



Fair and Impartial Policing: *Building Trust in Our Communities*

Henrico County Police Division
Chief Douglas A. Middleton



Challenging Events in Law Enforcement

- Staten Island, New York – Eric Gardner
- Ferguson, Missouri – Michael Brown
- North Charleston, South Carolina – Walter Scott
- Baltimore, Maryland – Freddie Gray

Future in Policing

- Transparency
- Community Engagement
- De-escalation
- Crisis Intervention Training
- Body Worn Cameras
- Justice, Compassion and Humility
- Fair and Impartial Policing

Introduction to the Fair and Impartial Policing Perspective

- FIP is a science- based approach to understanding how the human brain processes bias
- Based on **decades** of research by social psychologists
- Reduces defensiveness among police and community members
- Gaining acceptance as the new way to address difficult issues
- FIP is a mindset; an intelligent, non-emotional way to discuss human biases

Understanding Biases

- Implicit Biases – unconscious biases we have regarding race, gender, socio-economic status, religion, and sexual orientation, etc.
- Explicit Biases – conscious actions or words against the same groups of individuals



Fundamental Concepts of Human Bias

- Bias is a normal human attribute—even *well-intentioned* people have biases.
- Biases are often unconscious or “implicit”.
- Implicit biases can influence our actions
- Implicit biases manifest even in individuals who, at the conscious level, reject prejudices and stereotyping.
- Understanding how implicit bias can affect our perceptions and behavior is the first step to “override” implicit bias.



What FIP will bring to the Henrico Police Division ...

- Help us to recognize our own human biases
- Understand how implicit biases can affect our perceptions and behavior
- Understand how biased policing impacts community members and the department
- Learn methods to override the biases we carry
- Reflect on what it means to provide quality services to the citizens of Henrico County



Fair and Impartial Police Officers are more likely to...



- Be effective at solving crimes and handling disorder problems;
- Stay safe and go home at the end of the shift;
- Enhance/promote trust on the part of the people they serve and enhance the legitimacy of the police.



Henrico County Police Division's Implementation Plan

- All of Chief Middleton's staff were trained first in December of 2014.
- Police Officers and Supervisors were selected after an application process to be Division trainers.
- All Police Officers and civilians will be trained.
- Once Officers receive the FIP training they will receive the body worn camera training.



Body Worn Camera System

- TASER Axon Flex Body Worn Camera
- Our policy is consistent with the model policies on BWC's from IACP, PERF, & DOJ
- Officers will consider privacy concerns of citizens
- Officers will turn camera on prior to any enforcement action
- Video will be uploaded to a secure cloud storage management system
- Retention will be 90-days for "non-evidentiary" and 180-days for "evidentiary" video



Officers Camera of Choice



Eyewear



Ball Cap



Helmet



Collar



Epaulette



Body



Car

Henrico Police Proposal

- **October 15, 2014**
 - Requests For Proposals made available
 - Award of Contract– December 2014
- **December 2014**
 - Fair & Impartial Policing Training
 - Command Staff
 - Train the Trainers
- **1st Quarter 2015**
 - Begin Fair & Impartial Training to Field Officers
 - Begin Initial Deployment of Body Worn Cameras
- **1st Quarter 2016**
 - Project completion
 - 400 Body Worn Cameras In the Field

Measurement of Effectiveness

- Will be the responsibility of the Professional Standards Section within the Police Division
- Use of Force Reporting
- Internal Affairs Complaints
- Monthly Evaluation of the reliability and function of the equipment

Community Engagement

- Meetings to Discuss Policy and Present our Plan:
 - Virginia American Civil Liberties Union (ACLU)
 - Henrico Branch, NAACP
 - Henrico Legislators
 - Commonwealth's Attorney
 - Courts and Clerks
 - Citizens Groups
 - Civic Organizations
 - OUR POLICE OFFICERS

Conclusion

- This Technology is Here and Expectations are increasing for its use
 - Procedural Justice Initiative
 - Supplements the Fair & Impartial Policing Training
 - Improves the Professional Image of our agency through transparency
 - Improves behaviors
 - Increase effectiveness & efficiency
 - Decreases liability concerns

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QUESTIONS?

