**21st Century Policing: Six Pillars**

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| **Island County** |
| **Pillar** | **Agency Status (Done Ongoing NA)** | **Resources** |
| **Pillar One: Building Trust & Legitimacy**  |  |
| 1. Changing the culture of policing—guardian versus warrior culture of policing
 | Done | Adhere to the concept of training as provided by CJTC in this area |
| 1. Role of policing in past injustices
 | N/A |  |
| 1. Culture of transparency and accountability
 | Done | *“The Sheriff, Town Marshal and Police Chiefs in Island County work together to create safe communities. We share the common values of public trust, mutual respect, and protection of everyone’s civil rights. We strongly support the diversity in our communities, and take a strong stand against expressions of hate and bias. We live out our values by leading by example, ensuring proper training, and holding our personnel accountable.”*  |
| 1. Procedural justice: internal legitimacy
 | Done |  |
| 1. Positive non-enforcement activities
 | Done | Continue to seek out and participate in these activities, some examples of which might include: Host a National Night Out focused on engaging communities in efforts to reduce crime and build community relationships with law enforcement.BIGS with BadgesPursue avenues to become part of the community (e.g. officers read in schools, attend school activities)Officer for a day |
| 1. Research crime-fighting strategies that undermine or build public trust
 | Done | Follow all laws and case laws in regards to immigrationProactively investigate all Hate Crimes. |
| 1. Community surveys
 | N/A |  |
| 1. Workforce diversity
 | Done | Ensure recruiting efforts attract a qualified candidate pool that is reflective of the communities we serve. Ensure our background investigators are clear on our expectations. Messaging – our recruiting efforts should include an emphasis on the fact that police work is very meaningful and honorable. Some avenues to assist might include:Use an outside non-biased hiring agencyStreamline hiring processEnhance our websitesParticipate in job fairsCreate posters with pictures of our diverse departmentsActively recruit promising candidates |
| 1. Decouple federal immigration enforcement from local policing
 | N/A |  |
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| **Pillar Two: Policy & Oversight**  |  |
| 1. Community input and involvement
 | Done | Proactive involvement with Law & Justice Council |
| 1. Use of force
 | Done | Policy |
| 1. Non-punitive peer review of critical incidents
 | Done |  |
| 1. Scientifically supported identification procedures
 | Done |  |
| 1. Demographic data on all detentions
 |  | Collect and analyze statistics relating to arrests, citations, and race.  |
| 1. Mass demonstration policies
 | Done |  |
| 1. Local civilian oversight
 | Done | Law & Justice Council; Jail subcommittee |
| 1. No quotas for tickets for revenue
 | Done |  |
| 1. Consent and informed search and seizure
 | Done |  |
| 1. Officer identification and reason for stops
 | Done |  |
| 1. Prohibit profiling and discrimination, in particular as it relates to LGBT and gender nonconforming populations
 | Done | Prohibit any profiling or discrimination regardless of what population it is. |
| 1. Encourage shared services between jurisdictions
 | Done |  |
| 1. National Register of Decertified Officers
 | Done |  |
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| **Pillar Three: Technology & Social Media**  |  |
| 1. New technology standards for compatibility and interoperability
 | Done |  |
| 1. Address human rights and privacy concerns
 | Done |  |
| 1. Technology designed considering local needs and people with special needs
 | Done |  |
| 1. Body-worn cameras and other emerging technologies
 | N/A |  |
| 1. Public records laws—update to keep up with emerging technologies
 | Done |  |
| 1. Transparency and accessibility for the community through technology
 | Done |  |
| 1. Develop new less than lethal technology
 | Done | Adopted less than lethal technologies |
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| **Pillar Four: Community Policing & Crime Reduction**  |  |
| 1. Community engagement in managing public safety
 | Done | Continue proactive efforts to engage and partner with the community regarding all aspects of policing. Some examples might include:Develop strong relationships with leaders from local churches / faith communities (go out to their places of worship to establish and build relationships).Build relationships with the school districtsHold public meetings soliciting concerns of communities and sharing the steps that LE is taking to address those concerns. |
| 1. Infuse community policing throughout law enforcement organizations
 | Done | Meeting of administration of all LE agencies to share the goal and direction of community policing. |
| 1. Use multidisciplinary teams
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| 1. Protect the dignity of all
 | Done | Engage with those struggling with mental health issues, to include our returning veterans. Be mindful on labels (e.g. “mental” or “220” as these can hinder fair and compassionate treatment)Work with the community mental health groups and boards to develop training and address the shared needs of the community |
| 1. Neighborhood problem solving
 | Done | Supervisors work with the identified communities to develop strategies for problem solving. |
| 1. Reduce aggressive law enforcement that stigmatizes youth
 | Done |  |
| 1. Address the school-to-prison pipeline
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| 1. Youth engagement
 |  | Continue efforts to engage youth and foster positive police/youth relations. Engage in positive interaction and activities which might assist youth and their social development. Review Explorer program and any potential benefits. |
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| **Pillar Five: Training & Education**  |  |
| 1. High quality training and training innovation hubs
 |  | Continued professional training and collaboration among agencies. |
| 1. Engage community members in trainings
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| 1. Leadership training for all officers
 | Done | Blue Courage (In progress) |
| 1. National postgraduate program of policing for senior executives
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| 1. Incorporate the following in basic recruit and in-service trainings:
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| * 1. Policing in a democratic society
 | Done |  |
| * 1. Implicit bias and cultural responsiveness
 | Done | Fair and Impartial Policing (Ken Thomas)“Race, the Power of an Illusion” video (Mike Villa). Implicit bias training and awareness. |
| * 1. Social interaction skills and tactical skills
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| * 1. Disease of addiction
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| * 1. Crisis intervention teams (mental health)
 |  | Partner with MHP when possible. |
| * 1. Reinforce policies on sexual misconduct and sexual harassment
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| * 1. How to work with LGBT and gender nonconforming populations
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| 1. Higher education for law enforcement officers
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| 1. Use of technology to improve access to and quality of training
 | Done | On-line training software  |
| 1. Improve field training officer programs
 | Done |  |
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| **Pillar Six: Officer Wellness & Safety**  |  |
| 1. Multifaceted officer safety and wellness initiative
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| 1. Promote officer wellness and safety at every level
 | Done |  |
| 1. Scientifically supported shift lengths
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| 1. Tactical first aid kit and training
 | Done |  |
| 1. Anti-ballistic vests for every officer
 | Done |  |
| 1. Collect information on injuries and near misses as well as officer deaths
 | Done |  |
| 1. Require officers to wear seat belts and bulletproof vests
 | Done |  |
| 1. Pass peer review error management legislation
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| 1. Smart car technology to reduce accidents
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