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
Tara Easterling – Secretary, NAACP West Chester Branch
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

Noon | Welcome & Overview
12:05 | Topic Overview
12:30 | TED Talk
12:50 | Breakout Rooms

(610) 696-8211 • chescocf.org
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.
DEFINING KEY TERMS

by Dr. Phillip Atiba Goff

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:
  o **identify contexts and conditions** that create risk for biased behaviors to emerge
  o **design data-informed strategies** and recommendations to allow departments to make changes to **policies and practices** required to reduce the risk of biased outcomes
  o 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.”
TED TALK

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?”
1 in 5 Americans interact with law enforcement yearly

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
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/](https://mappingpoliceviolence.org/)

Black people are most likely to be killed by police

3x more likely to be killed by police than white people.

1.3x more likely to be unarmed than white people.

Police Killings per 1 million population

% Killed by Police Unarmed, 2013-2020

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.

Chicago police killed Black people at 22x the rate of white people per population from 2013-20.
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 policymakers 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](https://policescorecard.org/about). We’ve also built an API for the Police Scorecard that can be accessed [here](https://policescorecard.org/about).

**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.
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
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:

- Crisis Services
- Food / Meals
- Housing / Shelter
- Health / Dental
- Clothing / Household Items
- Substance Use Disorder Services
- Disability Services
- Employment / Income / Financial Assistance
- Transportation

You can also visit: referweb.net/chesco

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

2-1-1
VERSUS
9-1-1

WHEN TO CALL 211 AND 911

211
Information
Evacuations
Shelters & Resource Centers
Help with Food, Water, Etc.

911
Emergency
Life in Danger
Need Immediate Assistance
Crime is Happening Now
DISCUSSION
Moderated in full group & breakouts
Breakouts: 30-second self-intro, in relation to this topic

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** [chescocf.org/explore/food-for-thought/](chescocf.org/explore/food-for-thought/)

Visit our website 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@chescocf.org](mailto:jamison@chescocf.org).

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<thead>
<tr>
<th>TITLE</th>
<th>TOPIC</th>
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</thead>
</table>
| **A queer vision of love and marriage** | LGBTQ+ | Tiq Milan  
*Transgender activist*  
*Kim Katrin Milan  
*writer, educator and activist* | 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  
*CEO, The King Center  
*Daughter of Dr. Martin Luther King, Jr.* | 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  
*Writer and activist* | 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.  
*Consultant* | 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  
*CEO, Center for Policing Equity* | 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  
*Civil rights activist, community organizer* | Nov-18 | “Si, 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  
*Civil rights activist* | 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  
*Emmy-nominated writer, activist and comedian* | 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  
*Writer and advocate* | 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 |
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<tr>
<td>Color blind or color brave?</td>
<td>Racism</td>
<td>Mellody Hobson <em>President of Ariel Investments</em></td>
<td>Mar 14</td>
<td>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.</td>
<td>TED Talk</td>
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<td>The urgency of intersectionality</td>
<td>Race + Gender</td>
<td>Kimberle Crenshaw <em>Civil rights activist</em></td>
<td>Nov 16</td>
<td>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.</td>
<td>TED Talk</td>
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<td>Our fight for disability rights - and why we’re not done yet</td>
<td>Disability</td>
<td>Judith Huemann <em>Disability rights activist</em></td>
<td>Oct 16</td>
<td>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.</td>
<td>TED Talk</td>
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<td>We need to talk about an injustice</td>
<td>Racism</td>
<td>Bryan Stephenson <em>Public interest lawyer</em></td>
<td>March 2012</td>
<td>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.</td>
<td>TED Talk</td>
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<td>New Insights on Poverty</td>
<td>Poverty</td>
<td>Hans Rosling <em>Global health expert; data visionary</em></td>
<td>March 2007</td>
<td>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.</td>
<td>TED Talk</td>
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<td>This Is Why Juneteenth Is Important for America</td>
<td>Racism</td>
<td>The Root</td>
<td>June 2018</td>
<td>Juneteenth isn’t just an obscure black holiday. It should be an American celebration.</td>
<td>YouTube</td>
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<td>Police reform is not enough. We need to rethink public safety.</td>
<td>Racism</td>
<td>Washington Post</td>
<td>March 2021</td>
<td>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.</td>
<td>Article</td>
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<td>It’s Time for Philanthropy to Address Its Erasure of AAPI Voices and Perspectives</td>
<td>Ant-Asian Racism</td>
<td>Grace Nicolette <em>Vice President of Programming and External Relations, Center for Effective Philanthropy</em></td>
<td>Feb 2021</td>
<td>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.</td>
<td>Article</td>
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<td>#StopAsianHate Trend Analysis</td>
<td>Ant-Asian Racism</td>
<td>Google Trends</td>
<td>March 2021</td>
<td>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.</td>
<td>Analytics Report</td>
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<td>As Violence Against Asian Americans Intensifies, the Moment for Philanthropy to Act Is Now</td>
<td>Ant-Asian Racism</td>
<td>The Chronicle of Philanthropy</td>
<td>March 2021</td>
<td>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.</td>
<td>Article</td>
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