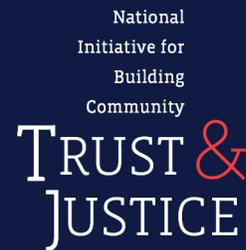


Pittsburgh

2018 INTERIM STATUS REPORT



PITTSBURGH, PENNSYLVANIA IS ONE OF SIX PILOT SITES FOR THE NATIONAL INITIATIVE FOR Building Community Trust and Justice (NI), a project designed to improve relationships and increase trust between communities and the criminal justice system, while also advancing public understanding of the issues contributing to those relationships. In collaboration with the U.S. Department of Justice, the National Initiative is coordinated by the **National Network for Safe Communities at John Jay College of Criminal Justice**, in partnership with the **Justice Collaboratory at Yale Law School**, the **Center for Policing Equity at John Jay College and UCLA**, and the **Urban Institute**.

The National Initiative's work involves trust-building interventions with police departments and communities based on three pillars:

- Enhancing **procedural justice**: the way police interact 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.
- Reducing the impact of **implicit bias**: the automatic associations individuals make between groups of people and stereotypes about those groups, and the influence it has in policing.
- Fostering **reconciliation**: frank engagements between marginalized communities 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.

At a Glance: Key highlights for Pittsburgh, Pennsylvania

Procedural Justice

- All of PBP's active officers have undergone trainings on the theory of procedural justice ("PJ1") and on operational techniques and how to apply PJ in practice ("PJ2").
- PBP has delivered customized PJ1 trainings to more than 30 community groups and neighboring agencies

Implicit Bias

- All of PBP's active officers and Port Authority officers have undergone the 8-hour training on implicit bias (PJ3). New PBP recruits continue to receive the training.
- Pittsburgh was the first city to roll out a community-facing implicit bias training: "PJ3—Community".

Reconciliation

- The Multicultural Liaison Unit, housed under the City of Pittsburgh Department of Public Safety, serves the diverse communities of Pittsburgh and liaises with immigrant community advocates
- More than 20 listening sessions have been held with high school students, aiming to understand their unique experiences with PBP
- PBP coordinates with advocates and services for the LGBTQIA community, people with disabilities, and youth
- On November 13th the PBP formally launched its reconciliation process at the 'Bridges to Trust' event held in partnership with the Heinz History Center.

Pittsburgh was selected as a pilot site for its demonstrated willingness and capacity to engage in the National Initiative's research, intervention, and evaluation process, as well as its jurisdiction size and demographic composition. The National Initiative partners with public safety officials to develop, implement, and assess each intervention, which is tailored to the needs of the Pittsburgh community. The successes and lessons learned in Pittsburgh and each pilot site will set the city on a trajectory beyond the project's formal end date and help to build a base of knowledge, policy, and practice to transform communities everywhere.

This status report comes as Pittsburgh nears completion of the fourth and final year of work with the National Initiative. Moving forward, the Pittsburgh Bureau of Police will take steps to institutionalize each component of the NI to ensure sustainability and longevity.

Enhancing Procedural Justice

The Justice Collaboratory at Yale Law School and the Chicago Police Department created a comprehensive curriculum on procedural justice (PJ) that was adapted by the National Initiative and the Pittsburgh Bureau of Police (PBP) to address Pittsburgh's unique history and police practices. Research demonstrates that procedural justice can increase public willingness to obey and cooperate with the police ("police legitimacy") and ultimately lead to stronger police-community relationships, increased safety, and reduced crime.

The PJ curriculum includes several modules that do the following:

- Define the concept of legitimacy and highlight ways to increase police legitimacy;
- Explain procedural justice and how it is necessary for advancing public safety goals;
- Review the present-day relationship between the police and the community; and
- Help officers understand the role that history has played—from the Fugitive Slave Act of 1793 through the Civil Rights Movement—in hindering legitimacy in some communities.

The curriculum also features modules that thoroughly explore the real-life application of procedurally just policing principles, thus helping officers to recognize when, where, and how those principles should be applied.

After all of PBP's active officers had undergone both 8-hour trainings on the theory and framework of procedural justice ("PJ1") as well as operational techniques on how to apply this framework in

practice ("PJ2"), PBP continued to train officers as they entered the force, and has now delivered PJ1 and PJ2 to all active officers. The NI is working closely with PBP leadership to institutionalize the PJ curriculum and sustain it as a core part of PBP's future policies.

These efforts include:

- Commanders Jason Lando and Cristyn Zett and Officer Jeff Upson continue to shepherd Pittsburgh's procedural justice work at the Academy
- The PBP continues to integrate procedural justice into other departmental trainings and evaluations.
- Customized PJ1 training was delivered to more than 30 community groups and neighboring agencies and PBP has trained community trainers to co-facilitate delivery of PJ1.
- Pittsburgh trainers have increasingly been recognized as state and regional leaders in procedural justice and trust-building. The PBP is working with the Pennsylvania Municipal Police Officers' Education and Training Commission (MPOETC) to spread procedural justice training statewide. Within the city, PBP has trained the Port Authority Police Department in PJ1, PJ2, and PJ3.
- In February 2019, representatives from PBP will attend a Procedural Justice Train the Trainer in Stockton, CA as they plan to sustain these efforts beyond the formal conclusion of the project.

Reducing Implicit Bias

As part of the National Initiative's work to address and reduce implicit bias, Pittsburgh police trainers worked with NI staff to adapt the implicit bias training developed by the Center for Policing Equity. This training works to ensure that law enforcement is aware of implicit biases Americans hold and how they form, and the circumstances under which implicit biases are most likely to manifest in ways that jeopardize good judgment and safety. With this information in hand, officers and departments are far better equipped to work through police training, policy, and practice to identify and mitigate the scenarios in which implicit bias has significant negative impacts.

All of PBP's sworn officers have undergone the 8-hour training on implicit bias (PJ3), and all new recruits will be cycled through as well.

Pittsburgh is proud to be the first NI city to roll out a community-facing implicit bias training. "PJ3—Community" helps advance the conversations had in officer trainings by including community members while also developing community awareness and buy-in for PBP's trust-building work. PBP collaborated with the Center for Policing Equity to train community members to co-facilitate and teach these sessions alongside PBP officers. The trainers continue to receive a large volume of requests for this training from community groups, religious organizations, and business groups.

If you're interested in attending a training or becoming a facilitator, please reach out to Officer Jeff Upson at jeffrey.upson@pittsburghpa.gov.

Fostering Reconciliation and Building Trust

"Reconciliation" is a process that opens communication between community members and the police, allows both parties to acknowledge past and present grievances, and begin to build (or rebuild) trust. PBP has worked with the NI team to design a robust reconciliation framework that promotes neighborhood policing as well as active outreach to the city's most vulnerable communities.

The process involves facilitated meetings ("listening sessions") between police department leadership and influential leaders from a variety of communities with

histories of tension with the police. The meetings introduce the reconciliation process to community members; allow police leadership to publicly commit to the process of reconciliation; acknowledge the importance of overcoming the present state of mistrust; and offer community members an opportunity to respond. Ultimately, lessons learned through these sessions will inform the internal policy review process, in addition to localized operational collaborations to improve public safety.

PBP continues to engage and build trust with Pittsburgh's most vulnerable communities through a variety of avenues. They have created an internal directory of the bilingual officers in the department, who speak 12 languages including Spanish, Arabic, and Vietnamese. They have worked with the City of Pittsburgh Department of Public Safety's **Multicultural Liaison Unit** which conducts outreach in order to build trust with and address issues important to immigrant communities. PBP continues its strategic cross-agency engagement with youth through the **Downtown Safety Coalition**, led by Tamara Collier, a group which comprises officials from the PBP, Pittsburgh Public Schools, the Mayor's Office, Allegheny County Juvenile Probation, and other local high schools and youth advocacy groups, dedicated to improving interactions between law enforcement and local youth who commute to and from downtown for school.

The following items are examples of trust-building work which is being built into a formal reconciliation framework:

- Connecting with immigrant and refugee communities has been a key priority for the PBP. The July 2018 **Chief's Summer Institute** at University of Pittsburgh welcomed immigrant and refugee groups. Members of the Pittsburgh Procedural Justice Unit presented an Implicit Bias course and demonstrated how officers are trained to consider the circumstances of immigrants. In 2019 the City's Multicultural Liaison Unit will work to increase awareness of their services and their work to educate immigrant communities on their legal rights, personal safety, and effective interactions with law enforcement.
- **Neighborhood Resource Officers** (NROs) have received expanded roles and are being formally integrated into the broader trust-building and community engagement efforts. In 2018 they

participated in a peer exchange to learn about the LAPD's Community Safety Partnership program. They will receive a training on reconciliation to equip them with the necessary skills to coordinate localized listening sessions in 2019.

- In Zone 5, Commander Jason Lando recognized the importance of increasing trust with youth and has led more than **20 listening sessions** with different high school students so far. These sessions allow the youth to speak candidly about their experiences with the PBP and foster mutual understanding between the police and community.
- In partnership with the **Pittsburgh Steelers**, the PBP has been building strong relationships with local youth. Throughout 2017 and 2018, Steelers player Maurkice Pouncey has given the PBP 25 tickets for each home game. PBP officers have connected with local youth at Steelers games. These events provide important informal opportunities for relationship building and establish an initial foundation for deeper youth-specific reconciliation interventions. The Pittsburgh Steelers Social Justice Fund donated \$25,370 to the Pittsburgh Police Fund to purchase a community relations trailer for the Pittsburgh Police.
- In Zone 6, outreach to the **Latino community** is a priority. Under the leadership of Commander Steve Vinansky, the Neighborhood Resource Officer and other PBP personnel maintain a good relationship with Casa San José, a Latino community resource center. They build trust with youth and families at events including church holiday parties and Steelers games.
- Under the leadership of Sgt. Eric Kroll, the PBP is also building relationships with women who are recovering from drug and alcohol dependency by offering counseling, health and wellness classes through the **'Body and Soul' Program** in partnership with the Department of Public Safety. These classes are a chance for the women, and their children, to receive social and emotional support while building informal connections with police officers.
- The PBP has recognized the need to build relationships with individuals who are currently

involved in the criminal justice system. Under the leadership of Sergeant Colleen Bristow they have participated in the **'Inside Out'** program with Duquesne University, which fosters mutual understanding and empathy among new PBP recruits and individuals who are incarcerated. The Inside Out program is an exemplary model of sustained community outreach and engagement.

- Since March 2016, Zone 1, led by Commander Chris Ragland, has joined the Buhl Foundation, One Northside Initiative, and Jackson Clark Partners in their effort to respond to community priorities around Health, Housing, Education, Employment and Safety in the Northview Heights public housing complex. This partnership, the **One Northside Strategy**, led to the December 2018 opening of a new public safety center staffed by Zone 1 police.
- On November 13th, in partnership with the **Heinz History Center**, the PBP formally launched its reconciliation at the **'Bridges to Trust'** event. Chief Schubert started the day with a powerful speech that acknowledged the ways that past harms by the PBP impact current community relations. The gathering brought together all PBP Command Staff, Neighborhood and Community Resource Officers and a wide range of community members to learn about their shared history, listen to stories of individuals who have been both involved in and impacted by policing in Pittsburgh, and collectively discuss their vision for the future of police-community relations.
- The NI team is now working with the PBP and Department of Public Safety to develop a **Community Advisory Board** and launch **listening sessions** in Northview Heights so that the Bureau has sustained opportunities to listen and respond to key concerns from its community members.

Integrating Policy Recommendations

PBP has worked with the NI team to develop a policy team tasked with evaluating all policies and practice changes to bring them up to date so that they align with the NI's core principles.

In Pittsburgh, Sergeant Eric Baker and Lieutenant Daniel Reed are coordinating policy change efforts initiated by members of the Procedural Justice Unit.

They are working with the NI team to consider recommendations from the experts at the Justice Collaboratory at Yale Law School and the Center for Policing Equity.

So far, the policy team has identified 26 department policies to be revised under the framework of procedural justice, began work to develop a clear and consistent policy and enhanced training on de-escalation, and finish the process of making policies available to the public online in early 2019. Looking ahead, PBP has expressed interest in finding ways to develop new metrics for measuring and recognizing police success that are in line with their legitimacy and trust-building goals.

To see some of PBP's policies, [please visit their website](#).

Improving Public Safety through the Group Violence Intervention

The National Network for Safe Communities (NNSC) has been working with PBP to implement the Group Violence Intervention (GVI), a strategy designed to reduce gun violence by focusing on the people at highest risk for violent victimization and offending. A three-pronged approach involving law enforcement, community partners, and social service providers, GVI aims to improve public safety, minimize arrest and incarceration, foster police-community collaboration, and change the narrative in neighborhoods that may have felt both over-policed and under-protected. Since early 2018, Pittsburgh has been integrating local probation and parole partners into custom

notifications, including by conducting notifications in conjunction with group members' mandated supervision visits. Through June 2018, the city saw a 28.9% reduction in shootings year to date. In June of 2018, individuals from PBP and the Department of Public Safety travelled to Stockton, CA for a peer exchange to learn about best strategies for aligning violence reduction and trust building efforts.

To learn more about how GVI works, [please visit NNSC's website](#) or contact Pittsburgh's GVI Outreach Coordinator Cornell Jones at cornell.jones@pittsburghpa.gov.

Evaluating Progress

In order to assess whether the National Initiative is affecting community member perceptions of and attitudes towards crime and police, the Urban Institute has been surveying residents in Pittsburgh neighborhoods that have a high incidence of crime.

Baseline community surveys were conducted in Fall 2015. Residents expressed overwhelming support for obeying the law and willingness to partner with police to solve crime, but only a third supported the police's actions in the community.

Data from The Urban Institute's subsequent rounds of surveys will feed into their final report, which will be a comprehensive assessment of the implementation and impact of the NI and broader trust-building work

Looking to the Future

The National Initiative commends PBP's leadership and commitment to a new way of building relationships with its community, which has been essential to the significant progress detailed in this status report. Additionally, we would like to extend our thanks to Mayor Bill Peduto, Director of Public Safety Wendell Hissrich, and Chief Scott Schubert, who have ensured the sustainability of the NI in Pittsburgh throughout our partnership.

In the final months of the project, the National Initiative will focus on helping Pittsburgh institutionalize its successful procedural justice work, push forward its policy and transparency efforts, and facilitate trust-building efforts through more listening sessions. Avenues for reconciliation and trust-building will be: increased public engagement, increased opportunities for community input in PBP policies, further development of the Neighborhood Resource Officer role, and the strengthening of local partnerships that will sustain this collaborative effort.

If you are interested in getting involved, or have suggestions, questions, or comments about the National Initiative, please reach out to us at ahatch@jjay.cuny.edu or contact the National Initiative's Pittsburgh Site Liaison, Commander Eric Holmes, at eric.holmes@pittsburghpa.gov or (412) 323-7814. We look forward to hearing from you.