

*The National Academies of*  
**SCIENCES • ENGINEERING • MEDICINE**

**Committee on Law and Justice**

**Evidence to Advance Reform in the Global Security and Justice Sectors: A  
Workshop-based Consensus Study Series**

**Workshop #1: *Police Organizational Policies to Promote the Rule of Law  
& Protect the Population in the International Context***

**March 24, 25, 2021**

**Purpose:** This workshop will explore what is known about the organizational policies, structures, or practices (e.g. human resources and recruiting, legal authorities, reporting lines, etc.) that enable a police service to promote the rule of law and protect the population. This workshop is the first in a series of workshops conducted by the Committee on Evidence to Advance Reform in the Global Security and Justice Sectors. The workshop will be the primary source of information gathering to support the committee's brief consensus report on the topic.

**Day 1: Police Organizational Policies to Promote the Rule of Law & Protect  
the Population pt. 1**

**March 24, 10:00-2:00pm EST**

*Note: All times listed in Eastern Standard Time*

**10:00-10:10      Welcome to the Academies**

Mary Ellen O'Connell, Executive Director, Division of Behavioral and Social Sciences and Education

**10:10-10:20      Welcoming Remarks**

Raphael Carland, Office Director, INL/KM

**10:20-10:30      Introduction to the Committee's Charge, Workshop #1, & Commissioned Paper**

Lawrence Sherman, Committee Chair

**10:30-11:00      Assessing the Existing Research**

*A presentation on the findings from a paper commissioned on the topic*

Peter Neyroud, Cambridge University

**11:00-11:55      Question & Answer**

Moderator: Lawrence Sherman

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**11:55-12:15** **Break**

**12:15-12:20** **Introduction to Speakers**  
Lawrence Sherman, Committee Chair

**12:20-1:00** **Re-Constructing Police Landscapes Internationally**  
Stephen White, Northern Ireland Human Rights Commission  
Andrew Carpenter, United Nations Police Division, Department of Peace Operations

**1:00-1:30** **Question & Answer**  
Moderator: Cynthia Lum

**1:30-2:00** **Recapitulation of the Day & Scene Setting for Day 2**  
*Moderator: Lawrence Sherman*

**2:00** **Adjourn**

**Day 2: Police Organizational Policies to Promote the Rule of Law & Protect  
the Population pt. 2**

**March 25, 10:30-2:30pm EST**

*Note: All times listed in Eastern Standard Time*

**10:30-10:40** **Recap of Day 1 and Scene Setting for Day 2**  
Lawrence Sherman

**10:40-11:20** **Recruiting Police in Service to their Community**  
*An assessment of police recruitment criteria internationally*  
Elizabeth Linos, Goldman School of Public Policy  
Anne Li Kringen, University of New Haven

**11:20-11:50** **Question & Answer**  
*Moderator: Lawrence Sherman*

**11:50-12:00** **Break**

**12:00-12:40** **The Impact of Operational Independence for Police**  
Denis O'Connor, Cambridge University

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Gustavo Flores Macias, Cornell University

**12:40-1:10 Question & Answer**

Moderator: Beatriz Abizanda

**1:10-1:40 Discussion: Implications for Practice**

Discussant: Kara Rose, INL/KM

**1:40-2:30 Emerging Takeaways from the Evidence**

Moderator: Lawrence Sherman

**2:30 Adjourn**