



Center For
POLICING EQUITY
LEADERSHIP IN EQUITY THROUGH EXCELLENCE IN RESEARCH

MEASURING EQUITY

OUR JOURNEY TO JUSTICE



CEO's Message

FROM DR. PHILLIP ATIBA GOFF



“
**Then, in May, police
lynched a Black man.
Another Black man.
And, this time, the
nation erupted.**
”

Race, justice, policing, and public safety: Where do we go from here?

From the pandemic to police violence, 2020 shone a light on the nation's legacy of racism and injustice. As COVID-19 deaths and joblessness surged, decades of public disinvestment in the most vulnerable communities became engines for misery, particularly in Black and Brown communities. The social safety net we rely on—health care, housing, and elected government—failed to keep people safe.

Then, in May, police lynched a Black man. Another Black man. And, this time, the nation erupted.

You rose up. You stood for racial justice. Protests fueled the movement to reimagine public safety. Now, to match the pitch and cry of the uprisings, **municipalities are beginning to design new systems to keep people safe.**

Our next steps are crucial.

We are working alongside communities and law enforcement partners to assess these new approaches and determine what resources are required to address community needs. We use science to analyze which of these new approaches work, for whom, and under whose leadership. Community demand must drive tailored local responses. CPE stands at the intersection of social science and public policy as the bridge helping communities reimagine public safety.

We need you with us on this journey.

Justice can't wait.

Dr. Phillip Atiba Goff

**Want to launch your own
campaign to power the movement?**

Email julie@policingequity.org

REAL PEOPLE, TRUE CHAMPIONS



"My role as a business leader comes with the great responsibility to use my platform to drive this type of change."

— Aaron Holiday

For **Natasha** (left) and **Aaron Holiday** (right), George Floyd's murder sparked an urgency that shifted their approach to philanthropy. Ardent supporters of social justice, Aaron and Natasha have a long tradition of giving personally to support causes close to their hearts. For nearly a decade, they've hosted an annual Holiday Party fundraiser that actively rallied family and friends to support organizations striving to do good. But, in the past, they delineated their personal pursuit for social justice from their work as business leaders. Last summer changed that.

"As an African American family, raising two young boys who are growing up in this world, it's imperative that we actively work, not only to shift the narrative around how Black males are perceived but also to change how they are treated by the institutions sworn to protect them," says Natasha.

Determined to do more to combat systemic racism, the Holidays leaned into their role as business leaders. Aaron and his partners at 645 Ventures made a multi-year commitment to support CPE and launched a long-term, corporate initiative to collaborate with their investors on strategies to drive change. And Natasha championed support from RBC Capital Markets, as part of the company's \$150M commitment to support social and racial justice. For both, CPE's focus on transparency and accountability, combined with its data-informed approach, aligned with their corporate missions. By empowering their business colleagues, along with their friends and family, the Holidays are able to amplify their impact.

YOU ARE POWERING THIS MOVEMENT.

**Justice Champions
lift up communities.
Activists and police
officers, educators
and policymakers,
scientists and grass-
roots organizers,
community members
and philanthropists
fuel change in their
hometowns, state
legislatures, and the
halls of Congress.**

Last summer, **Rohan Kohli** (below left) and **Joey Perriello** (below right)—two rising high school juniors, in Massachusetts—scoured news outlets and social media for real-time updates on the uprisings across the country and found CEO and Co-founder Dr. Phillip Atiba Goff's **TED talk**. CPE's data-driven approach to social justice inspired them to take action. So they rallied friends, classmates, and family members to ride 340 miles over 7 days as part of **Bike for Equality**, their grassroots fundraiser to support racial justice. **"I learned that reaching out and taking initiative wasn't as daunting as I would have thought. To others thinking about it, I'd say 'Go for it!'"** says bike-a-thon organizer, Rohan Kohli.

The race was so successful that Rohan and Joey are already planning another ride for justice and invite **YOU** to join. Stay tuned for details later this spring about how you can join Bike for Equality 2021. **Follow @bikeforequalityma on Instagram to learn more.**

"Just giving people hope can sometimes feel even more powerful than raising millions."

— Joey Perriello



INSIDER SPOTLIGHT

Rooted in community. Powered by science. Fueling justice.

SCIENCE

Is racism perpetuating the pandemic?

COVID-19's disproportionate impact on Black and Brown communities is undeniable. Throughout 2020, public discourse focused on a grim pattern of racially disparate outcomes. But as COVID-19 cases surged, CPE's social scientists sought to understand how the inequities in our essential systems affect the risk for everyone.

We constructed **a model** to simulate the spread of the virus and investigated three factors as potential drivers of community transmission: 1) low-wage, essential work; 2) police-public contact; and 3) jail and prison churn (people moving from local jails and state prisons to their home communities). As social scientists, we looked to the data to understand if and how these three factors enabled and, potentially, inflamed racially disparate outcomes.

So, what did we learn?

The racial inequities that plague health care, housing, education, and law enforcement exacerbate COVID-19's tragic outcomes in vulnerable communities. Our model demonstrates how all three factors amplify rates of infection and cause increased deaths across all populations, regardless of race or socio-economic status. Systemic inequities spur community spread that can't be contained, even when the majority of people follow restrictive public health precautions. "America is unable to contain the



America is unable to contain the surging pandemic because we refuse to reckon with the racial inequities that drive it.



How Racism Amplifies Covid-19 Risk For Everyone. Vox. Oct. 2020.

surging pandemic because we refuse to reckon with the racial inequities that drive it." (**Read more** in the article on **Vox**).

Your support unlocks the power of science.

As part of our ongoing academic work, we will examine how changes to policing and prison policies affect the spread of COVID-19. Specifically, if police reduce low-level arrests and unnecessary contacts with the public during the pandemic, and if jails and prisons are able to maintain low infection rates inside incarceration facilities, how dramatically could that affect the spread of COVID-19 in the general population? And what effect might that have on how the country navigates a public health crisis in the future?



COMMUNITY ENGAGEMENT

Baltimore beyond bars: Rethinking racist policies to keep kids out of jail

Our work in Baltimore centers on creating alternative pathways for youth who don't pose a threat to public safety, so fewer kids end up in the juvenile legal system.

A new future for youth justice starts with the community.

As part of the Baltimore Police Department's work to adopt a new policy around police interactions with youth, the Center for Children's Law and Policy engaged CPE to join the Youth Justice Coalition—a task force of stakeholders, including the City of Baltimore, the Juvenile Justice Department, the Annie E. Casey Foundation, and the Open Society Foundation. Together, we're creating a Youth Diversion Program to establish policies for diversion and inspire community solutions to disrupt the cycle of youth incarceration.

Every year, 2 million children, youth, and young adults in the U.S. come into contact with the juvenile justice system. In recent years, Baltimore has successfully reduced the total number of youth who are arrested and incarcerated, yet, like in many U.S. cities, Black kids make up a disproportionate percentage of youth subjected to the juvenile legal system. Youth detention and out-of-home placement should be the last resort. The current juvenile legal system is not only expensive, but often, traumatic. In

many cases, children and adolescents are removed from their homes, schools, and communities without access to support services they need to change their behavior. Research shows that a young person who is incarcerated is less likely to graduate from high school and more likely to be incarcerated as an adult. Yet, in many cases, jurisdictions rely on the juvenile legal system because law enforcement lacks alternative strategies to hold young people accountable, even for minor violations, like staying out past curfew or skipping school. New models for restorative justice are proving the power of community-based solutions, especially for young people.



96% of youth
admitted to the
Baltimore City
Juvenile Justice
Center in 2020
were Black...

...The Maryland
Department of
Juvenile Services
reports that, in a city
where 71% of youth
are Black.



■ White young people ■ Black young people

Based on a report from the Maryland Department of Juvenile Services



One community's journey to reimagining public safety

The City of Ithaca and Tompkins County recently passed a plan to reinvent public safety based on recommendations made by CPE—together with the Reimagining Public Safety Collaborative that included law enforcement, community members, and City and County officials. The Reimagining Public Safety Plan lays out 19 recommendations, including replacing the Ithaca Police Department (IPD) with a civilian-led Department of Community Solutions and Public Safety that will include both armed and unarmed first responders.

New York Governor Andrew Cuomo issued an executive order last year mandating that all municipalities and police departments adopt plans for reform in 2021. The City of Ithaca and Tompkins County partnered with CPE to reimagine systems of public safety. Working closely with the Sheriff's office and the County, CPE led a community-centered, data-driven process that produced clear recommendations from the community to reshape public safety. The City and County presented the plan to the Governor for approval.

“Our work starts with listening,” explains Dr. Tracie Keese, CPE's Co-founder and SVP of Social Justice Initiatives. CPE works within communities to understand how they define public safety and learn what's working and what needs to change. In Ithaca, like in many jurisdictions around the country, violent crime accounts for only 2% of 911 calls. Historically, police have been called to the scene for incidents ranging from barking dogs to

drug overdoses to armed burglaries. But, in many cases, police aren't the best trained or equipped to respond. The data reveal opportunities to allocate more resources to mental health experts, homeless services, substance abuse counselors, and other public safety-trained professionals.

One hurdle for Ithaca and Tompkins County is the community's lack of trust in government. Public investment in Black and Brown communities has been minimal, sometimes non-existent. People are struggling because they don't have access to health care, secure housing, job opportunities, mental health services, and other social services.

The first step to driving meaningful change is reconciling the history that got us here.

The focus groups we facilitated uncovered the lived experiences that have shaped people's beliefs. Young people and seniors, community leaders, formerly incarcerated people, police officers, and prosecutors shared stories that reveal a complicated, often traumatic, relationship. People are struggling with how to sit with the discomfort they feel. But, fundamentally, both the community and law enforcement voiced a common desire for unity and a willingness to learn from one another and move forward.

The work we're doing in Ithaca brings to light the tremendous costs of our collective failure, as a nation, to provide a safety net for those who need it most. It took 400 years to get to this place; fixing it won't happen overnight.

So the time to start is now.

DID YOU KNOW?

Modern policing has roots in the volunteer slave patrols that arose in South Carolina in the 1700s?

Modern policing has roots in the volunteer slave patrols that arose in South Carolina in the 1700s and gained momentum during the era of Black Codes, and then, Jim and Jane Crow. There has never been a time in U.S. history when formal discrimination was not accompanied by expansion of police powers to enforce them. [Learn more.](#)

EQUITY ESSENTIALS

CPE staff picks of what to read, watch, and listen to for a deeper look at issues of racial equity, criminal justice, and public safety.



Caste by Isabel Wilkerson

Author and journalist Isabel Wilkerson explores the hidden caste system acting as a dominant force behind individual actions and behaviors in the United States.



Inside George Floyd's America

Washington Post journalists trace the institutional and societal challenges George Floyd faced as a Black man in the United States.



Abolition Isn't a Relic of the Past, It's the Key to Revitalizing Democracy

Dr. Phillip Atiba Goff's article for The Davos Agenda at the World Economic Forum.



Preaching to the Chickens: The Story of Young John Lewis by Jabari Asim

Illustrated children's book about the childhood of civil rights icon John Lewis.

DONATE NOW

You make it possible to propel meaningful change.

policingequity.org/donate

POWER THE MOVEMENT →

1

Support the George Floyd Justice in Policing Act

Call (202) 224-3121 or **email** your senators and urge them to support comprehensive federal legislation that eliminates discriminatory policing practices and increases accountability.

2

Elect progressive union leaders and city officials

Learn more about your local political landscape and use CPE's **Toolkit for Equitable Public Safety** to identify specific areas for improvement in your local law enforcement agencies.

3

Stand up to protect your first amendment rights to peaceful protest

Contact your mayor to advocate that law enforcement agencies adopt the principles and best practices outlined in CPE's **Guiding Principles for Crowd Management**.

4

Share these tools with your community & public safety professionals

Check out our **Community Resources** for tips on promoting equitable public safety.

**Drive change.
Become a monthly or
one-time donor today.**

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