



Driving Change:

Redefining Law Enforcement & Public Safety

TASC's Center for Health & Justice
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Diversification in Law Enforcement

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Objectives:

1. Understand how law enforcement can work in multidisciplinary teams in addressing the stimulant & opioid crisis.
2. Understand how racial equity plays a role in public safety.
3. Understand the significance of NOBLE's position as a law enforcement organization and the current work they are implementing in the field today.

1) Understand how law enforcement can work in multidisciplinary teams in addressing the stimulant and opioid crisis.



Understand how law enforcement can work in multidisciplinary teams in addressing the stimulant and opioid crisis.

- Current opioid epidemic is unprecedented in American history.
- On an average day, 130 people will die from opioid overdoses in the U.S.
- This crisis is so significant that it is lowering the average life expectancy in the United States.
- This requires a “multidisciplinary” and unified response by law enforcement.
- Many law enforcement entities across the United States have pursued a multitude of ideas and efforts in response to the epidemic.

A Multidisciplinary Perspective Requires...

- 1) Looking across initiatives for more broadly promising practices
- 2) Identifying areas where more work is required to meet the national need
- 3) Promoting the adoption of strategies to save lives and reduce the impact on the country.

It requires a Law Enforcement Partnership with Other Entities

- These partnerships could take the form of multidisciplinary cooperation (i.e., embedding social workers or mental health professionals in law enforcement organizations).
- Also, finding additional means to gather and share data among analytical facilities, emergency medical services, public health professionals, community stakeholders, and law enforcement (i.e., overdose fatality reviews [OFRs]).
- Partner with health professionals to provide support (i.e., mental health, stress and trauma interventions) to law enforcement officers who frequently respond to the opioid crisis.



High Priority Needs:

- Expand on the use of Medication Assisted Treatment (MAT) in the general population and increase accessibility.
- Promote “non-enforcement” police outreach to connect individuals to treatment.
- Create a trauma awareness early warning system for law enforcement stress exposure.
- Provide mental health interventions for officers affected by the stresses of policing during the opioid crisis.
- Use data from rapid analysis of seized materials to inform public health and law enforcement interventions.

Understand how racial equity plays a role in public safety.

- The challenge of recruiting, hiring and retaining a diverse workforce is not limited to policing; throughout the country, other entities struggle with this issue as well.
- Yet, this challenge remains particularly urgent in the field of law enforcement.
- Law enforcement agencies **MUST** reflect the population they serve in order to attain and sustain legitimacy.
- Increased diversity in law enforcement means not only race and gender, but also the religion, sexual orientation, gender identity, language ability, background and experience, of the individual

What is Racial Equity?

“It is a process of eliminating racial disparities and improving outcomes for everyone. It is the intentional and continual practice of changing policies, practices, systems, and structures by prioritizing measurable change in the lives of people of color.”



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Racial Equity in Policing Increases Public Safety:

- Research suggests that increased diversity can make law enforcement agencies more open to reform.
- Increased diversity can create a more responsive public and an increase in public trust towards the police.
- Diversification can create a more reflective and open-minded culture in an agency, which can help drive reform.
- Some of these reforms include civilian oversight, community policing, and a reduction in racial bias.
- Diversification can also have a positive impact on specific activities and practices of law enforcement agencies.

Promising Practices for Increasing Diversity in Law Enforcement

1) Recruitment

- Engaging Stakeholders in Marginalized Communities
- Being Willing to Re-evaluate employment criteria, standards and benchmarks

2) Hiring

- Adopt a holistic view of what skills and strengths applicants bring to law enforcement
- Streamline (and make more transparent) hiring decisions

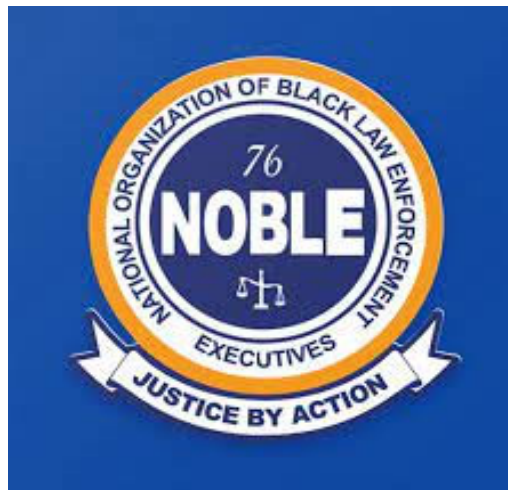
Promising Practices for Increasing Diversity in Law Enforcement (cont.)

3) Retention:

- Mentorship Programs
- Leadership Training
- Community Partnerships
- Incentives



3. Understand the significance of NOBLE's position as a law enforcement organization and the current work they are implementing in the field today.



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NOBLE's Mission....

“To ensure EQUITY IN THE ADMINISTRATION OF JUSTICE in the provision of public service to all communities, and to serve as the conscience of law enforcement by being committed to JUSTICE BY ACTION.”



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NOBLE's Vision:

“The goal of NOBLE is to be recognized as a highly competent, public service organization that is at the forefront of providing solutions to law enforcement issues and concerns, as well as to the ever-changing needs of our communities.”



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NOBLE Programs:

- Collaborative Reform Initiative Technical Assistance Center (CRI-TAC)
- The Law & Your Community Program (13 to 18 year old)
- CEO Mentoring Program

Questions?



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For more information and to request TTA

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Request TTA on the COSSAP Resources Website
<https://www.cossapresources.org/Program/TTA>

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