

Executive Summary



September 1, 2020

The NCACP has led efforts to improve policing and alleviate tensions between law enforcement and the public. To continue work on these objectives, the Working Group presents this report and recommendations.

The North Carolina Association of Chiefs of Police adopts the following Foundation Principles and will pursue the described goals to achieve them.

Foundation Principle One

Preservation of life is central to everything we do and the NCACP will reinforce this philosophy in police culture and training as a foundational principle.

Goals:

- A. Create a culture of trust and racial equity in our community.
 - 1. The concept and methods of fair and impartial policing should be mandated in Basic Law Enforcement Training (BLET) and in-service training.
 - 2. Policies and training should incorporate the duty to intervene and report misconduct or misuse of force by another officer without fear of retribution to aid in the prevention of police misconduct.
- B. Preserve life in all use of force incidents.
 - 1. Use of force training should be comprehensively reformed to incorporate preservation of life in every aspect of use of force, and to integrate the existing fragmented use of force techniques and tools into a comprehensive approach.
 - 2. Training in the preservation of life in crisis situations requires more than classroom instruction. De-escalation and use of force training should emphasize active scenario-based reality training that inculcates the objective of preservation of life and assesses an officer's skills and decision-making. De-escalation, use of force, and Crisis Intervention (CIT) training should be mandated in BLET and in-service training.

Foundation Principle Two

Professionalism, ethics, integrity, and accountability will be instilled and reinforced as foundational principles.

Goals:

- A. Create a culture of excellence in every police agency by improving required policies and procedures.
 - 1. The newly created North Carolina Law Enforcement Agency Accreditation Program within the Criminal Justice Education and Training Standards Commission (CJETSC) should receive adequate state financial support. The Accreditation Program establishes voluntary comprehensive agency standards and oversight to insure implementation of recommended policies and best practices to enhance professionalism.
 - 2. A resource professional should be funded by the state to assist law enforcement agencies in developing policies, procedures, and best practices to enhance professionalism. This is most needed for smaller departments with limited resources.
 - 3. Professionalism involves building trust and legitimacy in the served community, and many existing local community engagement programs are successful. These efforts should be enhanced and expanded through a state grant program to fund robust and more numerous community engagement initiatives.
- B. Improve the quality and professionalism of our workforce.
 - 1. The Criminal Justice Fellows Program provides a pipeline for highly qualified college educated and diverse law enforcement recruits, and should be expanded in eligibility and funding.
 - 2. A police chief sets the culture and professionalism of the agency. The newly created New Chiefs Training course developed by NCACP in conjunction with the N.C. Justice Academy fills the existing void in credentialing new police chiefs. It provides essential training to new and aspiring chiefs in executive leadership and various subject areas necessary to be a successful professional chief, and should be mandatory.
 - 3. Poorly performing officers (“bad cops”) exist, and they must be identified and eliminated from law enforcement. An agency considering an applicant should be required to consult CJESTC information concerning officer disciplinary actions.



North Carolina Association of Chiefs of Police

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