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IMPLEMENTING 21ST CENTURY POLICING FOR COMMUNITY SUCCESS THROUGH THE LENS OF POLARITIES OF DEMOCRACY

Presenters
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Origins and Application of the Polarities of Democracy

- Applied practice in government and nonprofit work, Rochester, NY - 1960-1996

- Doctoral & Post-Doctoral Research at the University of Toronto – 1996 -2012 (drawn from concepts that span the literature and wisdom of the West, East, and Global South)

  - Budd Hall, Paolo Freire, Tanzania, Participatory Research

  - Barry Johnson, Polarity Thinking (the conceptual framework), US, Brazil, Africa

- Walden University & the Institute for Polarities of Democracy 2013 – 2022

- The Institute for Polarities of Democracy & NOBLE 2020 – 2022

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The Polarities of Democracy Theory

Freedom and Authority

Justice and Due Process

Diversity and Equality

Human Rights and Communal Obligations

Participation and Representation

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NOBLE and The Institute

NOBLE Mission: "…[T]o ensure equity in the administration of justice in the provision of public service to all communities, and to serve as the conscience of law enforcement by being committed to justice by action…"

NOBLE and Institute MOA: Applying the **Polarities of Democracy and aligned theories** to the tenets of 21st Century Policing in order **to analyze and assess police culture** to develop and implement cultural transformation reform efforts that ensure all citizens are treated with dignity and respect.

The Institute For Polarities of Democracy engaged in an initiative to support NOBLE's efforts to implement **transformational reforms** particularly related to:

- The tenets of 21st Century Policing,
- The Justice in Policing Act, and
- Structural and systemic racism underlying the vast racial disparities and inequities that exist in America.

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Benefits of Collaboration
ROI to both Law Enforcement & Communities of Color

- Opportunity to advance the conversation relative to the transformation of police and community relations, particularly with the communities that are the most policed.

- Chance to reimagine the image and impact of policing – transitioning from **Warrior to Guardian.**

- Open the door to improved public safety, better crime reduction strategies, save lives (police & public), and reduced incarceration rates.

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Achievements

- The review was conducted by individuals from Walden University, the Institute, and the Polarity Thinking community.

- Qualitative content analysis of the 21st Century Final report and appropriate notes were aligned against the Polarities of Democracy value sets.

- Development of Definitional Link Survey for Pillars 1, 2, and 4.
  - Distributed to both NOBLE CEOs and General membership.

- Completion of Phase One Analysis Report that was Issued on August 2, 2021, at NOBLE National Conference.

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Findings of the Pillar One Analysis Team

① Ensure procedural justice (also a cross-cutting theme to other pillars).

② Create a culture of transparency and accountability.

③ Initiate positive non-enforcement activities to engage communities.

④ Ensure that local law enforcement agencies track and analyze the level of trust communities have in the police.

⑤ Create local law enforcement agencies' workforces that encompass a broad range of diversity.

⑥ Ensure that local law enforcement agencies build relationships based on trust with immigrant communities.

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Reference

Benet, W. J., & McMillan, J. (2021). Reimagining public safety in the aftermath of George Floyd. *Journal of Social Change, 13*(1), 55–72. https://doi.org/10.5590/JOSC.2021.13.1.07

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MISSION

Advancing Healthy, Sustainable, and Just Communities.

VISION

The Institute for the Polarities of Democracy envisions democracy as the solution to oppression. Thus, it catalyzes social progress through leveraging the positive aspects of nonpartisan democratic values at all levels of society.

STRATEGIES

Education, Training, and Fellowships.
Consulting, Research, and Evaluation.
Real-World Social Change Tools and Programs.