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REIMAGINING POLICING:

A DISCUSSION ON NEXT STEPS AND SOLUTIONS

**NEW
ERA
OF
PUBLIC
SAFETY**

A GUIDE TO FAIR, SAFE, AND EFFECTIVE
COMMUNITY POLICING

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Presenters



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Agenda

1. Current Events and Project Background
2. Policing and Police Reform
3. The Report
4. Key Recommendations & Best Practices
5. Bias
6. Next Steps & Projects

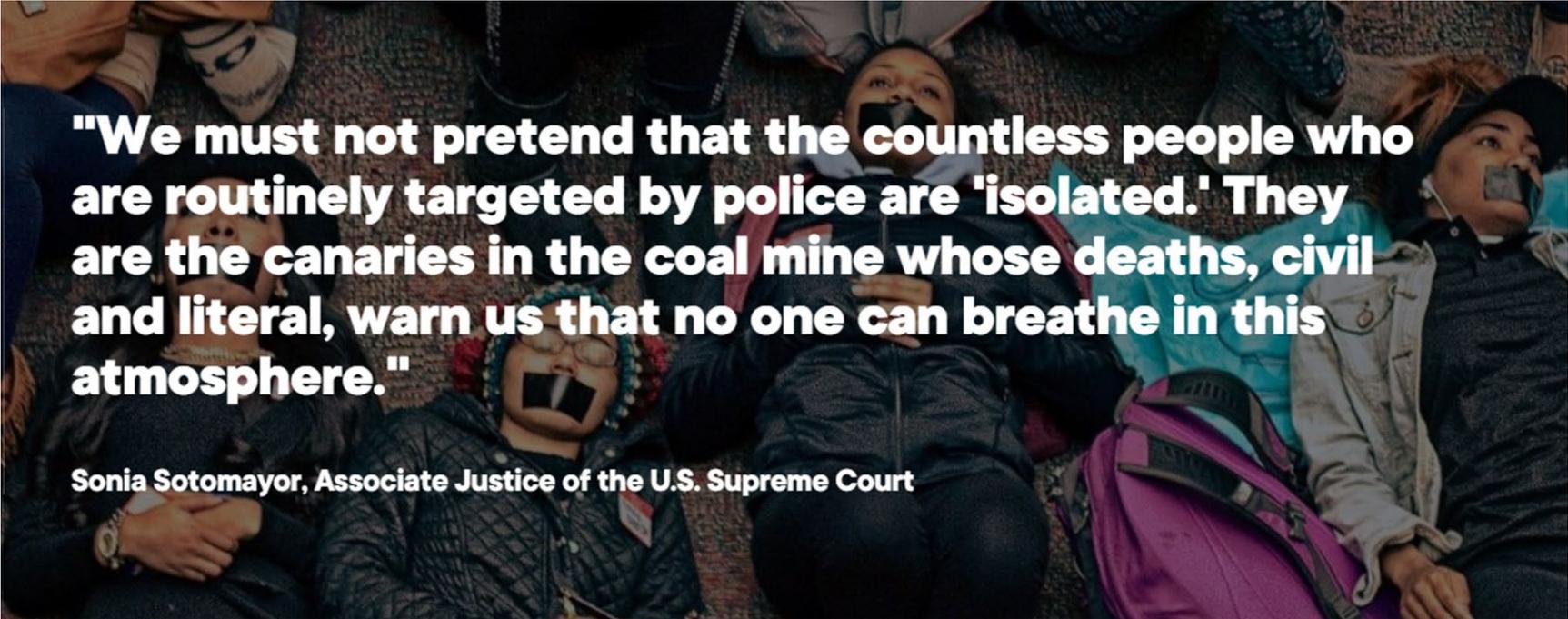
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CURRENT EVENTS

PROJECT BACKGROUND

US police more likely to use force on black people

In the United States, police officers are almost four times more likely to use force on black people than white people, according to data on reported incidents from 2016.



"We must not pretend that the countless people who are routinely targeted by police are 'isolated.' They are the canaries in the coal mine whose deaths, civil and literal, warn us that no one can breathe in this atmosphere."

Sonia Sotomayor, Associate Justice of the U.S. Supreme Court

Source: The Leadership Conference on Civil and Human Rights

Current Events

- Historic protests in response to continued police violence and racism that has deepened distrust in the police, especially – but not only – in communities of color
- Unprecedented nationwide (and global) response
- Renewed the long-standing question around the proper role of law enforcement
- Significant political and law enforcement buy-in for reform



Doug Mills/The New York Times

Budgets as “moral documents?”

How to Make this Moment the Turning Point for Real Change



Barack Obama [Follow](#)
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“... as a starting point, here’s a report and toolkit developed by the Leadership Conference on Civil and Human Rights and based on the work of the Task Force on 21st Century Policing that I formed when I was in the White House.”
- President Obama

Project Background

- Wade Henderson, former president and CEO of The Leadership Conference, and Marcellus McRae envisioned a tool for policing reform that was the impetus for this report
- The project continued under the leadership of Vanita Gupta, President and CEO of the Leadership Conference and former head of the DOJ Civil Rights Division in the Obama Administration
- Aim was to produce a guide to redefining public safety in such a way that serves **every person** and **every community**



The Leadership Conference
on Civil & Human Rights

NEW ERA OF PUBLIC SAFETY

A GUIDE TO FAIR, SAFE, AND EFFECTIVE
COMMUNITY POLICING

Project Background – Scope and Mission

- Emphasis on creating **specific, consensus** and **evidence-based** recommendations for achieving the principles laid out in the **Final Report of the President’s Task Force on 21st Century Policing**
- “Public safety requires **communities** and police departments to work together to **coproduce** it”
- The report **evolved** over time:
 - Early draft chapters had a **civil rights organization perspective**
 - Change of **perspective and tone** as law enforcement experts and criminologists weighed in
 - Focus of project shifted from guidance for lawyers to a **practical manual and toolkit** usable by community activists and other non-lawyers



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POLICING & POLICE
REFORM

Policing and Obstacles to Police Reform

- Legal constraints to prosecuting officers or pursuing civil remedies
- Resistance by police unions, some elected officials
- Different problems with different solutions in different communities
- Lack of consensus on effective reform measures and limited ability of most police departments to conduct effective, objective research
- Lack of consistent, and sufficient, community and political pressure for change around defined goals
- Limited budgets, highly politicized environment



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THE REPORT

The Report (2016-2019)

- Over **160 associates** contributed since November 2016
- Vast amounts of research into academic literature, legislation, case law, enforcement (consent decrees) at federal, state and local level – guided by “what works”
- Compiling **evidence-based** best practices and over 100 recommendations
- Drafting in collaboration with community advocates, academics and law enforcement experts
- Project **evolved** to draw on **law enforcement perspectives** from the International Association of Chiefs of Police, Police Executive Research Forum, U.S. Department of Justice Office of Community Oriented Policing Services (COPS) and Civil Rights Division

The Report (2016-2019)

Key findings:

- Reform must be implemented at **local level**, and **leadership and culture** matters
- **Community voices** must be at the center of law enforcement reform
- **Data, transparency and accountability** are critical to ensuring that police comply with civil rights laws and protections
- **De-escalation, training and recruitment** best practices are highly effective when it comes to (minimizing) uses of force
- **Officer safety and wellbeing** is important and has a direct impact on communities and the **quality** of policing

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KEY RECOMMENDATIONS AND BEST PRACTICES

Chapter Overview

1. Community Policing

2. Bias-Free Policing

3. Stops, Searches, and Arrests

4. The Use of Force

5. Responding to Crises

6. The First Amendment and Free Speech

7. Accountability

8. Data, Information, and Video Footage

9. Leadership and Culture

10. Recruitment

11. Academy and In-Service Training

12. Officer Health, Wellbeing, and Safety

Key Recommendations: Community Policing

Community Policing

- 1.1** Support local resolutions that embrace and require community policing as the key operational philosophy.
- 1.3** Commit sufficient resources to implement community policing.
- 1.6** Give communities a direct, ongoing say in police practices.
- 1.9** Build understanding of the societal causes and consequences of social problems.

Key Recommendations: Stops, Searches & Arrests/Use of Force

Stops Searches and Arrests

3.2

Ban formal and informal quotas.

3.3

Ensure officers inform people of their rights to refuse or revoke consent and to document it.

The Use of Force

4.2

Permit the use of force only when necessary to resolve conflict and protect public and officer safety.

4.7

Require officers to intervene in improper uses of force.

4.8

Require officers to render aid until medical assistance arrives.

4.9

Provide continual, scenario-based training.

Key Recommendations: Accountability

Accountability

7.5

Create transparent, effective processes for conducting misconduct investigations.

7.6

Ensure supervisors address and discipline officer misconduct.

7.8

Use early intervention systems to track officer behavior and address officer needs and deficiencies at the earliest opportunity.

7.12

Expand the role of community/civilian review boards and independent monitors in discipline.

7.13

Establish clear protocols for determining who investigates and prosecutes officer-involved crimes and shootings.

Key Recommendations: Leadership & Culture

Leadership and Culture

9.1

Ensure that core departmental values reflect community values and communicate them to all department members.

9.5

Prioritize diversity and create a culture of equity and inclusion by working to eliminate racial, ethnic, and gender bias in the workplace.

Recruitment Hiring

Promotion and Retention

10.1

Promote policing as a legitimate, honorable profession, especially to young people from underrepresented groups.

10.4

Reevaluate hiring qualifications and testing.

Key Recommendations: Bias-Free Policing

Bias-Free Policing

- 2.1** Adopt comprehensive bias-free policies.

- 2.2** Ensure officers are trained in bias-free policing.

- 2.3** Supervise, monitor, and hold officers accountable for policy violations.

- 2.4** Take corrective action when data indicate bias-based policing.

- 2.7** Collect, analyze, and publicly report data relating to bias-based policing.

- 2.8** Create cultures of inclusivity and accountability and diverse workplaces.

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BIAS

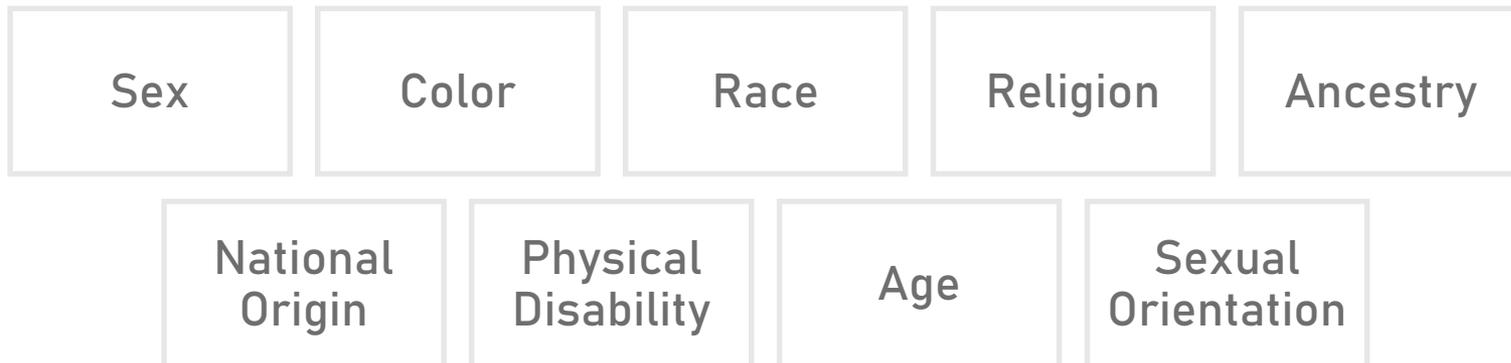
NEXT STEPS & PROJECTS

Recognition & Elimination of Bias

- People experience discrimination based on a wide range of factors.
- Discriminatory police practices have sowed a deep distrust of law enforcement across our nation, especially in communities of color, and sparked outrage over systemic injustice and discrimination.
- To build trust, engage communities, and improve public safety, police leaders should make clear that discriminatory and biased-based policing have no place in police departments.
- To achieve this goal, they should develop policies and training programs that explain how officers can carry out law enforcement duties without bias, and they should specify prohibited conduct and behavior to ensure policing is fair, safe, and effective.

Recognition & Elimination of Bias

- Bias can be **overt** or **unconscious**
- Recognition and elimination of bias in **the legal profession and society in general**
- Relevant biases include:



Next Steps & Projects

- Fast-moving landscape of legislation, enforcement, and promises for engagement
 - Obama Foundation “Mayor’s Pledge”
 - Voluntary policy reform
 - Consent decrees
 - Legal advice in implementation of policies



US Democrats in Congress propose extensive police reforms

Minneapolis ends talks with police union in wake of Floyd case

The police chief says 'we will have a police department that our communities view as legitimate, trusting'.

After Protests, Politicians Reconsider Police Budgets and Discipline

Elected officials are exploring changes ranging from defunding police departments to requiring more accountability.

Defying Police Unions, New York Lawmakers Ban Chokeholds

LAPD to halt use of carotid restraints; L.A. County Sheriff’s Department pledges to restrict use