

TRUTH AND TRANSFORMATION INITIATIVE

Update



August 31, 2022



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Legitimacy and Trust

- Police legitimacy: the community's levels of trust in police, confidence in police efficacy, approval of police actions, and willingness to collaborate;
- Low legitimacy ties to high levels of mistrust and high crime rates;
- Police legitimacy can be strengthened with effective community programs, procedural justice, community input, and the acknowledgement and repair of past and present harm.

Enhancing legitimacy is essential to public trust!



Theory of Reconciliation

Reconciliation is the structured process that law enforcement and communities use in order to:

- Acknowledge and address institutional harm;
- Build relationships founded on mutual trust, empathy, and understanding;
- Effect ongoing and collaborative policy and procedural changes;
- Ultimately strengthen legitimacy and trust.

Those with institutional power must take the first step



Key Elements of Reconciliation

1. Understanding the harm;
2. Acknowledgement of the harm;
3. Fact-Finding;
- 4 Sustained listening;
5. Narrative collection and sharing;
6. Explicit commitments to ongoing policy and procedural changes.



Reconciliation in Louisville Metro

“An apology can seem small because it costs nothing more than some well-deserved institutional humility and ownership of the past, in this case by me – someone that just happens to sit in the seat of the institution of the mayor of our city government.

I cannot erase all the injustices from the first slave ships to today. But what I can do is offer a sincere apology from me as a person and more importantly on behalf of the institution of the city government of Louisville.

I take responsibility for the system that I have been elected to lead – the past and the present. Police have frequently been the face of injustice toward the Black community. LMPD Chief Erika Shields and I have spoken about this many times and in the coming weeks she will have more to say on the history of institutional abuse of Black Americans by the police. For now, along with this apology I pledge to continue to fight injustice for my remaining time as mayor – and all my breaths thereafter.”

-Mayor Greg Fischer , June 16, 2022



Truth and Transformation Update

Phase 1 Training LMPD:

1. LMPD Command Staff was trained on May 23, 2022
2. The first cohort of LMPD Patrol Staff was trained between July 5-8th
3. The second cohort of LMPF Patrol Staff is currently being trained between August 22 and September 22nd

Key Steps for Phase 1:

Training in Procedural Justice is an intense, interactive 8-hour course, grounded in four basic tenets:

1. Voice (opportunity for),
2. Neutrality (impartial decision-making),
3. Respect (fairness), and
4. Trustworthiness (transparency)



Truth and Transformation Update

Phase 2 Listening Sessions:

1. Internal Listening Sessions for Key Stakeholders will be scheduled in the fall of 2022, immediately after the acknowledgement of harm by the Chief of Police
2. Internal Listening Sessions for LMPD will be scheduled in the fall of 2022, after Key Stakeholders
3. External Listening Sessions for the general public will be scheduled in the fall of 2022, throughout Louisville Metro's designated districts

Key Steps for Phase 2: Listening Sessions :

1. Training
2. Delivery
3. Continuous
4. Review



Truth and Transformation Update

Phase 3 Fact-Finding:

1. Researcher hired
2. Researcher to provide historical timeline of harm to the community
3. Researcher to document personal accounts of harm to the community
4. Researcher to reveal draft findings
5. Researcher to publish findings
6. Researcher to provide measures to repair harm
7. Researcher to propose initial policy/practice changes



Project Timeline by Deliverable	Year 1												Year 2											
	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12
Regular Virtual Strategic Advising	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█
Reconciliation Symposium	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█
Internal Listening Sessions	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█
Phase 1: Training	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█
Phase 2: Delivery	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█
Continued Work by Site																								
Phase 3: Review																								
Police-Community Listening Sessions				█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█
Phase 1: Training				█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█
Phase 2: Delivery								█	█	█	█	█												
Continued Work by Site																								
Phase 3: Review																								
Acknowledgment of Harm								█	█	█	█	█												
Phase 1: Preparation								█	█	█	█	█												
Phase 2: Delivery																								
Sustained Engagements																								
Phase 1: Training																								
Phase 2: Delivery																								
Continued Work by Site																								
Phase 3: Review																								
"Fact-Finding"																								
Phase 1: Collection																								
Phase 2: Draft																								
Phase 3: Presentation																								
Narrative Collection																								
Measures to Repair Harm																								
Phase 1: Initial Policy/Practice Change																								
Continued Work by Site																								
Phase 2: Review																								

█	Project Activity
█	Intensive NNSC Support
█	Continuation of Project Activity by Site

SUMMARY

- Reconciliation is a restorative approach to center the needs of harmed communities and hold institutions accountable for repairing harm and building trust;
- NNSC's reconciliation framework involves key elements: Understand and Acknowledgement of Harm, Fact-Finding, Listening, Narrative Collection, and Policy/Procedural Change;
- Reconciliation can help reduce crime by restoring legitimacy and trust in law enforcement, right wrongs of the past and present, and it is the appropriate thing to do!



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