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

**POINTS OF CONTACT**