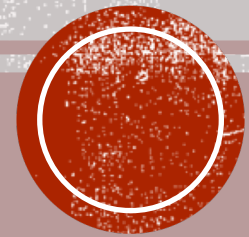


ENGAGING LAW ENFORCEMENT THROUGH DIFFICULT CONVERSATIONS

Moisés Próspero, Ph.D.
Steve Anjewierden, Chief of Police (Retired)



INSTRUCTORS

iCHAMPS

- ▶ Nonprofit organization that promotes community health through youth development, professional development & training, & research & evaluation. Youth Development in elementary & middle schools, Training in law enforcement, education & social service providers; Community assessment & program evaluation.



Moisés Próspero, Ph.D.

- ▶ iCHAMPS Executive Director: Over 25 years experience in criminal & juvenile justice: Faculty in several Universities; Director of Utah Criminal Justice Center; Manager SLCo Gang Reduction Program; Practitioner in Residential Treatment Centers & Secondary Public Schools. Degrees in psychology, social work, & business administration.

Steve Anjewierden, Chief of Police (Retired)

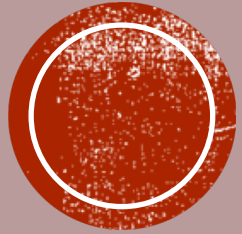
- ▶ iCHAMPS Training Director: 25 year veteran of Law Enforcement and Corrections: Precinct Commander for Kearns/Magna Precinct; Captain of Professional Standards Division; Commander of the Salt Lake Area Gang Project (Metro Gangs). Board member Utah Board of Juvenile Justice, Utah Gang Task Force & Juvenile Justice Reform; Bachelors Degree in Law Enforcement Administration.



OVERVIEW

- Reasons to Engage Law Enforcement (LE)
- Long term benefits of collaborating with LE
- Strategies to bring LE to the table to seek solutions
- Examples of Strategies Used in Past Collaborative Partnerships
- Lessons learned
- Scenarios

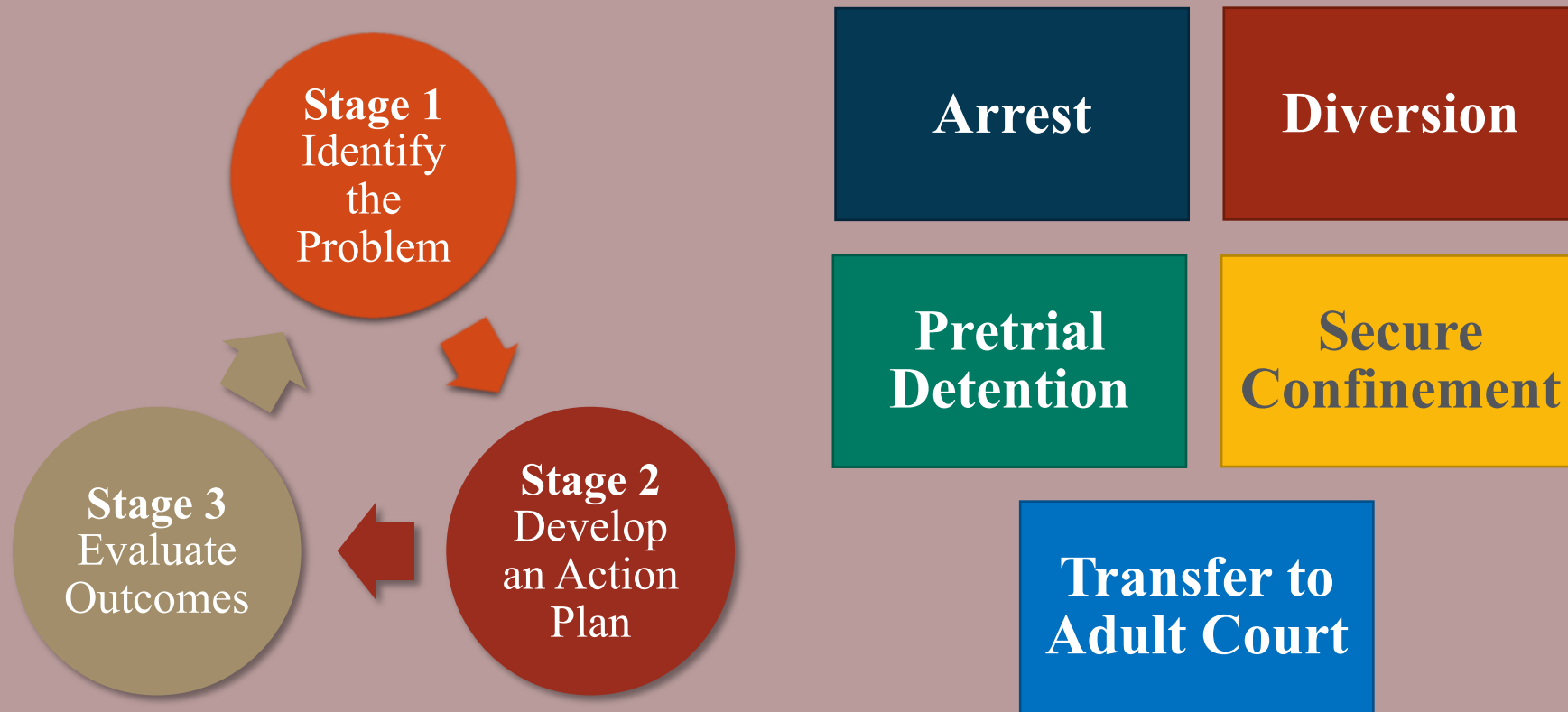




WHY ENGAGE LAW ENFORCEMENT?



EXAMPLE: OJJDP R/ED MODEL



WHY ENGAGE LE?

- Comprehensive Collaborative Partnerships are Best Practices
 - Cure Violence: “Public Health Model”
 - OJJDP Comprehensive Gang Model: “Social Work Model”
 - Focused Deterrence Strategies “Pulling Levers”: “Criminology Model”
 - Problem-Oriented “Hotspots” Policing: “Law Enforcement Model”
 - Communities That Care: “Social Development Model”



WHY ENGAGE LE?

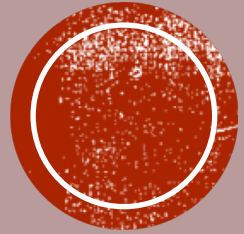
- **Comprehensive Collaborative Partnerships are Best Practices**
 - Many LE agencies are willing to join a coalition
 - Starting a new program within LE agency can be challenging
 - However, many are willing to work within a team
 - Example: State Solicitation Grant Marketed to LE but Did Not Receive Proposals from LE
 - LE can become familiar with programs that already exist
 - Programs can explain benefits of services to LE
 - Coalitions can encourage LE to use various programs
 - LE can provide input on why LE does not use programs
 - Programs can adjust and make process "cop friendly"
 - Example: Youth Services "Drop-In" Center



WHY ENGAGE LE?

- LE will always be present & encounter young people everyday
 - LE can create positive change for our youth
 - LE contact can be negative or positive
 - LE can have several options for officers besides arrest/ citations
 - LE can have a better understanding on how to work with young people
 - Community Example:
 - Denver PD Correlates of Crime Model: Community Resource Officers
 - Minneapolis PD & Service Providers (Restorative/Trauma Informed Care)
 - School Example:
 - School Resource Officers in Several States: Training & MOUs (Clarifying Roles of SROs)
- LE looking for “wins” & the time to engage is now!!





STRATEGIES TO APPROACH LAW ENFORCEMENT



STRATEGIES: CHANGE IS HARD!

- Be aware of LE concerns:
 - LE takes its responsibility to Public Safety very seriously
 - LE concerned if change may lead to increased danger to community
 - LE may believe:
 - Diversion programs as not effective in reducing crime
 - Referral to juvenile courts is the solution to all delinquency
 - All youth get programming if arrested (“they get fixed”)
 - Juvenile records are sealed
 - LE, like other institutions, can be rigid & resistant to change



STRATEGIES TO ENGAGE LE

- Build Trust
- Discuss Benefits of Programs
- Request LE Input
- Recruit LE Champion
- Be Persistent & Patient
- Humanize All Parties Involved



STRATEGIES TO ENGAGE LE: TRUST

- **Build trust**

- Be a professional
- Research the LE agency & ID strengths & priorities to discuss common ground
- Meet them where they are (literally & figuratively)
- Mindset to learn from each other (not teach LE how to do their job)
- Inform LE that data will be used for problem solving; not shaming
- Discuss roles & expectations for all partners involved

- **Example**

- Communities That Care: Substance Use Prevention Project



STRATEGIES TO ENGAGE LE: PROGRAM BENEFITS

- Be prepared to show how alternative programs to arrest are effective
 - Pre-arrest diversion programs
 - Diversion programs are not a soft option
 - Restorative Justice programs can be more demanding and they work
- Have examples of programs that reduce crime & delinquency
 - Social Correlates of Crime (Public Health Model)
 - Police officers refer families to a case manager
 - ReWind
 - Community group create case plan for academic & behavioral success
 - School Justice Partnerships
 - CRYJ (Center for Restorative Justice)
 - Peer Court



INEFFECTIVE APPROACHES

- Fear-based prevention programs (Scared Straight)
- Prevention programs without behavioral component
- Intense supervision without treatment
- Programs that do not maintain fidelity
- Military style “boot camps”
- Shame-based programs
- Zero tolerance policies



INEFFECTIVE APPROACHES

Program	Change in Recidivism
Adult/Juvenile Intensive Supervision <u>without</u> treatment	0.0%
Adult/Juvenile Boot Camps	0.0%
Wilderness Challenge	0.0%
Electronic Monitoring	0.0%
Scared Straight	+6.1%



STRATEGIES TO ENGAGE LE: LE INPUT

- Request Input from Law Enforcement Agency
- Research the LE agency
 - Website, newspaper, police chief/ sheriff, specific activities etc.
 - ID strengths & priorities
- Discuss how can make intervention easy for patrol officers to implement
 - Identify barriers to use of programming
 - LE may say easier to book person into detention than refer to program
 - Brainstorm ideas on how to improve process
- Example
 - Minneapolis Police Department, Juvenile Unit
 - Mission Statement & Procedural Justice
 - Community Service Providers Involvement in MPD Training



STRATEGIES TO ENGAGE LE: CHAMPION

- Identify & Recruit a LE Champion
 - Research on LE agency
 - News coverage
 - Prior work
 - Referral from community partners
 - Can be from executive position to line officer
- Build relationship
- Invite to community activities
- Inform supervisors of positive work experience
- Example
 - JJS Specialist introduced to PD Supervisor during compliance



STRATEGIES TO ENGAGE LE: PERSISTENCE

- Persistence & Patience
 - LE is 24/7 occupation
 - May lead to inconsistent communication
 - Crime occurs randomly so may interrupt planned activities
 - May be more influenced by political atmosphere of region
 - Chief of Police under city Mayor
 - Sheriff often elected position
- Don't be discouraged & remain positive actively engage



LESSONS LEARNED

- Don't lead with the data (or at least be careful)
 - Provide the context for use of data use
 - Measure problem, measure change, data a tool to ID solutions
- Disagreement on “drawing the line” for diversion
 - A collective decision with all parties involved
- Don't assume to know the position of the LE agency or personnel
 - Research LE agency
 - Vision, Mission Statement, departments, task forces, news etc
 - Research personnel
 - Executive leadership may differ significantly from patrol officers
- Community members may not want LE as a partner
 - Community distrust of LE based on past experience or cultural norm





SCENARIOS

SCENARIO A

- The local library has an extensive youth outreach programming. Both the library and local schools have a high rate of disciplinary issues that have elicited a heavy law enforcement response. The area is remote and there is a 60 min drive to any youth receiving center. The community is diverse and has a higher youth arrest rate than surrounding areas.
- Why engage law enforcement?
- What strategies can be used?
- What long-term goals can be accomplished?



SCENARIO B

- A local school is a has a part-time (or on call) SRO and is in a rural community with low population density. The school administrators call the officer to the school on a regular basis. The officer feels that there are not enough resources in the area to address the issues and frequently refers students to Juvenile Court for interventions.
- Why engage law enforcement?
- What strategies can be used?
- What long-term goals can be accomplished?



SCENARIO C

- A large urban police department has a group of detectives specifically assigned to investigate juvenile crimes. The detectives are overwhelmed by the size of their case load and feel ineffective. There is a trust gap between law enforcement officers and community members. A significant number of alternative programs are in place to avoid referrals to the Juvenile Court system, including a pre-file program within the department.
- Why engage law enforcement?
- What strategies can be used?
- What long-term goals can be accomplished?



SCENARIO D

- A youth receiving center has had behavioral issues with clients and has contracted with the local sheriff for an on-site police presence to help alleviate the problem. The facility is both a full-time shelter and a drop in receiving center. The officers are frequently called on to address minor issues in the hope they can restore order by using their law enforcement authority to enforce facility rules. There is a range of responses by the officers and the facility staff are frustrated by the inconsistency.
- Why engage law enforcement?
- What strategies can be used?
- What long-term goals can be accomplished?



DISCUSSION

- Are there any situations where you would like to engage law enforcement or have already attempted to engage and would like to discuss it now?



QUESTIONS?

Thank You!

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STRATEGIES TO ENGAGE LE: EXTRA

- Juvenile Court is the solution to all behavioral issues
 - Not all cases are appropriate for JC
 - Most of us have done something in our youth
 - Most of us outgrow the negative behaviors
 - Light touch and shorter involvement work best for low level offenses
 - Certified instruments are effective for identifying criminogenic factors and risk of recidivism
- Youth get programming if they are arrested
 - Sometimes
 - There are effective options through diversion and community services
- Juvenile records are sealed
 - There are exceptions to this

