

Pittsburgh Bureau of Police

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Pittsburgh Procedural Justice September 2018 Report



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Overview

Executive Summary

The National Initiative for Building Community Trust and Justice is a project to improve relationships and increase trust between communities and the criminal justice system and advance the public and scholarly understandings of the issues contributing to those relationships.

In September 2014, the U.S. Department of Justice announced a three year, \$4.75 million grant to establish the project. In collaboration with the Department of Justice, the National Initiative is coordinated by the National Network for Safe Communities at John Jay College of Criminal Justice, with partnership from the Justice Collaboratory at Yale Law School, the Center for Policing Equity at John Jay College and UCLA, and the Urban Institute.

The project combines existing and newly developed interventions informed by these ideas in six pilot sites: **Birmingham, Alabama; Ft. Worth, Texas; Gary, Indiana; Minneapolis, Minnesota; Pittsburgh, Pennsylvania; and Stockton, California.**



Three Parts to the National Initiative

Enhancing Procedural Justice

- The way police interact with the public, and how those interactions shape the public's views of the police, their willingness to obey the law, and their engagement in co-producing public safety in their neighborhoods.

Reducing Implicit Bias

- The automatic associations individuals make between groups of people and stereotypes about those groups, and the influence it has in policing

Fostering Reconciliation

- Frank engagements between minority communities and law enforcement to address historical tensions, grievances, and misconceptions that contribute to mutual mistrust and misunderstanding and prevent police and communities from working together.

Pittsburgh's National Initiative Timeline

- **March 2015:** Attorney General Eric Holder announces Pittsburgh as one of six pilot cities for the National Initiative for Building Trust and Justice.
- **October 2015:** Seven members of the Pittsburgh Bureau of Police travel to Chicago, IL to attend a “train-the-trainer” course in Procedural Justice I.
- **December 2015:** In-service Training in Procedural Justice I begins at the Training Academy by adjunct instructors and entire Bureau is trained by February 2016.
- **April 2016:** A Community facing version of Procedural Justice I is developed and delivered to various groups on an on-going basis.
- **June 2016:** Procedural Justice Instructors present Community Procedural Justice Program at the University of Pittsburgh for the Chief’s Summer Institute.



- **July 2016:** The Municipal Police Officers' Education and Training Commission (MPOETC) adopts Procedural Justice course and makes it part of 2017 Legal Updates In-Service requirements. Pittsburgh Commander Cristyn Zett is on the development committee.
- **August 2016:** Procedural Justice instructors teach the entire Port Authority Police Department in Procedural Justice I.

- **June 2016:** Seven members of the Pittsburgh Bureau of Police travel to New York, NY at John Jay College to attend a “train-the-trainer” for Procedural Justice III Implicit Bias seminar with Center for Policing Equity President Dr. Phillip Goff.



- **October 2016:** In-service Training in Procedural Justice II begins at the Academy by adjunct instructors and entire Bureau is trained by December 2016.

- **October 2016:** The Pittsburgh Bureau of Police received the inaugural United States Attorney General Community Policing Commendation award at the Department of Justice in Washington DC from former US Attorney general Loretta Lynch for work in community outreach.



- **November 2016:** Two Pittsburgh Police members travel to Birmingham, AL to attend a train-the-trainer with the BPD on rolling out Procedural Justice III Implicit Bias.

- **February 2017:** Procedural Justice Instructors trained the entire Port Authority Police in Procedural Justice II.
- **March 2017:** In-service training in Procedural Justice III Implicit Bias, begins and entire Bureau is trained by June 2017.
- **June 2017:** Procedural Justice Instructors present a Community facing version of Implicit Bias at the University of Pittsburgh’s Center on Race & Social Problems.
- **June 2017:** Pittsburgh Police Officer Jeff Upson participates as a panelist in the National Network For Safe Communities National Conference at John Jay College in New York City. Officer Upson sits on the panel “Reducing Harm: Shifting Police Culture and Practice” to discuss Pittsburgh’s progress in Procedural Justice with other panelists including, Birmingham, AL Chief of Police AC Roper; Stockton, CA Deputy Chief Trevor Womack; Minneapolis, MN Assistant Chief Medaria “Rondo” Arradondo; and Camden, NJ Chief of Police Scott Thompson.
- **July 2017:** The Pittsburgh Police host an Implicit Bias Train-the-Trainer course for Community members, becoming the first city in the National Initiative to begin a collaborative partnership between Community members and Police instructors to deliver the training.



- **August 2017:** Members of the Procedural Justice Unit review relevant Police policies through the lens of Procedural Justice and Police Legitimacy and make recommendations on proposed changes.
- **September 2017:** The Center for Policing Equity begins a Climate Survey for members of the Pittsburgh Bureau of Police.
- **December 2017:** Members of the Pittsburgh Procedural Justice Unit present Implicit Bias to the Pittsburgh Steelers staff.
- **July 2018:** Members of the Pittsburgh Procedural Justice Unit present an Implicit Bias course to Immigrant and Refugee groups at the Chief's Summer Institute at University of Pittsburgh.



Fostering Reconciliation and Building Trust

“Reconciliation” is a process that opens communication between community members and the police, allows both parties to acknowledge past and present grievances, and begin to build (or rebuild) trust. PBP has worked with the NI team to design a robust reconciliation framework that promotes neighborhood policing as well as active outreach to the city’s most vulnerable communities.

The process involves facilitated meetings (“listening sessions”) between police department leadership and influential leaders from a variety of communities with histories of tension with the police. The meetings introduce the reconciliation process to community members; allow police leadership to publicly commit to the process of reconciliation; acknowledge the importance of overcoming the present state of mistrust; and offer community members an opportunity to respond. Ultimately, lessons learned through these sessions will inform the internal policy review process, in addition to localized operational collaborations to improve public safety.

The NI is working with the PBP to adapt its framework for police-community reconciliation to map out a meaningful rollout. Though PBP has not yet begun the listening sessions, they have made intentional steps to engage and build trust with Pittsburgh’s most vulnerable communities through a variety of other avenues, including the appointment of an LGBTQIA Liaison, Commander Eric Holmes, and the establishment of an LGBTQ Working Group; the Multicultural Affairs Unit, whose charge is to build trust with and address issues raised by immigrant communities; the broad-based Civil Rights Working Group, which brings together a diverse coalition of government and community partners to discuss issues like use of force policy; strategic cross-agency engagement with youth through the Downtown Safety Coalition; and coordination with the American Disabilities Association to better serve the needs of people with disabilities.

The following items are examples of recent trust-building work which can be built into a formal reconciliation framework:

- Commander Jason Lando has held focus conversations to listen to the concerns of the city's young people who are so often unfortunately impacted by violent crime, while also promoting dialogue between them and law enforcement. Following enthusiastic conversations between police and local youth in 2016, Commander Lando and the PBP were invited to the Greater Pittsburgh Coalition Against Violence's Anti-Violence Youth Summit in the Hill District on March 8, 2017.
- Connecting with immigrant and refugee communities has also been a key priority for the PBP. As part of the Mayor's Multicultural Liaison Unit, the PBP aims to help educate immigrant communities on their legal rights, personal safety, and effective interactions with law enforcement. Through a newly-established Immigrants Public Safety Academy (to be taught in English and Spanish), the PBP will also take part in a series of listening sessions with immigrant communities conducted by the Multicultural Liaison Unit. The agency has recently issued guidance regarding its immigration status non-inquiry policy.
- To improve interactions with LGBTQIA communities, the PBP is working with the PERSAD Center on collaborative training initiatives, such as the Sexual Orientation Gender Identity and Expression trainings. As part of Working Together LGBTQ+, the PBP has joined various local government agencies and members of the LGBTQ+ community to reform policies at the Allegheny County Jail. ACJ has since updated its policy on housing transgender individuals, and is currently revising its intake questionnaire to better identify LGBTQ+ individuals and address their safety concerns while in custody.
- In Fall 2018 the Pittsburgh Bureau of Police is hosting a reconciliation event at the Heinz History Center that will include a tour of the exhibit "From Slavery to Freedom"

Improving Public Safety

The National Network for Safe Communities (NNSC) has been working with PBP to implement the Group Violence Intervention (GVI), a strategy designed to reduce gun violence by focusing on the people at highest risk for violent victimization and offending. A three-pronged approach involving law enforcement, community partners, and social service providers, GVI aims to improve public safety, minimize arrest and incarceration, foster police-community collaboration, and change the narrative in neighborhoods that may have felt both over-policed and under-protected.

Evaluating Progress

In order to assess overall community member perceptions of and attitudes towards crime and police, the Urban Institute has been surveying residents from neighborhoods in Pittsburgh that have a high incidence of violent crime.

Their latest round of community surveys will be a follow-up from the baseline survey they conducted in Fall 2015, during which residents expressed overwhelming support for obeying the law and willingness to partner with police to solve crime, but only a third supported the police's actions in the community.

The Urban Institute completed its second round of surveys in August, 2017. Data from those surveys will feed into Urban's final report, which will be a comprehensive assessment of the impact of the NI and broader trust-building work.

Looking to the Future

The National Initiative commends PBP's leadership and commitment to a new way of doing business, which has been essential to the significant progress detailed in this status report. Additionally, we would like to extend our thanks to Mayor Bill Peduto and newly sworn in Chief Scott Schubert, who have ensured the sustainability of the NI in Pittsburgh through our continued partnership.

Over the remainder of the project, the National Initiative will continue the rollout and institutionalization of its new curricula; facilitate trust-building efforts through listening sessions; raise public awareness of its activities and increase public engagement; measure the impact of its interventions; and continue to develop local partnerships to sustain and institutionalize this collaborative effort.

Pittsburgh Procedural Justice: In the News



Tackling history of race and policing starts with well-informed officers

BY ERIC HOLMES AND JEFF UPSON, OPINION CONTRIBUTORS — 10/10/17 06:00 PM EDT

THE VIEWS EXPRESSED BY CONTRIBUTORS ARE THEIR OWN AND NOT THE VIEW OF THE HILL



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In order for police to build trust with marginalized communities, we must first understand the origins of distrust.

When our veteran police officers first learn that they're going to get a lecture on the history of race and policing, we tend to get responses along these lines: "I've been a good cop for 20 years, what does this have to do with me?"

By this point, we're used to the skepticism — and, on one level, it makes sense. The average American cop is 39 years old, which means that the vast majority of officers serving today weren't alive during Jim Crow or the Civil Rights Movement. Plus, because policing is a complex and challenging profession that requires quick actions and reactions — it's our job to respond to emergencies — it can be hard to leave the present moment to pause and really reflect about our place in history.

So, when Pittsburgh Bureau of Police (PBP) officers first attend our department's new procedural justice training, we have to convince them that policing doesn't happen in a vacuum. We have to demonstrate that there is a historical context in which our present actions are situated.

The National Holocaust Museum and the National Museum of African American History and Culture demonstrate that if we don't understand the evolution of American policing — history could become the present.

Through our participation in the [National Initiative for Building Community Trust and Justice](#) — a collaboration between the U.S. Department of Justice and several academic partners — Pittsburgh and five other American [pilot cities](#) are implementing police-community [trust-building interventions](#) based on the principles of procedural justice, implicit bias and racial reconciliation. The initiative works toward policy changes and practices, data collection within the department, and much more — including many hours of training for all 850 of our sworn officers.

The history of policing in America is one key component of procedural justice training, which introduces the idea that community perception of the local police rests on perceived fairness of the entire justice process.

Accordingly, [procedural justice](#) training urges law enforcement to treat all community members with respect and dignity (regardless of the type of encounter); remain neutral and unbiased; convey trustworthy motives; and give community members a chance to explain their side of the story.

Without a solid grasp of the history that influences community perceptions of police, however, we would lack a complete understanding of why building trust with marginalized communities through applied procedural justice is so important. For that reason, our new training addresses painful moments in American history — and, in particular, law enforcement’s role in enforcing laws that perpetuated racial inequity. Police in all six National Initiative cities are now learning about the Fugitive Slave Act of 1850, convict leasing and Jim Crow laws in their procedural justice training.

This national history is important, but it’s even more critical to tailor national history to Pittsburgh-specific events. For instance, Commander Holmes can personally remember a police department just outside of Pittsburgh that used different 10 codes for traffic stops depending on whether the vehicle’s occupants were white or black. Policies like these are one of many reasons why he decided to become a police officer in the first place — to make positive changes from within the institution.

By addressing concrete aspects of local and national history, procedural justice training places each officer’s identity and perceptions into the context of a broader historical perspective. Dave Mather, Ph. D., a police training consultant who has been working with PBP, recalls that “as a line cop, I didn’t know any of the history and I didn’t care to know any of it. I was naive enough to believe that how I treated people on an individual basis was more important than what had happened in the past.”

For those of us behind the shield, our uniform is a point of pride and a badge of honor; but because many community members have felt the burden of over-policing, our uniform carries a very different meaning.

As a result, communities may be particularly sensitive to certain police behaviors that seem to reinforce negative stereotypes about law enforcement. “As police officers, we perceive our own actions through the lens of our best intentions in the current moment,” Mather explains. “But communities may be interpreting our behavior through a historical lens — horrible experiences with law enforcement can be passed down from generation to generation.”

In that context, a single interaction may be interpreted very differently by police and community members and both parties can leave with disparate impressions of the same event. Even during a routine traffic stop, we have to remember that the driver's perception of police is informed by every traffic stop they've ever experienced (and every officer they've ever met). "Procedural justice training plants the seeds of understanding with young officers so that it doesn't take them 25 years to comprehend these concepts like it did for me," Mather adds.

Perhaps most importantly, this training will make our officers more effective in the field because all of our officers have a greater appreciation and understanding of how we got here and what need to do to begin building trust. Procedural justice is [closely linked](#) to the establishment of police legitimacy — and, according to [recent research](#), when communities view police authority as legitimate, they are more likely to trust and cooperate with us.

Ultimately, procedural justice training tries to identify ways in which legitimacy can be impacted by police-community interactions, and how various factors — the history of racist laws, specific instances of abuse, over-policing and even ordinary rudeness — can combine to create today's [racial confidence gap](#) in perception of police performance. Police who have been trained in procedural justice understand how establishing police legitimacy makes their job easier.

Our officers understand why the history of policing is so important: without that crucial context, police cannot truly protect and serve.

Commander Eric Holmes is the Pittsburgh site liaison for the National Initiative for Building Community Trust and Justice. Officer Jeff Upson is a full-time instructor in the Pittsburgh Bureau of Police's police academy.



Pittsburgh police train community, officers on implicit bias

SHELLY BRADBURY

Pittsburgh Post-Gazette sbradbury@post-gazette.com

JUN 29, 2017

The young black man who walked into the community event at the coffee shop in Homewood didn't fit in with the older crowd, and for a moment, Pittsburgh police Cmdr. Jason Lando felt uneasy.

The young man was in sweats, he wasn't drinking coffee, wasn't talking with others at the event. Cmdr. Lando exchanged a glance with another officer. Something felt not quite right.

But then the commander spoke with the young man and discovered he hadn't come to the coffee shop to cause trouble — just to say hello.

And Cmdr. Lando realized he had initially reacted with implicit bias — an unconscious, automatic association between a group and a trait.

“You can’t get rid of implicit bias,” he said Wednesday. “It’s in you. The important thing is to understand that you have that bias, recognize it and be careful not to act on it.”

He spoke during a daylong training session in which police officers taught about 60 community members about implicit bias and discussed its impact on policing.

Wednesday’s training was a slightly shortened version of implicit bias training that all Pittsburgh police officers are now required to go through as part of the city’s participation in the National Initiative for Building Community Trust and Justice. Pittsburgh was named as one of six pilot cities in the federal initiative in 2015.

Hosted by the University of Pittsburgh’s Center on Race and Social Problems, the session looked at not only at implicit bias but also prejudice, discrimination and ways police and citizens can mitigate the impact of such automatic, subconscious bias.

“Implicit bias is unconscious bias,” said David Harris, a professor of law at the university. “It’s not about your character; it’s not about your beliefs; it’s about the psychological roots of behavior.”

Chief Scott Schubert said that “at its core, it is intended to build trust and collaboration between community members and police as necessary as a prerequisite for reducing violent crime.” Later he added, “This is not a ‘program’ for us. It’s not a ‘check the box.’ It’s a philosophy for us.”

About half of all police officers have gone through the training, with the remainder expected to finish by the end of the year, police said. Officers will also be offering the training to other community groups in the coming months.

Zinna Scott, a 70-year-old Homewood resident who sat through Wednesday’s session, said the lectures helped her understand her own bias, as well as bias among officers.

“You have to learn to work through your bias and not stand up and holler and scream,” she said. “You have to use it for your benefit.”



Working together as one

Teresa Varley

STEELERS.COM

The Steelers continued their long-standing relationship and support of the Pittsburgh Bureau of Police by hosting a Procedural Justice Seminar at Heinz Field on Thursday.

Pittsburgh is one of six pilot sites in the United States for the National Initiative for Building Community Trust and Justice that works to build relationships and increase trust between the police and the communities they bravely serve. The program is employing strategies, examining policies, and developing evidence through research to reduce implicit bias, enhance procedural justice, and promote racial reconciliation. Part of the program includes training of current and incoming officers, many of which have already begun or completed steps of the training.

“It’s no secret things between the police and the community on a national level aren’t where they need to be,” said Pittsburgh Police Commander Jason Lando. “A lot of work needs to be done to make those relationships better. A training like this goes a long way. First train the officer and say treat people this way and when we do it all of the time we increase their faith and trust in us. Now we go and train the community and we say if you treat them this way, likewise. We hope through these trainings we bring everyone together.”

The main topic addressed in the seminar was implicit bias, taking the training that was given to the police and gearing it toward the community.

“The Pittsburgh Steelers and Heinz Field management are proud of our partnership with the hard-working men and women of the Pittsburgh Bureau of Police,” said Steelers President Art Rooney II. “Our long-standing relationship continued with a Procedural Justice seminar in which all front office staff of the organization were invited to participate.

“The seminar, as part of the National Initiative for Building Community Trust and Justice, showed us how our police work to build trust within our communities. This seminar, along with the first-hand accounts from numerous city police officers, gave us a more personal understanding of how our police work to protect our citizens.

“We are very proud of our police force and their tireless work in our communities.”

The seminar, which was hosted by Pittsburgh Police Chief Scott Schubert, was attended by Acting U.S. Attorney Soo Song, Steelers and Heinz Field management and staff, and included a roundtable discussion.



“There are other avenues where the police and Steelers are working together, not just here today,” said Officer Jeff Upson, who also took part in the presentation. “There is no better time to talk about these issues than right here, right now.”

The Steelers and the Pittsburgh Police, as well as other area police departments and law enforcement, already have a strong relationship formed and sustained over the years. Steelers’ players have worked in partnership with area police on a number of initiatives, including participating in a police ride-along to get a better understanding of what the police encounter on the streets.

Maurkice Pouncey has initiated a ticket donation program with the police, where they are given the tickets to provide to disadvantaged youth in their districts, something that helps them form a bond with the kids.

Both Pouncey and Cameron Heyward joined with area police departments to help the Greater Pittsburgh Community Food Bank with separate Thanksgiving food distributions and Heyward, Vince Williams and other teammates assisted with the Pittsburgh Police Toys For Tots distribution, all in an effort to make the holiday season brighter for those in the community.

“I think this partnership we have with the Steelers is going to help us improve ourselves even more,” said Chief Schubert. “We have been doing a lot of great things in the community as far as building that engagement. And also the golden rule, if you treat people the way you want to be treated, you will be treated with dignity and respect.

“The relationship we have now with the players is a game-changer for us. I give a lot of credit to the players who stepped up and came forward and said there are a lot of things going on in the country, there are a lot of people who are protesting different things, but what are we doing to help make a difference? How can we make a change? To come forward like that, from the players, is huge for us.”

Pittsburgh Police Take On Implicit Bias With Peer-To-Peer Training



Commander Cristyn Zett and her husband Sgt. Richard Zett of the Pittsburgh Bureau of Police hold their children, Emma, 5, and Gavin, 7, after their joint promotion ceremony held at the City-County Building on Monday, July 11, 2016.

MEGAN HARRIS / 90.5 WESA

Fourteen Pittsburgh Police officers trained to detect implicit bias and procedural justice interventions as part of the National Initiative for Building Community Trust and Justice will now be tasked with passing along that information to fellow officers.

The training urges officers to enter situations from a place of neutrality instead of making assumptions based on characteristics like race and clothing of the person they're dealing with or the neighborhood where officer are responding to a call.

[Office of Professional Standards Commander Cristyn Zett, who was promoted last week](#), is one of the officers tapped to educate others on how to decrease those unconscious biases and improve interactions with the public.

“We’re hoping that ... we are able to have a real impact on the officers’ daily lives and their interactions with the community,” she said. “So that we’re able to build our legitimacy as a department and as guardians of the community.”

The National Initiative for Building Community Trust and Justice, a project created in 2014 and funded through the U.S. Department of Justice, works to increase trust between citizens and those working for the criminal justice system. Focused on reconciliation, procedural justice and implicit bias, the project aims to create dialog about historic tensions and misconceptions between communities and their law enforcement agencies, understanding the formation of public opinion and the unconscious psychological biases authorities may have.

Zett said those goals are attainable. She said she hopes that the training will change how officers approach various situations.

“To be able to look at a situation for what a situation is and not coming into it prejudging just based on a radio call or a neighborhood or what something looks like as you pull up outside the house,” Zett said.

Mayor Bill Peduto said the changes in training will help mend relations with minority communities.

“What do I offer to those who are a part of Black Lives Matter? One of the most progressive law enforcement agencies in the country,” he said. “One that was down in Washington, not just learning about how to create community-oriented policing, but teaching other departments from around the country.”

Zett said officers are expected to complete training in the next few months.

Applaud this training in the city police force

JUN 30, 2018

12:00 AM



This has certainly been a time of turmoil in Allegheny County. Central to this turmoil are the actions of an officer of a small Allegheny County police department. I would like to offer what I hope is a constructive suggestion for preventing the possibility of such a tragic occurrence in the future.

The Public Safety Task Force of the Pennsylvania Interfaith Impact Network (of which I am a member) has been working to ensure violent confrontations between the police and residents of this city are things of the past. A hopeful sign has been a move by the Pittsburgh police department to add new modules to the training and retraining of its officers. The modules are: "Procedural Justice," "Implicit Bias" and "Racial Reconciliation." The first two have been implemented and the third is soon to follow.

The department has conducted public forums on this training. We have attended, and we were favorably impressed. Officers are trained to reflect on how they deal with the public, recognizing the necessity for being professional and fair in all their dealings. They are also being trained to be aware of the effects of bias on their actions, especially bias with which they are unaware. We are hearing that across the city, complaints against Pittsburgh police officers have plummeted.

This training is the result of a program of the Department of Justice called "National Initiative for Building Community Trust and Justice." Pittsburgh is one of six pilot cities for this program.

It seems to me that this training, considering recent events, would be very useful for the officers of the various police departments throughout Allegheny County. Let's hope there is a path by which county Executive Rich Fitzgerald, Mayor Bill Peduto, the Pittsburgh Bureau of Police and the leaders of the various municipalities within Allegheny County can bring this training where it is apparently greatly needed.

ROBERT MADDOCK
Observatory Hill

Letter to the Editor: Need for police and community face-to-face training

Letter to the Editor



Pittsburgh Courier Newsroom

Dear Editor:

Following the tragic shooting of 17-year-old Antwon Rose II, politicians and community residents alike are demanding that Racial Reconciliation and Implicit Bias training be provided to law enforcement officers, in boroughs and municipalities throughout Allegheny County. I had the opportunity to help organize a recent Implicit Bias session, held a few weeks ago, in Woodland Hills, with officers and residents from Braddock, Duquesne and Rankin. This event was hosted by Black Women for Positive Change, an inter-faith, multi-cultural organization of men and women, in collaboration with community partners including Aunt Cheryl's Café –Braddock Business Owner.

The event brought together various elements of the community that do not speak with each other often. We put a priority on Racial Reconciliation, Implicit Bias and De-Escalation at the federal and local levels over the past six years and having trying to bring groups together in Pittsburgh, and around the nation.

We believe that in addition to the important and timely protests being organized by the Alliance for Police Accountability, B-PEP and countless other organizations, there must be opportunities for police and community leaders to sit down face-to-face and discuss how to achieve justice and equity in community/police relationships.

BW4PC Pittsburgh is working in partnership with Pittsburgh police officers to facilitate more training sessions about Implicit Bias, Racial Reconciliation and Procedural Justice. We want more sessions to be made available to the public and to families of victims of violence. So far, the interest and feedback from program participants has been very positive. We have found that both police officers and Pittsburgh and East Pittsburgh residents want to have the opportunity to learn from one another. We believe regular training sessions can be an effective tool to break down stereotypes and barriers of mistrust between police and the public. And, we are hopeful that Allegheny County will soon begin to offer this training to borough and municipal police departments and we are ready to help.

We believe BW4PC and the Pittsburgh Bureau of Police can provide a high quality of services and continued resources because support is urgently needed in the critical area of improving communications. We need support from local politicians to assist in advocating for more training sessions that can address Racial Reconciliation, Implicit Bias and Procedural Justice problems and can help to bridge the growing gap between the police and the community. Our motto in Black Women for Positive Change is to “Change the Culture of Violence in America, and the World” and we believe these workshops can help. We hope community leaders will provide resources and support efforts to have more Police Community Training.

Diane Powell, Chair
Pittsburgh, Black Women for Positive Change

Eliminating racial stereotypes, implicit bias — Police, community together under one roof



[Rob Taylor Jr., Courier Staff Writer](#)

In the past weeks alone, Black men, who were perfectly innocent, had the police called on them for simply sitting in a Starbucks; a Black Yale University student had police called on her because she fell asleep in a common area of her own dormitory; and three African Americans had the police called on them because a neighbor thought they were intruders, when in reality, they had legally rented the house via the service Airbnb.

In those situations, the African Americans were not physically harmed. But in other situations, like Freddie Gray in Baltimore, Tamir Rice in Cleveland, and Philando Castile in Minnesota, these African Americans, in their interactions with police, are dead.

Black Women for Positive Change and Aunt Cheryl's Catering hosted a community workshop with residents and local police agencies, entitled: "Don't Stereotype—The Dangers of Implicit Bias," at the Woodland Hills Administration Building in Braddock, April 28.

The event gave local residents a chance to interact with police from the City of Pittsburgh, Braddock, Rankin and Duquesne, and, just as important, a chance for police to hear real concerns voiced by community members.

Pittsburgh police showed a presentation on some of the same things officers in training watch, including a slide from, among others, the Center for Policing Equity at the University of California-Los Angeles. That slide discussed situations that create "fast traps," or situations that can lead to an over-reliance on implicit biases. Those situations included being mentally taxed, being in a bad mood, feeling threatened, being a novice, making quick decisions and multi-tasking. It's what Pittsburgh's department is trying to eliminate, thus making implicit bias a thing of the past when faced with encounters with all, especially African Americans.



Police Numbers Taught by Pittsburgh's Procedural Justice Unit

Procedural Justice I

- 976 Pittsburgh Police Officers Trained
- 47 Port Authority Officers Trained

Procedural Justice II

- 876 Pittsburgh Police Officers Trained
- 60 Port Authority Officers Trained

Procedural Justice III

- 821 Pittsburgh Police Officers Trained
- 60 Port Authority Officers Trained

Community Classes Taught by Pittsburgh Procedural Justice Unit

Community Procedural Justice Classes

- Saturday April 30, 2016 – Pilot Class
- Saturday May 21, 2016 – Citizens Police Academy
- Wednesday June 29, 2016 – Summer Institute
- Friday October 28, 2016 – Rodman Street Baptist Church
- Saturday November 19, 2016 – Commanders Cabinet
- Saturday January 28, 2017 – Homeless Outreach
- Thursday February 2, 2017 – Manchester Citizens Council
- Thursday March 2, 2017 – Larimer Community Group
- Thursday March 23, 2017 – Pennsylvania Interfaith Impact Network
- Monday May 8, 2017 – East Hills/Penn Hills PETRA
- Tuesday May 23, 2018 – Bloomfield-Garfield Community Group
- Saturday August 19, 2017 – Building Community to Protect & Empower Youth and Families
- Friday August 25, 2017 – Valley View Presbyterian Church
- Saturday September 16, 2017 – Lighthouse Ministries (Zone 3)

Understanding Implicit Bias Classes

- **Wednesday June 28, 2017 – Chief’s Summer Institute for Center on Race and Social Problems**
- **Wednesday July 12, 2017 – Cleveland Clinic Police Department**
- **Wednesday July 12, 2017 – Cleveland Clinic Surgeon’s Education Retreat**
- **Thursday December 21, 2017 – Pittsburgh Steelers Staff**
- **Tuesday April 24, 2018 – Wesley Zion AME**
- **Saturday April 28, 2018 – Braddock Black Women for Positive Change**
- **Thursday May 17, 2018 – Zone 4 Public Safety Council**
- **Wednesday July 18, 2018 – Shady Side Academy School Staff**
- **Saturday May 19, 2018 – Lawrenceville United**
- **Tuesday July 17, 2018 - Corporate Equity Inclusion Round Table**
- **Wednesday July 25, 2018 – Immigrant & Refugee Community at the Chief’s Summer Institute**
- **Wednesday August 15, 2018 – Pennsylvania Human Relations Commission**
- **Saturday August 25, 2018 – Homewood Faith-Based Community**
- **Monday August 27, 2018 – Penn Hills School District**
- **Thursday September 20, 2018 – Corporate Equity Inclusion Round Table #2**
- **Saturday September 22, 2018 – City of Duquesne (Scheduled)**

- **Saturday September 25, 2018 – Urban Redevelopment Authority #1 (Scheduled)**
- **Saturday September 28, 2018 – Urban Redevelopment Authority #2 (Scheduled)**
- **Thursday October 18, 2018 – Great Lakes Leadership Conference (Scheduled)**
- **Saturday November 3, 2018 – Ebenezer Baptist Church (Scheduled)**

