



**Affectively Engaging Police and Communities When  
Responding to Allegations of Racial Profiling and  
Racial Tension**

# CRS 101



**COMMUNITY RELATIONS SERVICE (CRS)**

# CRS 101

- Created by the Civil Rights Act of 1964, CRS, a U.S. Department of Justice agency, is the Federal government's "peacemaker" for community conflicts and tensions arising from differences of **race, color and national origin**.
- CRS also works with communities to help them prevent and respond to violent hate crimes committed on the basis of: **gender, gender identity, sexual orientation, religion and disability** in addition to race, color and national origin.
- CRS Conciliators offer the following services:
  - Mediation
  - Facilitation
  - Training
  - Consulting



# Police Chiefs on Race

[https://video.search.yahoo.com/video/play;\\_ylt=A2KLqIFiNAVYYGYAh7AonllQ;\\_ylu=X3oDMTBzMmEocGszBHNIYwNzcgRzbGsDdmlkBHZoaWQDBGdwb3MDNTM-?p=race+relations+with+law+enforcement&vid=bef31bf5141be7a720b24e8efabcafa3&turl=https%3A%2F%2Ftse1.mm.bing.net%2Fth%3Fid%3DOVP.V92faeec576e092bd1ec454e5f74a8b54%26pid%3D15.1%26h%3D168%26w%3D300%26c%3D7%26rs%3D1&rurl=https%3A%2F%2Fwww.yahoo.com%2Ftv%2Fvideo%2Fpolice-chiefs-race-relations-222605088-cbs.html&tit=Police+chiefs+on+race+relations&c=52&h=168&w=300&l=343&sigr=12e61u8ib&sigt=10v565cot&sigi=132ccbe4a&age=1418366181&fr2=p%3As%2Cv%3Av&fr=ush-mailn\\_o2&hsimp=yhs-att\\_001&hspart=att&type=yahoo\\_pc\\_mail&tt=b](https://video.search.yahoo.com/video/play;_ylt=A2KLqIFiNAVYYGYAh7AonllQ;_ylu=X3oDMTBzMmEocGszBHNIYwNzcgRzbGsDdmlkBHZoaWQDBGdwb3MDNTM-?p=race+relations+with+law+enforcement&vid=bef31bf5141be7a720b24e8efabcafa3&turl=https%3A%2F%2Ftse1.mm.bing.net%2Fth%3Fid%3DOVP.V92faeec576e092bd1ec454e5f74a8b54%26pid%3D15.1%26h%3D168%26w%3D300%26c%3D7%26rs%3D1&rurl=https%3A%2F%2Fwww.yahoo.com%2Ftv%2Fvideo%2Fpolice-chiefs-race-relations-222605088-cbs.html&tit=Police+chiefs+on+race+relations&c=52&h=168&w=300&l=343&sigr=12e61u8ib&sigt=10v565cot&sigi=132ccbe4a&age=1418366181&fr2=p%3As%2Cv%3Av&fr=ush-mailn_o2&hsimp=yhs-att_001&hspart=att&type=yahoo_pc_mail&tt=b)

# OBJECTIVES:

- To motivate interested parties to use “study circles” to address police- community racial reconciliation
- To unite divided communities through a respectful, informed sharing of local racial history and its consequences when focusing in police-community relations
- To explore how groups and institutions, through “study circles” dialogues, can potentially affect the building and strengthened trust and confidence in police- community relations

# Changing Paradigm

## **CHANGE**

A willingness to take action, to become different by acknowledging and understanding that a Dialogue on Race can benefit a community when responding to Allegations of Racial Profiling and defuse racial tension.

## **BIAS**

The tendencies or preferences to a particular way of acting and judging.

## **PREJUDICE**

Making judgment before we are aware of relevant facts.

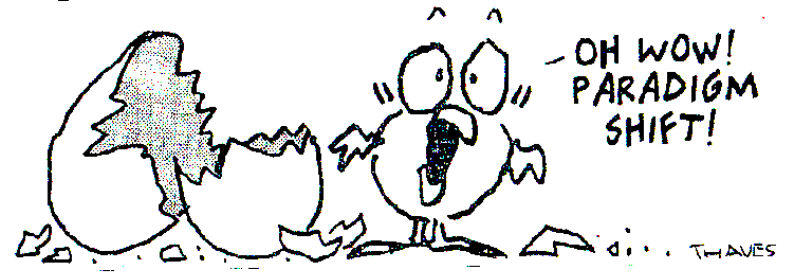
## **CULTURE**

Patterns of how people act and the symbolic structures that give such activities significance and importance.

# Changing Paradigm



Frank and Ernest



# Debate vs. Dialogue

## DEBATE...

- Is oppositional: 2 sides oppose each other and attempt to prove each other wrong
- Has winning as the goal
- Lets one side listen to the other side in order to find flaws and to counter its arguments

## DIALOGUE...

- Is collaborative: 2 or more sides work together towards common understanding
- Has finding common ground as the goal
- Lets one side listen to the other side to understand



# Debate vs. Dialogue

## DEBATE...

- Defends assumptions as the truth
- Causes critique of the other position
- Defends one's own positions as the best solution and excludes other solutions

## DIALOGUE...

- Reveals assumptions for re-evaluation
- Causes introspection of one's own position
- Opens the possibility of reaching a better solution than any of the original solutions

# Debate vs. Dialogue

## DEBATE...

- Creates a close-minded attitude, a determination to be right
- Prompts a search for glaring differences
- Involves a countering of other positions without focusing on feeling or relationship and often belittles or deprecates the other person

## DIALOGUE...

- Creates open-minded attitude, and openness to being wrong, and an openness to change
- Prompts a search for basic agreements
- Involves a real concern for the other person and does not seek to alienate or offend

# The Setting

- What's your “**D.E.A.L.**” with people
- **D** - De-escalate/Diffuse
- **E** - Empathize/ Explain
- **A** - Apologize/ Take Action
- **L** - Leave them in control

# Ground Rules for Dialogues

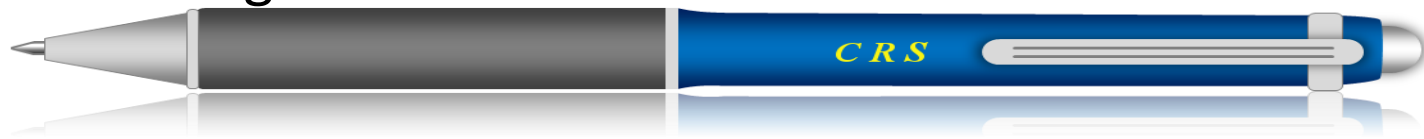
## EXAMPLES

- **We will respect confidentiality.**
- **We will share time equitably to ensure the participation of all**
- **We will listen carefully and not interrupt.**
- **We will not be disrespectful to the speaker even when we do not agree or respect the views.**
- **We will keep an open mind and be open to listening**

# Dialogue on Race

## An Art of Communication

It is purpose-driven to change, not just to be different, but to open lines of communication and build mutual levels of understanding ...



A process that invites to discovery

Purpose : To motivate people to work towards CHANGE by:

\*\* DEVELOPING COMMON VALUES

\*\* ALLOWING PEOPLE TO EXPRESS THEIR OWN

INTERESTS

# Dialogue on Race

Unlike a debate, people learn to work together to improve race relations between police and community.

People are encouraged to listen to deepen their understanding.

Move people towards solution rather than continue to express or analyze the problem.

The emphasis is on personal responsibility, moving the discussion away from finger-pointing or naming enemies TOWARDS the construction of common action.

Unite divided communities through informed sharing of racial history and its consequences for different people in “the here and now.”

*An experience of walking through history together can lead to healing.*

# Four Phases

## PHASE 1 – WHO ARE WE?

- Setting tone and context for the dialogue
- Sharing of personal stories and experiences allows us to learn more about each other as individuals
- *What do you want other people to know about you?*
- *Why are you here?*

# Four Phases

- **PHASE 2 – WHERE ARE WE?**
  - Highlighting different experiences & perceptions about the kinds of problems our society is facing regarding race
  - Knowing the underlying issues and concerns first before proposing solutions
  - *Have you ever felt different because of your race? If so, what makes you feel profiled differently?*
  - *What is a key event in your life that has shaped your views about the police and the community?*
  - *What is happening now with policing in your community?*



# Racial Profiling

Attorney General's Directive, June 2003:

**Racial Profiling** is the Invidious use of **Race** or **Ethnicity** as a criterion in conducting stops, searches, and other law enforcement investigative procedures.

# Four Phases

- **PHASE 3 – WHERE DO WE WANT TO GO?**
  - **Moving away from the “me” and get people to think & talk about possible directions for change**
  - **Building a collective vision by brainstorming about how everyone could help by finding out what the police and community expect of each other**
  - *What are the main changes that need to happen to increase understanding, trust and confidence between police and community?*
  - *What approaches seem most likely to move us towards the future we want?*
  - *Who should take the lead to reach out?*

# Four Phases

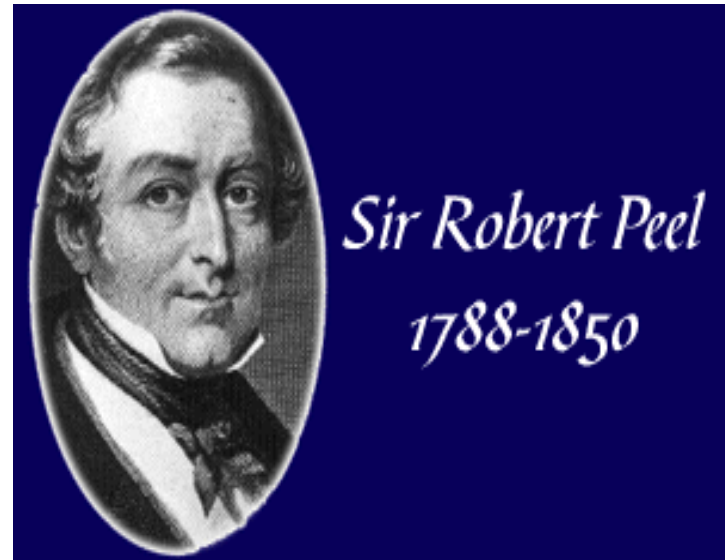
- **PHASE 4 – WHAT WILL WE DO TO MAKE A DIFFERENCE?**
  - Draw out ideas for concrete steps we can take to face the challenge of race-related issues by:
    - **Looking at different ways to improve working relationships between police and community**
    - **Exploring how to make progress**
  - *What are “we”, either independently or collectively, willing to do in respond to and reduce the effect of allegations of racial profiling & lessen tension based on race?*
  - *What kind of support from the community would the police need to make change?*
  - *How will the community know if the police are making real change?*

# Commitment



# Sir Robert Peel, the Founder of Modern Policing

*“Police, at all times, should maintain a relationship with the public that gives reality to the historic tradition that the police are the public and the public are the police; the police being only members of the public who are paid to give full-time attention to duties which are incumbent on every citizen in the interests of community, welfare, and existence*



# Questions?



# References:

*Community Dialogue Guide – Conducting a Discussion on Race*

*Protecting Communities, Serving the Public – Police and Residents Building Relationships to Work Together*

*Community Oriented Policing Services (COPS)*

*21<sup>st</sup> Century Policing Task Force Report*

*US DOJ National Initiative for Building Trust and Justice*

# CONTACT



## PRESENTERS

# U.S. Department of Justice Community Relations Service

Mildred I. Duprey de Robles  
*Conciliation Specialist*  
[Mildred.Dupreyderobles@usdoj.gov](mailto:Mildred.Dupreyderobles@usdoj.gov)



Kim Milstead  
*Conciliation Specialist*  
[Kim.Milstead@usdoj.gov](mailto:Kim.Milstead@usdoj.gov)

