Possible Problems/Issues to Address

Trust

Some citizens do not trust police.

The absence of apparent accountability for police officers' actions causes a lack of trust in police in some communities.

The absence of transparency within police department causes a lack of trust in police in some communities.

Police/ Department

There is a culture of combat within the police department, which causes some police officers to view citizens as enemy combatants.   The militarization of police.

The police department is not using an equity lens to establish and enforce policies and procedures.

City government is not using an equity lens to establish and enforce polices and procedures that affect the police department and citizens.

Some police officers don't understand where people are coming from in life experiences or their needs. Once size fits all policing does not work across all areas and demographics.

Police are called on to do more non-law enforcement activity.

There is a lack of adequate training and resources to build police officer mental fortitude required for job.

Laws

State laws prohibiting set asides prevent minority owned businesses from working for the City of Tulsa.

Fines and fees as currently administered incarcerate too many people. Fines and fees have a disproportionate impact on the poor.

Implicit bias

Police officers have implicit biases which affects their actions as they interact with different communities.

Implicit bias is present in 911 callers, bystanders and witnesses when police respond.

Some people don't understand the job of police and what they experience.

Why are certain Tulsans in more contact with law enforcement officers than others?

Data

We are not adequately tracking interactions that don't result in a charge.

We are not following national standards on what data to track.

We do not collect and readily share all data with the public.

We haven't refined the data we have well enough to use it.

> To define the problem
> To develop policy and procedures
> To make decisions based on data