

## North Carolina Association of Chiefs of Police

Law enforcement excellence for tomorrow . . . today.

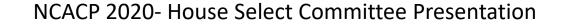
## Police Professionalism Working Group Recommendations on the Evolution of 21<sup>st</sup> Century Policing Principles

Published September 1, 2020

# PREVIOUS ASSOCIATION POLICING REFORMS

- Implemented Statewide non-bias based policing training (Implicit Bias)
- Worked to revise the state's BLET program in include scenario-based reality training
- Worked with bi-partisan legislators to enact the law enforcement video law
- Promoted an industry best practice Body Worn camera policy
- Reengineered use of force tactics
- Supported Raise the Age legislation







# PREVIOUS ASSOCIATION POLICING REFORMS

- These initiatives enhanced the professionalism of North Carolina law enforcement resulting in comprehensive cultural changes in the profession
- To build upon these initiatives, NCACP formed a Police Professionalism Work Group to present recommendations to Police Chiefs, legislators and the community to address concerns





# EDUCATIONAL VIDEO

On June 15, 2020, NCACP published an educational video to highlight the Association's work on police reforms



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# NCACP RECOMMENDATIONS ON THE EVOLUTION OF POLICING REPORT

- The NCACP Recommendations on the Evolution of Policing Report includes national best practices suggested from:
  - Commission on Accreditation of Law Enforcement Agencies (CALEA)
  - International Association of Chiefs of Police (IACP)
  - National Organization of Black Law Enforcement Executives (NOBLE)
  - Police Executive Research Forum (PERF)
- This report is intended as a guide for law enforcement executives and public stakeholders on attainable and appropriate recommendations to enhance 21<sup>st</sup> Century Policing principles and to address policing culture in North Carolina

#### FOUNDATIONAL PRINCIPLE 1 PESERVATION OF LIFE



#### PRESERVATION OF LIFE MUST BE AT THE HEART OF EVERYTHING A LAW ENFORCEMENT AGENCY DOES.





## FOUNDATIONAL PRINCIPLE 1 PESERVATION OF LIFE

#### Goal A

Create a culture of trust and racial equity in communities

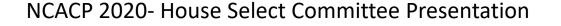
- The concepts and methods of fair and impartial policing should be mandatory in BLET and in-service training
- Policies and training should incorporate a <u>duty to intervene</u> and report misconduct or misuse of force

#### Goal B

#### Preserve Life in all Use of Force

- Use of force training should be comprehensively reformed to incorporate preservation of life in every aspect of use of force
- De-escalation and use of force training should emphasize scenario based reality training
- Crisis Intervention Training (CIT) should be mandated in BLET and in-service training







## FOUNDATIONAL PRINCIPLE 2 ENHANCE PROFESSIONALISM





2019 CJ Fellows recipients and CJETSC Commissioners on the CJ Fellows Committee Roxboro Police Department Cops CARE event hosting a respite for families with autistic children.



Barbershop Rap Session. Headliners, Cary, NC

Photo credit: WUNC 91.5 radio

NCACP Chiefs of Police Training Conference 2018









## FOUNDATIONAL PRINCIPLE 2 ENHANCE PROFESSIONALISM

#### Goal A

Create a culture of excellence by improving policies and procedures

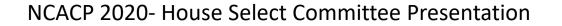
- The NC Law Enforcement Agency Accreditation program should receive adequate permanent state funding
- A resource professional should be funded to assist in developing policies and best practices to enhance professionalism (most needed in smaller agencies)
- The State should create a grant program to fund more and enhanced community engagement programs

#### Goal B

## Improve the quality & professionalism of the workforce

- Expand eligibility and funding for the CJ Fellows Program (similar to Teachers Fellows Program) to enhance diversity and education of law enforcement officer applicants
- Mandate completion of New Chiefs Training Course through the NC Justice Academy for newly appointed chiefs of police
- To help eliminate poorly performing officers ("bad cops"), strengthen the requirement that an agency access disciplinary information from the Criminal Justice Education Training and Standards Commission for all applicants.







# QUESTIONS

One Mission One Badge One Community

To meet the challenges facing policing today and into the future, the NCACP wants to be clear that our goal is to *preserve life* and improve the quality of life in the communities in which we work and police.



