

POLICING REFORM: CUTTING THROUGH THE CONFUSION

Samuel Sinyangwe, Founder, Mapping Police
Violence & Police Scorecard

Mayor Cassie Franklin, Everett, WA

Vice-Mayor Kate Harrison, Berkeley, CA

Svante Myrick, Former Mayor, Ithaca NY

Moderator: Chasity Wells-Armstrong, Village
Manager, Maywood, IL

WINTER
2022

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mayors
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project

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WINTER
2022

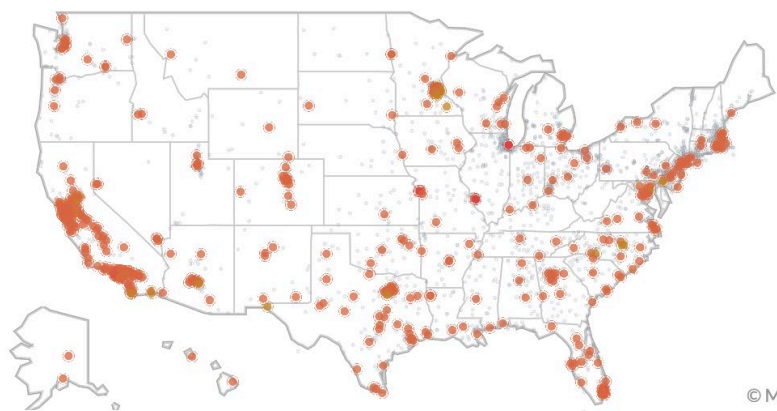
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Policing Reform: Cutting through the Confusion



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NATIONWIDE POLICE SCORECARD: OBTAINING AND ANALYZING THE DATA



© Mapbox

UNITED STATES POLICE DEPARTMENT SCORES

Rankings are based upon a 0 to 100 percentage scale. Departments with **higher scores** use **less force**, make **fewer arrests** for low level offenses, **solve murder cases** more often, hold officers **more accountable** and **spend less on policing** overall.

Overall Scores for Depts where We Have Obtained the Most Data.



POLICE DEPARTMENT	SCORE	5YR	POLICE DEPARTMENT	SCORE	5YR
500. Fort Lauderdale, FL	25%	▼	250. Suisun City, CA	46%	
499. Chicago, IL	25%	▼	249. Lincoln, CA	46%	▲
498. Robbinsdale, MN	26%	▲	248. La Habra, CA	46%	▲
497. Long Beach, CA	28%	▲	247. Orange, CA	46%	▼
496. St. Louis City, MO	28%	▼	246. Beaumont, CA	46%	▼
495. Atlanta, GA	29%	▲	245. Gardena, CA	46%	▼
494. San Francisco, CA	29%	▲	244. Pasco, WA	46%	▲
493. Bayville, VA	28%	▼	243. Ukiah, CA	46%	▼

SAN FRANCISCO ▾ POLICE DEPARTMENT

29%
SCORE

SCORECARD AT A GLANCE

AVERAGE FOR 4 SECTIONS: **29%**

Scores range from 0-100% comparing cities with over 250k population. Cities with higher scores spend less on policing, use less force, are more likely to hold officers accountable and make fewer arrests for low-level offenses.

	WORSE	50TH PERCENTILE	BETTER
POLICE FUNDING: 21%			
Police Budget Cost per Person	4%		
Misconduct Settlements		40%	
Fines/Forfeitures	16%		
Police Presence/Over-Policing (Officers per Population)	20%		

POLICE VIOLENCE: 28%

Force Used per Arrest	24%		
Deadly Force per Arrest		35%	
Unarmed Victims of Deadly Force per Arrest		35%	
Racial Disparities in Deadly Force	18%		

	WORSE	50TH PERCENTILE	BETTER
POLICE ACCOUNTABILITY: 17%			
Misconduct Complaints Upheld		29%	
Excessive Force Complaints Upheld	2%		
Discrimination Complaints Upheld	10%		
Criminal Misconduct Complaints Upheld	4%		

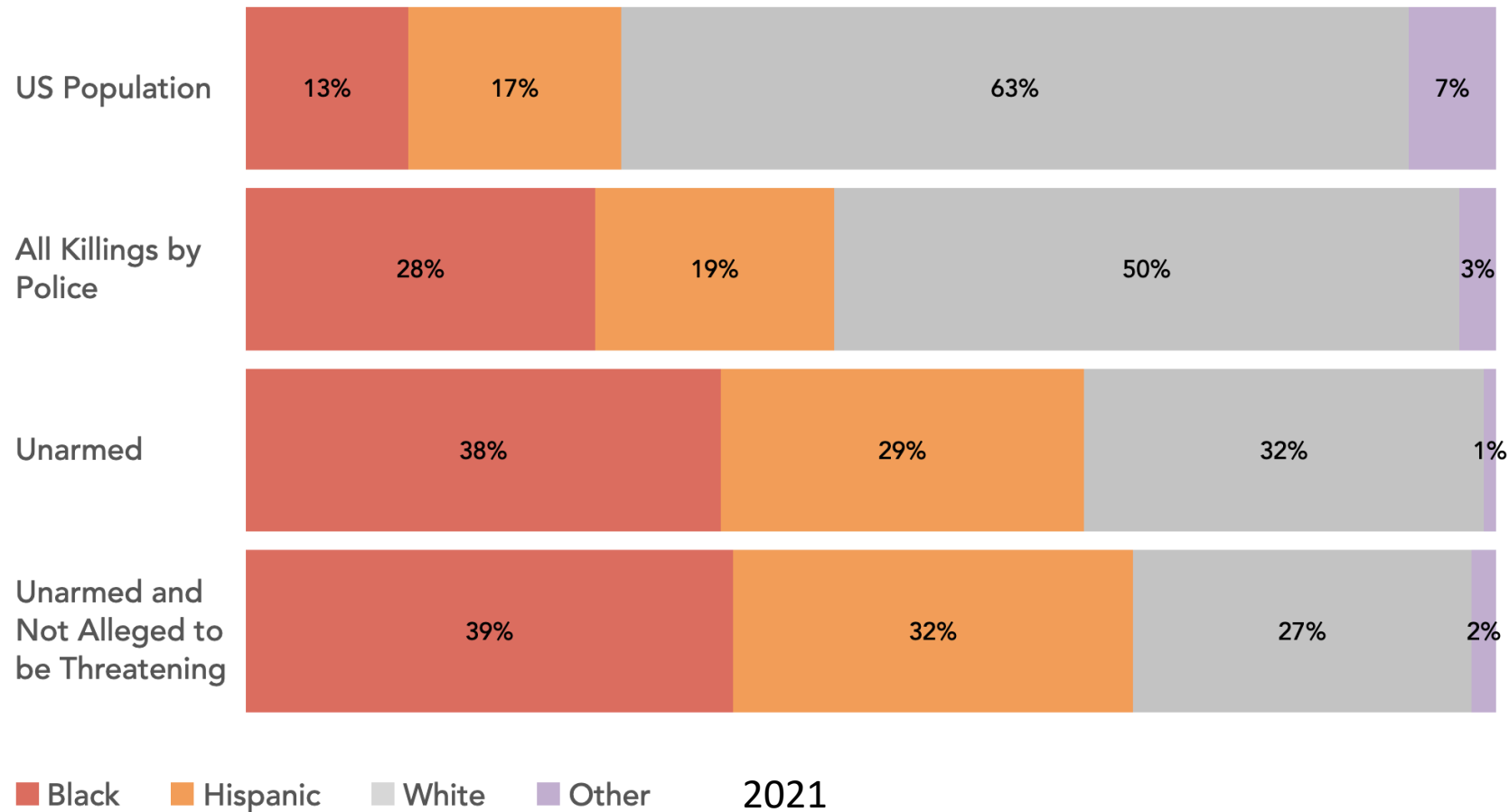
APPROACH TO LAW ENFORCEMENT: 50%

Arrest Rate for Low Level Offenses			78%
Homicides Solved			64%
Racial Disparities in Drug Arrests	11%		

MORE THAN 1,000
PEOPLE ARE
KILLED BY POLICE
EACH YEAR

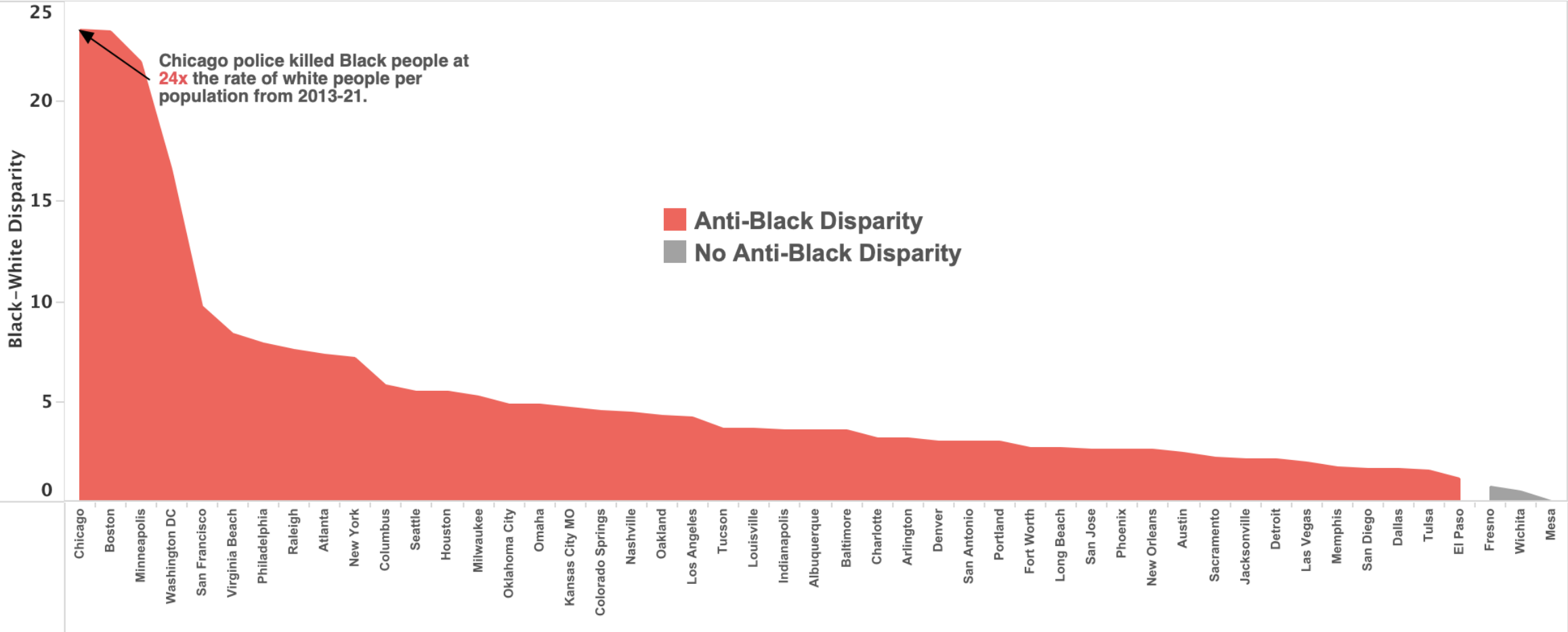


BLACK PEOPLE ARE DISPROPORTIONATELY KILLED BY POLICE AND MORE LIKELY TO BE UNARMED.

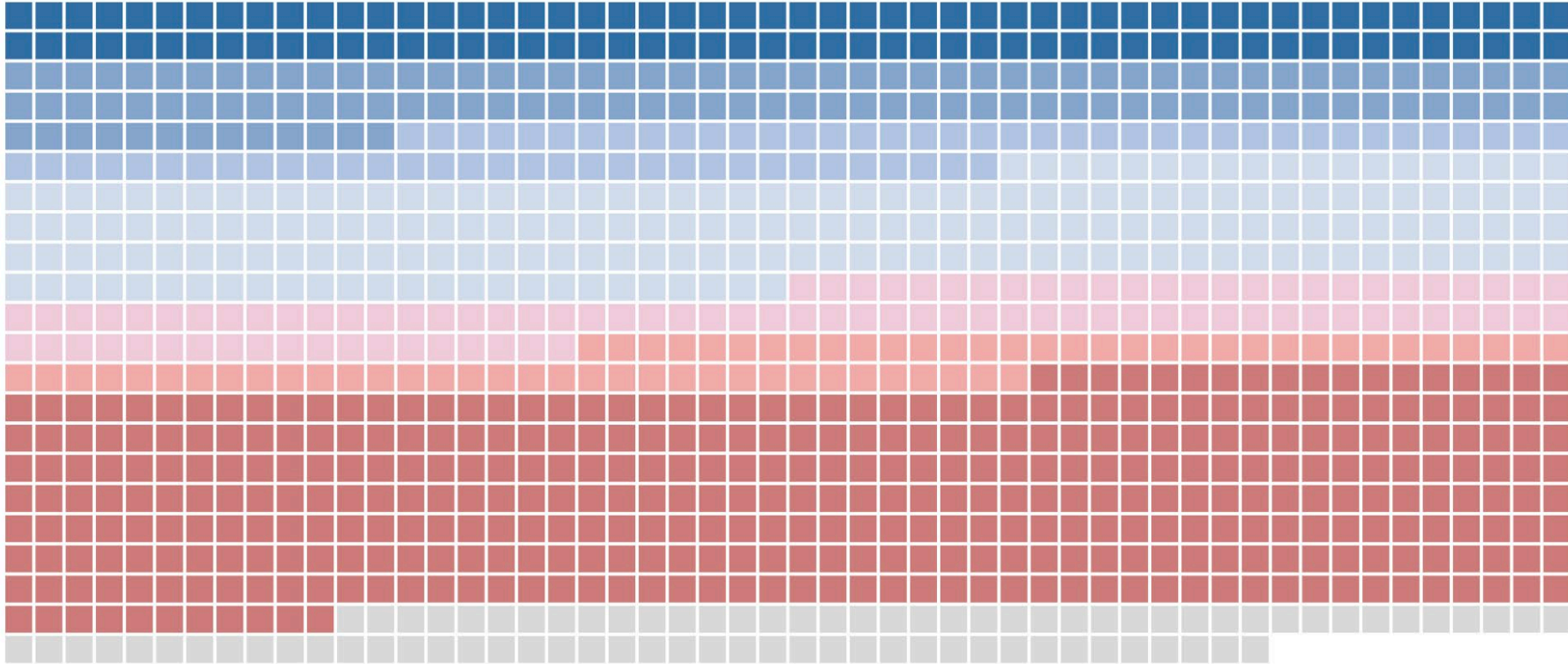


Police killed Black people at **higher rates** than white people in 47 of the 50 largest US cities

Black-white disparity in killings by police from 2013-2020. Disparities for Miami could not be calculated since every person killed by this dept was Black or Brown.



MOST KILLINGS BY POLICE BEGIN WITH MENTAL HEALTH/WELFARE CHECKS, TRAFFIC VIOLATIONS, DISTURBANCES, OTHER NON-VIOLENT OFFENSES OR SITUATIONS WHERE NO SPECIFIC CRIME IS ALLEGED.



■ Mental Health/Welfare Check (104) ■ Traffic Stop (117) ■ Domestic Disturbance (72)
■ Other Non-Violent Offense (201) ■ Person with a Weapon (97)
■ Other Crimes Against People (67) ■ Violent Crime (393) ■ None/Unknown (83)

Pinpointing sites of change.

BUILDING ALTERNATIVE RESPONSES TO MENTAL HEALTH

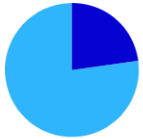
Programs that **send mental health providers instead of police** to mental health-related 911 calls are beginning to be **scaled up in some cities**. Here are some examples, according to the latest data reported:



Eugene, OR: CAHOOTS program responds to **40% of mental health or disorderly persons calls citywide**



San Francisco: Street Crisis Response Teams respond to **10% of mental health-related calls citywide**



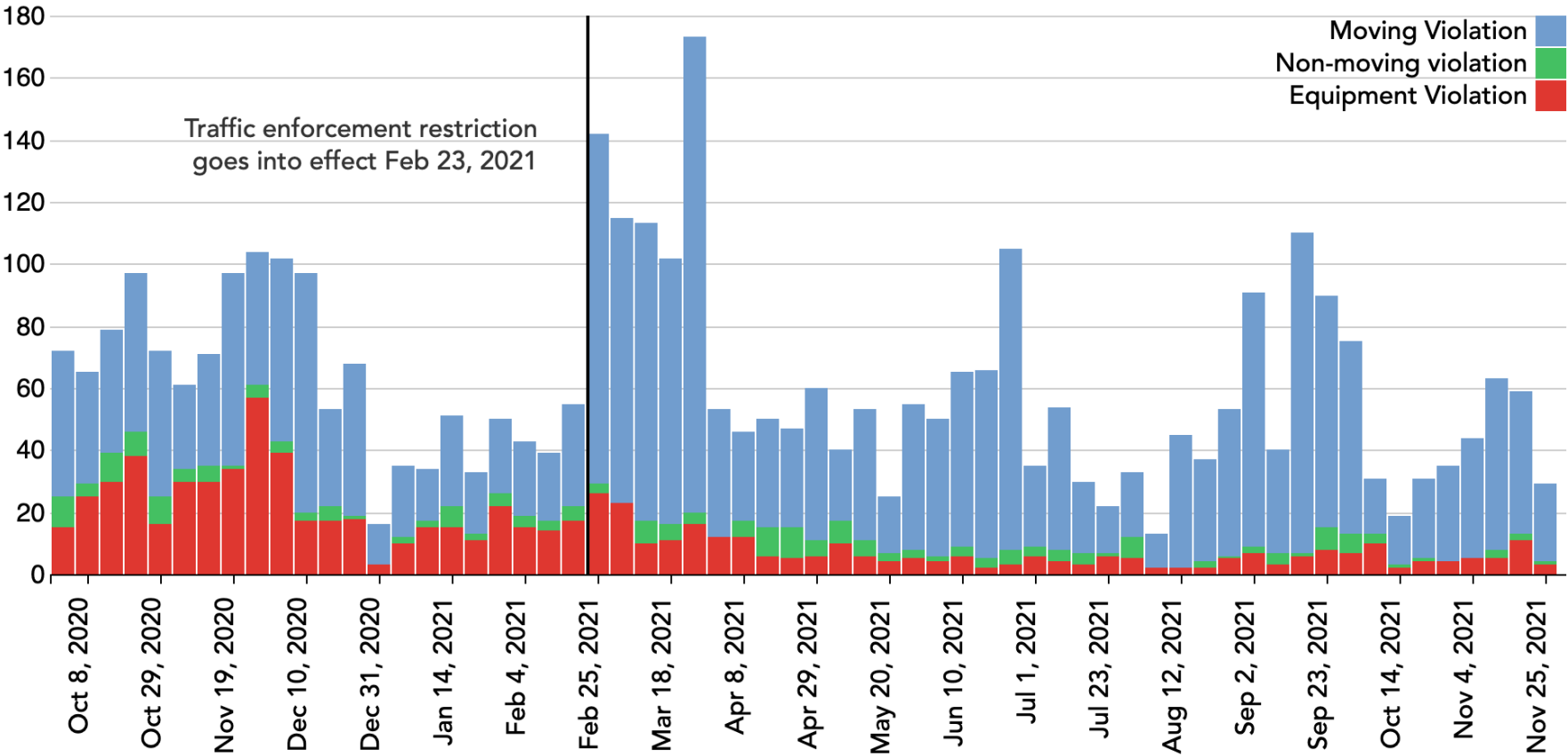
Portland: Street Response Teams responds to **23% of unwanted persons, suspicious persons, and non-emergency welfare check calls in designated neighborhoods**



Denver: STAR program responds to **29% of welfare check, disturbance, suicidal or intoxicated persons calls in designated neighborhoods**

LIMITING TRAFFIC ENFORCEMENT

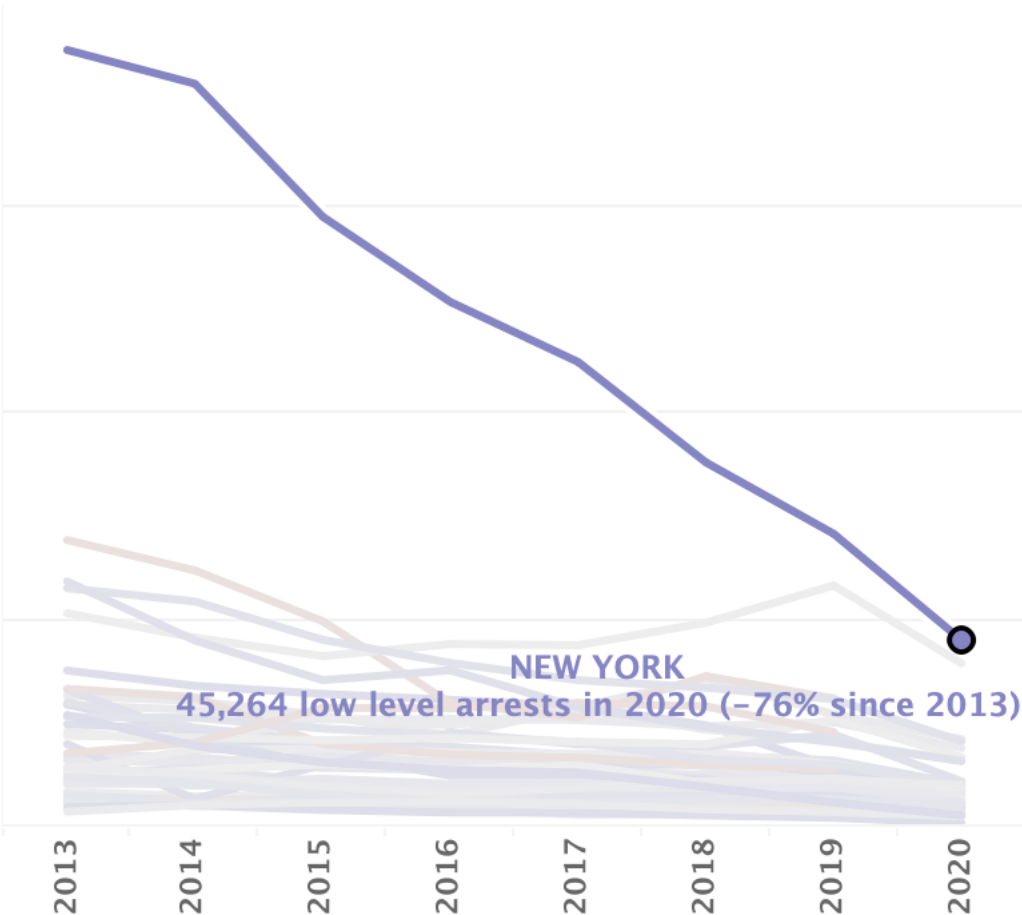
In February 2021, the City of Berkeley enacted a new policy meant to restrict police from enforcing some traffic violations, including equipment violations like expired tags or tinted windows. While stops for equipment violations have declined since then, overall police traffic enforcement has not reduced substantially - indicating the need for more expansive restrictions on police traffic enforcement.



REDUCING LOW-LEVEL ARRESTS

Police are making Fewer Arrests for Low Level Offenses.

Almost every major city reduced arrests for low level offenses since 2013, according to Federal UCR data.

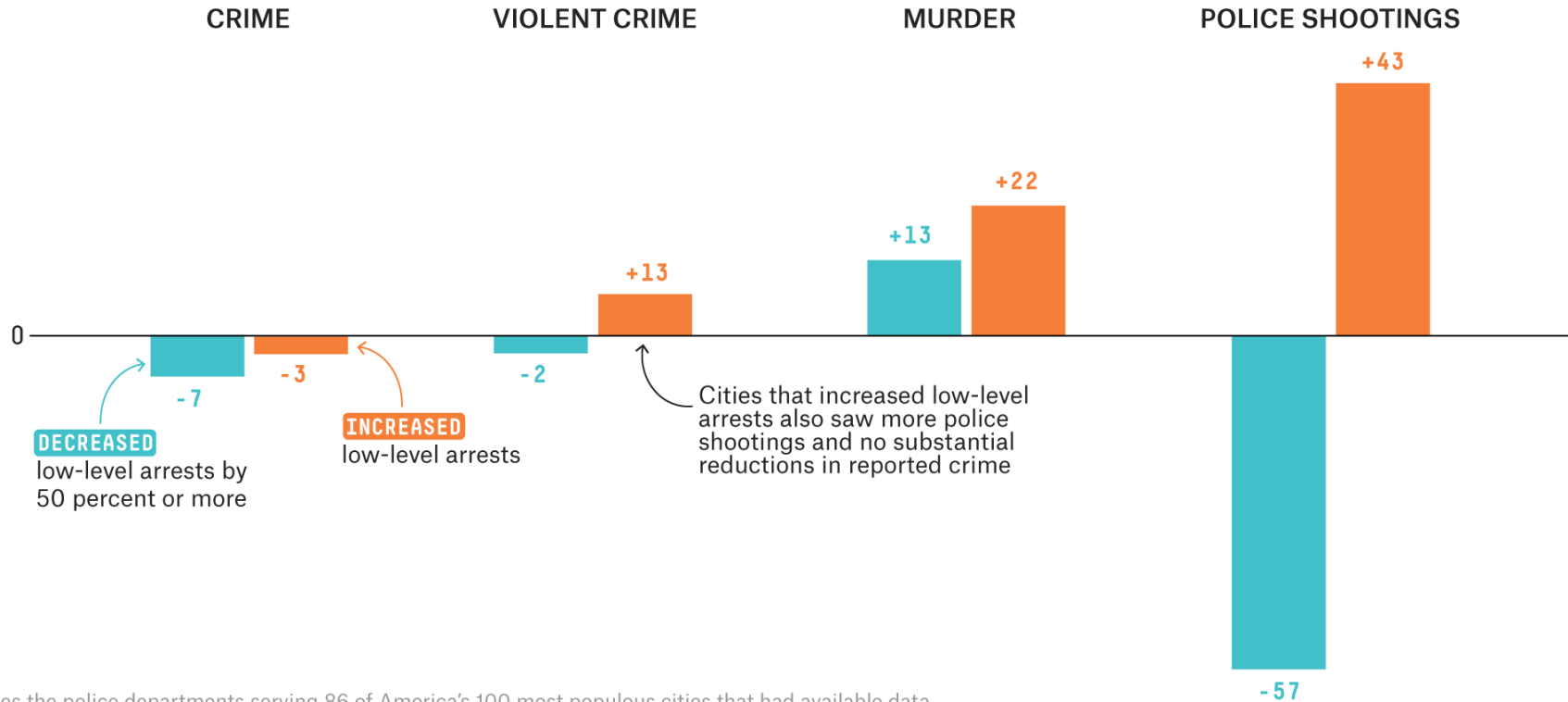


	Arrests 2013-20	Low Level Arrests 2013-20
KANSAS CITY, ..	1%	-8%
OAKLAND, CA	-2%	-31%
COLORADO SPR.	-3%	-19%
DETROIT, MI	-4%	-47%
CHARLOTTE-M..	-10%	-45%
DENVER, CO	-11%	-29%
OMAHA, NE	-14%	-35%
LAS VEGAS MET..	-15%	-23%
SAN JOSE, CA	-16%	-16%
TUCSON, AZ	-19%	-24%
OKLAHOMA CIT..	-21%	-25%
TULSA, OK	-22%	-28%
ALBUQUERQUE,..	-28%	-31%
PHOENIX, AZ	-31%	-44%
SAN DIEGO, CA	-35%	-35%
SACRAMENTO, ..	-35%	-49%
INDIANAPOLIS, ..	-36%	-30%
COLUMBUS, OH	-39%	-53%
SAN ANTONIO, ..	-43%	-33%
SAN FRANCISC..	-43%	-51%
EL PASO, TX	-43%	-33%
LOS ANGELES, ..	-45%	-64%
ARLINGTON, TX	-45%	-53%
MESA, AZ	-46%	-46%
WASHINGTON, ..	-47%	-59%
SEATTLE, WA	-47%	-57%
LONG BEACH, C..	-49%	-61%
VIRGINIA BEAC..	-50%	-49%
AUSTIN, TX	-51%	-62%
MEMPHIS, TN	-52%	-66%
DALLAS, TX	-53%	-67%
FRESNO, CA	-57%	-66%
HOUSTON, TX	-61%	-73%
FORT WORTH, ..	-62%	-77%
NEW YORK, NY	-63%	-76%
MIAMI, FL	-66%	-76%
BOSTON, MA	-72%	-81%
NASHVILLE MET..	-74%	-79%
MILWAUKEE, WI	-75%	-90%
RALEIGH, NC	-77%	-78%
MINNEAPOLIS, ..	-79%	-86%

CONFRONTING THE CRIME NARRATIVE

Cities that made fewer low-level arrests did not experience a bigger uptick in crime

Percent change in reported crimes and police shootings in America's largest cities that saw at least a 50 percent reduction in low-level arrests from 2013 to 2019, compared to cities that increased low-level arrests during the same period



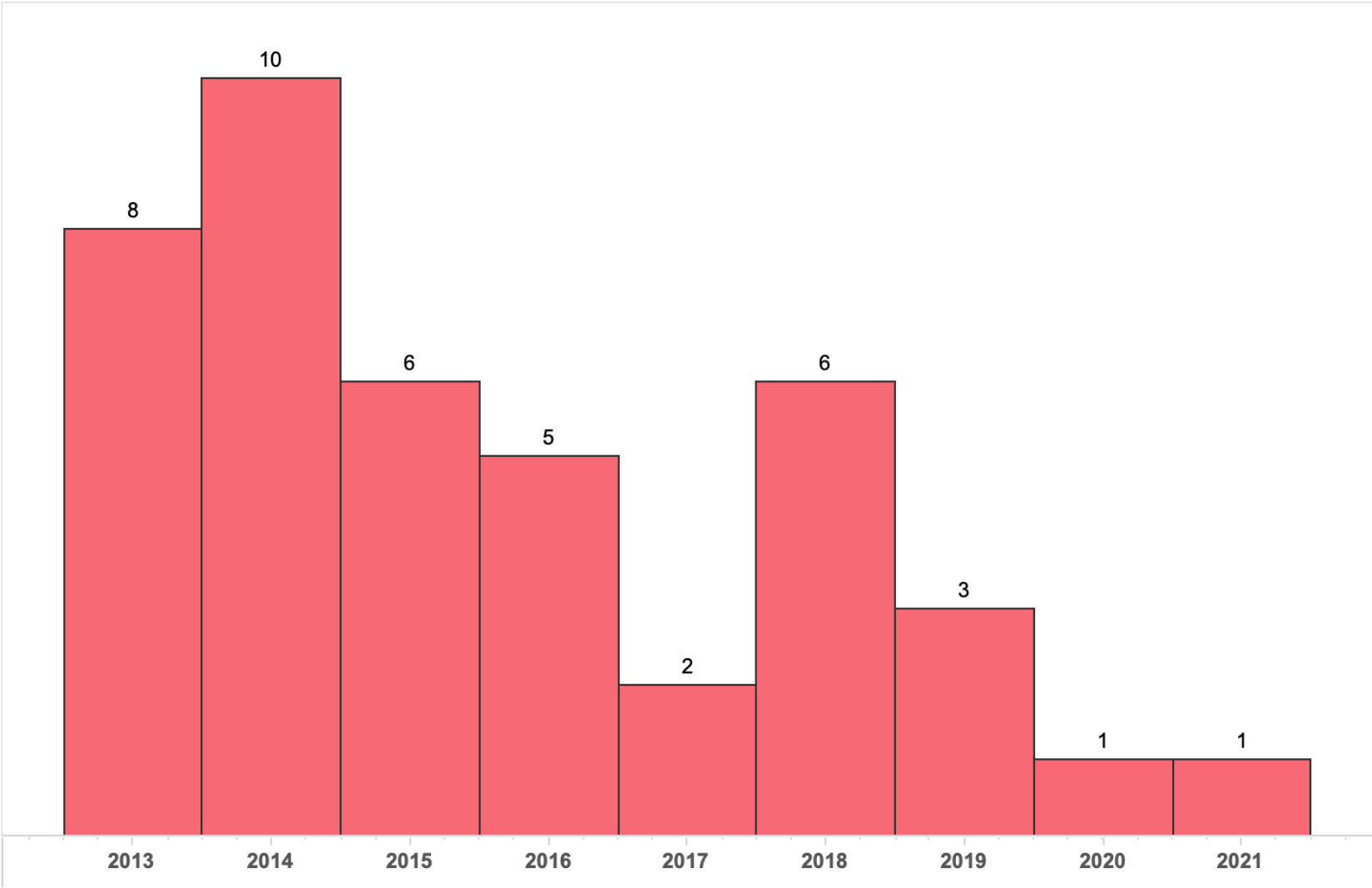
Includes the police departments serving 86 of America's 100 most populous cities that had available data.

FiveThirtyEight

SOURCE: FBI UNIFORM CRIME REPORT, POLICE DEPARTMENT REPORTS

CHANGING THE OUTCOMES

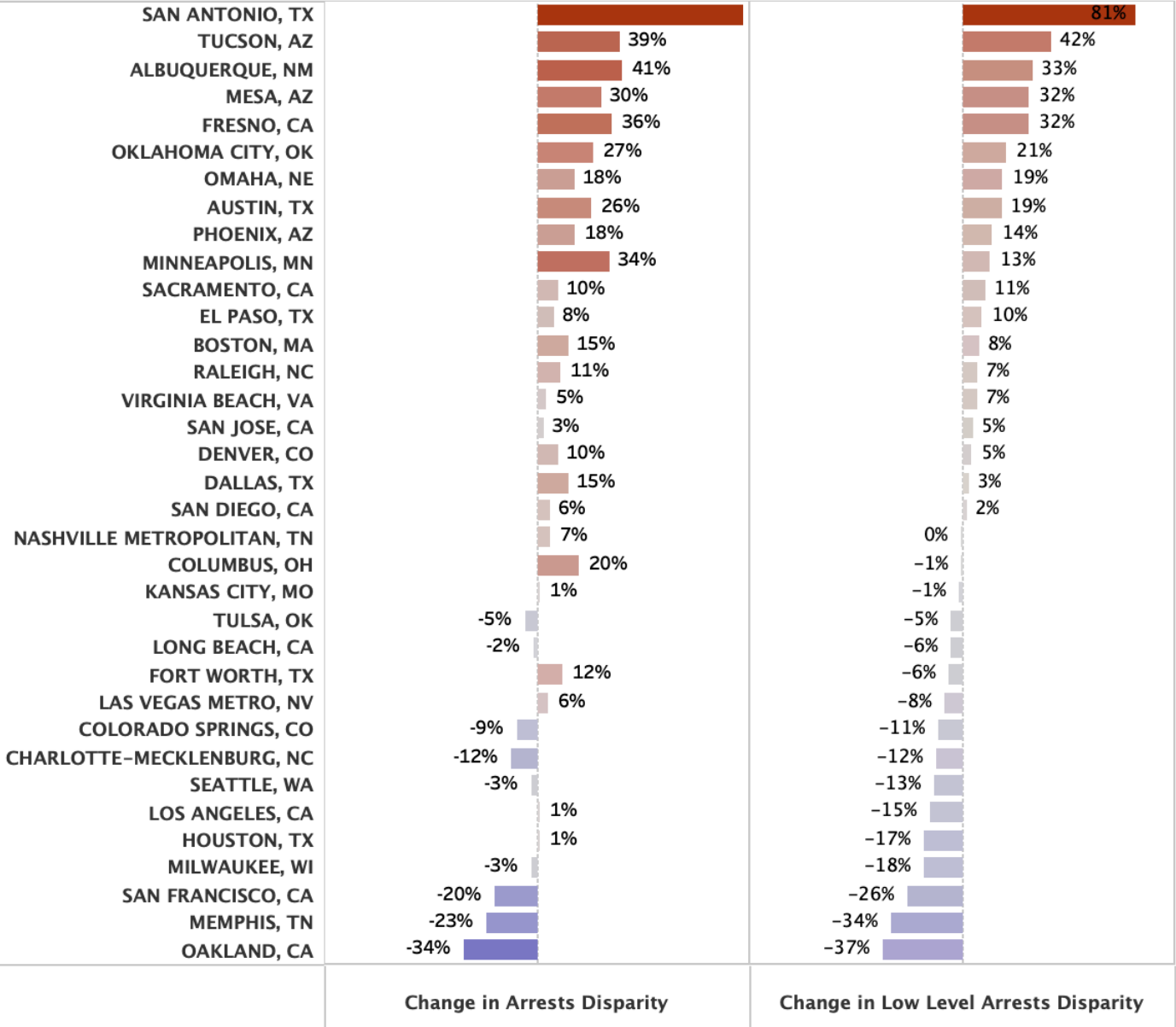
Killings by Dallas Police Department, 2013-21
Data from MappingPoliceViolence.us



Arrest disparities haven't reduced.

Black-white disparities in arrests increased in most big cities from 2013-20. Despite declines in low level arrests, **more cities increased disparities in low level arrests** than decreased them.

Jurisdictions with 400k+ population based on UCR arrest data and Census ACS demographics.



RESOURCES

policescorecard.org
mappingpoliceviolence.us

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Thank you.



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March 17, 2022

Mayors Innovation Project | Winter 2022 Meeting

Cassie Franklin, Mayor, City of Everett, WA



EVERETT
WASHINGTON



About Everett & the Police Department

- 25 miles north of Seattle
- Population: 112,000
- Police annual budget: \$41 million
- Officers budgeted: 215
- Total Police Department FTEs: 250



Dan Templeman
Chief of Police

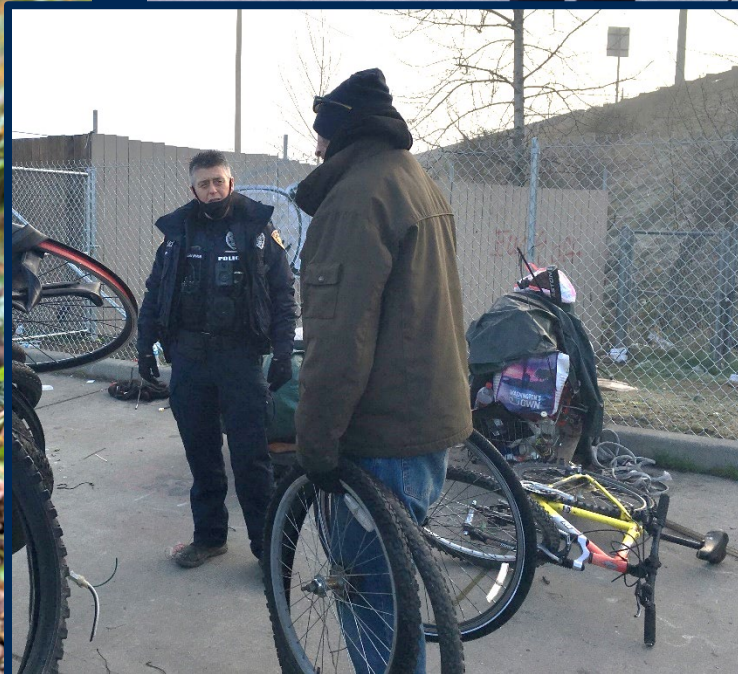
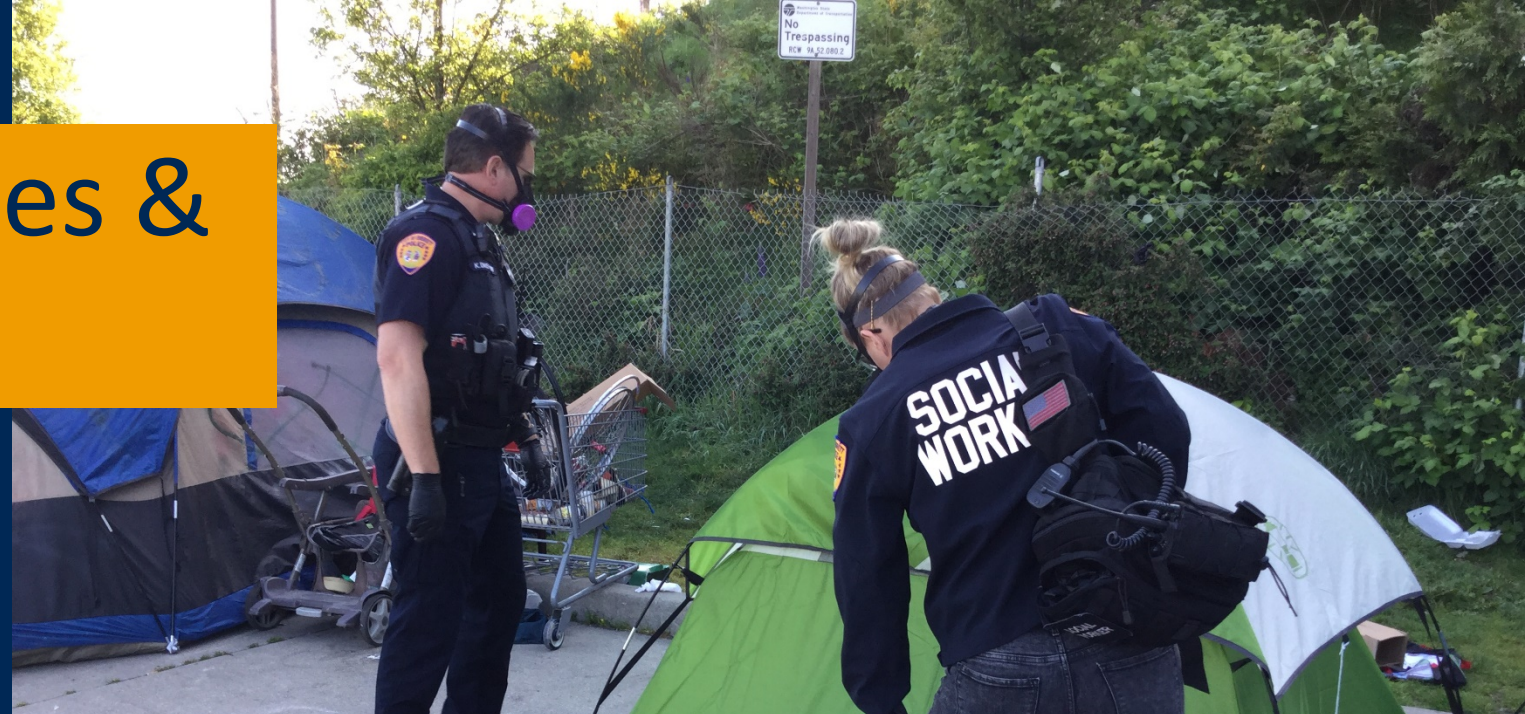




Community
policing



Innovative approaches & integrated services



Training



Transparency & accountability





Thank you.

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POLICING REFORM: CUTTING THROUGH THE CONFUSION

Vice-Mayor Kate Harrison, Berkeley, CA

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Berkeley's Approach: Fair & Impartial Policing



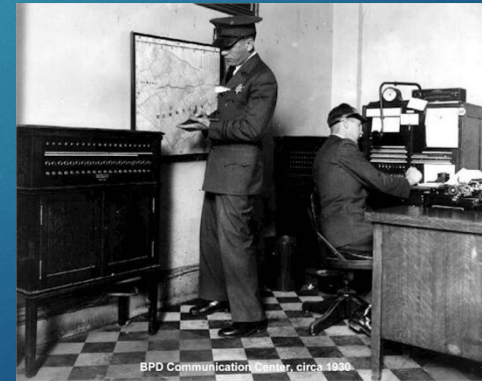
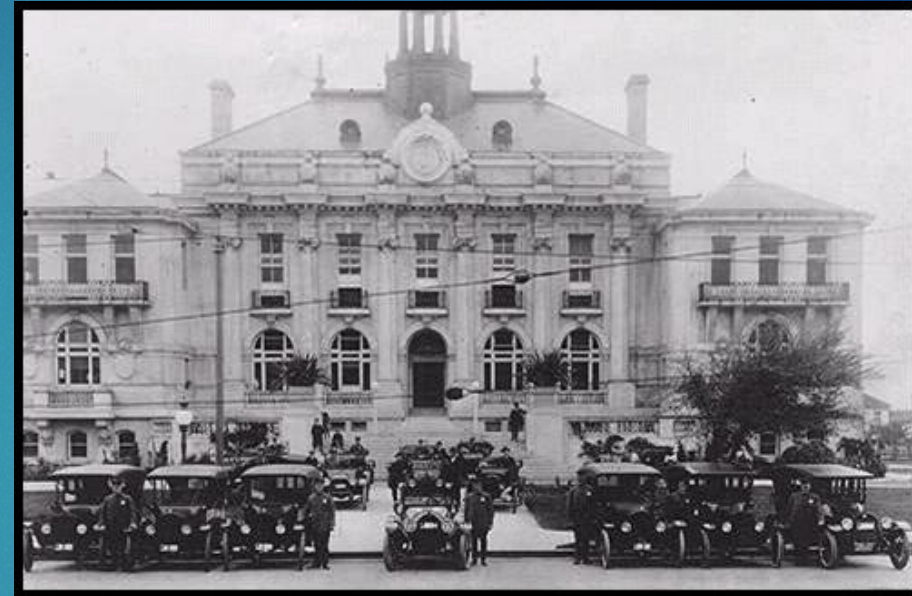
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VICE MAYOR KATE HARRISON

MARCH 2022

Chief August Vollmer (1909-1932): “The Father of Modern Policing”

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BPD Communication Center, circa 1930

Free Speech Movement, Cold War, Vietnam & Civil Rights

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**REAGAN REMOVING BERKELEY
TROOPS; State of Emergency Is Also
Due to Be Lifted Today**



Special to The New York Times
June 3, 1969



1976: Berkeley Voters Establish Early Police Review Commission

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One of the first oversight agencies in the nation with independent authority to investigate complaints:

“ The general purpose ... is to provide for **community participation** in setting and reviewing Police Department **policies, practices** and **procedures** and to provide a means for prompt, **impartial** and **fair** investigation of complaints brought by individuals against the Berkeley Police Department. ”

(ORD. 4644-NS § 1, 1973)



Berkeley Un-exceptionalism: Fair & Impartial Policing

Racial Profiling Policy

Berkeley City Council votes unanimously to approve a policy prohibiting racial profiling. In December, 2014, BPD

Data reveals Racial “Disparities”

Community Public Records Act reveals evidence for disparate policing outcomes. BPD contracts with Center for Policing Equity

Draft CPE Report

Draft CPE Report is released. Council directs reforms on use of force policy and tracking and addressing racial disparities

Last Straw

- BPD provides Referral response to update status of several Council Referrals
- Public Safety Committee recommends Mayor supplant City Manager and convene the Task Force
- Begin drafting Charter Amendment for independent Police Accountability Board

2014

2015

2017

2018

2019

Black Lives Matter Police ‘Riot’

BPD brutally clubs peaceful protesters and journalists, often from behind, some in the head, indiscriminately and unnecessarily, and used profligate amounts of tear gas in December 2014 following Michael Brown verdict

BPD Sued for Use of Force During BLM Protest

Use of Force Policy Overhaul Legislation

Severe Lack of Progress

- Lack of progress on referrals, along with related PRC report leads to unanimous Council Action to develop a Departmental Action Plan and Convene a task force/working group
- Final CPE Report is released



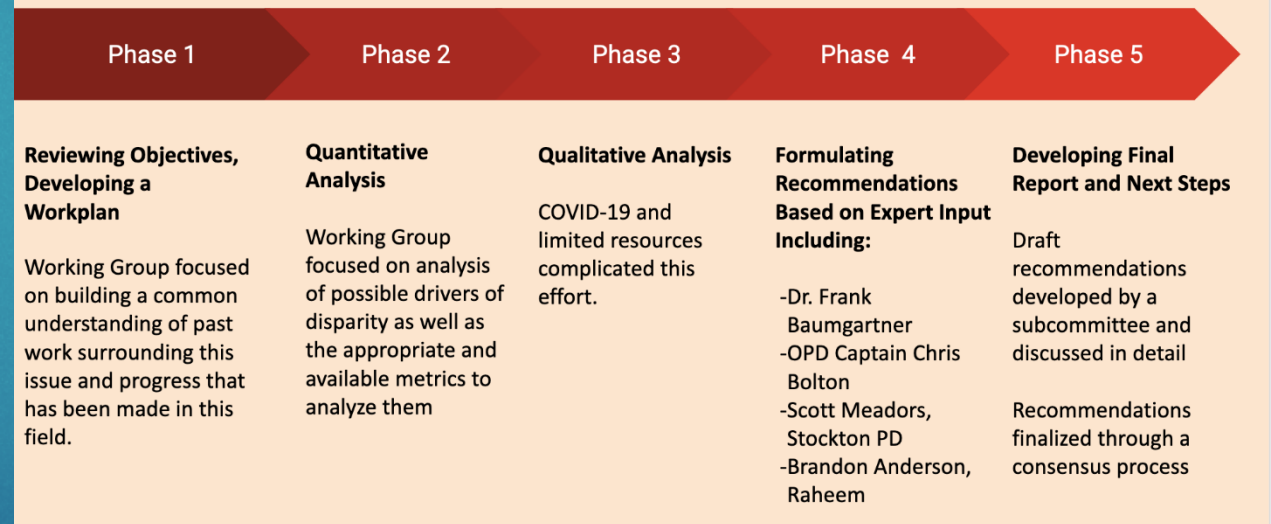
2020 Mayor's Fair & Impartial Policing Working Group

➤ Members:

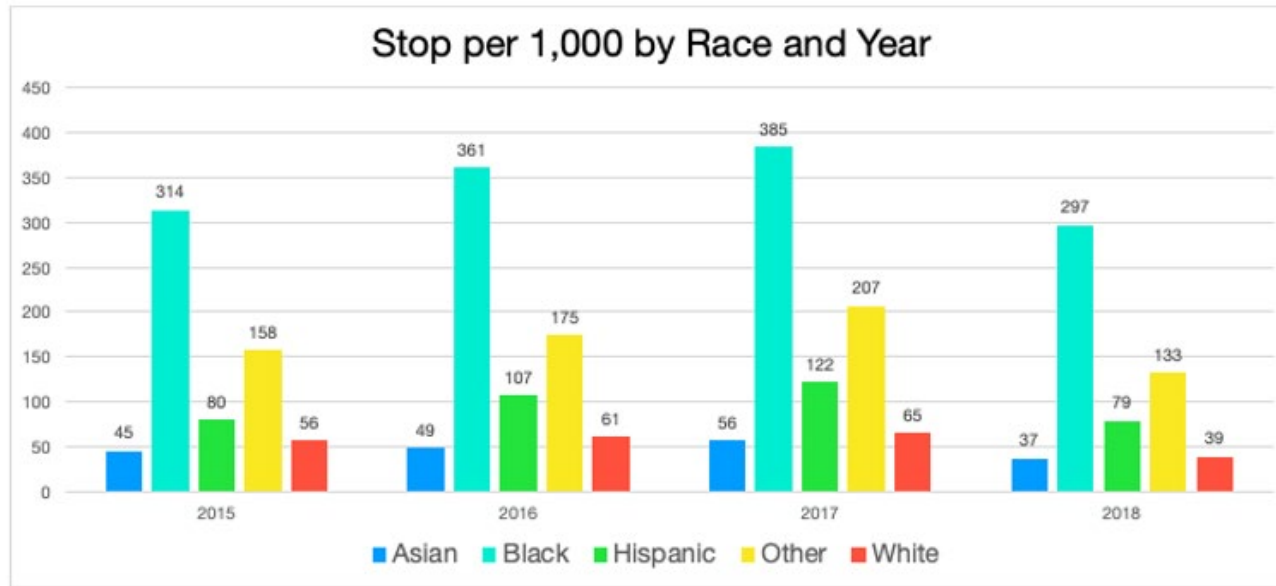
- Berkeley Police Department
- Police Review Commission
- ACLU Northern California
- Civil Rights Attorney
- NAACP, Berkeley Chapter
- Latinxs Unidos de Berkeley
- Berkeley Community Safety Coalition
- Associated Students of U.C.
- Academic Expert, PhD Candidate, UC Berkeley

Process

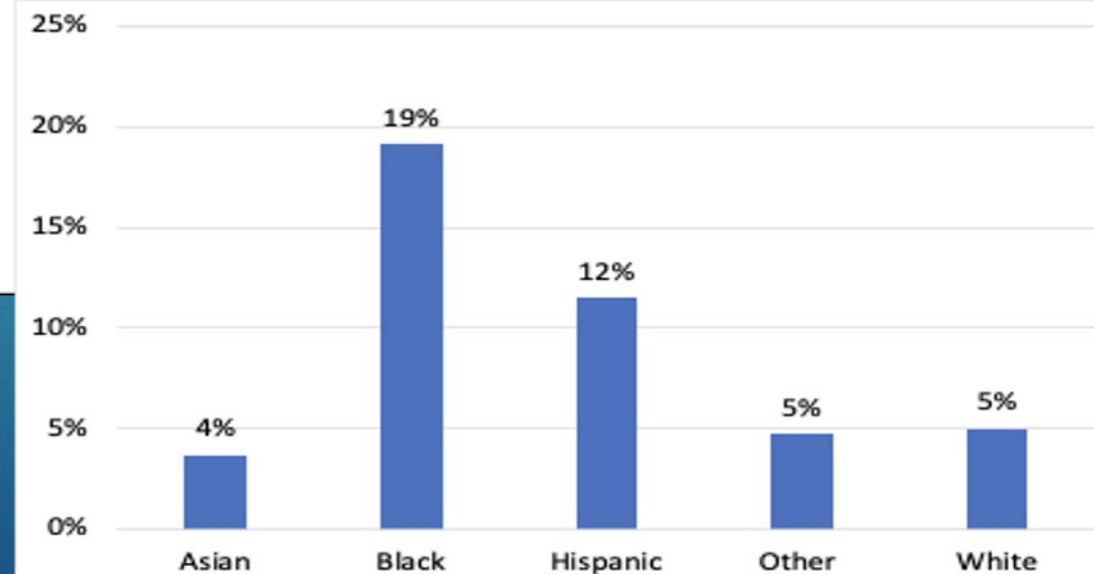
Year long, five-phase process



2020 Mayor's Fair & Impartial Policing Working Group



BPD Traffic Stops that Included a Search, by Race: 2015-2020





Fair & Impartial Key Working Group Recommendations

- Focus traffic stops on safety
 - A clear, evidence-based reason for stops, with race/ethnicity a secondary factor
- An Early Intervention System (EIS) and a risk-management structure
- Limit warrantless searches of individuals on probation or parole
- Written consent for all consent searches
- Providing a business card and info on complaint process with PAB to all detainees
- Address Profiling by Proxy (PAB Policy Development, Dispatcher Training)
- Require regular analysis of stop, search, and use of force data
 - Make resources on police-civilian encounters more publicly available
- Adopt Compliance and Accountability Mechanisms (NM)

Surveillance Technology Ordinance (2018)

Officials approve new rules on city surveillance; may be first in the nation

The Berkeley City Council voted unanimously this week to strengthen its approach to surveillance technology. It may be the first city in the nation to do so.



Urban Shield Ends (2019)

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2020: Global Pandemic & Expanded BLM Movement



2020 Charter Amendment: Police Accountability Board & Independent Director

- Insure independence of PAB – removed from authority of City Manager, rules for removal of Board members, direct appointment of Director and budget approval by Council,
- Extended period for investigations to 240 days to allow completion of investigations/hearings
- Changed evidentiary standard for sustaining findings against an officer to “preponderance of the evidence”
- Confirmed the PAB’s role in police policy and hearing policy complaints as well as investigations in individual allegations of misconduct



2020: Use of Force Overhaul

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- Clear delineation of what constitutes use of force
- Categorize uses of force into levels to facilitate reporting, investigation, documentation and evaluate de-escalation over time
- Requirement that all uses of force be reported
- An annual analysis about use of force to the Chief of Police, Police Review Commission (“PRC”) and Council.

Tear Gas Ban & Policy to Strictly Limit Future Curfews

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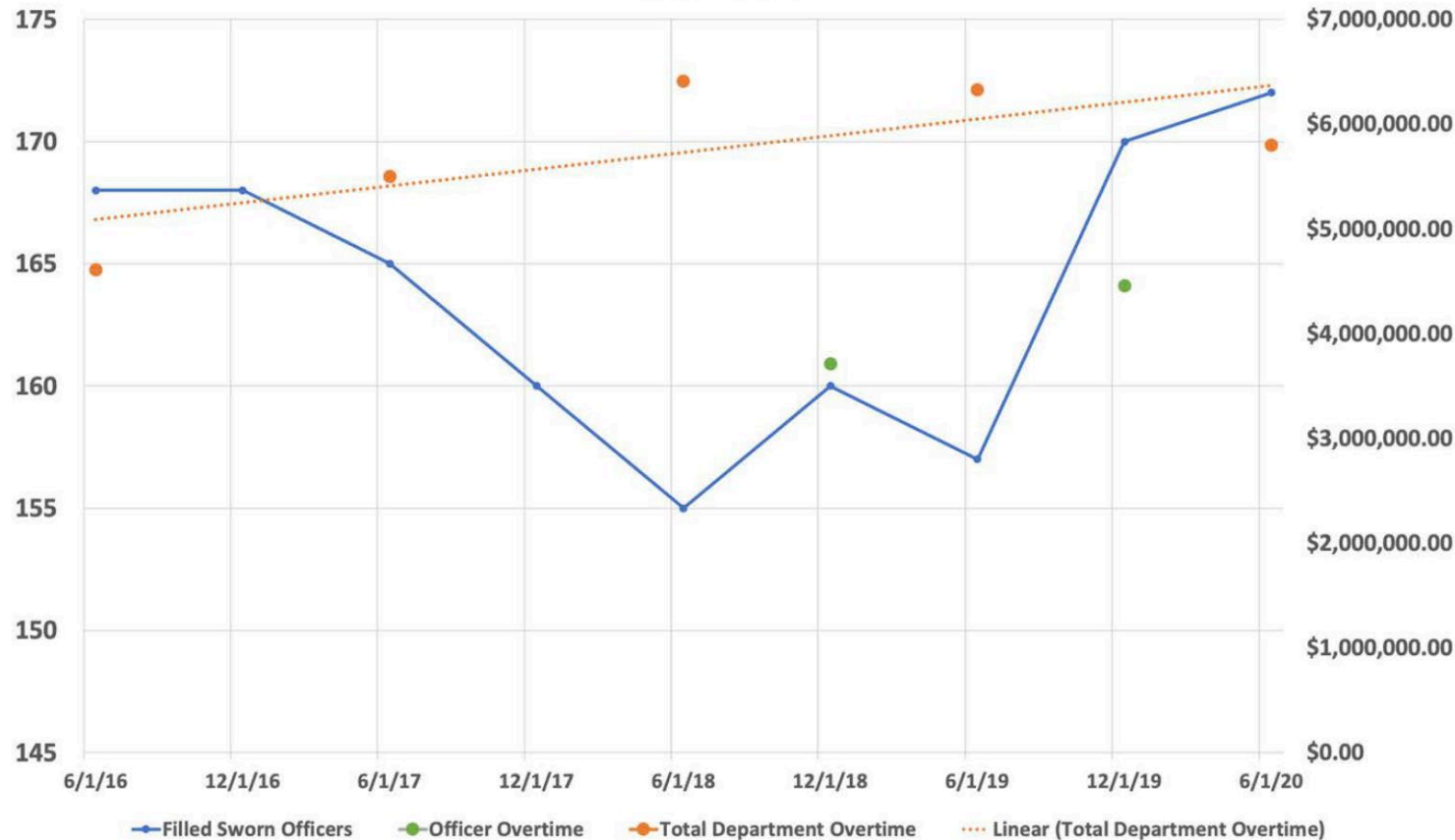
Police Equipment & Community Safety (2021)

41

- Equipment with the potential to be harmful to the public – battering rams, shockwaves and long batons – are reviewed by the PRC, Council and public before purchase
- Use policies govern prohibited and authorized uses, training to be provided and oversight, accountability and transparency.
- Impact policies describe the potential impact of the equipment on civil liberties, public safety and upfront and lifecycle fiscal impacts.
- Reporting of how often a piece is used, in what circumstances (e.g., crowd control, individual assailant, hostage situation, mutual aid), and in what part of town

The Rubber Hits the Road: Spending on Public Safety

**Berkeley Police Department Overtime and Sworn Officer Staffing
2016-2020**



**Berkeley Police:
Improvements
Needed to Manage
Overtime and
Security Work for
Outside Entities**



BERKELEY CITY AUDITOR

Jenny Wong, City Auditor
Erin Mullin, Senior Auditor
Alejandra Barrio Gorski, Auditor I





2020 Omnibus Motion to Reimagine Public Safety

- **A transformative approach to community-centered safety/reducing the scope of policing:**
 - **A broad, inclusive community process**
 - **Equitable investment in a safe and healthy community by shifting resources towards health, education and social services**
 - **The appropriate response to community calls**
 - **Alternatives to policing and enforcement to reduce conflict, harm, and institutionalization, provide alternative and restorative justice models**
 - **Reduce the impact of current Police expenditures on our General Fund while ensuring we have an adequately staffed and deployed Police force**



Emerging Solutions

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- **Community Responder Model & Tiered/Centralized Dispatch**
- **Overhauling 911 Call Processing & Alternative Calls-for-Service Systems**
- **Specialized Care Unit (SCU)**
- **BerkDOT (?)**
- **New Public Safety Department (?)**
- **Rightsizing Department via attrition with adequate planning to ensure minimum staffing while alternative responses are implemented and analyzed**
- **Community Jobs/Income Support Programs**

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Svante Myrick, Former Mayor, Ithaca, NY

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