

# Consortium for Police Leadership in Equity (CPLÉ)

## Overview for the City of San Jose



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# Overview

- History of CPLE
- The Denver Police Department Model
- Key Research Principles
- Key Areas of Focus
- Value for All Stakeholders
- Good Timing and Fit for San Jose
- Ongoing Opportunities for Improvements



# Organizational History of CPLE

- University of Colorado Research Partnership
- Policing Racial Bias Conferences
- Denver Research Model
- Expanding the Model
- CPLE Formed in January 2009



# Colorado University Research Partnership

## Research Exercise

- Saw a screen with either Black or White targets holding either guns or harmless objects
- How fast do they shoot?
  - Bias
- How accurately do they shoot?
  - No Bias



# The Denver Police Department Model

- Test Officers
- Link to Performance Data
- Pre & Post-Test on Academy Recruits
- Products Delivered-Opportunities for Improvements-Lessons Learned



## Key CPLE Principles

- Understanding Race/Gender in Policing
- Research Independence
- Cutting Edge Researchers
- Collaborative Approach
- No Cost



# Researcher Guidelines

- Aggregate Data/Confidentiality
- Community Engagement
- Researcher Matching
- Speaking Independently



# Boot Camp for Researchers

## Part I

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- Handling sensitive data
- Learning police culture

## Part II (with Departmental Liaison)

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- Citizen academy/ride along
- Command staff, officer, city leadership, and community interviews
- Operations and administrative policy review



# Who Gets What?

- Consistent community engagement throughout the process
- Ongoing communication with SJPD, City Manager's Office and the City Council via the Public Safety, Finance and Strategic Support Committee (PSFSSC)
- Nationwide trends and observations



Any Questions?