Derrick Jackson

Director of Community Engagement, Washtenaw County Sheriff’s Office

Southeast Michigan
  - Ann Arbor is largest city
  - Metro Detroit area

Been with the agency for 10 years

Social worker who became a police officer and now helps run a police agency

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GARY CORDNER

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- Research Advisor, National Institute of Justice (DOJ)
- Senior Police Advisor, ICITAP (DOJ)
- Former police officer, police chief, CALEA commissioner
- Goldstein POP award judge for 20+ years
- Retired professor
AGENDA

- Review & critique recent incidents
- Community impact
- Public education
- Discuss dispatch protocol ideas
- To send or not to send?
- Officer response protocols
- Policy implications & examples
THE WHY

• Growing awareness over “suspicious persons” calls
• We run the risk of becoming the face of that “bias”
• Potential major implications for innocent citizens who are being called on, officers who are responding, the agency, and the larger community
• How to be responsive to citizen concerns, yet not validate people’s racial and ethnic biases at the expense of innocent others
• How to set the appropriate expectations
NOTES

• List a couple examples to review and discuss (Gary, any suggestions on which national examples we should highlight? – how about start with Starbucks, jump to two that just occurred – will send links, one in Charlotte NC and one in Connecticut, then invite examples from attendees)

• Ask for local examples attendees may have. This can help to engage class and learn from their specific local examples.

• Demonstrates that this does not only happen with viral video incidents

• Can show good and bad agency responses
IMPACT

• Erodes trust
• Validates the negative narrative of police
• Incites anger and/or fear
• Perpetuates difficult interactions
• Severe consequences for all involved
POLICY IMPLICATIONS

• Value statement
• Guide employee decision-making regarding
  • When and how to dispatch officers to respond to a call
  • How to properly inform officer of any potential concerns regarding a bias-based call
  • How officers conduct themselves when engaging subjects
  • How officers respond to bias-based calls
**DISPATCH**

- Is call based on perceived race, ethnicity, immigration status…
- Additional circumstances or facts
- Attempt to gather specific behaviors
  - “Can you describe the behavior?”
  - “What about it is suspicious?”
- If no enforcement presence is needed
  - Advise caller to call back if something else occurs
  - Provide caller with examples of “suspicious behavior”
  - Citizen follow up
TO SEND OR NOT TO SEND?

- IF caller continues request
  - Officer dispatched
  - Officer should be told the context of the call and that it might be bias based
  - Supervisor evaluation and possible follow up
    - Public education opportunity
      - Internal policy
      - Impacts bias-based calls have on the community
OFFICER RESPONSE

- Investigate whether the caller’s understanding was accurate
- Observe and decide
- If based on perceived race, ethnicity, immigration status…
  - File report stating so
  - Communicate to supervisor for caller follow-up
OFFICER TRAINING

- Bias-free training
- Implicit & Explicit bias training
- Procedural Justice
  - Listen
  - Explain
  - Equal Treatment
  - Dignity
PUBLIC EDUCATION

Setting Expectations
WHEN TO CALL 911

- There are many reasons to call 911 including:
  - If the situation requires an ambulance or the fire department to respond immediately
  - To report a situation that requires a police officer at the scene (for example: assaults, burglaries, kidnapping, domestic disputes, auto theft, accidents in which there are injuries / or it is unknown whether injuries have occurred, etc.).
  - To report a crime that is in progress
  - To report suspicious criminal activity that you witness (for example: sounds of shots fired, cries for help, sounds of glass breaking or if you see an unfamiliar person carrying items from a house).

Example: Minneapolis Dispatch
COURAGEOUS SPACES

Dialogue around issues of race, racism, and policing
THE HATE U GIVE
• NOTES
  • Example Policy (Philadelphia)
  • Articles
    • When race triggers a all to campus police
    • 911 operators need better training, too
    • A better solution for Starbucks
  • Training