

# Reimagining Public Safety: Prevent Harm Lead With Truth

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The Center for Policing Equity



Dominique Johnson  
Senior Director Community Engagement  
[djohnson@policingequity.org](mailto:djohnson@policingequity.org)  
718-598-7970

# Introductions

- Your name
- One fact about Red Wing that you love
- One word – how are you feeling right now?
- No more than 1 minute

# AGENDA

## Private

(Notes Provided Afterward Online)

- Introductions
- Setting ground rules
- Expectations and norms
- Our process, structure, roadmap + other resources
- Initial thoughts on reimagining public safety
- Defining our mission
- Feedback

## Public

(Taped and available Online)

- Understanding City of Red Wing Government
- Understanding the role of the Advisory Team
- Preview of Advisory Team meetings
- Next Steps

## Our Process

- a) Understanding the system;
- b) Learning how the community experiences that system;
- c) Discussing, prioritizing, implementing what we can change

# Center for Policing Equity

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- “We do science to promote justice”
- Research and action think tank
- Resource for equitable change
- Free

# Current Ideas in Response to Crime

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- **“Get Tough” Approaches-** are approaches that focus on deterrence. Policymakers have implemented harsh, punitive laws designed to promote compliance through fear.
- **Crime Reduction Policies-** that promote strategies to reduce crime rates rather than pro-social investments to prevent crime.
- **Harm Reduction Policies-** Focused on approaches to limit the harm of existing criminal justice institutions, such as reducing the number of people who go to prison and jail or decreasing deadly or excessive use of force.

# Goals for Just and Safe Criminal Justice System

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- Encourage compliance through trust, legitimacy, and efficiency
- Investing in ideas, education, and programs that promote safety, and provide social and economic support to cultivate safety within communities.
- Engages all systems not just the criminal justice system.
- Recognizes the impact of disparities and does not compound the harm.

# Guiding principles for policing policies

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- Safety-The best evidence shows that building a strong partnership between policing agencies and the communities they serve is the basis of effective violence reduction strategies.
- Dignity -legitimate system we need to invest in resources that prevent people from becoming entangled in the criminal justice system, such as mental health assistance, substance abuse treatment (Public Health)
- Parsimony -. Public safety professionals should seek to reduce contact to the minimum necessary in order to secure safe communities. (Reducing our footprint).

# Guiding principles for policing policies

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- Equity- Policing policies need to be driven by data that will allow us to identify racial inequities in the criminal justice system and create frameworks for remedying long standing disparities. Our metrics must track more than punitive outcomes.



# Key Terms

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Legitimacy- is a term that explains the extent to which a police department is perceived as morally just, honest, and worthy of peoples' trust and confidence.

Procedural Justice- is the way police interact fairly with the public, and how those interactions shape the public's views of the police, their willingness to obey the law, and their engagement in co-producing public safety in their neighborhoods.

# Key Terms

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Pro-social outcomes-are the result of processes and behaviors which benefit communities in general as opposed to specific individuals. Pro-social outcomes depend on behaviors that are desirable and beneficial to society like working with neighbors to manage common problems. (Co-production of Public Safety)

Reconciliation- are frank engagements between communities of color and law enforcement to address historical tensions, grievances, and misconceptions that contribute to mutual mistrust and misunderstanding and prevent police and communities from working together.

## Our Structure

1. Educate

2. Activate

# Community Reimagination Roadmap

# Setting ground rules

- Grounding breathing exercise- 1 min
- Group ground rule time- 2 min
- Group share out- 2 min
- Dominique and Michelle share out- 2 min
- Finalize group ground rules- 2 min

# Setting ground rules (Part II)

- This is a safe space AND a brave space.
- Attack the problem not the person.
- Park distractions at the PARKING LOT.
- Step up. Step back.
- One room. One mic.
- Get to the point.
- Radical candor.
- What happens in Advisory Team stays in Advisory Team.

# Expectations and norms

## Racial Justice Terms

- White privilege
- Racial trauma
- Systemic racism
- Implicit bias
- Disparities
- Defund/Reimagine

# Racial Justice Terms (defined)

- White privilege

Societal privileges that benefit white people beyond what is commonly experienced by BIPOC under the same social, political, and economic circumstances. It exists as a direct result of both historic and enduring racism, biases, and practices designed to oppress BIPOC.

- Racial trauma

Mental, emotional, and physical injury caused by encounters with racism, including direct acts of racism and discrimination, systemic racism, as well as microaggressions.

# Racial Justice Terms (defined)

- Systemic racism

Racism that is built directly into every level of society; from policies, procedures, cultural representations, and practices of all institutions. (Often also called structural or institutional racism.)

- Implicit bias

Attitudes, stereotypes, and beliefs that can affect how we treat others. Thoughts and feelings are implicit if we are unaware of them or mistaken about their nature.

# Racial Justice Terms (defined)

- Disparities

Inequalities that are closely linked with social, economic, and/or environmental disadvantage.

- Defund/Reimagination(Reallocation)

**Defund:** A movement that calls for the reallocation of parts of policing budgets to social services such as mental health, education, community development etc.

**Abolition:** A movement that sees police reform as impossible and calls for the elimination of policing as we currently understand it, typically in favor of other public safety systems.

**Reimagination/Reallocation:** A data-driven approach to reduce corrections spending and re-direct savings to other criminal justice strategies that decrease crime and strengthen neighborhoods.

# Initial thoughts on reimagining public safety

Thoughts? Questions? Comments?

# Defining our mission

Let's get to work!