our economic potential and offers a crucial rethink on what we can do to create a more prosperous nation for all.	TED Talk



RESOURCES chescocf.org/explore/food-for-thought/

TITLE	TOPIC	SPEAKER	POSTED	DESCRIPTION	TYPE
Color blind or color brave?	Racism	Mellody Hobson <i>President of Ariel Investments</i>	Mar-14	In this engaging and persuasive talk, Hobson makes the case that speaking openly about race and particularly about diversity in hiring -- makes for better businesses and a better society.	TED Talk
The urgency of intersectionality	Race + Gender	Kimberle Crenshaw <i>Civil rights activist</i>	Nov-16	Now more than ever, it's important to look boldly at the reality of race and gender bias -- and understand how the two can combine to create even more harm. If you're standing in the path of multiple forms of exclusion, you're likely to get hit by both. In this moving talk, she calls on us to bear witness to this reality and speak up for victims of prejudice.	TED Talk
Our fight for disability rights - and why we're not done yet	Disability	Judith Heumann <i>Disability rights activist</i>	Oct-16	Four decades ago, Judith Heumann helped to lead a groundbreaking protest called the Section 504 sit-in. Heumann tells the stories behind the protest -- and reminds us that, 40 years on, there's still work left to do.	TED Talk
We need to talk about an injustice	Racism	Bryan Stephenson <i>Public interest lawyer</i>	March 2012	In an engaging and personal talk -- with cameo appearances from his grandmother and Rosa Parks -- human rights lawyer Bryan Stevenson shares some hard truths about America's justice system, starting with a massive imbalance along racial lines: a third of the country's black male population has been incarcerated at some point in their lives. These issues, which are wrapped up in America's unexamined history, are rarely talked about with this level of candor, insight and persuasiveness.	TED Talk
New Insights on Poverty	Poverty	Hans Rosling <i>Global health expert; data visionary</i>	March 2007	Researcher Hans Rosling uses his cool data tools to show how countries are pulling themselves out of poverty. He demos Dollar Street, comparing households of varying income levels worldwide. Then he does something really amazing.	TED Talk
This Is Why Juneteenth Is Important for America	Racism	The Root	June 2018	Juneteenth isn't just an obscure black holiday. It should be an American celebration.	YouTube
Police reform is not enough. We need to rethink public safety.	Racism	Washington Post	March 2021	The killing of George Floyd last summer reignited a long-running debate about policing. Community activists and law enforcement officers who see eye to eye on precious little agree on this: We rely too much on the police. There are better ways to keep our neighborhoods safe. Simply put: We need new tools.	Article
It's Time for Philanthropy to Address Its Erasure of AAPI Voices and Perspectives	Ant-Asian Racism	Grace Nicolette <i>Vice President of Programming and External Relations, Center for Effective Philanthropy</i>	Feb 2021	It is essential that funders interrogate whether their organization is inadvertently perpetuating inequality through erasing AAPI (Asian Americans and Pacific Islanders) voices and perspectives. It's safe to assume that you may be unless you've taken specific actions, as erasure and neglect tend to be the default modes of American culture towards AAPIs.	Article
#StopAsianHate Trend Analysis	Ant-Asian Racism	Google Trends	March 2021	Since Covid-19, there has been an uptick in racism and discrimination on the Asian community. People are searching for ways to help and support the Asian community.	Analytics Report
As Violence Against Asian Americans Intensifies, the Moment for Philanthropy to Act Is Now	Ant-Asian Racism	The Chronicle of Philanthropy	March 2021	We have made progress together for our communities, but invisibility remains one of our greatest barriers to investment and action. Each of our organizations includes communities representing hundreds of diverse and complex cultures, languages, communities, and nations.	Article