

# **CITY OF CAMILLA**

## **21<sup>st</sup> Century Policing**

**Chief Troy Rich  
(Retired)**

**WELCOME**

**INTRODUCTIONS**

# AGENDA

## 21<sup>st</sup> Century Policing

- How did we get here
- Six pillars
- Procedural Justice
- Constitutional Policing
- Community Policing
- National police trust issues are local issues
- Institution of Policing
- Evidence Based Practices
- Roundtable Discussion

# OPEN CONVERSATION

- What are the burning issues between LEA and the Community?
- Must be able to openly discuss race relationship.
- Must have tough open dialogue
- Policing is localized
- We may disagree with some concepts, but we have to be able to have a conversation.

# August 9, 2014

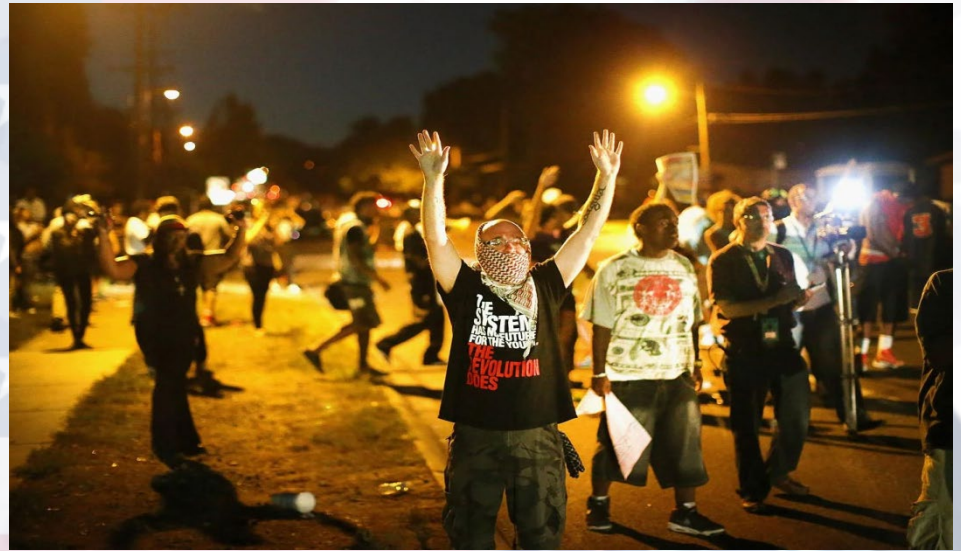
Can anyone tell me the significance of this date?

# Ferguson Missouri

Michael Brown

“HANDS UP DON'T SHOOT”





The background of the slide features a faded American flag with its stars and stripes, and a faint image of the Statue of Liberty on the right side. The entire scene is set against a dark blue gradient background.

**Post Ferguson Missouri**

**What was the National  
Narrative?**



# 2014-2015 “National” Police Use of Force Issues

National narrative on Police Shooting of unarmed black men

- Perceptions of Law Enforcement and Use of Force
- Realities of Excessive Police Use of Force
  - Michael Brown – Ferguson
  - New York Case – Eric Gardner
  - Freddie Gray - Baltimore
  - South Carolina Police Shooting
  - University of Cincinnati - Traffic stop shooting

# 2016 “National” Police Use of Force Issues

- Minneapolis - Philando Castile
- Baton Rouge – Austin Sterling
- Tulsa OK – Terence Crutcher
- Charlotte NC – Keith Scott
- Dallas – 5 police officers
- Baton Rouge – 3 police officers

# **“National Use of Force Issues”**

**I MADE A BIG MISTAKE!**

**Stating the “NATIONAL ISSUES ARE NOT THOMASVILLE ISSUES”**

**“WE ARE NOT SHOOTING ANYONE”**

**(Prayer vigil July 12, 2016)**

# **“National Use of Force Issues”**

National Issues Are Thomasville’s issues

# **BECAUSE**

The “national perceptions and realities” are  
Thomasville Issues  
(media/social media)

# 21<sup>st</sup> Century Policing

The background of the slide features a faded American flag on the left and the Statue of Liberty on the right. The entire scene is overlaid with a pattern of semi-transparent, light blue circles of varying sizes, creating a bokeh effect.

Implemented in May of 2015

(Post Ferguson Missouri)

# 21<sup>st</sup> Century Policing

- Initiated by President Obama
- Law Enforcement Leaders across the country
- Developed a comprehensive plan

**I implemented 21<sup>st</sup> Century Policing in  
2016**

# City of Thomasville

August 2017

We had our Ferguson!

Killing of an unarmed black male

(Grand Jury Cleared the Officer)

# City of Thomasville

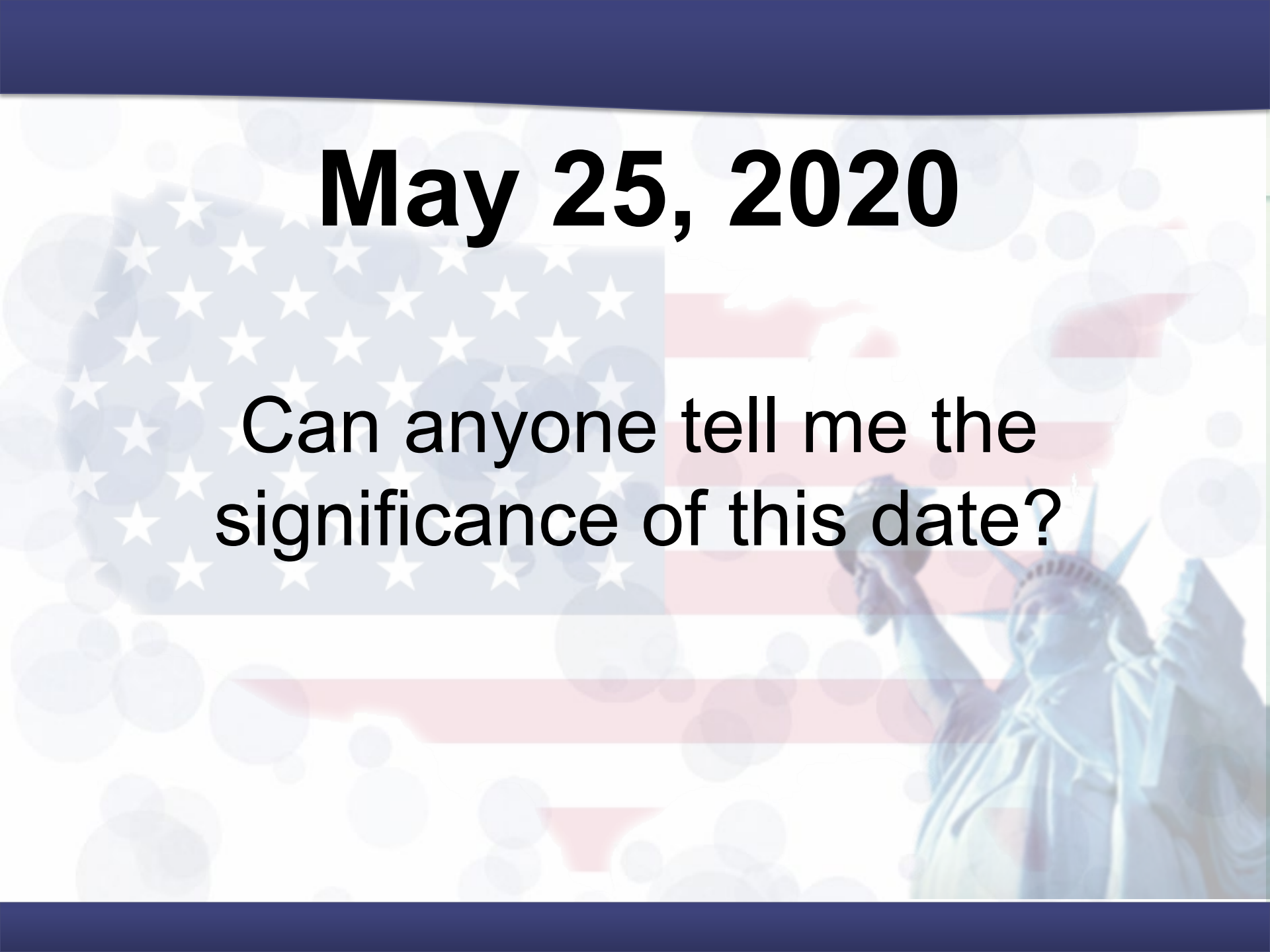
August 2017

- Night of the shooting protests
- Powder Keg
- Protests Days and weeks after
- BLM
- Black Panthers
- Marches



# **May 25, 2020**

**Can anyone tell me the  
significance of this date?**



**Minneapolis, Minnesota**

**George Floyd**

**“8 minutes and 46 seconds”**

**(Law Enforcement was set back 50 years)**



# **SOME DIDN'T LEARN ANY LESSONS AFTER FERGUSON !**

**I WORKED EVERYDAY ANTICIPATING IT TO HAPPEN**

**THE NEXT CHIEF NEEDS TO PREPARE THE NEXT MINNEAPOLIS**

# 21<sup>st</sup> Century Policing

## SIX PILLARS

# Six Pillars

Pillar #1: Building Trust and Legitimacy

Pillar #2: Policy & Oversight

Pillar #3: Technology & Social Media

Pillar #4: Community Policing & Crime Reduction

Pillar #5: Training and Education

Pillar #6: Officer Wellness & Safety

# **Pillar #1**

**Building Trust**

**And**

**Legitimacy**





**Pillar #1**

**Building Trust**

**How do we build trust?**



# Pillar #1

## Building Trust

- **Develop a relationship**
- **Treat others with dignity and respect**
- **Be transparent**
- **Conveying trust worthy motives**
- **Procedural Justice**
- **Empathy**

# Pillar #1

## PROCEDURAL JUSTICE

- **“Fairness”** in the process
- Opportunities for **“Voice”**
- **“Transparency”** in our actions
- **“Impartiality”** in our decision making

**(Internally translate to Externally)**

# Pillar #1

## LEGITIMACY

**Police Legitimacy:** Just because we are lawful and within policy doesn't mean we are legitimate.

Where does Police Legitimacy come from?

## **Pillar #1**

# **The Community**

**If we are fair and just in our actions the community will recognize our legitimacy, self regulate and work together in solving crime.**

## **Pillar #1**

# **LEGITIMACY**

**What is the most common encounter a law enforcement officer will have with the community?**

## **Pillar #1**

# **LEGITIMACY TRAFFIC STOP**

**(DISCUSS LEGITIMATE TRAFFIC STOPS)**

# Procedural Justice Video

<https://www.youtube.com/watch?v=Vi8-FN3qry8>

## Pillar #2

# POLICY AND OVERSIGHT

- Sound and current polices (constant review and revision)
- Data collection
- Supervision
- Accountability
- Transparency
- Community input (not mandated oversight)



## **Pillar #2**

### **POLICY AND OVERSIGHT**

#### **“CONSTITUTIONAL POLICING”**

- **STRONG POLICIES**
- **TRAINING ON THOSE POLICIES**
- **SUPERVISING THOSE POLICIES**  
**(Active Supervision)**

# **Pillar # 2**

## **CALEA**

### **STATE CERTIFICATION**

#### **“Best Practices”**

#### **12 Critical Policies**

- 1. Use of Force**
- 2. Vehicle Operations/Pursuit**
- 3. Care Custody of Prisoners**
- 4. Off-Duty Conduct**
- 5. Internal Affairs**
- 6. Special Operations**
- 7. Property and Evidence**
- 8. Family Violence**
- 9. Search and Seizure**
- 10. Selection and Hiring**
- 11. Dealing with the Mentally ill**
- 12. Sexual Harassment**

## Pillar #3

# TECHNOLOGY AND SOCIAL MEDIA

- Ability to communicate with the community
- Especially the younger generations
- Many social media platforms
- Transparency
- Body Worn Cameras
  - Policy on activating cameras?

# Pillar #4

## Community Policing

International Association of Chiefs of Police accepts, acknowledges, supports, and uses the following definition of community policing:

“Community policing is a comprehensive philosophy that guides policy and strategy aimed at achieving more effective and efficient crime control, reduced fear of crime, improved quality of life, and improved police services and police legitimacy through a proactive reliance on community resources that seeks to change crime causing conditions. This assumes a need for greater accountability of police, elected community leaders, and the community in general, along with greater public share in decision-making through the identification of service needs and priorities and a greater concern for civil rights and liberties.”

# **Pillar #4**

## **Community Policing**

- **Police are not the causes of crime**
- **What are the Symptoms of crime**
- **Discuss the doctor patient analogy**

# Pillar #4

**Community Policing:** A Philosophy, Attitude, every day thinking in

- Problem Identification
- Problem solving
- Partnership with the Community

The end result is **PREVENTING** crime and improving the quality of life for all.

# Pillar #5

## Training and Education

- Recruitment/FTO Training
- Critical Policy Training
- Supervisory Training
- Implicit and Explicit Bias Training
- Crisis Intervention Training
- De-escalation Training
- Liability Training
  - City of Canton v. Harris
  - Deliberate Indifference

# **Pillar #6**

## **Officer Wellness and Safety**

**Mental Wellness**

**Physical Wellness**

**Peer Counseling (GBI)**

**Below 100 Training**



# **Pillar #6**

## **Officer Wellness and Safety**

### **# 1 Goal in Law Enforcement**

**“To go home to your family at  
the end of your shift”**

# Institution of Law Enforcement

The institution of Law Enforcement bears the burden of trust within the communities of color, specifically the African American communities. This is evident through the history of civil rights and slavery days. It was the law enforcement entity that enforced the laws.

The officers who are working today, were not alive during these times, but it is the badge, the institution that bears the burden.

The past harms by law enforcement is passed down from generation to generation, These harms need to be acknowledge to start the healing process and build trust.

**Georgia Police and Community Trust Project**



# The Warrior

“Occupiers: To Conquer”  
Physical Traditional Mindset Officers

Vs.

# Guardian

“Members of the community protecting from within”

# EVIDENCE BASED PRACTICES

- Police Use of Force Summits
- Clergy Ride along
- Community and Police Unity Council
- Youth Programs
- Community Events
- Criminal Record Restrictive Initiative

**Trust and Transparency**

**Questions**

**Round Table  
Discussion**

# Overview

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# Sources:

**Using the Presidents 21<sup>st</sup> Century Police Report as an assessment tool (Eric Daigle, Daigle Law Group)**

**The Peace Officers' Association of Georgia Foundation:  
Use of Force in Georgia Executive Summary**

**Legitimacy and Procedural Justice:  
A New Element of Police Leadership  
A report by the Police Executive Research Forum (PERF)**

**Training by the Georgia Chief's Association**

**Training by IACP**

**Institution of Law Enforcement (Chief Lou Dekmar, LaGrange Police)**

# **Contact Information**

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