



# ADVISORY COMMITTEE FOR POLICING AND COMMUNITIES OF COLOR

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# POLICING AND COMMUNITIES OF COLOR TASKFORCE

## Timeline

- 2016 Taskforce Report → 2021 Taskforce Report → 2022 Advisory Committee
- Co-sponsors: State College Borough and Penn State University

## Next Steps from 2021 Taskforce Report

- Share report with the local community to generate discussion and invite feedback
- Respond to community calls for transparency by “presenting” the report at local council meetings and other key stakeholder groups
- Continue and expand the Task Force to work and support local policing agencies in realizing the success of the recommendations
- Continue the dialogue with local, statewide, and national groups (including PA legislative representatives) regarding cross-collaborative efforts focused on police reform

# 2021 REPORT RECOMMENDATIONS



## Hire an external consultant to examine the following:

1. Perception of community relations among communities of color
2. Better understanding of working relationship between local police agencies
3. Case processing
4. Racial/Ethnic disparity analysis

# 2021 REPORT RECOMMENDATIONS



## Diversified Workforce

1. Cluster Hiring
2. DEI Director
3. Mentorship Program



# 2021 REPORT RECOMMENDATIONS



## Community Engagement

1. Police officer is required to provide “service hours” to local nonprofits

\*Officers choose a nonprofit to support but are fully compensated for their time

# OBJECTIVE OF THE ADVISORY COMMITTEE

**To advance the 2021 taskforce report recommendations and address issues in perpetuity**

## **Advisory Committee Members (20)**

- Bellefonte Borough Police
- Spring Township Police
- Penn State University Staff and Faculty
- Community Representatives
- Ferguson Township Police
- University Park Police
- State College Borough Police
- Penn State Student

# DATA COLLECTION



WHAT DO WE HAVE  
AND WHAT IS  
MISSING?



HOW DO WE USE THE  
DATA THAT IS  
COLLECTED TO  
INFORM PRACTICE?



UNIFORMITY IN DATA  
COLLECTION ACROSS  
THE COUNTY



WHO IS THE  
DECISION-MAKER AT  
THE TOWNSHIP  
LEVEL?



# DATA COLLECTED

(STATE COLLEGE AND UNIVERSITY PARK)

\*\*ALL DATA IS NOT PUBLISHED

Arrest rate

Use of force

Traffic Stops

Police  
Contacts

Calls for  
Service

Arrest  
Statistics

Employment  
Demographics

County Jail  
Statistics

Disposition of  
Cases

# SCOPE OF WORK

## Assess Perceptions of Policing in Communities of Color in the Centre Region

- Disseminate a survey and conduct a quantitative analysis to assess the perceptions of minoritized communities and non-US citizens in the Centre Region. The analysis should make a distinction between short-term and long-term residents.
- Conduct focus groups to gather qualitative data on the perceptions of minoritized communities and non-US citizens in the Centre Region.
- Identify any additional research techniques and strategies that would contribute to the most accurate assessment.

# SCOPE OF WORK

## Assess the working relationship between local police agencies and UPPS during large events which attract non-white attendees

- Conduct interviews with participating Centre Region police departments and UPSS to examine the working relationship between the policing agencies during these large-scale events to determine any implicit bias. Request any necessary data to assist in the analysis.
- Identify any additional research techniques and strategies that would contribute to the most accurate assessment.

# SCOPE OF WORK

## Case Processing and Cluster Hiring/Recruitment

- Work with participating Centre Region police agencies and UPPS to analyze whether minoritized racial/ethnic groups experience a cumulative disadvantage as they are processed through the system
- Investigate and identify best practices for recruiting and maintaining minorities for careers in law enforcement in the Centre Region.
- Assess how the regional police agencies can take advantage of cluster hiring for minority law enforcement officers.
- Create and disseminate a cultural assessment tool for each participating police agency to analyze whether their culture is conducive for future minority employees.

# SCOPE OF WORK

## Data Collection

- Identify tools and resources for consistent data collection across various policing agencies. Data should include demographic information on the use of force and traffic stops
- Assist local policing agencies in defining standard information that includes various data points such as race/ethnicity, gender, and age

# EXTERNAL CONSULTANT QUALIFICATIONS

- Ph.D. required in criminal justice, criminal law, criminology, political science, sociology, public affairs, statistics, or a similar field.
- 10+ years of research experience and statistical analysis
- 10+ years of experience with survey analysis and focus groups
- Research and publications on minorities and policing
- Track record of grant awards for relevant research
- Experience serving as a subject matter expert on panels or research projects

## **Preferred Qualifications**

- Professional affiliation with police research and reform organizations

# PROSPECTIVE CONSULTANTS

- Universities with Criminal Justice and Criminology Departments
- Experts in the field of policing and community engagement in communities of color
- Police Research Organizations
- Professional Law Enforcement Organizations



**QUESTIONS??**





THANK YOU