**21st Century Policing: Six Pillars**

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| **X County**  |
| **Pillar** | **Agency Status (Done Ongoing NA)** | **Resources** |
| **Pillar One: Building Trust & Legitimacy**  |  |
| 1. Changing the culture of policing—guardian versus warrior culture of policing
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| 1. Role of policing in past injustices
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| 1. Culture of transparency and accountability
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| 1. Procedural justice: internal legitimacy
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| 1. Positive non-enforcement activities
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| 1. Research crime-fighting strategies that undermine or build public trust
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| 1. Community surveys
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| 1. Workforce diversity
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| 1. Decouple federal immigration enforcement from local policing
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| **Pillar Two: Policy & Oversight**  |  |
| 1. Community input and involvement
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| 1. Use of force
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| 1. Non-punitive peer review of critical incidents
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| 1. Scientifically supported identification procedures
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| 1. Demographic data on all detentions
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| 1. Mass demonstration policies
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| 1. Local civilian oversight
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| 1. No quotas for tickets for revenue
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| 1. Consent and informed search and seizure
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| 1. Officer identification and reason for stops
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| 1. Prohibit profiling and discrimination, in particular as it relates to LGBT and gender nonconforming populations
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| 1. Encourage shared services between jurisdictions
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| 1. National Register of Decertified Officers
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| **Pillar Three: Technology & Social Media**  |  |
| 1. New technology standards for compatibility and interoperability
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| 1. Address human rights and privacy concerns
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| 1. Technology designed considering local needs and people with special needs
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| 1. Body-worn cameras and other emerging technologies
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| 1. Public records laws—update to keep up with emerging technologies
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| 1. Transparency and accessibility for the community through technology
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| 1. Develop new less than lethal technology
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| **Pillar Four: Community Policing & Crime Reduction**  |  |
| 1. Community engagement in managing public safety
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| 1. Infuse community policing throughout law enforcement organizations
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| 1. Use multidisciplinary teams
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| 1. Protect the dignity of all
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| 1. Neighborhood problem solving
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| 1. Reduce aggressive law enforcement that stigmatizes youth
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| 1. Address the school-to-prison pipeline
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| 1. Youth engagement
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| **Pillar Five: Training & Education**  |  |
| 1. High quality training and training innovation hubs
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| 1. Engage community members in trainings
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| 1. Leadership training for all officers
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| 1. National postgraduate program of policing for senior executives
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| 1. Incorporate the following in basic recruit and in-service trainings:
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| * 1. Policing in a democratic society
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| * 1. Implicit bias and cultural responsiveness
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| * 1. Social interaction skills and tactical skills
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| * 1. Disease of addiction
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| * 1. Crisis intervention teams (mental health)
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| * 1. Reinforce policies on sexual misconduct and sexual harassment
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| * 1. How to work with LGBT and gender nonconforming populations
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| 1. Higher education for law enforcement officers
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| 1. Use of technology to improve access to and quality of training
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| 1. Improve field training officer programs
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| **Pillar Six: Officer Wellness & Safety**  |  |
| 1. Multifaceted officer safety and wellness initiative
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| 1. Promote officer wellness and safety at every level
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| 1. Scientifically supported shift lengths
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| 1. Tactical first aid kit and training
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| 1. Anti-ballistic vests for every officer
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| 1. Collect information on injuries and near misses as well as officer deaths
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| 1. Require officers to wear seat belts and bulletproof vests
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| 1. Pass peer review error management legislation
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| 1. Smart car technology to reduce accidents
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**POINTS OF CONTACT**