

PURSUING RACIAL EQUITY IN POLICING

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BROOKINGS

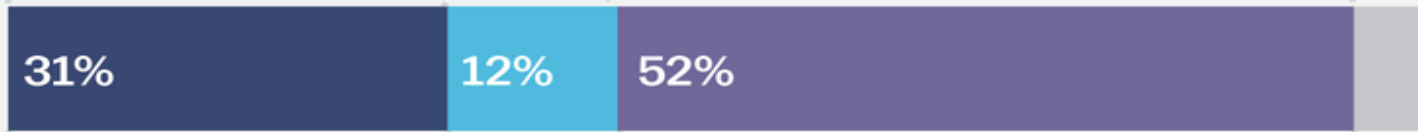


Police kill a disproportionate number of black people

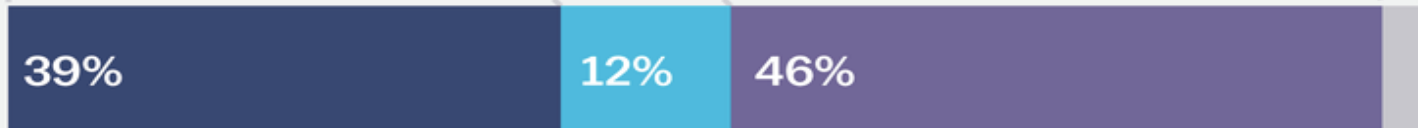
US population



All people killed by police



People killed by policing while not attacking



Data from the FBI's 2012 Supplementary Homicide Report

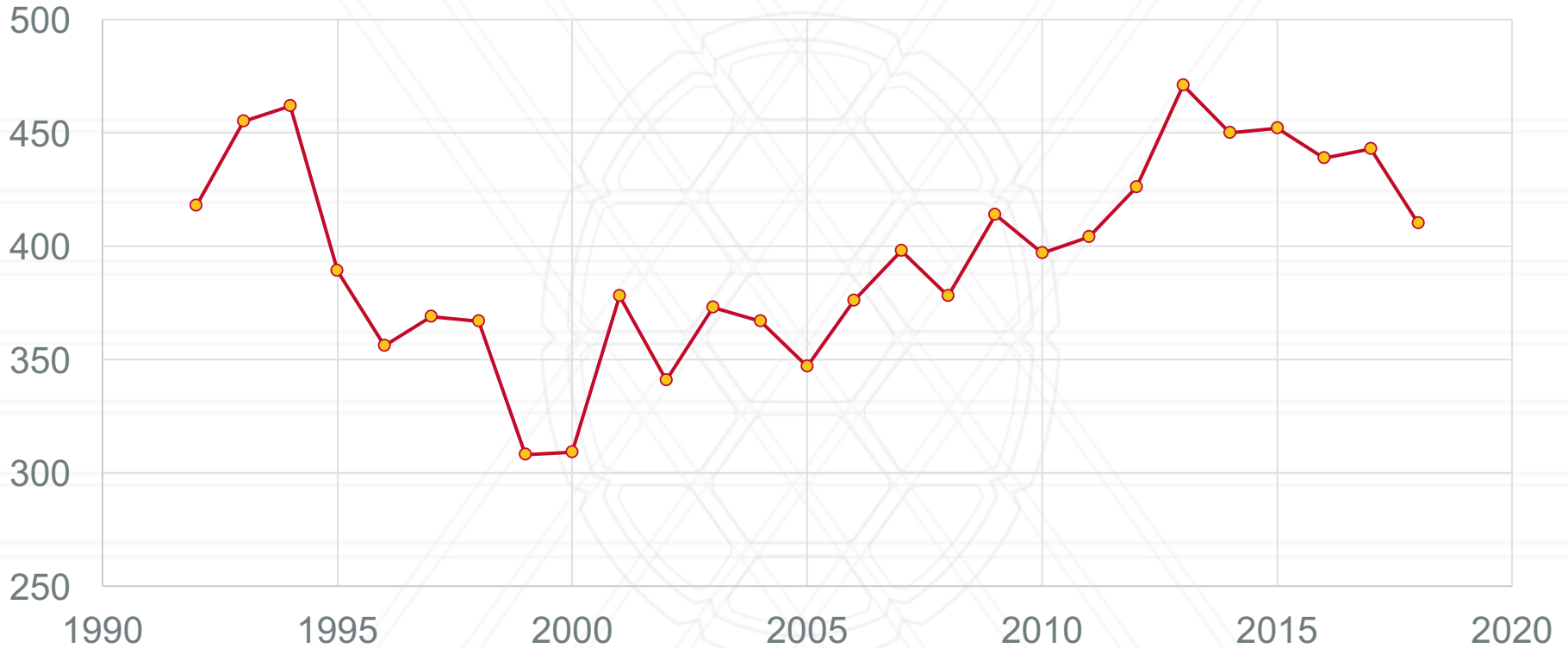
US police killings by year



Sources: Mapping Police Violence

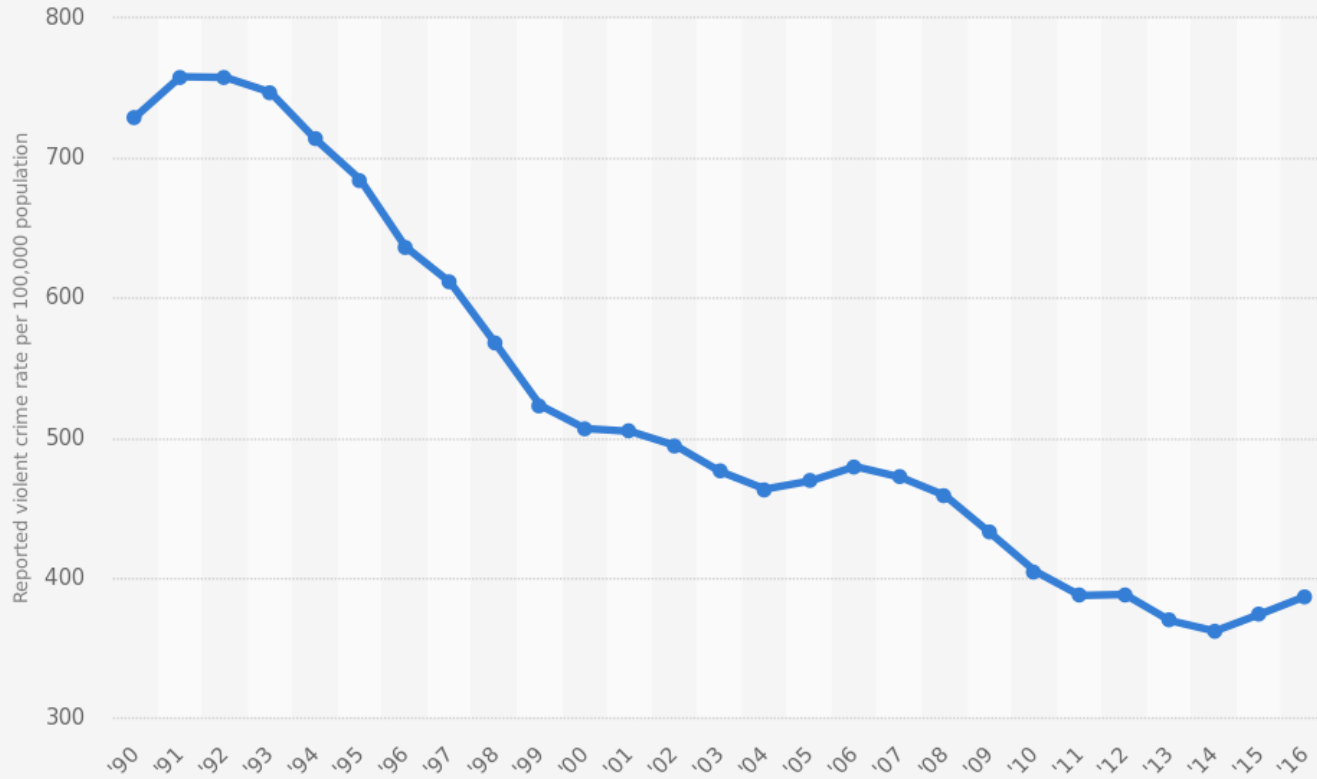
TRTWORLD

Justifiable Homicides by Law Enforcement



Federal Bureau of Investigation, Uniform Crime Reports. The killing of a felon by a law enforcement officer in the line of duty.

Reported violent crime rate in the United States from 1990 to 2016



Source

FBI

© Statista 2018

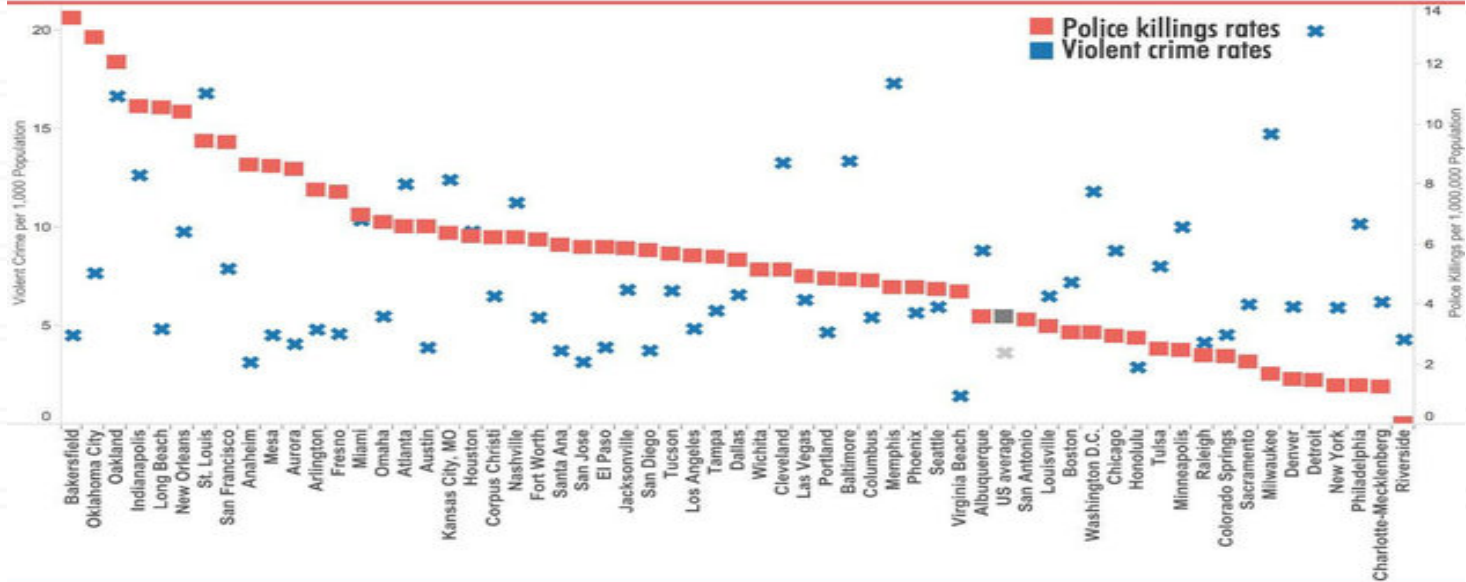
Additional Information:

United States; 1990 to 2016



Police Violence and Community Violence are Independent Issues

Violent crime levels in U.S. cities did not appear to make it any more or less likely for police to kill people in 2015.



Source: MappingPoliceViolence.org; US Census 2014; FBI Uniform Crime Report 2014
Police killings data from Jan 1 through Dec 15, 2015

Civilian Payouts for Police Misconduct



Tamir Rice-\$6 Million, Cleveland

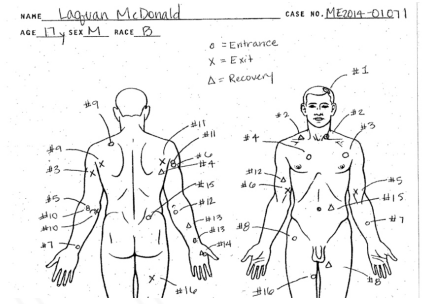


Sam Dubose-\$5.3 Million and free education for children, University of Cincinnati

Laquan McDonald-\$5 Million, Chicago



Michael Brown, \$1.5 Million, Ferguson, MO



Civilian Payouts for Police Misconduct

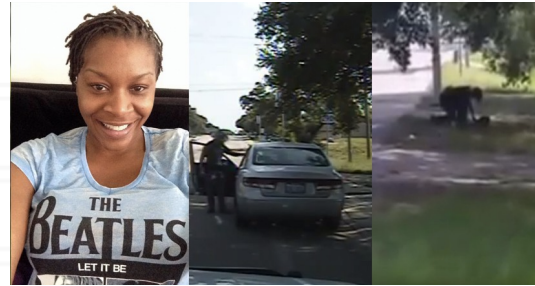
Walter Scott, \$6.5 Million, North Charleston

Freddie Gray, \$6.4 Million, Baltimore

Alton Sterling-Protesters given settlements for wrongful arrests

Sandra Bland-\$1.9 Million, Walter County, TX

Korryn Gaines' son-\$32 Million, Baltimore



\$20M settlement William Green Prince George's County, MD



'One of the worst incidents in American history': Family of handcuffed man fatally shot by officer demands justice

The officer who shot William Green was charged with second-degree murder.

By **Bill Hutchinson**

January 30, 2020, 4:44 PM • 9 min read

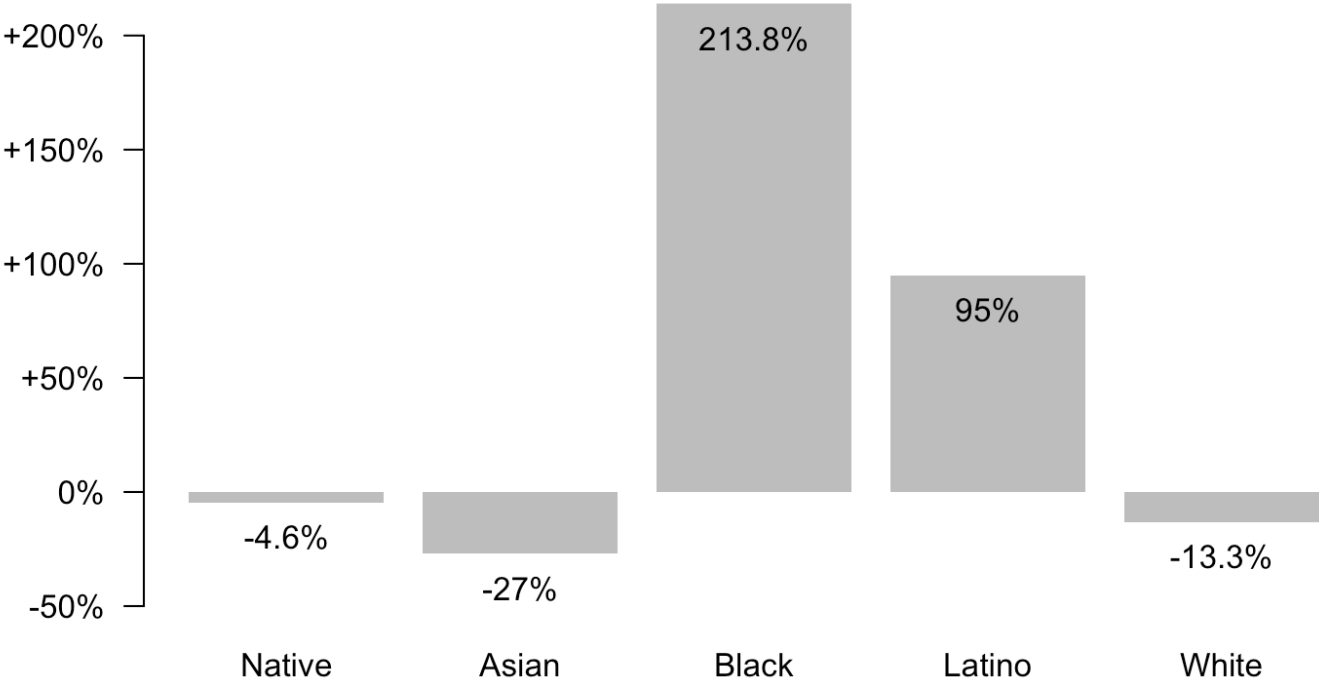


Officer charged with murder in shooting death of handcuffed man

The family and their attorney spoke about the shooting death of William Green in Maryland.

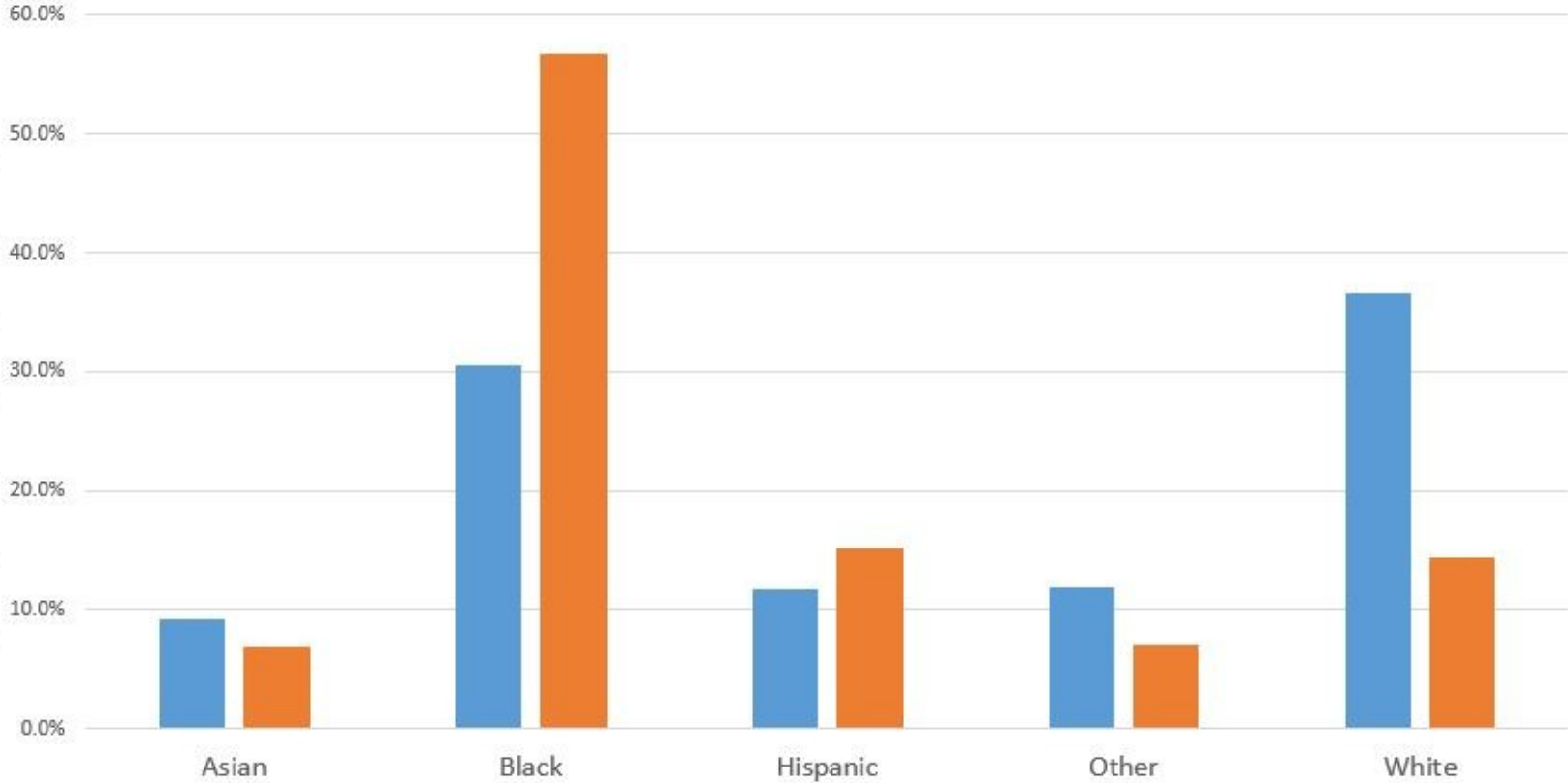
Likelihood of a traffic stop compared to race's share of driving population

Pioneer Press graphic by David H. Montgomery



Source: 2003 Council on Crime & Justice study of Minnesota

Berkeley Police Stops and Searches by Race

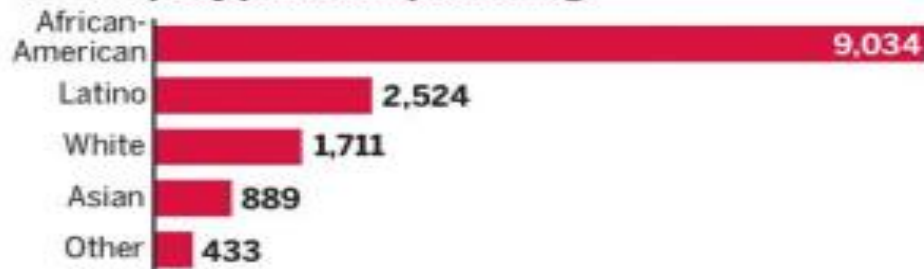


■ Percent of All Stops by BPD ■ Percent of All Searches by BPD

Oakland police's stops and searches

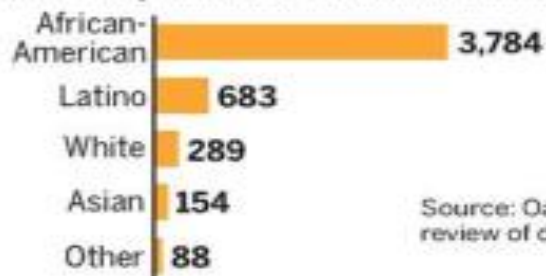
In an eight-month period, African-Americans made up **62 percent** of the people Oakland police stopped for questioning.

Total stops by police for questioning



Stops that led to searches

Of those stopped for questioning, here are the numbers that led to searches. For all races, about one-fourth of the searches resulted in recovery of firearms, narcotics, evidence or weapons.

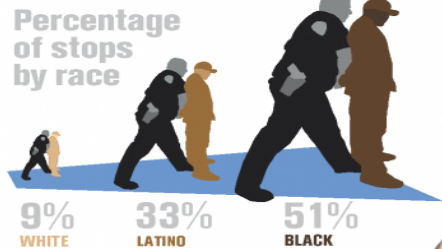
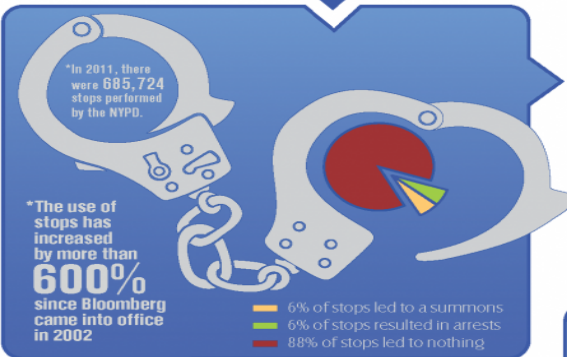


Source: Oakland Police Department
review of data collected April-Nov. 2013

BAY AREA NEWS GROUP

The Impact of Stop & Frisk


The New York City Police Department's (NYPD) aggressive stop-and-frisk practices are having a profound effect on communities across the city. Here is snapshot of that impact compiled in part from 2011 NYPD data.





No-knock Warrants



Breonna Taylor
#SayHerName

 No-knock warrants are routinely granted

 Police must announce

 Not routinely granted, but forcible entry allowed under exigent circumstances

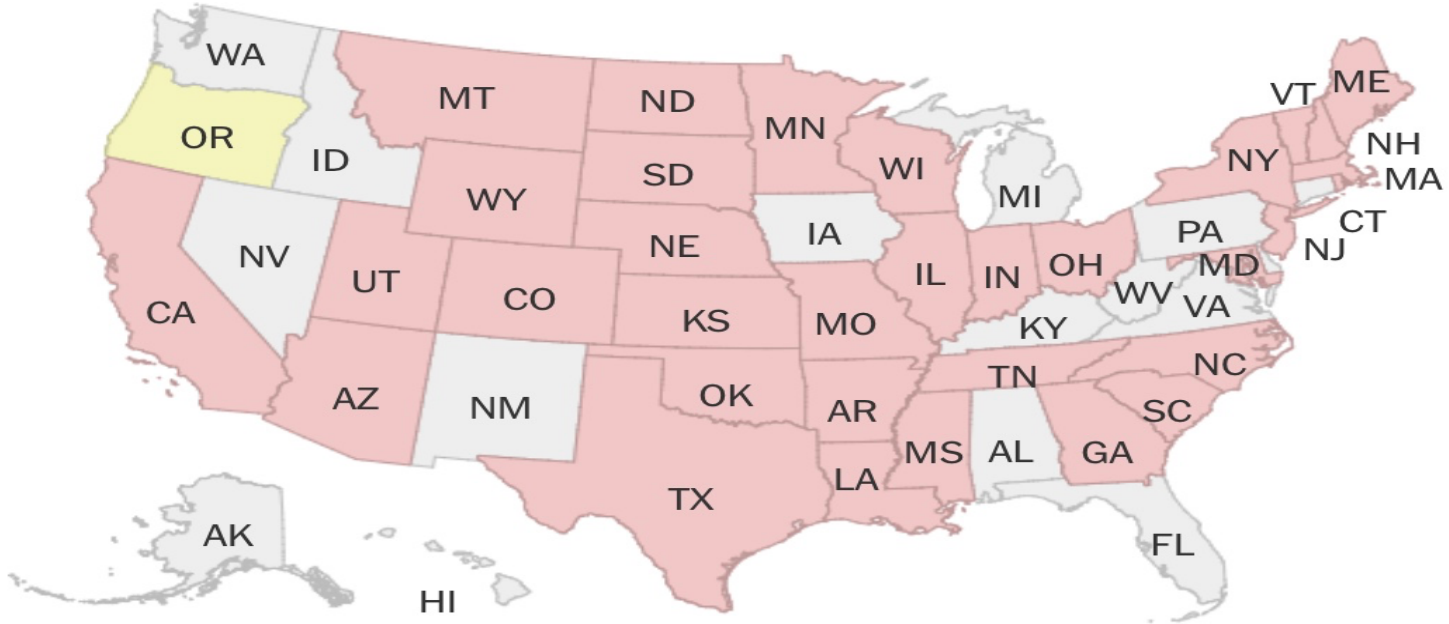
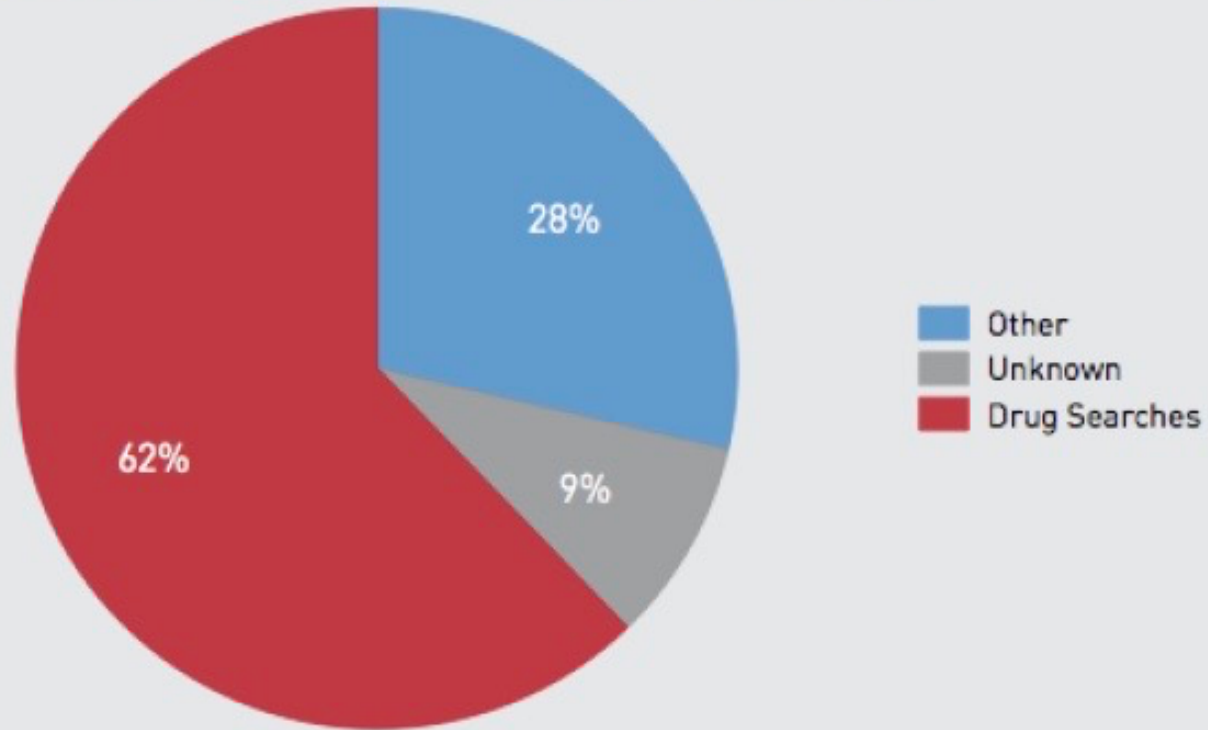


FIGURE 1

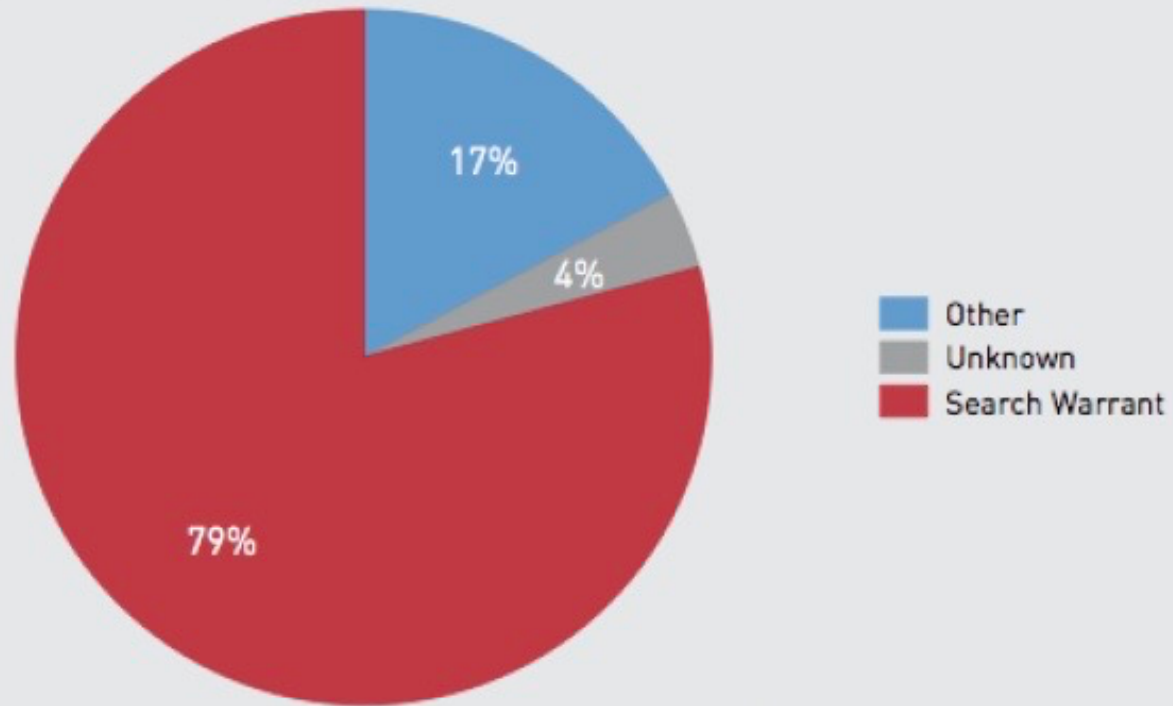
Majority of SWAT Deployments for Drug Searches (2011-2012)



Source: Data provided by local law enforcement agencies for ACLU investigation.

FIGURE 2

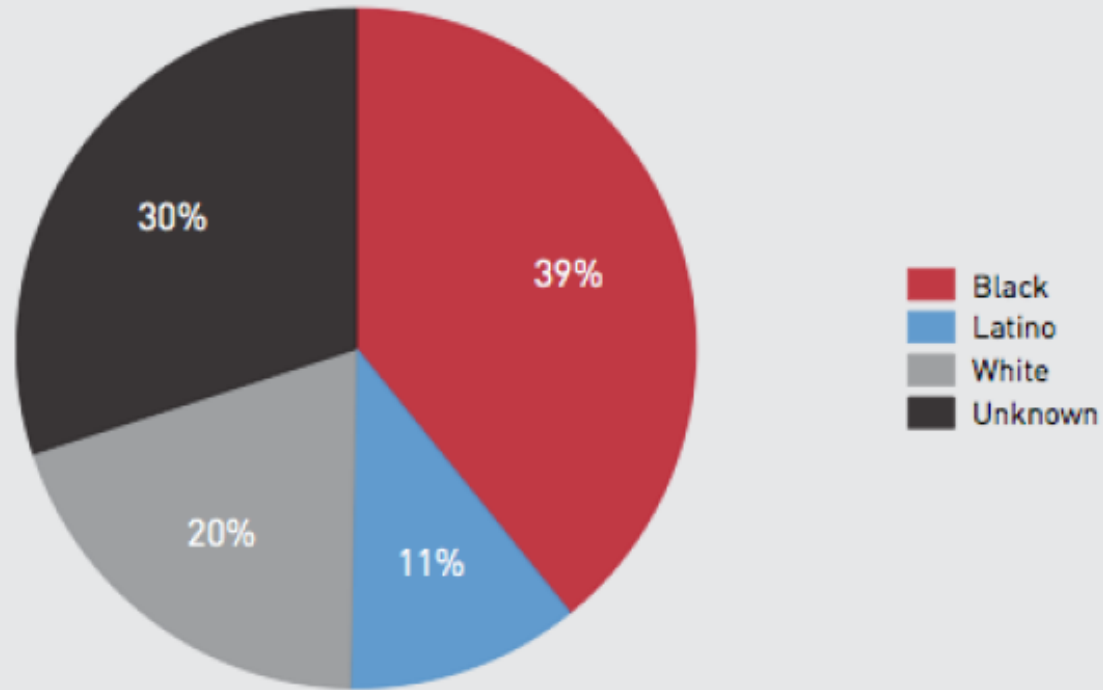
Majority of SWAT Deployments for Search Warrant (2011-2012)



Source: Data provided by local law enforcement agencies for ACLU investigation.

FIGURE 3

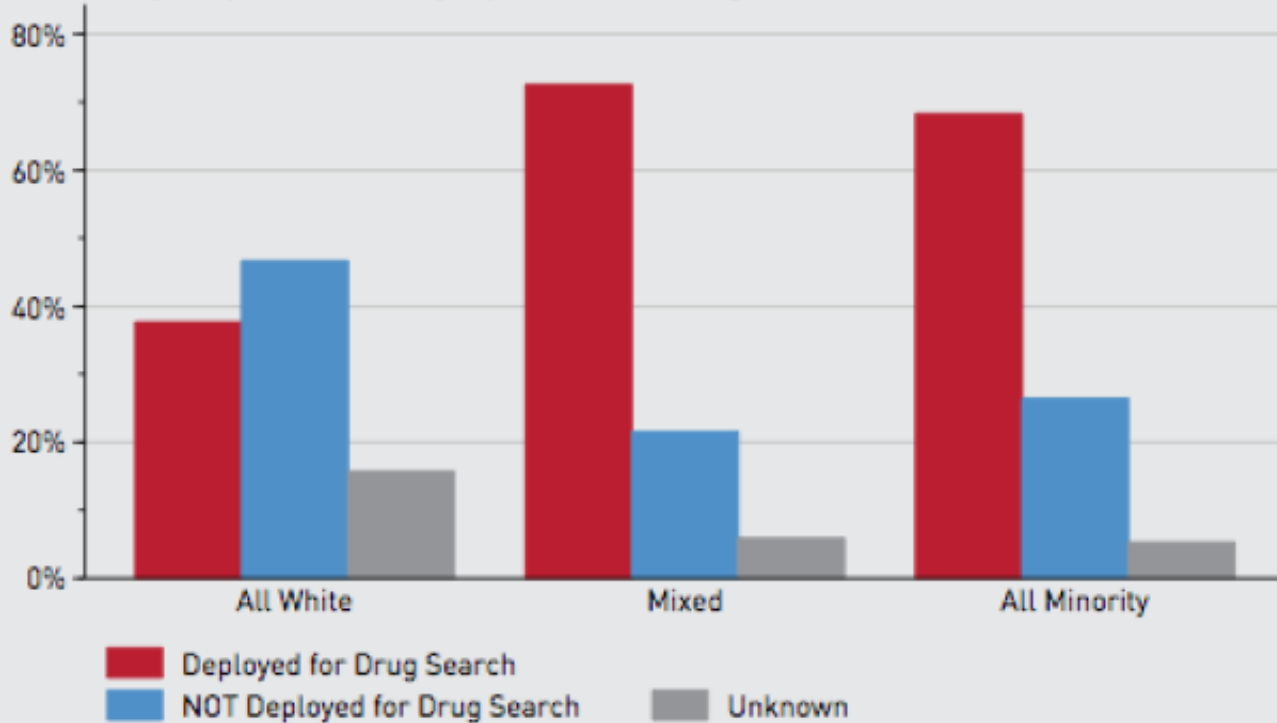
SWAT Deployments by Race of Individuals Impacted (2011-2012)



Source: Data provided by local law enforcement agencies for ACLU investigation.

FIGURE 4

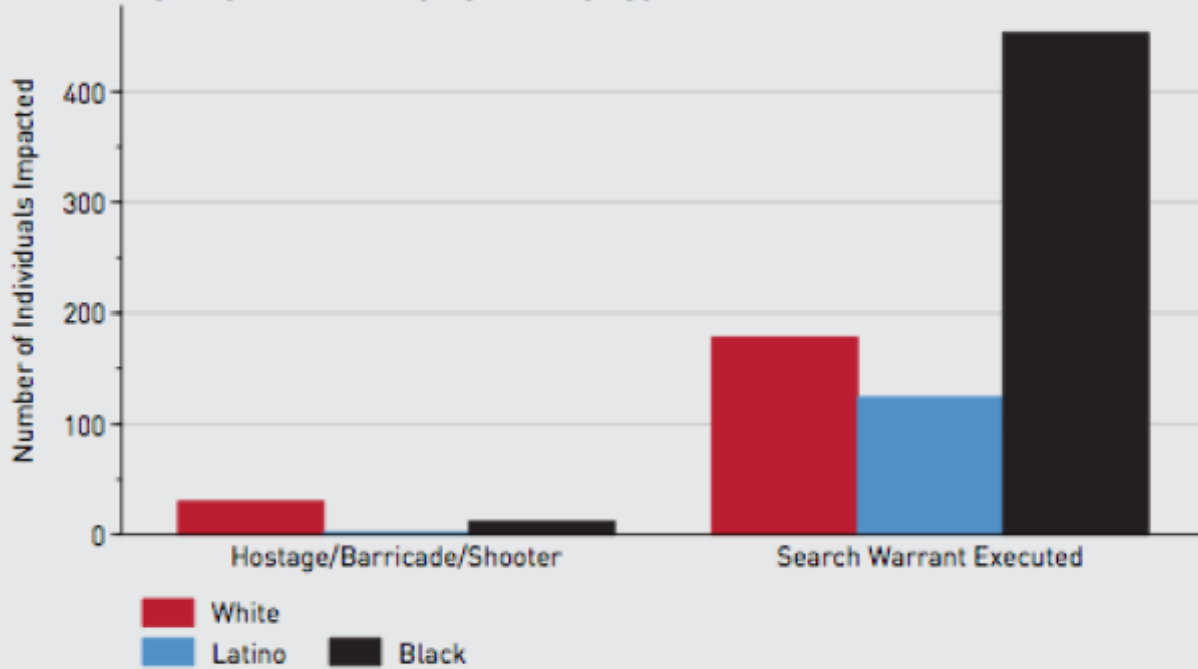
Racial Disparity in SWAT Deployments for Drug Searches (2011-2012)



Source: Data provided by local law enforcement agencies for ACLU investigation.

FIGURE 5

Racial Disparity in SWAT Deployment by Type (2011-2012)



Source: Data provided by local law enforcement agencies for ACLU investigation.

DOES DEFUND THE POLICE HAVE MERIT?

- **Calls for Service**
 - 9 out of 10 calls for service are non-violent calls
- **Homicide Clearance Rate**
 - About 38% of murders, 66% of rapes, 70% of robberies, and 47% of aggravated assaults go uncleared every year.”
- **Education and Work Infrastructure**

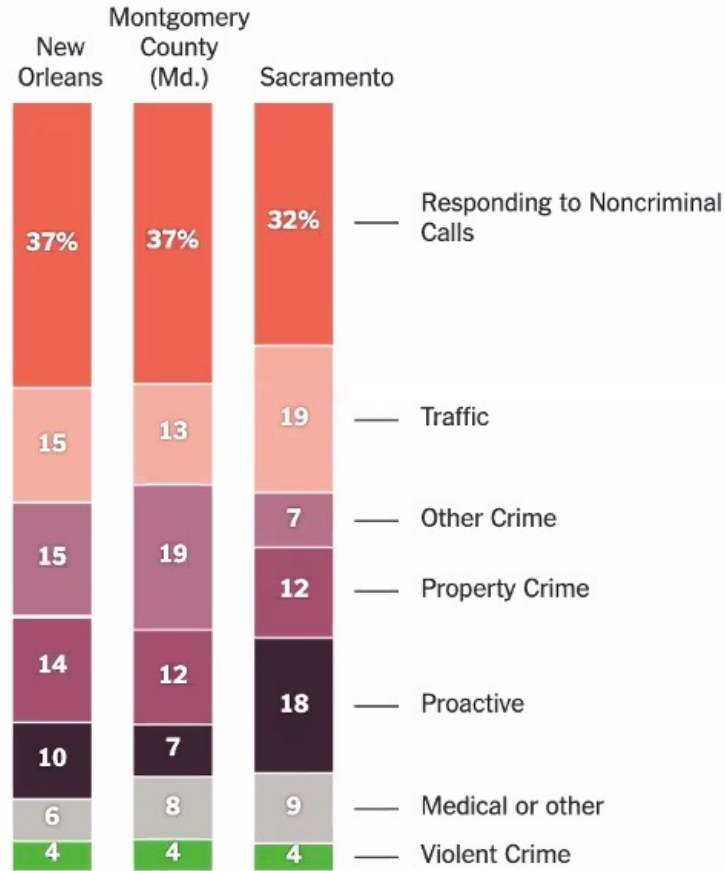
RESPONSE TIMES

“African American and Latino neighborhoods wait much longer for a police officer to be dispatched after an emergency 911 call, have fewer officers assigned to minority districts for each emergency call than predominantly white neighborhoods and that minority neighborhoods continue to have more violent crimes per officer than white neighborhoods.”

ACLU [Illinois](#)

Response Times in Prince George’s County is about 9:50.
Montgomery County is about 8:21.

CALLS FOR SERVICE

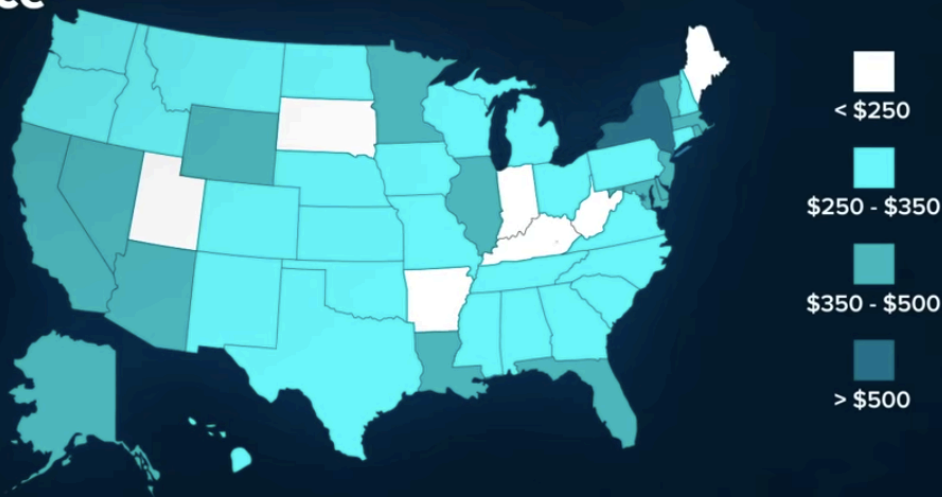


State and local spending

Federal spending

'Defund the Police'

State and local police spending per capita (FY2017)

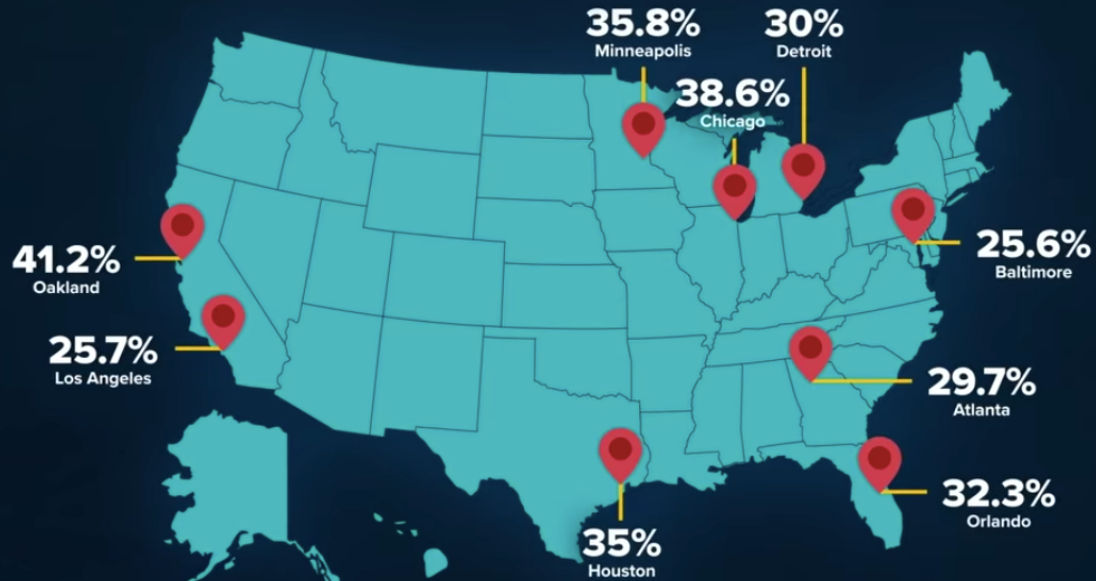


Per capita direct general expenditures.
Source: Urban Institute

Subscribe

<https://www.youtube.com/watch?v=WDZzChjFp0o>

Police spending as percent of general funds (2017)

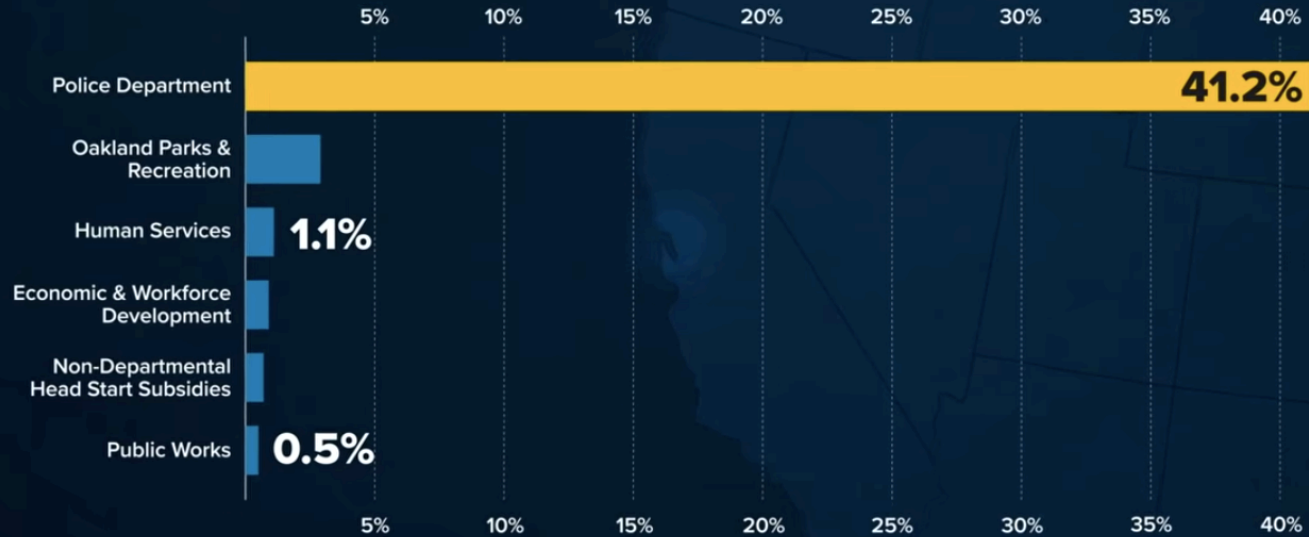


Figures rounded.
Source: The Center for Popular Democracy

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Oakland, CA general fund budget (FY2017)

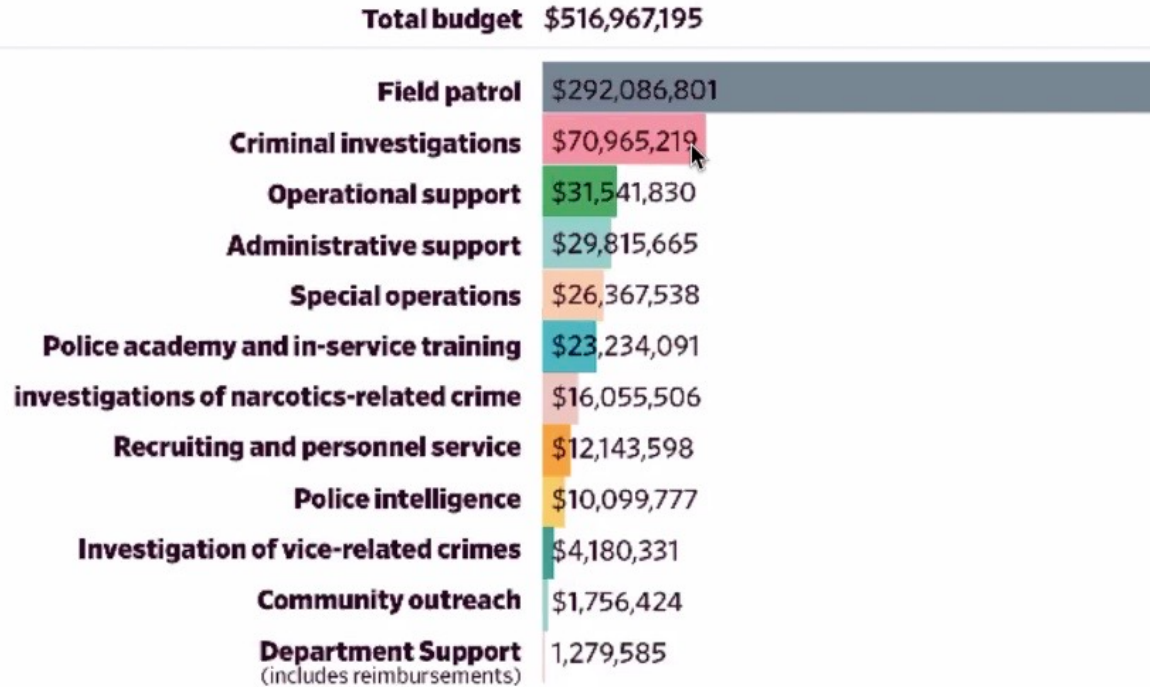


Source: The Center for Popular Democracy

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<https://www.youtube.com/watch?v=WDZzChjFp0o>

What the Dallas Police Department Spends Its Budget On



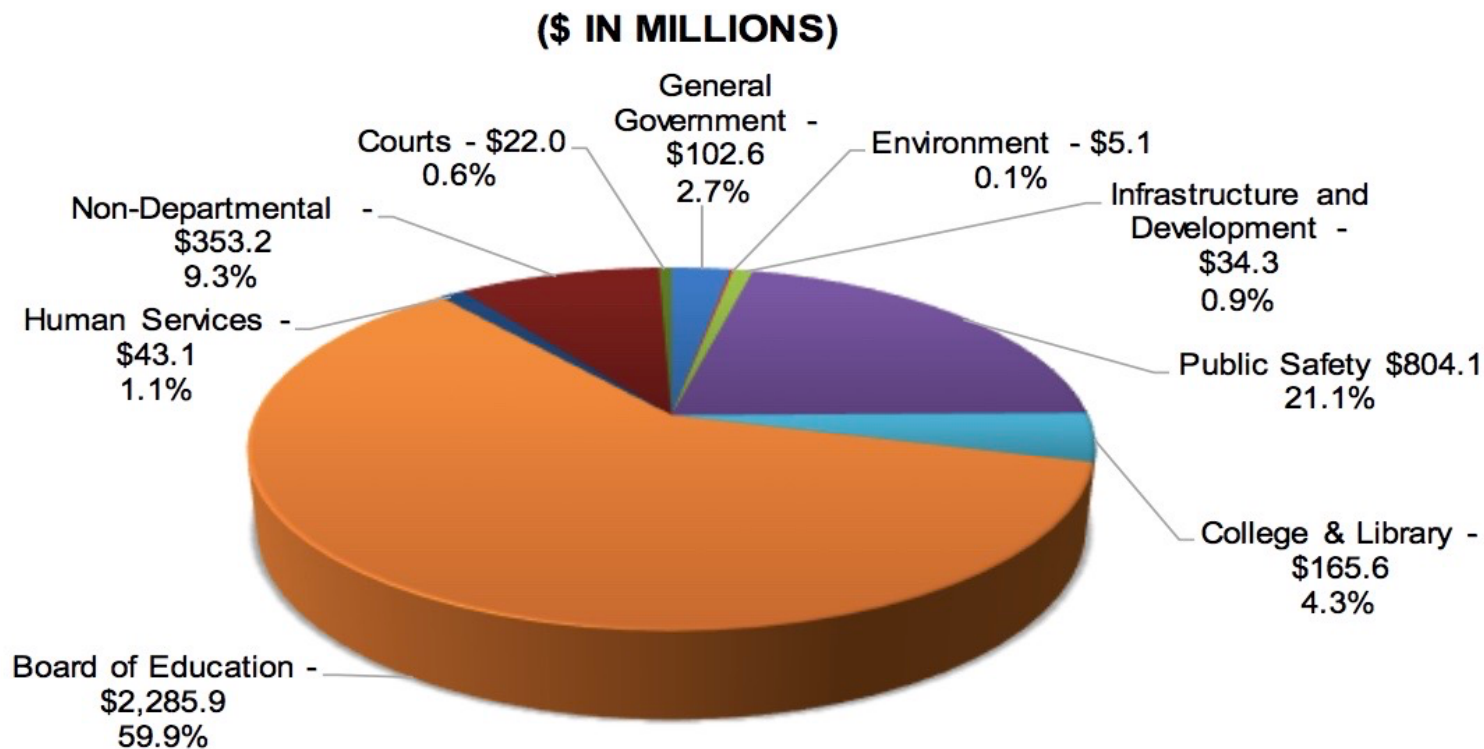
Source: Dallas Open Data

INSIGHTS INTO PRINCE GEORGE'S COUNTY



UNIVERSITY OF
MARYLAND

FY 2021 PROPOSED BUDGET – GENERAL FUND EXPENDITURES



TOTAL: \$3,815,774,700



Proposal to shift police funds in Prince George's County

By Evan Lambert | Published June 16 | Updated June 17 | Prince George's County | FOX 5 DC



Proposal to shift police funds in Prince George's County

Prince George's County Executive Angela Alsobrooks is asking the county council to redirect \$20 million from a police budget for a training facility to build a new mental health facility.

HYATTSVILLE, Md. (FOX 5 DC) - Prince George's County Executive Angela Alsobrooks is asking the county council to redirect \$20 million from a police budget for a training facility to build a new mental health facility.

The money will not come out of the proposed police operating budget, which is expected to be \$371 million for fiscal year 2021, but instead come from a budget for capital projects.

Just in...

Former CDC director says 20,000 more COVID-19 deaths by end of October is 'inevitable'



Amy Coney Barrett: Confirmation hearings begin for Trump's Supreme Court nominee



Takoma Park 2-year-old dies from injuries after fall from third-floor apartment window



Oakland-raised baseball great and Hall of Famer Joe Morgan dies at 77



Venomous puss caterpillar sightings in Virginia trigger



Goal 3 — To provide investigative services to the County's residents, visitors and businesses in order to improve case closures and mitigate crime.

Objective 3.1 — Increase the percent of homicide cases closed.

CY 2025 Target	CY 2018 Actual	CY 2019 Actual	CY 2020 Estimated	CY 2021 Projected	Trend
80%	78%	84%	74%	80%	↔

Trend and Analysis

The agency has been successful in improving the percent of homicide cases closed since 2009. Maintaining enhanced staffing of homicide investigators, training and declining homicide rates have contributed to this success. The agency has been able to maintain a closure rate of approximately 80%, while the national average has been 60%. CY 2020 estimate is expected to increase as additional cases close.

Objective 3.2 — Increase the percent of property crime cases closed.

CY 2025 Target	CY 2018 Actual	CY 2019 Actual	CY 2020 Estimated	CY 2021 Projected	Trend
11%	10%	11%	11%	11%	↔

Trend and Analysis

The agency has been successful in decreasing the number of property crimes in the County. In 2019, the agency property crime numbers were reduced by 17.9% although the case closure rate remains flat. Property crimes constitute about 80% of the entire agency investigative caseload.

Performance Measures

Measure Name	CY 2017 Actual	CY 2018 Actual	CY 2019 Actual	CY 2020 Estimated	CY 2021 Projected
Resources (Input)					
Property crime investigators	63	38	32	32	32
Workload, Demand and Production (Output)					
Property crime cases	15,406	12,715	11,505	11,600	11,650
Efficiency					
Property crime cases per investigator	245	335	360	363	364
Impact (Outcome)					
Property crime cases closed	16%	10%	11%	11%	11%

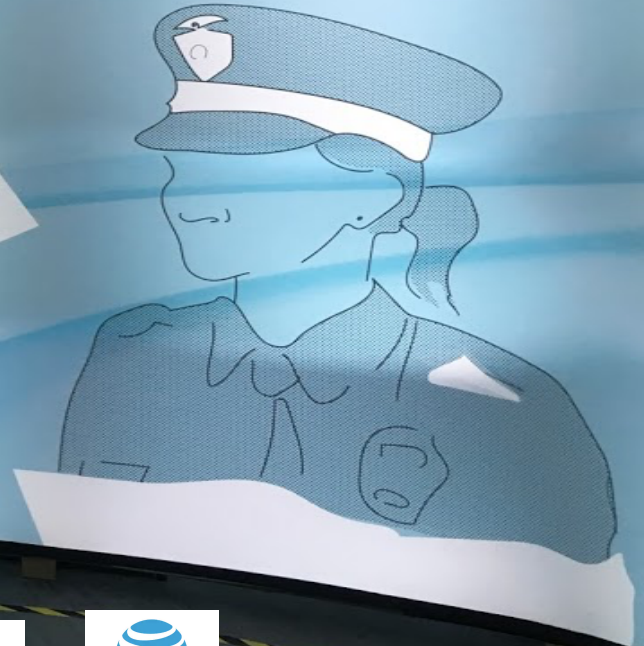
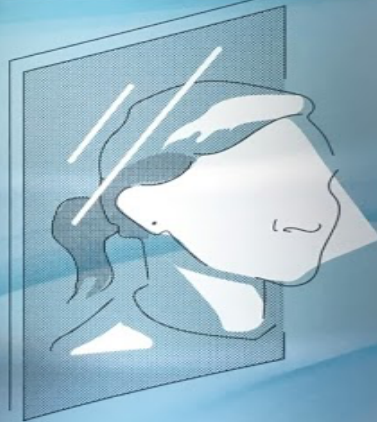
Reallocating, Reinvesting, and Shifting Funding

VIRTUAL REALITY DECISION- MAKING PROGRAM



UNIVERSITY OF MARYLAND
BLENDED REALITY CENTER
MPOWERING THE STATE

Visual computing for healthcare and training



LAB FOR
APPLIED SOCIAL
SCIENCES RESEARCH



Google



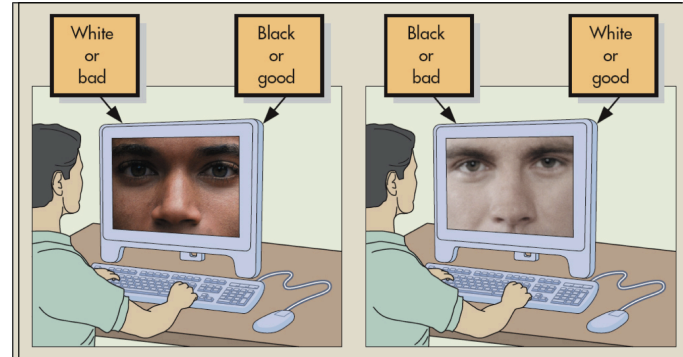
VIRTUAL REALITY



PHYSIOLOGICAL MEASURES

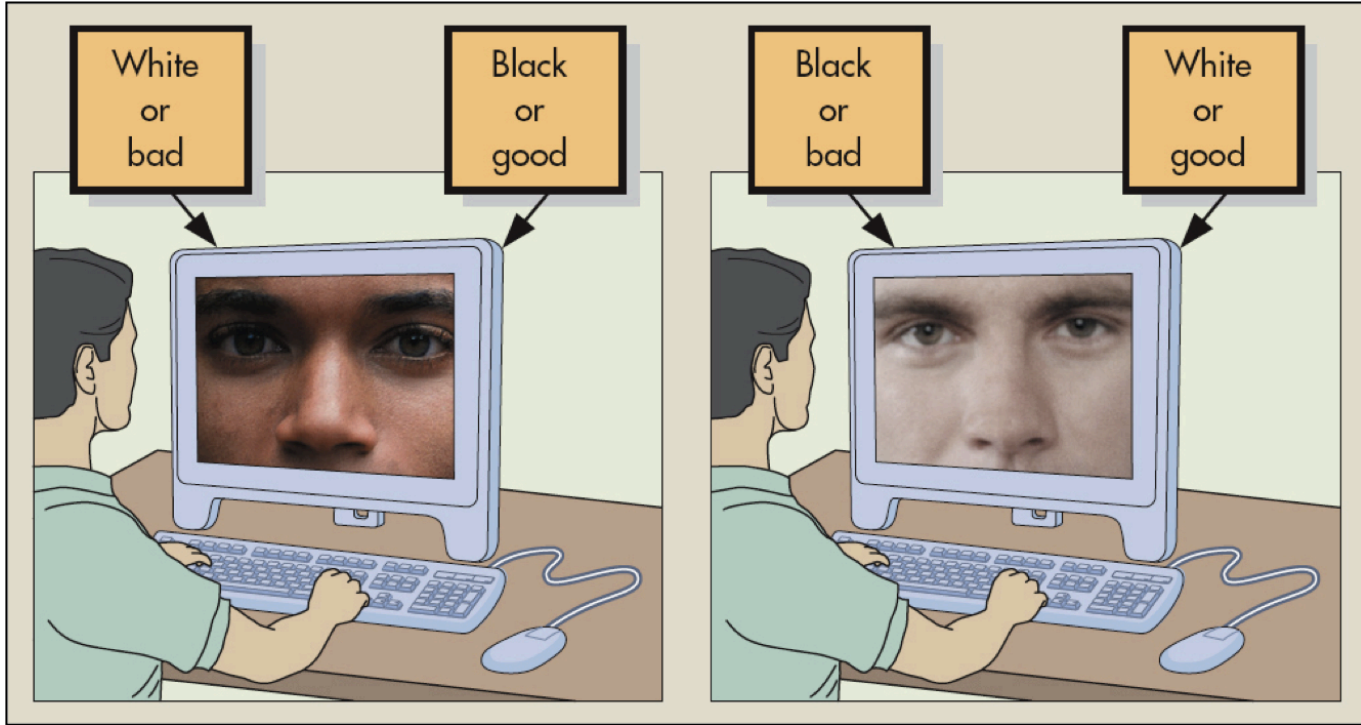


IMPLICIT BIAS TRAINING WITH POLICE OFFICERS



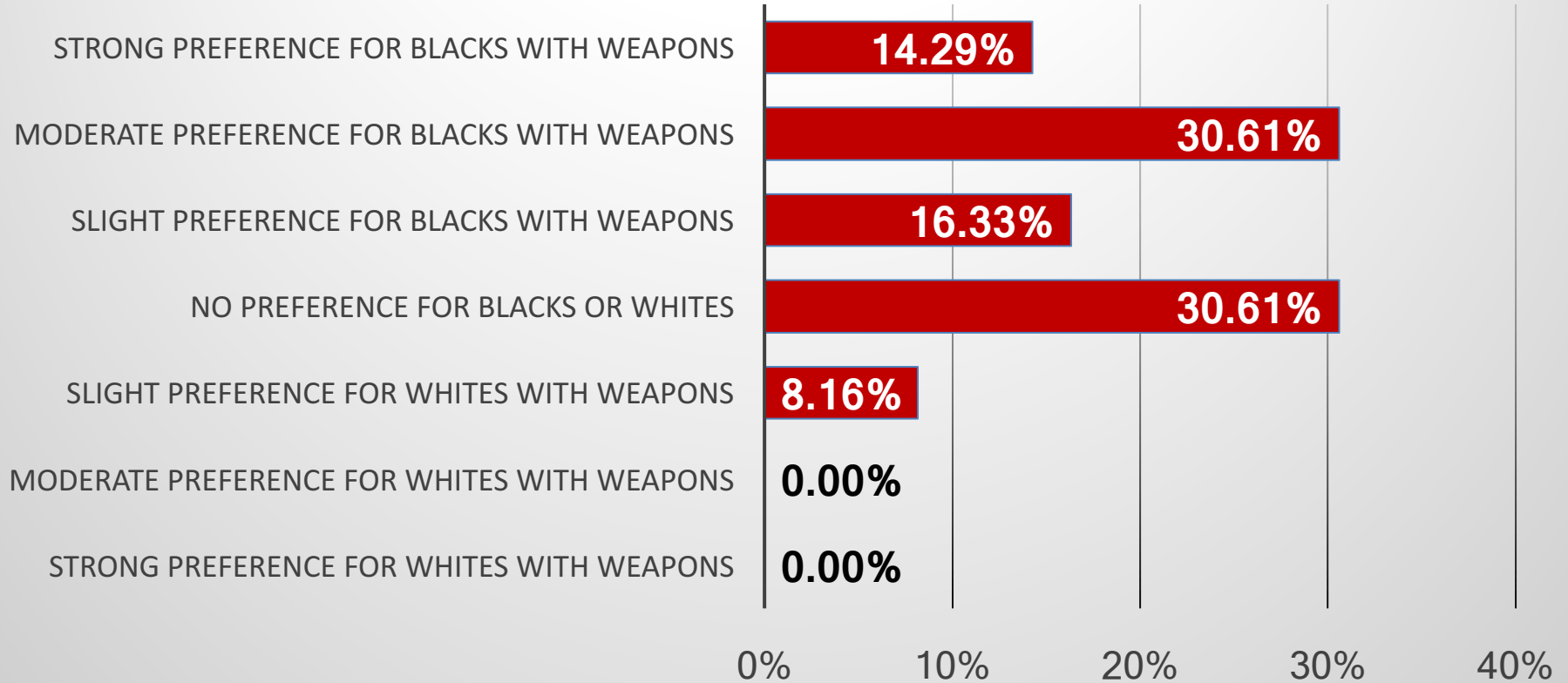
Police Cadet IAT Results





Property of Drs. Kris Marsh and
Rashawn Ray

Implicit Association Tests Results for Police Recruits

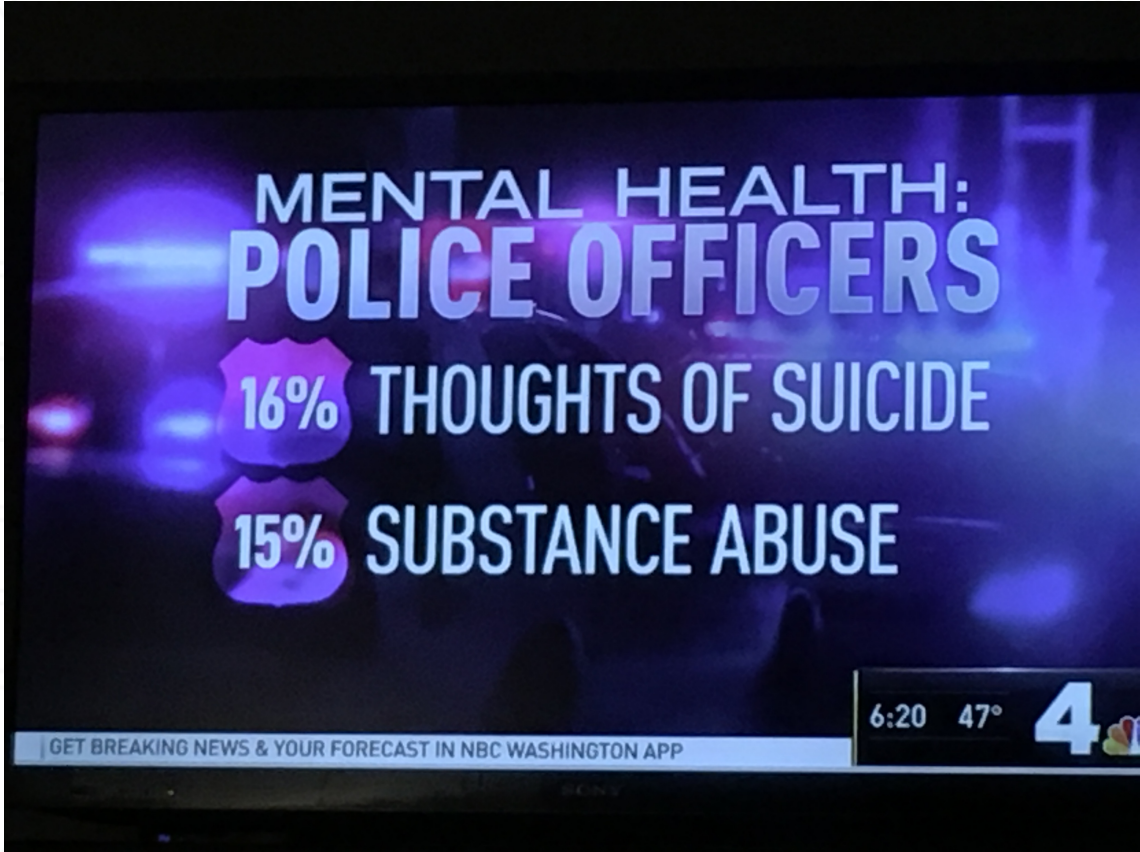


**MENTAL HEALTH:
POLICE OFFICERS**

78% CRITICAL STRESS
RECURRING MEMORIES
FAMILY, RELATIONSHIP PROBLEMS
EASILY ANGERED
SLEEP PROBLEMS


6:19 47° **4**

GET BREAKING NEWS & YOUR FORECAST IN NBC WASHINGTON APP



**MENTAL HEALTH:
POLICE OFFICERS**

89% DO NOT REACH OUT FOR HELP,
OR SEEK THERAPY

| LIKE NBC WASHINGTON ON FACEBOOK 

6:20 47° **4**

Reimagining Community Policing

- Experience the community rather than just police the community
- “In a 2015 [report](#) on 21st-century [policing](#), a federal task force recommended police departments institute ‘residency incentive programs’ that provide officers housing in public housing neighborhoods as long as they fulfill public safety duties within the neighborhood.”

Where Officers Live is about Race

- “In communities where the nonwhite population was less than 10%, the average police residency rate was about 47%. But in majority nonwhite cities, it was only 27%.”
- In Minneapolis, just 8% of officers lived in the city in 2017
- In New York City, 61% resided in the city
 - 76% of Black and Latino officers
 - 45% of White officers



Policy Implications

POLICY STEPS FOR EQUITABLE POLICING

- ✓ **Police department insurance policies for payouts for police misconduct**
- ✓ Bad Apple List and Good Apple Protections
- ✓ Reallocate Funding (“Defund the Police”)
- ✓ Civilian representation on the police misconduct trial board
- ✓ Mandatory housing subsidies for officers
- ✓ Mandatory mental health counseling for officers

RESTRICTIVE USE OF FORCE POLICIES ARE ASSOCIATED WITH **FEWER POLICE KILLINGS**

PERCENT FEWER POLICE KILLINGS PER CAPITA FOR POLICE DEPARTMENTS WITH EACH POLICY IMPLEMENTED



CAMPAIGN ZERO

**POLICE USE OF FORCE
POLICY ANALYSIS**

READ MORE AT USEOFFORCEPROJECT.ORG

Sources: Useofforceproject.org, The Guardian's 'The Counted' Database, FBI UCR 2012

Thank you!

Dr. Rashawn Ray
@SociologistRay

BROOKINGS



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