

March 12, 2015

Resubmitted March 19, 2015 with additional signatories

Dear Mayor Jackes

Racial disproportionality in arrest rates and incarceration have been well documented.⁴ These patterns also exist for juveniles. Nationally, the 2012 arrest rate for black youth ages 10-17 was more double the rate for white youth.² Major arrest databases at the state, county and metropolitan area include data by race and by age separately, but not by race and age combined, preventing the tracking of juvenile racial disproportionality.^{1,5} Locally, of the 3,574 Cuyahoga County Juvenile Court dispositions (sentencing of delinquency and unruly adjudications) in the last reported year, 73 percent were Black youth and 24 percent were White youth.⁶ While the majority of Cuyahoga County juvenile dispositions involved youth 15 years or older, the total includes 81 Black and 23 White children 12 years and under.⁶ Disproportionate minority youth involvement with the criminal justice system contributes to minority adolescents' perceptions of the criminal justice system as unjust.⁷

Information regarding racial disparities in the use of police force, including police homicides, is hindered by a lack of standard collection of data regarding use of force locally and nationwide.⁸ The USDOJ Investigation provides a number of examples, however, demonstrating that the pattern of excessive force use within the ga 0.2 (om) 0.2 (bi) 0.27 coltes.2 (t -1.6 (e) 0.2 e) -24.9() -:

International Association of Chiefs of Police.³ It notes a number of characteristics of youth thinking and behavior that lead to greater risk-taking and dangerous behavior, such as feeling invulnerable, placing more value on the present than the future and easy distraction.³ The report provides key developmentally-informed strategies for law enforcement interactions with youth.³

neuroscience, developmental differences, mental health differences, trauma, demographic and cultural factors, and juvenile law.¹⁶ A number of evaluations have found dramatic reductions in juvenile arrests and improved police understanding of adolescent behavior.¹⁶ The “Police Interactions with Youth” program targets disproportionate minority contact and police attitudes towards young people by training officers on development and equal treatment of minority youth.¹⁷

counsel, detention administrators, etc.) to promote a culture of law enforcement and community safety that emphasizes fairness and justice. Adolescence is marked by a heightened sensitivity to perceived unfairness, and teenagers are particularly prone to seeing the world in white and black terms. Furthermore, longitudinal research on high-risk adolescents demonstrates that a low proportion of youth offenders go on to be serious adult offenders.^{22,23} The goal of the juvenile justice system should be intervention to reintegrate offending youth into the community, rather than simply punishment.²²

Legal socialization, the process by which individuals acquire attitudes and beliefs about the law, legal authorities, and legal institutions, informs how children and adolescents learn cooperation with or resistance to legal authority.²⁴ Childhood legal socialization is directly tied to children's evaluations of the law as fair or unfair, shaping their behavior through adulthood.²⁵ Ensuring more positive interactions with police can improve attitudes concerning legal cynicism and legitimacy, lead to more positive perceptions of police, and assist in gaining long-term trust of young people.

For instance, the USDOJ Investigation highlights an officer who exemplified this kind of positive community relationship building who "during a ride-along greeted many residents by name and stopped to speak with some of them. Children in the neighborhood called out to him and waved as he drove by."⁹ While so important to his role and effectiveness as an officer, the officer noted that he got to know the neighborhood due to his own concern and interest rather than any direction from command staff or as part of his job requirement. Efforts to promote positive interactions with the community should be a core expectation of law enforcement and the broader justice community.

Ronald Davis, Director of the U.S. Department of Justice Office of Community Oriented Policing Services (COPS), noted recently at a National Initiative for Building Community Trust and Justice meeting in Columbus, Ohio: "Public safety is measured not simply by the absence of crime but also by the presence of fairness and justice." Procedural justice requires community participation; giving a voice to those in the legal process; fairness, objectivity, and transparency in decision-making; dignity and respect for rights throughout the legal process; ensuring those involved understand the process; and sincerity and good intentions from legal authorities.^{26,27} Procedural justice benefits both the community and law enforcement, as "people are more likely to police themselves if they believe that laws are fair, legitimate, and ought to be followed."²¹ Youth should be an explicit focus to any procedural justice efforts.

The use of call in strategies also have the potential for teaching young people that they are valued by the community and have greater potential than engaging in criminal activity. These strategies, piloted in the Drug Market Intervention Strategy, High Point Intervention, and Operation Ceasefire^{28,29}, aim to dismantle criminal organizational structures by working with community leaders and family members to intervene with youth committing minor offenses, while still holding them accountable for their actions. These strategies help reframe both law enforcement's understanding of high crime communities and community understanding of the role of law enforcement, enhancing

and who receive training to counteract this bias may be more likely to engage in more appropriate tactics.

- (a) **We recommend that all officers be provided with training on implicit bias and implicit bias reduction strategies.** The National Center for State Courts provides seven evidence-based strategies for reducing implicit bias in the courtroom.⁴⁴ many of which could be translated to police work. Other research supports additional bias reduction strategies such as, stereotype replacement, counter-stereotypic images, perspective taking and increasing opportunities for contact with a group to counteract implicit bias.⁴² We recommend that the Cleveland Division of Police require all recruits, patrol officers, and first line supervisors to undergo implicit bias training. The Fair and Impartial Policing (FIP) training program provides a number of law enforcement training options and a “Train the Trainer” program targeted at both patrol officers and first line supervisors.⁴⁵

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By virtue of their status as a minor and public school student, certain segments of the population

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