

CONTINUING THE JOURNEY:

ADVANCING EQUITY AND INNOVATION IN PUBLIC SAFETY

2023 ANNUAL REPORT

Center For
POLICING EQUITY



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TABLE OF CONTENTS

LETTER FROM THE CEO 2

STRATEGY AND VISION 4

DATA AND IMPACT 8

FINANCIAL OVERVIEW 10

ACKNOWLEDGEMENTS 11

LETTER FROM THE CEO



There is no country on earth that loves an underdog or a comeback story like the U.S. does. No place cheers louder for the kid who got knocked down seven times, but got up eight. No place wants the mother and father fighting their demons to take care of their children to succeed more. No place roots for redemption harder than the U.S.—though our policies do not always match our enthusiasm for these stories. Still, in a country that celebrates overcoming, the Center for Policing Equity (CPE) team is optimistic about transforming today's challenges into tomorrow's victories.

That optimism was not bought cheaply. The reduction in giving within the sector hit many organizations hard, resulting in the di!cult decision to reduce the size of our sta". We saw first hand how politicians and communities turned away from common sense changes to the way we keep vulnerable communities safe. And the high-profile killing of Sonya Massey continued the pattern of outrageous—preventable—death at the hands of police that motivates everyone at this organization to do more. Internally, we greeted the retirement of our co-founder, Tracie Keesee, with bittersweet reflection as she moves from the head of day-to-day operations to her rightful seat on the board. And yet, despite all of this change, the future of this work remains bright.

Despite the di!culties of this past year—the dwindling support for criminal justice organizing, the shrinking political courage of the nation to support care instead of punishment, and the threat of broader retreats from democracy—we find ourselves in position to provide valuable progress for vulnerable communities. From our science team's evaluations of e"orts to limit police in tra!c stops to our work on the ground in St. Louis to the work coordinating our Unlocking Democracy Cohorts with partners at the Council for State Governments, we continue to see opportunities to make good on the moral clarity we saw in 2020. And as we stare down a presidential election season like no other, we are optimistic that the leadership among communities, elected leaders, and law enforcement that we support is positioned to continue regardless of the outcome.

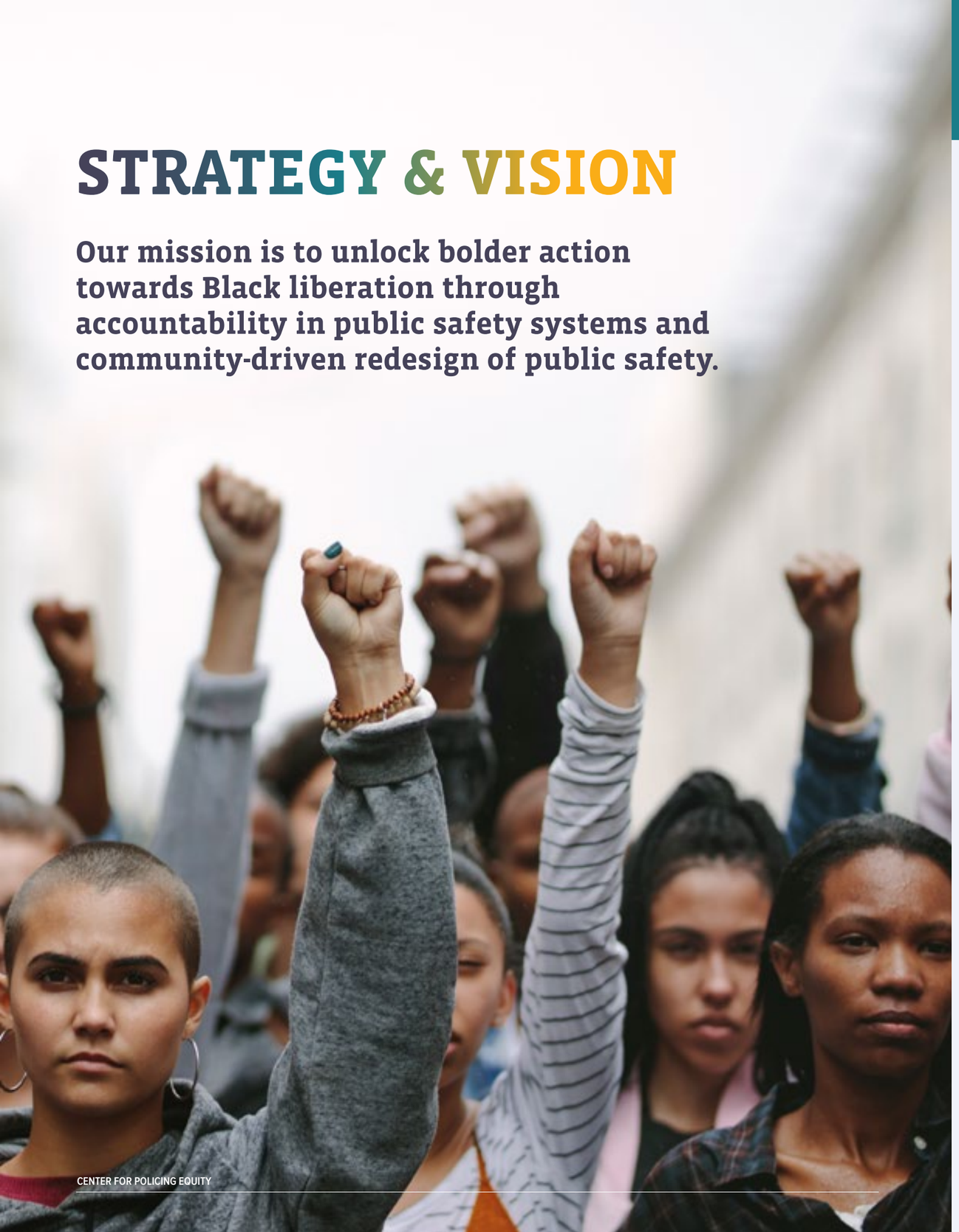
At a time when we are acutely aware that progress towards Black liberation comes in the context of cycles of backlash, we are proud to work with people who dedicate their whole lives to a project that will not be completed in our lifetimes. And we are honored to be supported by folks who understand that planning for the future requires not just rooting for folks to get up, but supporting them through the fall.

With appreciation,

Phillip Atiba Solomon

STRATEGY & VISION

Our mission is to unlock bolder action towards Black liberation through accountability in public safety systems and community-driven redesign of public safety.



SUPPORTING AND EMPOWERING COMMUNITIES

Responding to needs identified by our constituents, CPE partnered with the Council of State Governments to pilot **Unlocking Democracy**. The program provides strategies to expand the range of alternative response options that improve public safety; support individual and community well-being; and reduce an overreliance on law enforcement. It also incorporates robust data collection to monitor the progression of these new programs. CPE also launched **Community Up**, which provides data-driven insights that make policing's most persistent problems easier to identify, equipping community members with resources to advance their grassroots public safety work. Community Up is both a program and a space through which activists and policymakers can ideate, support one another, and advance public safety research and policy.

Law Enforcement Initiatives

CPE works with law enforcement agencies to measure racially disparate outcomes, isolate the portion for which police should be held accountable, and identify changes to policing practices that change behaviors—ultimately making communities safer. The processes of giving police departments feedback transform diagnoses of disparate policing into vaccines, permitting nimble responses that prevent trends of disparity from becoming legacies of discrimination.

In 2023, CPE engaged with 40 law enforcement agencies, helping them identify opportunities for harm reduction and transparency. CPE is a trusted thought partner and resource for agencies nationwide that are looking to meaningfully address racial equity.

LOS ANGELES SHERIFF'S DEPARTMENT

In partnership with the Los Angeles Sheriff's Department (LASD), CPE has been analyzing the department's handling of stops, use of force, and community engagement. This work provides a data-driven lens to identify areas of improvement. The analysis revealed insights that have improved stops enforcement tactics, making them more effective and more equitable, reducing racial disparities and fostering community trust.

CPE will also collaborate with community stakeholders in Los Angeles to utilize focus groups that will capture feedback and serve as a cornerstone for future LASD initiatives.

CPE's work with LASD is a testament to the transformative power of data-driven methodologies in law enforcement, setting a new benchmark for operational excellence and community-centric public safety.

REFINING PUBLIC SAFETY STRATEGIES

Partnering with the American Institutes for Research (AIR) helps CPE maximize our effectiveness and impact. Through their investment in our data infrastructure, research, and evaluation capabilities, we have strengthened our initiatives and yielded invaluable insights. Thanks to AIR, CPE is better equipped to advance justice and make policing less racist, less deadly, and less pervasive.

Supporting CPE was an easy decision, as their mission and work closely aligns with our overall funding strategy and with the goals of our Public Safety and Policing grant portfolio. From promoting fair and just policing through research, partnerships, and public discourse, to empowering communities to engage with and shape their public safety systems—particularly utilizing data-driven solutions—CPE is leading the path forward to create better public safety outcomes, and a better, more equitable world.

Jaspal Bhatia
Program Officer, AIR Equity Initiative

Community-Driven Change in Saint Louis

CPE's long-time commitment to St. Louis has helped transform public safety by constructing new, community-driven systems, including the St. Louis Public Safety Collaborative. This collective of local volunteers is committed to the co-production of public safety and operates on these principles:

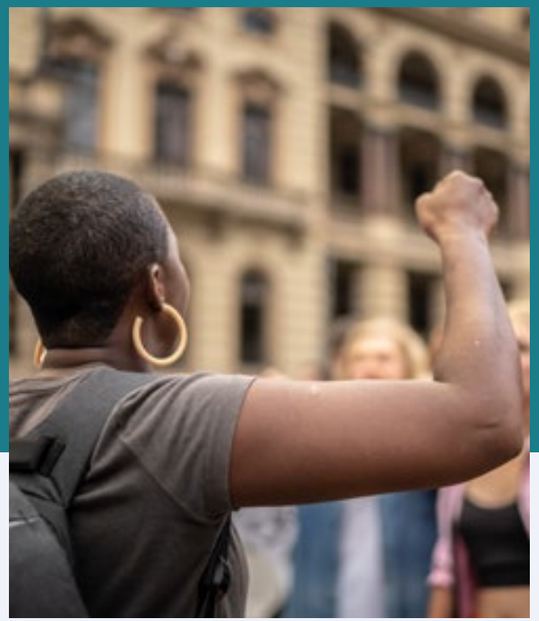
- focusing on places rather than people
- using data to explore community-driven approaches for resolving
- reducing harm in high-risk areas of the city

The project has democratized the data and responses to it. For example, focusing on nuisance properties in targeted neighborhoods, the Collaborative gathered detailed information through outreach and strategized with community members alongside city representatives. As a result of their analysis and community involvement, the Collaborative helped prioritize the demolition of landbank properties, starting with the highest-risk locations.

The Collaborative's successes prove that a strategic, data-driven, and community- focused response can significantly enhance public safety.







DATA-DRIVEN ENHANCEMENTS

Increasing the speed of our Justice Navigator Assessments production remains a primary goal for CPE. So, in 2023, CPE launched a pilot program that sent staff to work 1:1 with partnering law enforcement agencies to collect needed data in person. The result was a resounding success - the wait time for information was essentially eliminated. Piloting this approach with the Los Angeles County Sheriff's Department, CPE reduced data collection time from 10 months to 3 weeks. County Sheriff's Department, CPE reduced data collection time from 10 months to 3 weeks.

In addition to the site visits, CPE conducted Data Gap Analyses, which are especially beneficial for smaller agencies. The Menomonie Police Department in Wisconsin and the State College Police Department in Pennsylvania benefited from their DGA analyses, which helped identify key improvements. They provided actionable recommendations for refining data collection practices.

CPE also enhanced Justice Navigator Assessments to improve functionality in analyzing critical police data. The upgraded JNA tool now includes the capability to analyze calls for service data, offering a comprehensive view of public safety demands across various municipalities. The impact has been felt by the participating police departments and their communities. With detailed analyses of calls for service data, this initiative provided police departments with solid data to allocate resources, mitigate unnecessary use of force, and address public safety concerns with increased precision.

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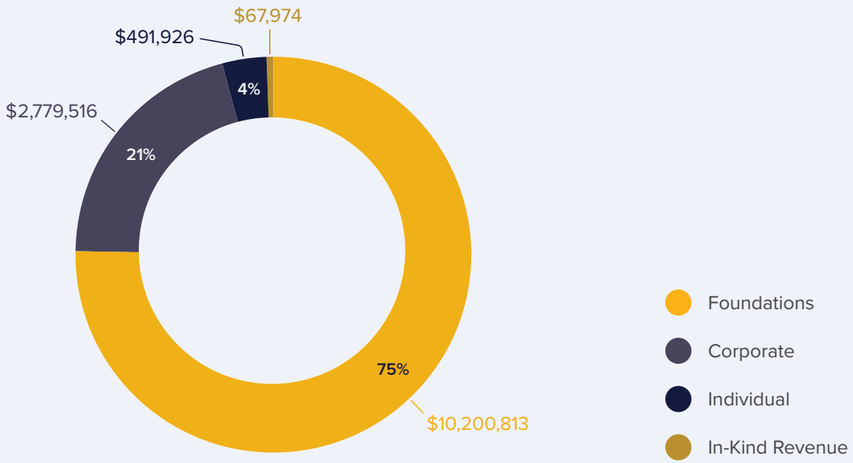
> **The Just Trust is pleased to support the Center for Policing Equity. Its innovative approach to leveraging the collective power of science, policy, law enforcement expertise, and community engagement supports our vision of more equitable public safety systems.**



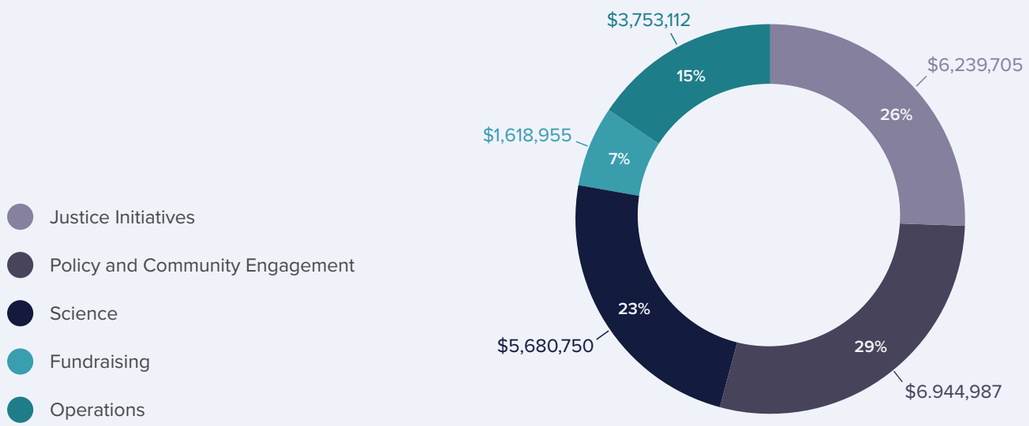
2023

SUMMARY OF FINANCIALS

SOURCE OF FUNDS



USE OF FUNDS



ACKNOWLEDGEMENTS

We extend our heartfelt gratitude to our funders, partners, and staff. Your unwavering support and dedication are the driving forces behind our success.

BOARD OF DIRECTORS

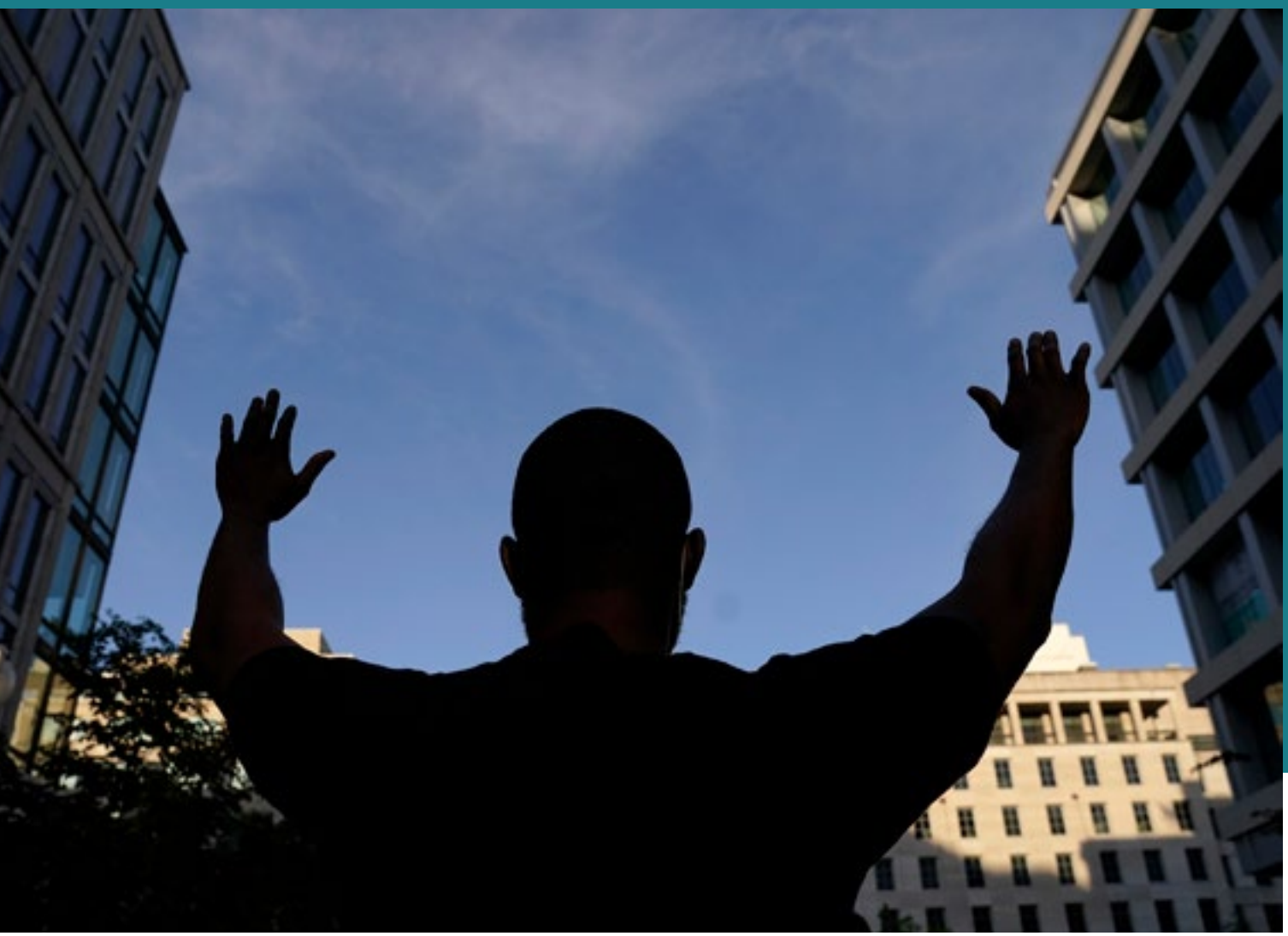
Our Board of Directors plays a crucial role in guiding our organization. We are grateful for their leadership and support.

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*until November 2023 **beginning October 2023

The Center for Policing Equity continues to demonstrate an unwavering commitment to racial justice. As a board member, I am constantly inspired by the dedication and passion of our team, as well as the difference we make to improve the lives of Black and Brown communities. Our community engagement and data-driven programs efforts are transforming lives and advancing our mission in ways that are both meaningful and impactful. I am proud to be part of an organization that is making such a profound difference every day.

Adam Savage



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