



North Carolina Association of Chiefs of Police

Law enforcement excellence for tomorrow . . . *today.*

Police Professionalism Working Group Recommendations on the Evolution of 21st 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 21st Century Policing principles and to address policing culture in North Carolina

FOUNDATIONAL PRINCIPLE 1

PRESERVATION 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 duty to intervene 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.

