

Appendix A: Workshop Agenda

Reimagining Police Stops Workshop Series

October 12 - 22, 2020 | Virtual Convening

Workshop #1: What are police and community perspectives on stops?

Monday, October 12, 2020 | 11:00 am - 3:30 pm (Eastern Time)

- 11:00 am - 11:40 am **Welcome**
Danielle Holley-Walker | Howard University School of Law
Peter Newsham | DC Metropolitan Police Department
William Treanor | Georgetown Law
Christy Lopez | Georgetown Law and D.C. Police Reform Commission
Bahiyah Muhammad | Howard University Graduate School
- 11:40 am - 12:20 pm **A Keynote Conversation About Police Stops**
Paul Butler | Georgetown Law
Robert Contee | DC Metropolitan Police Department (MPD)
- 12:20 pm - 1:15 pm **Police Point-of-View Panel Discussion**
Why do police make stops? How do they assess the motivation and impact of stops? What benefits and harms do police perceive? What tradeoffs are considered?
Ron Davis | 21CP Solutions, LLC
Stephen Benson | DC MPD
Paul Figueroa | Oakland Police Department
Tracie Keesee | Center for Policing Equity
Chris Magnus | Tucson Police Department
James VanderMeer | DC MPD
- 1:15 pm - 1:45 pm **Break**
- 1:45 pm - 2:40 pm **Community Point-of-View Panel Discussion**
How do community members assess the motivation and impact of stops? What benefits and harms do they perceive?
Kristin Henning | Georgetown Law
DeMarcus Edwards | Melanin Coalition
Monica Hopkins | ACLU of the District of Columbia
Brenda Richardson | PSA 702 Outreach Committee
Bridgette Stumpf | Network for Victim Recovery of DC (NVRDC)
Patrice Sulton | DC Justice Lab & DC Police Reform Commission
- 2:40 pm - 3:20 pm **Breakout Discussion**
Facilitator-led small group discussions with participants
- 3:20 pm - 3:30 pm **Closing Remarks**
Christy Lopez | Georgetown Law and D.C. Police Reform Commission

Reimagining Police Stops Workshop Series

October 12 - 22, 2020 | Virtual Convening

Workshop #2: What experiences inform our views on stops? Where are our blind spots? Wednesday, October 14, 2020 | 11:00 am - 2:30 pm (Eastern Time)

- 11:00 am - 11:20 am **Welcome**
Bahiyah Muhammad | Howard University
- 11:20 am - 11:50 am **Keynote: Justice Through Analysis: More Than Data on Racism in Policing**
Phil Goff | Center for Policing Equity and Yale University
- 11:50 am - 12:30 pm **Breakout Discussion**
How does your experience inform your assessment of the benefits and harms of stops?
- 12:30 pm - 1:00 pm **Break**
- 1:00 pm - 2:15 pm **Breakout Discussion**
How might we maintain the benefits we currently get from stops AND cause less harm?
- 2:15 pm - 2:30 pm **Closing Remarks**
Sam Quinney | The Lab @ DC

Workshop #3: Measuring bias and discrimination Friday, October 16, 2020 | 11:00 am - 1:30 pm (Eastern Time)

- 11:00 am - 11:20 am **Welcome**
Katie Gan and Sam Quinney | The Lab @ DC
Anita Ravishankar | DC MPD and The Lab @ DC
- 11:20 am - 12:10 pm **Measuring Bias: The Denominator Problem**
Christopher Winship | Harvard University
Dean Knox | University of Pennsylvania
Jonathan Mummolo | Princeton University
- 12:10 pm - 12:30 pm **Break**
- 12:30 pm - 1:30 pm **Getting Measurement Right: What Can We Learn from Other Jurisdictions?**
Andrea Headley | Georgetown University
Sharad Goel | Stanford Computational Policy Lab
Frank Baumgartner | University of North Carolina - Chapel Hill
Felix Owusu | DC MPD, The Lab @ DC, and Harvard University
- 1:30 pm - 2:00 pm **Break**

Reimagining Police Stops Workshop Series

October 12 - 22, 2020 | Virtual Convening

Workshop #4: What do we know today and how do we measure it?

Friday, October 16, 2020 | 2:00 pm - 4:00 pm (Eastern Time)

2:00 pm - 2:10 pm **Welcome**

Katie Gan | The Lab @ DC // Anita Ravishankar | DC MPD, The Lab @ DC

2:15 pm - 3:30 pm **What Does the Research Say about the Effects of Stops?**

Vesla Weaver | Johns Hopkins University

Charles Epp | University of Kansas

Jack Glaser | University of California Berkeley

Jeff Fagan | Columbia Law School

Joseph Richardson | University of Maryland College Park

3:30 pm - 4:00 pm **Large Group Discussion**

What questions do you think are most important for research to answer? What answers would you need to propose better policy alternatives?

3:55 - 4:00 pm **Closing Remarks**

Katie Gan | The Lab @ DC // Anita Ravishankar | DC MPD, The Lab @ DC

Workshop #5: What have we overlooked?

Monday, October 19, 2020 | 2:00 pm - 4:30 pm (Eastern Time)

2:00 pm - 2:20 pm **Welcome**

Anita Ravishankar | DC MPD, The Lab @ DC // Sam Quinney | The Lab @ DC

2:20 pm - 3:05 pm **What have We Overlooked?**

David Abrams | University of Pennsylvania

Christian Davenport | University of Michigan

Tracy Meares | Yale University

Joseph Richardson | University of Maryland College Park

David Rudovsky | University of Pennsylvania

3:05 pm - 3:25 pm **Break**

3:25 pm - 4:20 pm **How Can We Answer These Questions?**

Hakeem Jefferson | Stanford University

Nicholas Camp | University of Michigan

Christian Davenport | University of Michigan

Jessica Gillooly | Policing Project at NYU School of Law

Jack Glaser | University of California Berkeley

Andrea Headley | Georgetown University

4:20 pm - 4:30 pm **Closing Remarks**

Reimagining Police Stops Workshop Series

October 12 - 22, 2020 | Virtual Convening

Workshop #6: Where are the opportunities for change?

Wednesday, October 21, 2020 | 12:00 pm-4:30 pm (Eastern Time)

12:00 pm - 12:30 pm **Welcome**

Paul Monteiro | Howard University

Roger Mitchell | DC Interim Deputy Mayor for Public Safety and Justice

12:30 pm - 1:35 pm **Where are the Opportunities for Change? Individual, Departmental, and Citywide Solutions**

Lynda Garcia | Leadership Conference on Civil and Human Rights

Ashley Carter | Advancement Project

Darius Charney | Center for Constitutional Rights

Puneet Cheema | NAACP Legal Defense Fund

Michael Davis | Northeastern University

Setareh Yelle | DC Office for Neighborhood Safety and Engagement

1:35 pm - 1:55 pm **Break**

1:55 pm - 3:10 pm **Breakout Discussion**

How can we reimagine police stops at the individual, departmental, and citywide levels?

3:10 pm - 3:25 pm **Break**

3:25 pm - 4:20 pm **How Do these Opportunities Fit in the DC Context? How Will We Know if these Solutions Worked?**

Christy Lopez | Georgetown Law and DC Police Reform Commission

Delante Gholston | PeaceWalksDC and Peace Fellowship Church

Ben Haiman | DC MPD

Michael Perloff | ACLU of the District of Columbia

Patrice Sulton | DC Justice Lab and DC Police Reform Commission

Michael Tobin | DC Office of Police Complaints

4:20 pm - 4:30 pm **Closing Remarks**

Paul Monteiro | Howard University

Reimagining Police Stops Workshop Series

October 12 - 22, 2020 | Virtual Convening

Workshop #7: Where do we go from here?

Thursday, October 22, 2020 | 11:00 am-1:00 pm (Eastern Time)

11:00 am - 11:20 am **Welcome**

Christy Lopez | Georgetown Law & DC Police Reform Commission
Sam Quinney | The Lab @ DC

11:20 am - 12:10 pm **What Did We Come Up With?**

What are the key open questions for research in this space? How can we leverage new methods to advance a research agenda? Where are the opportunities for policy change at the individual, departmental, and citywide levels?

Christy Lopez | Georgetown Law and D.C. Police Reform Commission
Jack Glaser | University of California Berkeley
Andrea Headley | Georgetown University
Michael Perloff | ACLU of the District of Columbia
Brenda Richardson | PSA 702 Outreach Committee
Ebony Russ | Howard University & George Washington University
Antonio Thomas | Melanin Coalition

12:10 pm - 12:20 pm **Break**

12:20 pm - 12:50 pm **Where Do We Go from Here?**

Bahiyyah Muhammad | Howard University
Karima Holmes | DC Office of Unified Communications
Del McFadden | DC Office of Neighborhood Engagement and Safety
Peter Newsham | DC MPD

12:50 pm - 1:00 pm **Closing Remarks**

Christy Lopez | Georgetown Law & DC Police Reform Commission
Sam Quinney | The Lab @ DC

Reimagining Police Stops Workshop Series

October 12 - 22, 2020 | Virtual Convening

Speakers and Discussion Leaders:

David Abrams, Penn Law
Frank Baumgartner, UNC-Chapel Hill
Stephen Benson, DC Metropolitan Police Department (MPD)
Camilla Brandfield-Harvey, Georgetown Law
Paul Butler, Georgetown Law
Nicholas Camp, University of Michigan
Ashley Carter, Advancement Project
Darius Charney, Center for Constitutional Rights
Puneet Cheema, NAACP Legal Defense Fund
Robert Contee, DC MPD
Christian Davenport, University of Michigan
Michael Davis, Northeastern University
Ronald Davis, 21CP Solutions, LLC
DeMarcus Edwards, Melanin Coalition
Charles Epp, University of Kansas
Jeff Fagan, Columbia Law School
Eduardo Ferrer, Georgetown Juvenile Justice Clinic & Initiative
Paul Figueroa, Oakland Police Department
Lynda Garcia, Leadership Conference on Civil and Human Rights
Delonte Gholston, PeaceWalksDC and Peace Fellowship Church
Jessica Gillooly, Policing Project at NYU School of Law
Jack Glaser, UC Berkeley Goldman School of Public Policy
Sharad Goel, Stanford Computational Policy Lab
Phil Goff, Center for Policing Equity and Yale University
Ben Haiman, DC MPD
Andrea Headley, Georgetown University
Kristin Henning, Georgetown Law
LaShunda Hill, Students in the Care of DC and D.C. Police Reform Commission
Danielle Holley-Walker, Howard University School of Law
Karima Holmes, DC Office of Unified Communications
Monica Hopkins, ACLU of the District of Columbia (ACLU-DC)
Hakeem Jefferson, Stanford University
Tracie Keese, Center for Policing Equity
Corey Knight, D.C. Police Reform Commission

Dean Knox, University of Pennsylvania
Christy Lopez, Georgetown Law and D.C. Police Reform Commission
Chris Magnus, Tucson Police Department
Del McFadden, DC Office of Neighborhood Engagement and Safety
Tracey Meares, Yale University
Roger Mitchell, DC Interim Deputy Mayor for Public Safety and Justice
Paul Monteiro, Howard University
Bahiyah Muhammad, Howard University Graduate School
Jonathan Mummolo, Princeton University
Peter Newsham, DC MPD
Rebba Omer, Georgetown Juvenile Justice Clinic & Initiative
Felix Owusu, DC MPD, The Lab @ DC, and Harvard University
Michael Perloff, ACLU of the District of Columbia (ACLU-DC)
Natasha Pratt-Harris, Morgan State University
Sam Quinney, The Lab @ DC
Anita Ravishankar, DC MPD & The Lab @ DC
Jacqueline Rhoden-Trader, Coppin State University
Brenda Richardson, PSA 702 Outreach Committee
Joseph Richardson, University of Maryland College Park
David Rudovsky, Penn Law
Ebony Russ, Howard University & George Washington University
Elsie Scott, Howard University
Bridgette M Stumpf, Network for Victim Recovery of DC (NVRDC)
Patrice Sulton, DC Justice Lab & DC Police Reform Commission
Antonio Thomas, Melanin Coalition
Michael Tobin, DC Office of Police Complaints
Talhia Tuck, Georgetown Law
William Treanor, Georgetown Law
James VanderMeer, DC MPD
Vesla Weaver, Johns Hopkins University
Christopher Winship, Harvard University
Setareh Yelle, DC Office of Neighborhood Safety and Engagement

Appendix B: Virtual “Whiteboards” from Breakout Group Discussions

Note: While each of the five breakout groups began with the same prompts, facilitators and participants adapted the materials to best suit their group’s needs.

Workshop One: What are Police and Community Perspectives on Stops?

Notes on Norms

**Make
Space,
Take
Space.**

Work towards
consensus and
common ground
while also being
comfortable sharing
differences.

Notes on Norms

We're here to come up with better solutions -- don't feel the need to preface every comment with acknowledging that we respect the police.

Workshop Two:
What Experiences
Inform our Views
on Stops? What
are Our Blind
Spots?

Workshop 2a: What are key HARMS from stops?

Body (vs. Property) - I just want you to get home

ambiguity

For traffic in particular, the likelihood that you will criminalize poverty, creating a self-perpetuating cycle: can't afford to fix brake light > get ticket > pay ticket, have less money to fix brake light.

never been stopped, but as victim felt a lot of humiliation, blaming myself, and having some of the same emotions that some people are referencing in relation to stops. without justification, without ability to fight back.

embarrassment

embarrassment: that's my own form of privilege -- "you stopped ME?"

reputational effects *

More generally, confirming and perpetuating negative stereotypes about police, which lead to a host of other issues, like contempt > animosity > escalation > violence.

of both parties -- yours and the officers. no one wants to be the guy who constantly gets stopped for conversations by police in certain minority communities

reputation

escalation (2)

Sense of fairness/lack of accountability

feels predatory (plus officers can always find something to cite, referencing the imbalance of power/power dynamic/sense of helplessness)

danger

Physical/pscyh trauma of stop*

fear (2)

distrust + mistrust (3)

trauma (2)

it kinda just ruin your day

Indignifies you. makes you feel less than (e.g., when told to pull up your pants)

resentment: something that makes you feel less than, when you get told "pull up your pants or you're going to get stopped"

destroy community/
police relationship*
anger

dehumanize (2)

resentment

animosity, festering (in addition to the last time)

Put a * next to the three most important

Workshop 2a: What are key HARMS from stops?

It's hard to determine who has the right character/temperament when a stop occurs

Put a * next to the three most important

Workshop 2a: What are key HARMS from stops?

Trust*

Excessive stops in a community makes it harder to do valid or just stops. Leads to distrust and resistance from community members and makes investigations harder

Distrust of police can lead to general distrust of authority or state actors

Health (mental, physical, material)*

Contribute to physical illnesses caused by heightened anxiety and stress

Anxiety because of the unknown. Both civilians and police enter into a potentially dangerous and anxiety-inducing situation.

Stops can lead to an entire continuum of actions with increasingly severe consequences. Stops don't necessarily end with the stop.

Long term exposure to stress and anxiety

Intergenerational trauma and economic, health, impacts of over policing

Stops discussion are often couched in data and statistics. This can be inaccessible to people in the community, and available data may not reflect all of the factors that they would find relevant

Quality of Life in Community

Nuisance. Some people are stopped a huge number of times, and it can be a repeated nuisance that impacts your ability to function in your community

Police stops can be weaponized by people, particularly white people, against others in their community.

Cumulative community/neighborhood impact of stops and other types of CJ involvement

Police response may indirectly implicate people in the community who call the police to address behaviors they don't like.

Perceptions of Democracy & the State

Police are the face of the state for many people. Bad interactions can undermine people's desire for other types of civic engagement. Even in the interactions are lawful!

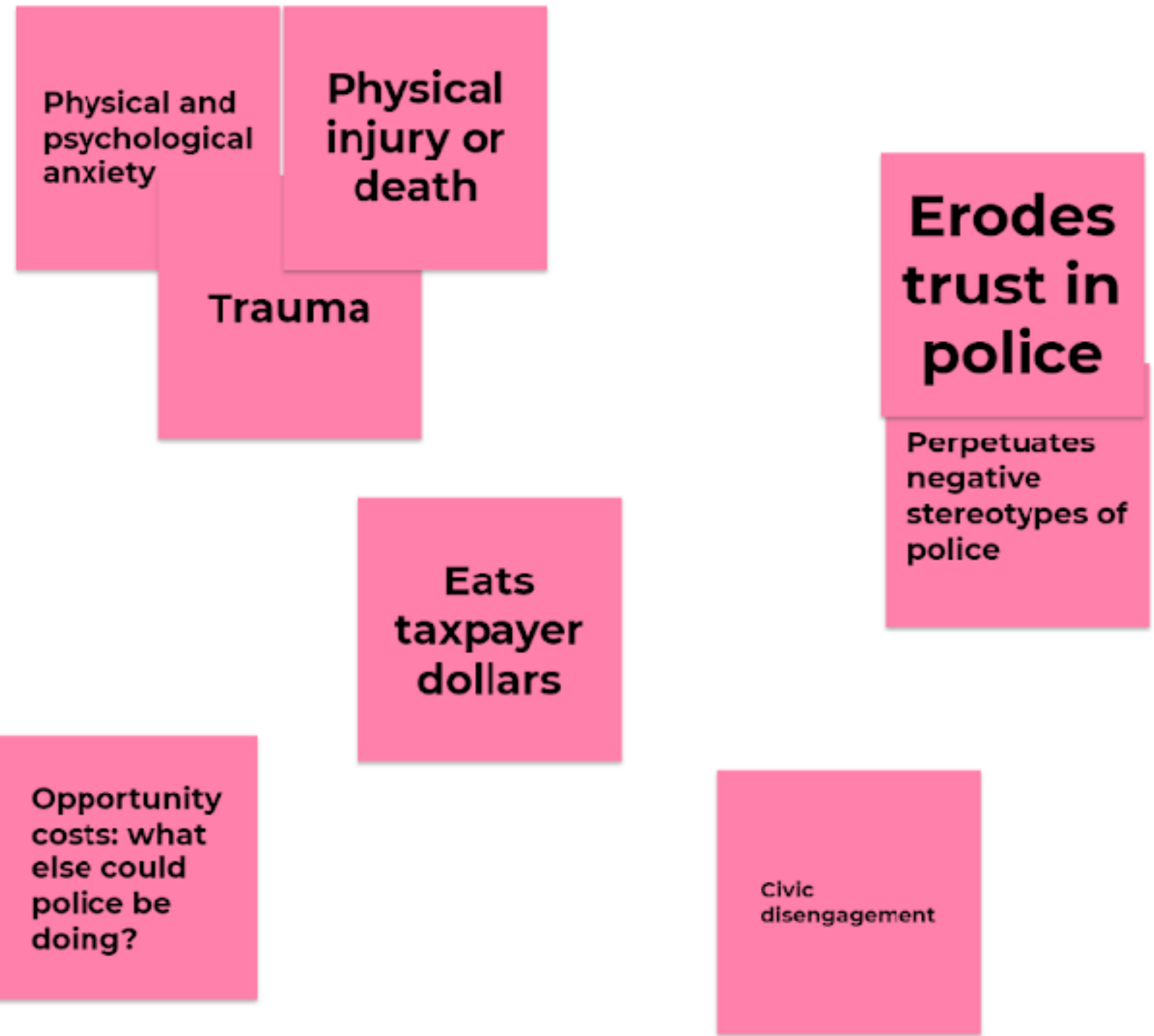
The ability to call the police can supplant other forms of community engagement. People can call the police to deal with problems rather than engaging with their neighbors.

Put a * next to the three most important

Benefits or Goals



Harms



Workshop 2a: What are key HARMS from stops?

Themes: discretion, frequency,
and a wide array of possibilities

**Traumatic
experience for
the person
stopped**

The wide net mostly captures very minor offenses, both overly criminalizing conduct that is fairly normal (drug possession, weapon possession).

**Diverting
police
resources
from more
serious
offenses.**

**Leads to
use of
force**

**Police are
harmed
often in
stops**

**Potential
misleading
data about
actual
incident rates
and suspects**

Potential mistrust from community members involved in stops that curtail future positive engagement

The likelihood that a stop results in force (whether legally justified or not) that is not justified by the severity of the crime

Workshop 2a: What are key BENEFITS from stops? What are the legitimate goals?

Themes: Deterrence Effect,
Officers doing police work,
engagement with community

Some evidence of modest deterrence effects & some benefit to removing weapons. I think they are outweighed by the costs.

Theoretically, identifying ppl who need supportive community-based interventions for health or safety reasons (moments of crisis)

**Allowing
officers to
conduct
investigations
(allows clarity)**

**Can be an
educational
moment &
relationship
building with
community**

Workshop 2a: What are key HARMS from stops? What are the legitimate goals?

There are certain triggers for making someone behave badly. There's an inherent tension there, stops is a condition that makes people behave differently.

A stop can actually dehumanize on both sides. Dehumanization is a harm!

I think that we as police officers discount the secondary trauma we go through.

are born into "fear" of how to contact the police, there is huge harm. This is why police officers are trained on HOW to interact with juveniles. I think being cognizant of that, can help how officers interact with

right now. At the end of the day, we'll still be confronted with mounted amounts of trauma. Forgive me if I can't think through this. We're not getting the mental health care that we need. I don't think this is just about the police

Physical injury and death. For some people, stops mean death or injury.

Mental health care needs to be one of the benefits related to stops. Police officers also need mental health support! Understanding that police officers are traumatized too!

A lot of us feel jaded. For me, in the context of sexual violence and children, what we try to focus on is the individual level interaction of an officer with a child. Humanizing people is what is important, to have a positive impact in what we do.

Put a * next to the three most important

Breakout 2: What are the GOALS of Terry Stops?

Community Safer.

building and maintaining community relationships

Increase community trust (via transparency)

reducing crime

Additional Thoughts

bringing in humanity piece is really important

with a traffic stop, you're likely not going to see the same person again. In a terry stop, you likely see that person again. if you've been rude to them, you've ruined a relationship.

by the time that the pastor hears about a police interaction, then it's an escalated incident.

the more we can limit or scope, the more we can address the issue with actionable items.

the way that someone walks away from a stop is indicative of how the stop went

Like Goff said, the community/people want police to do the dirty work. The goal should be for someone to get clean and get off drugs, to get adequate housing..

...The goal shouldn't be that we want them to go away (not just on police).

Workshop 2a: What are key BENEFITS from stops?

Public Safety

****Stops are an important tool for addressing public safety concerns. Their value increases with better targeting and well-articulated goals that are broadly agreed to be important.****

Stops are an important tool for combating crime and removing illegal guns from the street.

Very useful tools when targeted using good intel on people who are causing violence

Traffic safety enforcement can reduce fatalities when done correctly (i.e. based on good information and with clearly articulable goals)

Mental health

Simply seeing police nearby makes some feel safer.

Government Responsiveness

****Seeing community disorder that is unaddressed by the state is demoralizing. Seeing a proactive police response to people's concerns shows that they are being taken seriously.****

A tool that can be deployed easily across geography

Flexible tool. Investigative stops can be responsive even with limited information.

Important to keep in mind -- There are often other ways to address the underlying concerns that stops currently address

24/7 availability, funding, means police are often able to respond when others cannot (although it would be ideal if others were resourced to be as responsive)

Can be even more effective when partnered with other forms of crisis response.

Put a * next to the three most important

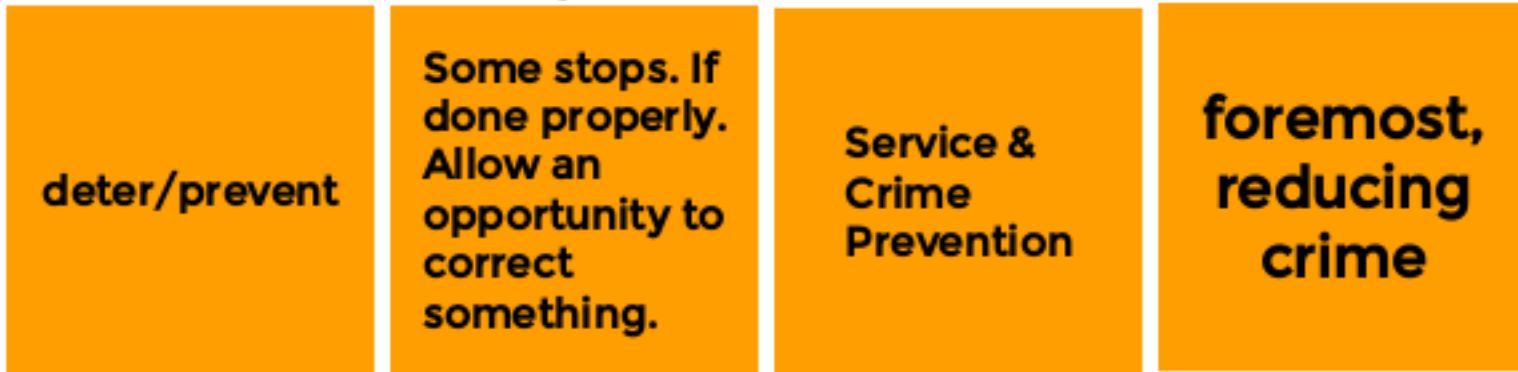
Workshop 2a: What are key BENEFITS from stops? What are the legitimate goals of stops?

Assuming these are our goals, what are other tools (besides Terry stops) that can be used to achieve those same goals?

two types of stops:
1) thought to be breaking the law or
2) like a service:
your lights are out, there is a gas leak up the street.

Potentially would want some types of stops to increase, and some types of stops to decrease.

crime prevention



Reaffirm procedural justice*



Build relationships*



Community safety (guns, intelligence)*



Put a * next to the three most important

Workshop 2a: What are key BENEFITS from stops? What are the legitimate goals?

Some evidence of modest deterrence effects & some benefit to removing weapons. I think they are outweighed by the costs.

Allowing officers to conduct investigations (allows clarity)

Theoretically, identifying ppl who need supportive community-based interventions for health or safety reasons (moments of crisis)

Can be an educational moment & relationship building with community

Themes: Deterrence Effect,
Officers doing police work,
engagement with community

Put a * next to the three most important

Workshop 2a: What are key BENEFITS from stops?

In some circumstances you're going to need officers to make stops. It's just a matter of proper training.

Consensus for stops benefits: addressing harm to children

One type of stop that is beneficial to society is drunk driving. Getting drunk drivers off the road. This type seems to be more closely tied to harm reduction.

A lot of police stops are intentional for a reason. If we are looking for a sex offender out there, a lot of it is how judiciously this is being done. And looking at the disparities in who is stopped.

From the lens of domestic violence, when we talk about bias think about who initiates the stop. Is it the victim? We don't want people feeling like they're not taken seriously when they complain.

I'd like to offer a different kind of police stop that has a benefit: when I said "hello" to a couple of police officers they were shocked. Once I engaged them in conversation...

...it was a benefit for them, for all of us. If we had more opportunities for that.

Put a * next to the three most important

Workshop 2b: How might we maintain the benefits we currently get from stops AND cause less harm?

**Priority
Harms to
Reduce:**

**Priority
Benefits
to
Maintain:**

Workshop 2b: How might we maintain the benefits we currently get from stops AND cause less harm?

Help officers start with an alternative approach (e.g. a lower level of force) before escalating to what is justifiable.

Make sure officers have a break after exposure to a trauma.
Officer care

Recruit officers who have an identity separate from being an officer ("good character").

Require officers to come into the job with more education (college degree > experience and exposure)

Body-worn cameras for accountability

Ensure that the stop is necessary (e.g. to address a hazard)

Lengthen the Academy experience (currently 8-10 months), particularly on community engagement and use of force.

Give officers more trained experience of putting policy into practice. Drilling scenarios, including the mundane.

Prove more training to officers on what is reasonable suspicion.

Officers trained not just by officers, but also the community.

Workshop 2b: How might we maintain the benefits we currently get from stops AND cause less harm?

Priority Harms to Reduce:

Fewer stops overall

Fewer discretionary stops that are not responsive to a serious public safety concern

Priority Benefits to Maintain:

Investigating violence, and gun violence, in particular. Removing illegal guns from the street is a top priority.

Responsiveness. The goal is not to have *nothing* happen to address community concerns. Someone should still be there to respond when you call 911. But government should have more tools to respond with.

Workshop 2b: How might we maintain the benefits we currently get from Terry stops AND cause less harm?



Additional Thoughts



Workshop 2b: How might we maintain the benefits we currently get from stops AND cause less harm?

Priority Benefits to Maintain:

Benefits from stops can come from informal interactions (not formal stops). In other words, we might not require detention to get some of these benefits.

If we want to humanize human interaction, do we think this is going to come from moments where an individual isn't free to leave on their own? These would be "contacts" not "stops"!

How might we try to get these benefits from other types of interactions, not stops.

From my perspective as a woman of color, I think you can't engage a community if you don't have a sense of humanity. So when you're talking about things outside the realm of "contact" that doesn't resonate with me.

Priority Harms to Reduce:

In cases where police officers are called, what changes can be done in those interactions to minimize harm.

Workshop 2 Report Out - Key takeaways

When you look at Black exhaustion, things are different. When I leave this workshop I want to feel comfortable that something is going to change. Otherwise, these types of gatherings are fluff to me.

Workshop 2 Report Out - Policy recommendations

So many people experience trauma, the heartbeat, when an officer stops someone. Should we continue doing this or just accept that it's a horrible experience?

Have officers be explicit about why they were called to a stop.

One reason people have a different experiences of stops just is existing inequalities that need to be addressed.

As a policy, I think we need to stop Stops all together. To eliminate the harm, eliminate the stops. They don't have the same impact on the white community.

Benefits are clear to an officer making a stop. How can we make the costs more explicit. There are concrete costs not only to the community but also to other officers.

There are some instances where Stops are necessary, to give justice to the victim. Therefore, keep them.

Workshop Four:
What Do We Know
Today, and How Do
We Measure It?

Workshop 4: What questions need to be answered to understand the impact (harms and benefits) of stops in the District?

Who is it that we are protecting? I've never stopped somebody in their car. If the statistical evidence doesn't support that Stops works, then we should stop doing it.

Not clear that benefits outweigh the costs, especially when some stops can end in death or physical injury.

Workshop Six:
Where Are the
Opportunities for
Change?

Workshop 6: City/DC level policy recommendations

Community Service "Officers" (CSO) - civilian non-enforcement officers who are out on the streets proactively to meet the needs of the community. Seattle had these.

signing bonus for essential employees (officers/teachers/etc.) when hiring someone who lives in DC and/or graduated from DC schools, as well as have a pay stipend for essential workers who continue to live in DC. Its an expensive place to live so we need to

Develop criteria for 911 to allow them to divert calls to an online social service resource.

Acknowledge at the city level there is an issue with the way stops are being currently done and having a harmful affect on the community.

City officials should be encouraged to think about the long term effects that gentrification may have on individuals that live in DC but no longer can afford to live in their own city

City officials should think about the long term effects that gentrification may have on individuals that live in DC but no longer can afford to live in their own city.

Better publish the addition resource options the public has outside of the police.

Add a crisis response line

Review and repeal nuisance laws

Review/ strengthen civilian oversight

Workshop 6: City/DC level policy recommendations

Alternative violence prevention approaches

Use non-law enforcement approaches to violence prevention*	Build capacity in alternative organizations that can address violent crime	When we do fund alternatives, they need to show up. Instances of communities inviting multiple agencies to address issues and MPD being the only one that shows up.
Pre-arrest diversion options (e.g. for behavioral health, substance abuse, etc.)	Adequately fund alternatives to LE for addressing issues in the community.	Holding alternative organizations accountable when we divert funding from police to them.

Facilitate trust and transparency

Consider non-MPD law enforcement agencies in the District.	City take an active role in managing the police-community relationship	Provide a better understanding of police officer accountability, immunity, etc.
---	--	---

Addressing and acknowledging inequality

Provide housing and other supports that mitigate crime	Access to housing relates to how susceptible people are to DV or intergroup violence more broadly.
Closing public housing displaces a lot of people and can generate conflict as people are relocated to different communities.	Community must decide how police are to respond to persistent economic issues. There are services for e.g. homeless people, but there is an intersection with issues like sex work.

Dispatch

Dispatchers can route calls to other agencies when an armed response is not required.	Give dispatchers the ability to call officers back.
Better integrate existing 24 hour crisis lines	Officers should have the ability to provide feedback on the dispatches they receive

Community-based alternatives

Don't want alternatives to become an extension of the criminal justice system.	Community members should have the resources to determine what kind of services needed. Unrestricted funding for community service provision.
---	--

Workshop 6: City/DC level policy recommendations

Prosecutors are not elected. How can we ensure this specific system serves our goals?

Make Directors of departments accessible to community members of all levels. Bring key decision-makers closer to the grassroots level.

Have the flexibility to make budget changes when something isn't working. It would be helpful to set a policy that allows for this.

When launching new offices, like ONSE, balance their work with existing efforts by CBOs and the community.

Change public-safety-based framing/language to more public-health-based. Demonstrate effectiveness/budget requests with public health metrics (e.g. not crime reduction).

FEMS and OUC have data on addresses for individuals with complex medical needs. Use this information more proactively to save lives.

Analyze 911 calls to assess what kinds of needs can be addressed through a response other than police. Explore interventions that do not involve arrest, force, or armed public officials.

Create compelling policing alternatives, that decision-makers feel confident to use. Create evidence around them, early benchmarks of success.

The Near Act aimed to connect DBH with MPD, but the gap persists. Evaluate and better understand what happened there.

There needs to be translation and implementation, but then also popularly telling the story in a way that shifts norms and expectations. Research, plus implementation, plus journal articles, plus Christy writes op-eds in the Wash Post.

Workshop 6: Police Department level policy recommendations

Use procedural justice based “scripts” for officer interactions with the community that help explain the reason for a stop, give the person stopped an opportunity to participate in discussion etc.

Scrutinize the aspects of a Terry stop and what is required of officers to make a stop.

Sgt. level and Lt. level is really where change needs to happen.

Better data collection/record keeping around stops would help both accountability to the community and development of tailored policies

Provide written guidelines for when a search or stop can be conducted -- based on not just on the law but on what the community wants.

Make it a requirement for the officer to communicate the reason for the stop right at the onset (if their safety allows of course) so as to ensure there is a clear and justifiable reason for the stop.

Think about differences in policing DC youth v. adults

End the current version of jump outs.

Department level policy recommendations

Align incentives for individual officers

<p>accountability: what incentives can we create to get them to police in the way we want them to? re: discipline, promotion, (metrics: involvement in suppression hearings, judge found to be not credible)</p>	<p>Disciplinary actions + Promotions</p>
<p>incentives/rewards for certain metrics should account for different roles and different environments -- how do we encourage pro-social interactions that are not similar to the boy scouts?</p>	<p>Measure and reward constitutional policing</p>
<p>Pictures with the chief, medals, "way to go!"</p>	<p>some people don't need these pats on the back, but those incentives are powerful nudges and would encourage more officers to follow that path</p>

"What benefits the community?
What benefits officers,
personally and professionally?"

esp w/ community-driven goals

is the goal a "thriving community" or a "well-policed community"? when we emphasize certain things, we are not emphasizing a "thriving community"

something categorized as "crime" is really "suffering"

there are people within the community that don't want photo-ops, they want to see systemic change

Connect police and community

"We want police to know the names of the people in the community. We have a breakdown in community and that swings both ways."

<p>Change workflow of specialized units, we they are in the community regularly and get to know it</p>	<p>Recruit from community</p>	<p>Continuing education credits based on working with community</p>
--	--------------------------------------	--

Have police partner with wrap-around services

What if, after a stop, I didn't have to think: 'I'm in the system and now i'm tagged.'

<p>what is the body of info that officers are given? what social services are officers aware of? how many services have you been able to connect people to? would likely be a low baseline for this, no one's fault.</p>	<p>staying in your lane can result in siloing. if my job is to protect the neighborhood, then i need to know the people i am protecting. police should have access to wraparound services.</p>
<p>Terry stops are based on reasonable suspicion of arrest. stop may be a gateway to other city services that might lead to a different outcome rather than goal of arrest.</p>	<p>The police should collaborate...might lead to neighbors getting to know each other.</p>
<p>wouldn't want to do the job of pastoring her church by herself: officers need support staff too. to collaborate. and shore up officers with appropriate wraparound services to make stops less traumatic</p>	<p>Officer access to wrap-around services to connect residents and respond accordingly (also gives supports to officers, like deacons in a church).</p>

If officers support access to services, it "lets the community see them work towards a solution, where arrests aren't the only solution"

(Also next slide)

Workshop 6: Department level policy recommendations

Training / Professional Development

Continued training towards credentials focused on understanding racism, bias, and prejudice.

Recruiting

Recruiting very early on from the community*

Change culture by hiring people from communities that currently feel excluded

Reintroduce law enforcement to communities. Identify people who are effective at positive engagement, changing relationships, recruiting new people

Supervision and Feedback

Feedback! Officers often don't know the eventual outcome of the steps that they take. Use roll call as an opportunity to share information back

More involvement of front line supervisors in monitoring and enforcing corrective action when things go wrong.

Disciplinary action is not necessarily the same as punishment

Community Involvement

Involve community more deeply in determining how officers are trained.

Involve community members who have experience being stopped or otherwise interacting with the police in informing training.

Use district infrastructure to consistently engage with the community.

Share information on community feedback (e.g. complaints). These records are sensitive for police departments, but they could be useful as inputs for improving policing.

Fewer Stops

Fewer stops*

Workshop 6: Department level policy recommendations

Quality assurance, audits, should come from Headquarters.

Change the culture of how officers perceive trainings. They ought to be paying attention to the trainers even if they aren't officers.

Institutionalize bringing in community leaders to talk about particular aspects of a community. Make this a policy of the police department and ANC.

Introduce quality audits if we replace Stops with community engagements, make sure they don't become another set of checkboxes.

Introduce policies that ensure warm handoffs in departmental staff changes (like when a Captain moves on to a new job and leaves behind important community trust).

Introduce policies that encourage officers to introduce themselves to community leaders rather than staying in their car.

Auditing officer performance should use all sides of the experience of an interaction. Institutionalize this.

Introduce ways for community members to express their policing concerns without having to interact with an officer.

Introduce an OUC trauma-informed training policy to ensure 911 calls don't exacerbate the distress of the caller. Treat callers as deserving of appropriate attention.

Formalize relationships and regular check-ins between police departments and community leaders.

Dedicate officers to ONLY practice neighborhood engagement, without an enforcement role. This is something they tried in NY.

Introduce a threshold policy that enforces an audit when Stops have hit a certain percentage of AAs. Don't wait until the end of the year to discuss a 72% rate of stopping AAs.

Make it an explicit policy that the police department doesn't use number of stops as an officer performance metric. Remove incentives for a large quantity of stops.

Include the community in deciding what questions are asked in Elucid (community sentiment surveying).

Make officer performance metrics public/transparent.

Bring other agencies to the table, such as DPW and DDOT. For example, reserved parking might act as a deterrent or encourage certain activities.

Workshop 6: Individual level policy recommendations

Hire the right officers to begin with. eg those with empathy and an understanding of what's right and what's wrong. Just because you're a member of that community doesn't mean you have those traits

Use psychological screening - not just to screen out applicants not suitable, but also to screen *in* suitable candidates

Officer incentives! Performance measurement/management is so important for establishing or changing culture

ID problematic officers and get them out. Also incentivize officers to do more community work and attend community meetings

Help police think critically about interactions w individuals struggling with mental illness, committed to deescalate issues for safety & future effects of police interactions

Hire District residents as officers, focus on community relationship rather than outsiders doing a job without understanding the communities they serve and their needs

Workshop Seven:
Where Do We Go
From Here?

Report Out - Policy recommendations

1. Individual level

Help police think critically about interactions with individuals struggling with mental illness, committed to deescalate issues for safety and the future effects of police interaction with someone with mental illness.

Hire District residents as officers, focus on community relationship rather than outsiders doing a job without understanding the communities they serve and their needs

Use psychological screening - not just to screen out applicants not suitable, but also to screen *in* suitable candidates

ID problematic officers and get them out.

Incentivize officers to do more community work.

Use procedural justice based "scripts" for officer interactions with the community that help explain the reason for a stop, give the person stopped an opportunity to participate in discussion etc.

2. Department level

Think about differences in policing DC youth v. adults

Scrutinize the aspects of a Terry stop and what is required of officers to make a stop.

Sgt. level and Lt. level is really where change needs to happen.

Provide written guidelines for when a search or stop can be conducted -- based on not just on the law but on what the community wants.

Better data collection/record keeping around stops would help both accountability to the community and development of tailored policies

Make it a requirement for the officer to communicate the reason for the stop right at the onset (if their safety allows of course) so as to ensure there is a clear and justifiable reason for the stop.

End the current version of jump outs.

3. City level

Develop criteria for 911 to allow them to divert calls to an online social service resource or to other professionals who are not MPD.

Better publish the addition resource options the public has outside of the police.

Community Service Officers (CSO) - civilian non-enforcement officers who are out on the streets proactively to meet the needs of the community. Seattle had these.

Acknowledge at the city level there is an issue with the way stops are being currently done and having a harmful affect on the community.

Signing bonus for essential employees when hiring someone who lives in DC and/or graduated from DC schools, as well as have a pay stipend for essential workers who continue to live in DC.

Review/strengthen civilian oversight

Have funding available for improving these things.

City officials should think about the long term effects that gentrification may have on individuals that live in DC but no longer can afford to live in their own city.

Review and repeal nuisance laws

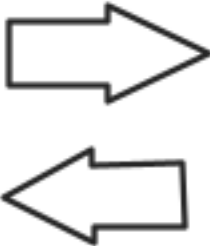
Add a crisis response line

Report Out - Policy recommendations

Department Level

Recruiting very early on from the community*

Fewer stops*



City / State

Use non-law enforcement approaches to violence prevention

More tools at dispatch

Fully funding existing programs at scale. Expand programming where needed

Unarmed first responders trained to address mental health, substance abuse, DV, etc.

Make resources directly available to community groups

Give dispatchers ability to call officers back and update.

DC: Consider the role of police (stops) in the community

Asset map the community and figure out what's needed to achieve the goal of a thriving community



be clear about who should address what, but without creating silos

Align budgets to wants

to consider: "good" policing costs a lot of money (stabilize police before moving services over to other agencies)

So much money is (mis)spent on policing - e.g. low level offenses, overtime for traffic cases

"You can think about a community as a problem to be solved OR as the community as having a collection of assets that has potential -- then the question is, how do you think about catalyzing those assets? and THAT is where police can be used"

Increase use of alternative service providers (in and out of govt); individuals and groups



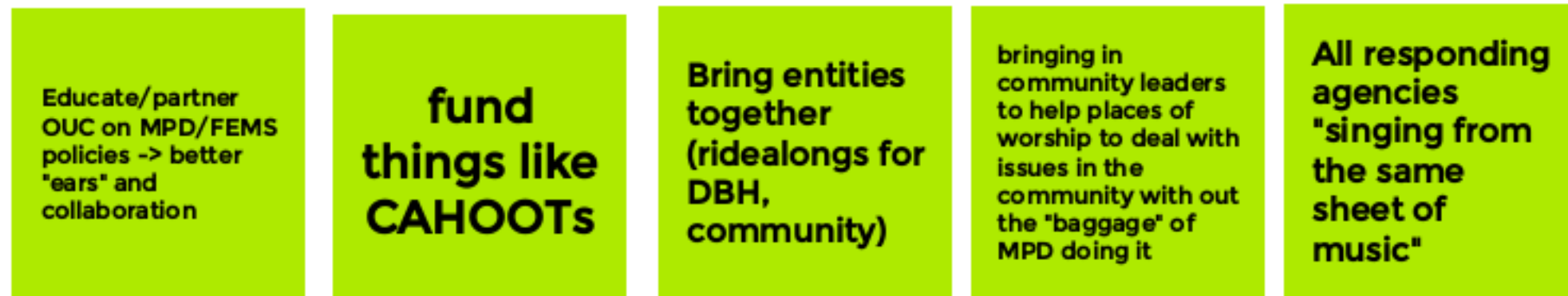
After assessing community assets, consider what role police (stops) could play AND, what's less appropriate for police stops

Bonus: higher levels of collective efficacy means less crime

police are being asked to do a lot/the dirty work. how do we do help police work to stay its lane? and not respond to mental health issues, housing, poverty issues.

"Officers need support staff, too" (like deacons in a church)

Increase coordination with police/service agencies/community



Put strict limits on what stops can and cannot be used for (Next slide)

Collect and use better and more data to understand and direct stops

create system to for residents to give/receive feedback on individual stop encounters

Post-stop survey:
How do you feel
after the stop?
(Harms, community
relationship, trust in
police, etc)

like the idea of
feedback, but be
conscious of
underserved
communities and
want to be aware of
the access/lack of
access to
technology

say how you think
that went. maybe that
same kind of process
could happen for
stops. that could be a
way to gather data
about the stop. i don't
see a reasons that
anyone would have to
misportray what
happened, and would

Democratizing
feedback after stops
(officers give
business cards
withQR code to a
feedback survey;
easier than OPC)

make sure it's
independent
from police

Allow phone
numbers for
feedback for
those without
smartphones

use body-worn camera footage of stops as a training and feedback mechanism for officers: what is a "good" stop

Anonymous Peer to
Peer review
(nondisiplinary) of
BWC footage on stops
(then we also learn
what's good for
outcomes, hitrates,
and doing the right
thing - constitutional,
professional, legal...)

Use data to inform policy and operational decisions

Racial disparity
dashboard with
benchmarks
(agency and unit
level)

do data
analysis to
understand
what stops are
helping
achieve goals

Data analysis -
which stops
are preventing
violent
crime/guns
(very few)

What stops do we want?

Maybe keep these?

Response to 911 calls

GRU (gun recovery unit) stops

Look at data on whether gun recovery justifies these

AND community input on whether they're worthwhile

Community interaction stops: build relationships, information, procedural justice

but stops are inherently coercive, so don't think about that as the point of the stop.

Definitions/ guidance needed

difficult to resolve differences in perspectives for what's "reasonable" and this seems unreasonable, leads to officer attrition

useful to talk about how to conduct consent searches in a way that is "comfortable"

if officer stops wrong person, he pulls his earpiece out and asks dispatcher to repeat lookout description so the resident can see why they were stopped. not sure if that rises to policy.

Limit or eliminate

Specialized unit stops, "jumpouts"

Stops by "anti-crime unit" equivalent

consent searches

Pretextual stops (to ferret out other crimes)

Have officers "articulate" why they make a discretionary stop

Random stops on the street

what else can we do in the hotspots rather than discretionary stops?

Flood hotspots with enough officers they feel comfortable being out in the community (not sitting ducks in their cars)

Increase the quality/quantity of information that leads to a stop

"You're listening to a dispatcher, you're driving, you're looking around, you're looking in the car, you're trying to make sure you're not getting hit from behind.

Maybe a breakdown in the officer's behavior because of [cognitive] load."

there isn't a lot of good information coming in to inform stops

officers should have more accurate information to inform stops

Training for 911 call takers?

we know that descriptions are often not very descriptive/correct, and I have to make a call about whether to stop someone or not

cognitive load

NOTE: Don't think about the names ("terry", "jumpouts", "consent"), think about the principles (no random stops) (because names change)

do data analysis to understand what stops are helping achieve goals

Data analysis - which stops are preventing violent crime/guns (very few)

relying on some of the existing constitutional standards may help with cases on police behavior

Notes