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of
CHIEFS OF POLICE



NAACP
Illinois State Conference

Operationalizing the Ten Shared Principles



How your department can ensure that the Principles
are integrated into your organizational culture



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What are the Ten Shared Principles?

- **The Ten Shared Principles are mutually agreed upon values and principles designed to build trust between law enforcement and communities of color.**

[This video will provide you with a quick overview of the Shared Principles.](#)



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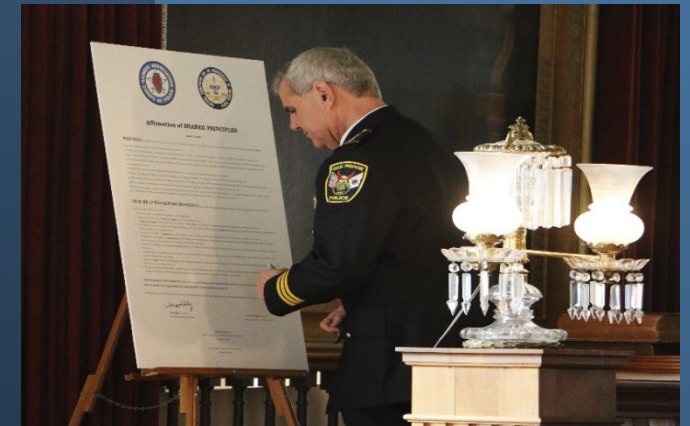


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Assuming your department has adopted the Principles, what's next?

How do you ensure that they become part of the fabric of your department's culture?

Staff must view these Principles as being valued by administration, the organization, community leaders, and citizens





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Assuming your department has adopted the Principles, what's next?

Every officer must be familiar with the principles and understand the reasons for adoption; take time to explain the “why”. Open and direct dialog is key.

Expect resistance and questions; respect their opinions, thoughts and input; incorporate if possible

All officers must be trained on the principles and possess a working knowledge as to how they relate to their duties

The word "WHY?" in large, bold, colorful letters (W: blue, H: green, Y: yellow, ?: orange) on a white background.

WHY?



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Assuming your department has adopted the Principles, what's next?

Consider having officers individually affirm the principles in addition to the agency's adoption

By training every officer and having them affirm or reaffirm their support, a social contract is created

Each officer's signature is a tangible sign of their individual commitment to the Principles. It is in this way that all officers recognize that EVERYONE within the agency is on board and supportive



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Assuming your department has adopted the Principles, what's next?

How can you ensure the principles are part of an officer's decision-making process?

Principles need to be reinforced through continuous training

Positive actions need to be recognized by front line supervisors

Officers need to see that adhering to the Principles leads to recognition and deviating from them has consequences





Reinforce the Principles through their incorporation into recognition efforts

HIGHLAND PARK POLICE DEPARTMENT SHIFT LEVEL COMMENDATORY RECOGNITION	
EMPLOYEE: <u>Below Listed Staff</u>	BADGE #: _____
SUPERVISOR: <u>Lou Jogmen, Chief of Police</u>	DATE: <u>10/28/2021</u>
TEN SHARED PRINCIPLES OF LAW ENFORCEMENT	
<input checked="" type="checkbox"/> #1 Value Life	<input type="checkbox"/> #6 Endorse community policing <input checked="" type="checkbox"/> Case 2021-12345
<input checked="" type="checkbox"/> #2 All treated with dignity & respect	<input type="checkbox"/> #7 Develop strong relationships with the community
<input type="checkbox"/> #3 Reject discrimination	<input type="checkbox"/> #8 Citizens shared responsibility to understand law enforcement
<input type="checkbox"/> #4 Endorse 6 pillars of the President's Task Force	<input type="checkbox"/> #9 Support diversity in our organization
<input type="checkbox"/> #5 Endorse procedural justice	<input checked="" type="checkbox"/> #10 Believe in & use de-escalation
BRIEFLY DESCRIBE INCIDENT	
<p>In excellent support of Values & "Shared Principles of Public Safety," Officers A, B, and C and Sergeant D successfully de-escalated a very dangerous situation which could have led to loss of life or serious injury to involved parties and/or police staff on 09/04/21 at 9:03pm. Said police staff responded to 123 Main Street, Apartment X regarding a domestic dispute with an incoordinated male. While investigating the incident, separating involved parties and obtaining statements, the male subject aggressively pushed past police staff, grabbed a knife from the kitchen and started to cut his own throat. Officer C displayed a Taser at the subject, provided verbal commands to drop the knife and requested radio priority. The subject eventually dropped the knife but then quickly grabbed a second knife and continued efforts to cut his throat. While at Taser-point, the subject dropped the second knife and Officers A & B took the subject into custody, rendered medical aid for the wounds, and requested paramedics. All of the aforementioned police staff, in response to the deadly & dangerous behavior displayed by the subject, demonstrated certain & swift thinking, teamwork, and professionalism that resolved a deadly & dangerous situation with minimal self-inflicted injury to the male subject and no injuries to civilians or police staff. The male subject was transported to the Hospital for a psychiatric evaluation without further incident. A Clear & Present Danger Form was completed and submitted to the ISP. See case 2021-12345. Shared Principles of Public Safety #1, #2, #10 were</p>	
SUPERVISOR'S SIGNATURE: _____	
DIVISION COMMANDER NOTIFIED: <u>Commander Y</u>	





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Reinforce the Principles through their incorporation into corrective action

HIGHLAND PARK POLICE DEPARTMENT SHIFT LEVEL COUNSELING		
Corrective <input type="checkbox"/> Documentary <input type="checkbox"/>		
EMPLOYEE: _____	BADGE #: _____	
SUPERVISOR: _____	DATE: _____	
<input type="checkbox"/> ATTENDANCE AND PUNCTUALITY	<input type="checkbox"/> QUALITY OF WORK	<input type="checkbox"/> RADIO PROCEDURES
<input type="checkbox"/> ATTITUDE	<input type="checkbox"/> QUANTITY OF WORK	<input type="checkbox"/> INITIATIVE AND CREATIVITY
<input type="checkbox"/> CITIZEN CONTACTS	<input type="checkbox"/> KNOWLEDGE OF WORK	<input type="checkbox"/> GROOMING AND DRESS
<input type="checkbox"/> COMPLIANCE WITH RULES	<input type="checkbox"/> TIME FACTORS	<input type="checkbox"/> WORK JUDGMENTS
<input type="checkbox"/> OPERATION AND CARE OF EQUIPMENT	<input type="checkbox"/> SHARED PRINCIPLE # _____	<input type="checkbox"/> _____
BRIEFLY DESCRIBE INCIDENT		

ACTION TAKEN		
<input type="checkbox"/> CORRECTIVE CONFERENCE	<input type="checkbox"/> CORRECTIVE TRAINING	<input type="checkbox"/> VERBAL REPRIMAND
REFERRED TO: _____ FOR CORRECTIVE TRAINING.		
SUPERVISOR'S SIGNATURE: _____		
DIVISION COMMANDER NOTIFIED: _____		





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Start the conversation before you hire

“Recruiting is difficult but hiring the wrong person can be costly and hazardous to the organization. Set expectations up front, hold people accountable and watch the cultural change”



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City of Highland Park
Police Officer (Lateral Entry)
Application Period Now Open!



- Bicycle Team
- Defensive Tactics Ofc.
- Drone Operator
- Evidence Technician
- Honor Guard
- Juvenile Officer
- Mobile Field Force
- Peer Support Team
- Police Beat Coordinator
- Range Officer
- School Resource Ofc.
- Task Force Member
- + more



COMMUNITY FOCUSED - TEAM DRIVEN - COMMUNITY SUPPORTED

The Highland Park Police Department is dedicated to safeguarding persons/property, promotes community policing and endorses the ILACP & NAACP Ten Shared Principles. The City is now accepting applications for the position of Police Officer (Lateral Entry). We're looking for the officer who wishes to succeed in a professional and highly regarded police agency and who seeks build relationships with the community and fellow officers. Visit <https://www.governmentjobs.com/careers/highlandpark> to submit an application by December 1, 2021.

2021 Starting salary: \$74,986 - \$93,902 depending on prior service.
Step increase after 6 months. 2021 maximum is currently \$103,528.05. Vacation Credit for senior laterals.
2022 rates will be posted when available.



Application Deadline
December 1, 2021

12 Hr Shifts - Longevity - Comp Time - Tuition Reimb - IL Downstate Pension - Sick/Personal/Vacation

For More Information
hr@cityhpil.com

1677 Old Deerfield Rd
Highland Park, IL 60035

Visit Us
www.cityhpil.com



Start the conversation before you hire

- **Expose candidates to the Principles during the interview process**
- **Consider incorporating them into questions used in the interview process**
- **Ask them if they are familiar with the Principles**
- **Allow them to review the Principles, then and ask the candidate to describe what they mean to them**
- **Share with them that the Principles guide the department's efforts and ask if they would be willing to commit to them when hired and beyond**





Start the conversation before you hire

The members of the Highland Park Police Department have all, individually, signed off on, and committed to, the Illinois Association of Chiefs of Police and NAACP Ten Shared Principles of Law Enforcement. Are you familiar with these principles and if so, could you speak to them? If not, (or even for those that are) here is a copy of the principles. Please take a moment to review them. If hired, do you foresee an issue with committing to any of the principles or do you have specific concerns with any of them? Please describe how you might have integrated any of the principles into your personal and professional life. Use specific examples/incidents if applicable.

1. We value the life of every person and consider life to be the highest value.
2. All persons should be treated with dignity and respect. This is another foundational value.
3. We reject discrimination toward any person that is based on race, ethnicity, religion, color, nationality, immigrant status, sexual orientation, gender, disability, or familial status.
4. We endorse the six pillars in the report of the President's Task Force on 21st Century Policing. The first pillar is to build and rebuild trust through procedural justice, transparency, accountability, and honest recognition of past and present obstacles.
5. We endorse the four pillars of procedural justice, which are fairness, voice (i.e., an opportunity for citizens and police to believe they are heard), transparency, and impartiality.
6. We endorse the values inherent in community policing, which includes community partnerships involving law enforcement, engagement of police officers with residents outside of interaction specific to enforcement of laws, and problem-solving that is collaborative, not one-sided.
7. We believe that developing strong ongoing relationships between law enforcement and communities of color at the leadership level and street level will be the keys to diminishing and eliminating racial tension.
8. We believe that law enforcement and community leaders have a mutual responsibility to encourage all citizens to gain a better understanding and knowledge of the law to assist them in their interactions with law enforcement officers.
9. We support diversity in police departments and in the law enforcement profession. Law enforcement and communities have a mutual responsibility and should work together to make a concerted effort to recruit diverse police departments.
10. We believe de-escalation training should be required to ensure the safety of community members and officers. We endorse using de-escalation tactics to reduce the potential for confrontations that endanger law enforcement officers and community members; and the principle that human life should be taken only as a last resort.

Criteria	+ / - 0	Notes
Describes a familiarity with the principles		
Commits to adhering to the shared principles without reservation		
Has no concerns about or issues with any of the principles		
Discusses the President's Task Force on 21 st Century Policing		
Discusses at least one of the principles, including how it was incorporated into his/her job		
Demonstrates, through his/her discussion, a substantial knowledge of the principles and that they have been integrated into their performance as a police officer		

“Incorporate interview questions that reflect the agency’s commitment to the Principles”



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Integrate the
Principles into your
New Hire Orientation,
Swearing in
Ceremony, and Field
Training program

“Set the standard on Day 1
with new officers...never too
early to set the tone...”





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Integrate the Principles into your New Hire Orientation, Field Training Program, and Annual Training

- Consider having officers sign off upon hiring as they do their oath of office and code of ethics

- Include a training task on the Shared Principles in the Field Training Program curriculum

- Consider incorporating into your annual training to reinforce their importance

- Inservice training
- Roll-call training
- Avoid CBT



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Officer: _____ Probationary status ending: _____
Badge no. _____

FIELD TRAINING PROGRAM – Additional Training Log

Prior to Field Training:

Date Completed	Task	Duration
	Training Task Manual: Orientation	
	Off Duty Uniform and Weapon Restriction Policy – sign off	
	KnowBe4 City Computer Trng	1 hour
	Offer Hepatitis Info & Form	
	Union Orientation & Issuance of Contract	1 hour
	Ethics Training	1 hour
	Shared Principles Introduction & Signing Document with Chief	
	Off Duty Uniform and Weapon Restriction Policy – sign off	
	Traffic/Admin Unit	
	Investigations Unit	16 hours (2 Day)
	Communications	8 hours (1 Day)
	Firearms- Duty Weapon & Rifle orientation, maintenance, and qualification	16 hours
	Taser	8 hours
	Defensive Tactics, Use of Force & De-escalation	4 hours
	Rapid Deployment	4 hours
	To/From Mileage & Meals for Academy	
	Pension Orientation	1 hour



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Incorporate them into your Mission Statements, Vision Statements and Value Statements

*Mission Statement
of
The Quincy Police Department*

*As members of the Quincy Police Department,
it is our mission and duty to serve the citizens of our community, and
to protect all life and property,
to apply the law fairly, ethically and equally to all, and
to work in concert with the citizens of our community to improve
Quality of Life.*

MISSION AND VALUE STATEMENTS

Mission Statement

The Elgin Police Department is dedicated to working in partnership with the community to promote safety and enhance the quality of life by serving with professionalism, encouraging open communication and embracing diversity.

Values Statement

Engaged

Partnering with our citizens and involved in our community.

Progressive

Embracing innovative strategies while maintaining proven practices.

Dedicated

Serving with integrity and professionalism.

“The basis of the
principles are most
likely already
there...because this
what we do as
professional law
enforcement”

The screenshot shows the website for the City of Champaign Police Department. At the top, there is a navigation bar with links for HOME, ABOUT, CITY COUNCIL, CITY DEPARTMENTS, CONTACT US, and ONLINE SERVICES. Below this is a dark header for the POLICE DEPARTMENT with a sub-menu including ABOUT THE DEPARTMENT, FILE AN ONLINE REPORT, DEPARTMENT SERVICES, 21ST CENTURY POLICING, COMMUNITY ENGAGEMENT, and MEET THE STAFF. The main content area features a sidebar with a menu for 'ABOUT THE DEPARTMENT' containing links to Mission and Vision, Strategic Plan, Divisions, Meet The Command Staff, Policies And Procedures, IACP And NAACP Shared Principles Agreement, Recruitment, Lateral Recruitment, and Employee Recognition. The main content area has a 'MISSION AND VISION' section with text about the department's commitment to service and protection. Below that is a 'GUIDING PRINCIPLES' section titled 'Service through Trust, Integrity and Respect' with three bullet points: providing high-quality service, building trust through community partnership, and performing roles with integrity and respect.



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Integrate the Principles into your General Orders and Policies

“Several of the principles are already covered in your Oath, ROC, and General Orders- just in different policies...”

CITY OF HIGHLAND PARK, ILLINOIS
DEPARTMENT OF POLICE

GENERAL ORDER 68

(Revised 6/28/2018)(Revised: 9/1/14) (Updated: 2/6/14) (Updated 4/30/04) (Updated 2/24/04) (Updated 1/13/03)

FROM: THE CHIEF OF POLICE
TO: ALL MEMBERS OF THE POLICE DEPARTMENT

SUBJECT: **PROHIBITION AGAINST DISCRIMINATORY PRACTICES**

Ref: 1.29

PURPOSE

The purpose of this order is to provide guidelines which are directed at a prohibition against any form of unlawful discrimination.

POLICY

The Highland Park Police Department shall adhere to the highest standards of conduct in enforcement of applicable laws. Police enforcement action that is based solely upon improper consideration of a common trait to a group is strictly prohibited.

PROCEDURE

- A. No officer shall surveil, stop, detain, arrest, search, select for enforcement, request consent to search any person, or initiate any seizure and forfeiture of any person's assets, when the officer's action is based solely on the person's race, ethnic background, age, gender, religion, economic status, cultural group, sexual orientation, or other identifiable group, absent a suspect-specific report or articulated facts of conduct that constitutes a breach of existing law.
- B. No Officer may consider any of the aforementioned trait groups listed in Section "A" in the course of any police law enforcement action, unless the officer is seeking to detain, apprehend, or otherwise be on the lookout for a specific suspect sought in connection with a specific crime who has been identified or described in part by the aforementioned traits, and the officer relies on the descriptive traits in determining whether reasonable suspicion exists that a given individual is the person being sought.
- C. All personnel of the Highland Park Police Department will afford every person the highest level of courtesy and respect during all interactions, **in accordance with policies and the shared principles for officers (Attachment A).**

SPRINGFIELD POLICE DEPARTMENT

<input checked="" type="checkbox"/> DEPARTMENT DIRECTIVE	<input type="checkbox"/> DIVISION DIRECTIVE	DIRECTIVE NUMBER 20-068	ROC-1 Add. 3
<input checked="" type="checkbox"/> GENERAL ORDER	<input type="checkbox"/> NOTICE	<input type="checkbox"/> SPECIAL ORDER	<input type="checkbox"/> LEGAL NOTICE
SUBJECT: ILACP AND THE NAACP TEN SHARED PRINCIPLES	DISTRIBUTION A,B	REVISION DATES	EFFECTIVE DATE 09/01/20
ILEAP REFERENCE: ADM.01.02	REFERENCES:	RESCINDS: NEW	

I. PURPOSE

The purpose of this General order is to set forth the Ten Shared Principles of the Illinois Association of Chiefs of Police and the NAACP for all members and to make all members of the Department aware of the provisions of these principles and their role in them.

II. POLICY

It is the policy of the Springfield Police Department that all members of the Department will be trained on and required to abide by these shared principles.

III. OBJECTIVE

On March 22, 2019 the Springfield Police Department formally adopted and affirmed the Illinois Association of Chiefs of Police and the NAACP Ten Shared Principles designed to build trust between law enforcement and communities of color. The Springfield Police Department vows by mutual affirmation to work together and stand together with the Illinois Chiefs of Police and the NAACP in our community and at the state level to implement these values and principles and to replace mistrust with mutual trust wherever, whenever, and however we can.

The 10 Shared Principles of the Illinois Association of Chiefs of Police and the NAACP

1. We value the life of every person and consider life to be the highest value.
2. All persons should be treated with dignity and respect. This is another foundational value.
3. We reject discrimination toward any person that is based on race, ethnicity, religion, color, nationality, immigrant status, sexual orientation, gender, disability, or familial status.
4. We endorse the six pillars in the report of the President's Task Force on 21st Century Policing. The first pillar is to build and rebuild trust through procedural justice, transparency, accountability, and honest recognition of past and present obstacles.
5. We endorse the four pillars of procedural justice, which are fairness, voice (i.e., an opportunity for citizens and police to believe they are heard), transparency, and impartiality.
6. We endorse the values inherent in community policing, which includes community partnerships involving law enforcement, engagement of police officers with residents outside of interaction specific to enforcement of laws, and problem-solving that is collaborative, not one-sided.



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Incorporate the Principles into your promotional and specialty job candidate processes

“Include questions and scenarios that are based upon the concepts of the principles...i.e. A question about use of force and de-escalation”

“Buy-in from your FTOs and Sergeants is essential...”

Date: _____ Total Score ____ / 30

Interview Panel: _____

Candidate: _____

Defensive Tactics SPURS Interview Questions

Scoring: 5=Excellent 4=Good 3=Average 2=Fair 1=Poor

#1. Why do you want to be a Defensive Tactics Instructor? Score _____

#2. As one of the 10 Shared Principles of Public Safety, the Highland park Police Department prioritizes de-escalation. As a defensive tactics instructor, how would you accomplish this through training?

Score _____

#3. Think of something that you consider yourself to be “really good at.” Now, teach the panel how to perform that task. Score _____

#4. What would you do to improve our defensive tactics, use of force and de-escalation training? Score _____

#5. What qualities and experiences do you have that make you the best candidate for the position of Defensive Tactics Instructor? Score _____

#6. Defensive tactics instructors are often required to adjust their schedule to attend extra instructor courses and legal update training. They also have their schedule changed in order to fulfill the training needs of the department. Is there anything in your current work or personal schedule that would conflict with these responsibilities? Also, give an example of a sacrifice you have made on behalf of this department.

Score _____

2021 Bike Unit SPURS Interview Questions

Date: _____

Interview Panel: _____

Candidate: _____

#1. Why do you want to be on the Police Bike Unit?

#2. What is your level of bike riding experience?

Are you familiar with bicycle related traffic laws?

If so, please explain them to us.

#3. Have you enforced any bicycle related traffic laws?

Have you utilized the new Police Department Ticket Diversion Program?

#4 Have you participated in any traffic grants within the last two years?

#5. How would you utilize the police bicycle to support Police Department commitment to the 10 shared principles of Law Enforcement?



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Host an Annual Community Engagement and Training Event to reinforce the principles and your commitment to community policing



“We have an obligation to educate our communities on what we do, how we do it and why...”



“Many encounters go sideways because people mistakenly think they know their rights”



Citizen Police Academy Class 49—Spring 2019

“Communication, transparency, and sustainable efforts are key to building trust and legitimacy”



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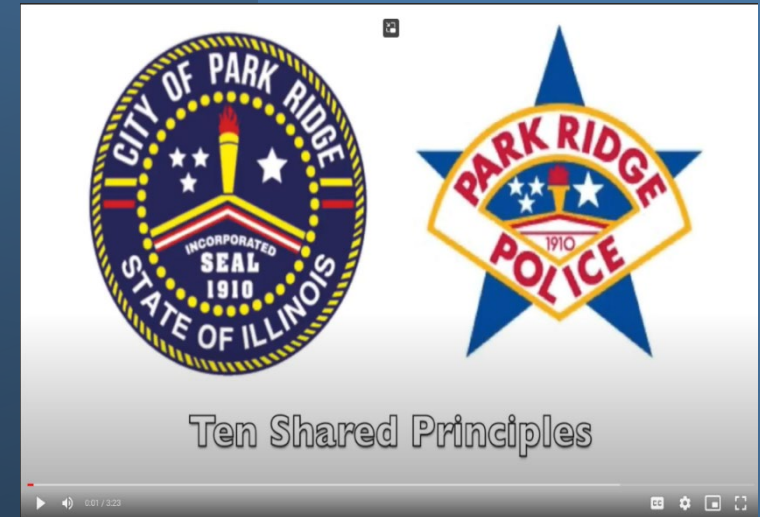


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Ensure that the community recognizes your agency's commitment to the Principles

Consider publicly declaring your department's affirmation/reaffirmation in a ceremony, video, on social media, or in another creative manner

“Involve your officers in the public affirmation and messaging...this helps increase buy-in and shared responsibility...”





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Ensure that the community recognizes your agency's commitment to the Principles

Publicize them on your website, social media and in news releases

VILLAGE OF
HAZEL CREST ILLINOIS

HOME FIRE & RESCUE DEPARTMENTS
COMMUNITY CODE RED SOLAR

THE HAZEL CREST POLICE DEPARTMENT RECENTLY ADOPTED THE "10 SHARED PRINCIPLES."

By VoHC | September 13, 2018

The principles, which consist of agreed upon ideologies between law enforcement and communities of color, were developed by the Illinois Association of Chiefs of Police and the Illinois NAACP after a three-year collaborative process. Law Enforcement entities across the country are adopting the principles, and the Hazel Crest Police Department is committed to upholding these and other shared principles that enhance relations with all communities.

To view the ten principles, click [here](#)

Posted in [Latest News](#)

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Carbondale Police Department says it stands by '10 Shared Principles'

Logan Gay Jun 16, 2020 Updated Jun 16, 2020

THURSDAY, SEPTEMBER 8TH
KICKOFF 2022
THE GAME BEGINS IN...
26 : 23 : 21
DAYS HOURS MINUTES
NBC

WEATHER FORECAST

Currently in Paducah
82° Sunny 84° / 68°
Radar



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Ensure that the community recognizes your agency's commitment to the Principles

List them on your business cards and department forms where appropriate

Incorporate them into public presentations whenever possible



William Bonaguidi

Deputy Chief of Police

City of Highland Park

Police Department

1677 Old Deerfield Rd.

Highland Park, Illinois 60035

Direct 847.926.1764

Phone 847.432.7730

Fax 847.433.9488

Email wbonaguidi@cityhpil.com

Website cityhpil.com



**We Endorse the ILACP/NAACP
10 Shared Principles of Law Enforcement**

1. We value life above all else.
2. We treat all with dignity & respect.
3. We reject discrimination.
4. We work to build & rebuild trust.
5. We recognize procedural justice is key.
6. We continue our focus on community policing.
7. We honor relationships between law enforcement & the leadership of communities of color.
8. We encourage all citizens to gain a better understanding and knowledge of the law.
9. We support diversity.
10. We prioritize de-escalation.



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**Ensure that the
community recognizes
your agency's
commitment to the
Principles**

**Include the Principles in citizen
recognition efforts**

CITIZEN COMMENDATION



Kevin

On behalf of the Highland Park Police Department, I would like to take this opportunity to thank you for your active involvement, and assistance, in helping our officers investigate a series of criminal incidents on Thursday, . Your commitment to community safety and your willingness to get involved were crucial to this investigation and enabled officers from the Highland Park Police Department to arrest, and charge, a suspect with Felony Residential Burglary & Criminal Damage to Property.

Your safety & security awareness, concern for your neighbor, and prompt reporting of suspicious activity are to be commended! Your actions certainly support the principles of the City's "Character Counts" community philosophy and the six building blocks of character- trustworthiness, respect, responsibility, fairness, caring, and citizenship. In addition, your efforts support the Department's commitment to the Ten Shared Principles of Public Safety, which include fostering community partnership, engagement with residents, and developing strong & productive relationships with citizens.

https://www.cityhpil.com/news_detail_T21_R259.php

We thank you and greatly appreciate your personal contribution to public safety and your commendable efforts in helping safeguard our community.

Sincerely,

Lou Jogmen
Chief Of Police





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What can the community do? Remember these are “shared principles”

- **Community organizations can host education meetings regarding the principles - NAACP, Neighborhood Associations, civic organizations, schools, etc.**
- **Attend a Citizen Police Academy or police department open house**
- **Do a ride-along**
- **Co-sponsor community engagement events - National Night Out, Law and You**
- **Partner with your local police department to actively recruit police officer candidates**



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What can the community do? Remember these are “shared principles”

- **Meet with your local police officials regularly and build a relationship based upon mutual trust**
- **Invite beat officers to attend neighborhood association meetings and neighborhood events**
 - **Introduce them and recognize why they are there to alleviate questions**
- **See an officer on patrol? Wave and introduce yourself**
- **Share information and concerns**
- **Teach children not to be afraid of officers**



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What can the community do? Remember these are “shared principles”

- **Talk about the positive encounters as well as the negative ones**
- **Regarding high profile incidents, don't jump to conclusions**
- **Trust the department to conduct an in-depth, fair and impartial investigation that will be released publicly**
- **Stand with law enforcement leaders in times of potential unrest to help maintain peace**
- **Work with other leaders to keep your community safe**



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Signify system-wide support of the Principles by using them to guide your department's strategic planning



ILACP & NAACP Ten Shared Principles

In an effort to strengthen the partnership between law enforcement and the public, the Illinois Association of Chiefs of Police and the Illinois NAACP State Conference have established 'Shared Principles of Public Safety' to build trust and common ground between police and diverse communities. The City of Highland Park Police Department **was the first in the State** to adopt the 'Shared Principles of Public Safety' and publicly pledged support at the April 9, 2018 City Council Meeting.

The Principles of Public Safety is the first of its kind in our nation's history. The announcement of the principles took place in the Old State Capitol building where Abraham Lincoln served as a state representative and later delivered his famous "House divided" speech in 1858.

The members of the Highland Park Police Department recognize that these shared principles are reflective of our core beliefs and are part of the fabric of our mission and values. By reaffirming our commitment to these ideals, we want our community to know what we stand for as their law enforcement agency. We have a strong commitment to public safety, we place a high value on working together, and we will always work towards improving relationships to keep our community safe.

Every member of the City of Highland Park Police Department signed their name on a large document listing the Shared Principles of Public Safety, which is on display at the Police Department and at City Hall. These physical reminders serve to demonstrate that the work we do every day, collectively and individually, are guided by shared principles of public safety. We work to affirm them in all that we do as we provide public safety services to our community.



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City of Highland Park Shared Principles of Public Safety

Now be it therefore resolved that the Highland Park Police affirm the following shared principles, issued jointly by the Illinois Association of Chiefs of Police (ILACP) and the Illinois NAACP State Conference, regarding the relationship between law enforcement, our community and the people we serve in Highland Park, Illinois:

1. We value the life of every person and consider life to be the highest value.
2. We treat every person with dignity and respect. This is another foundational value.
3. We reject discrimination based on race, ethnicity, religion, color, nationality, immigrant status, sexual orientation, gender, disability, or familial status towards any person.
4. We endorse the six pillars in the report of the President's Task Force on 21st Century Policing. The first pillar is to build and rebuild trust through procedural justice, transparency, accountability, and honest recognition of past and present obstacles.
5. We endorse the four pillars of procedural justice, which are fairness, voice (i.e., an opportunity for citizens and police to believe they are heard), transparency, and impartiality.
6. We endorse the values inherent in community policing, which includes community partnerships involving law enforcement, engagement of police officers with residents outside of interaction specific to enforcement of laws, and problem-solving that is collaborative, not unco-sided.
7. We develop strong ongoing relationships between law enforcement and communities of color at the leadership level and street level to desensitize and eliminate racial tensions.
8. We encourage all citizens to gain a better understanding and knowledge of the law to assist them in their interactions with law enforcement officers.
9. We support diversity in police departments and in the law enforcement profession and make a concerted effort to recruit a diverse pool of candidates for job opportunities within the City.
10. We endorse using de-escalation training and tactics to reduce the potential for confrontations that endanger law enforcement officers and community members; human life should be taken only as a last resort.

Therefore, be it further resolved, that we vow to work together and stand together in our community to implement these values and principles:



We Endorse the ILACP/NAACP 10 Shared Principles of Law Enforcement

1. We value life above all else.
2. We treat all with dignity & respect.
3. We reject discrimination.
4. We work to build & rebuild trust.
5. We recognize procedural justice is key.
6. We continue our focus on community policing.
7. We honor relationships between law enforcement & the leadership of communities of color.
8. We encourage all citizens to gain a better understanding and knowledge of the law.
9. We support diversity.
10. We prioritize de-escalation.



Signify system-wide support of the Principles by using them to guide your department's strategic planning



Goal # 1 Enhanced Community Connection and Interaction

Objective 2: Resume and expand public outreach programming

Strategy 3

Expand youth connections & work with schools, sports teams (Welcome back pencil day, sweet treat, block party attendance, work with HPHS football team, Students Organized Against Racism, middle school dodgeball, Hi 5 Friday, student Citizen's Police Academy)

Target Completion Date FY22

Action Plan

- Review and assess current programming to determine efficacy
- Identify any grant funding which supports this area and programming
- Promote on social media and on lobby monitor
- Facilitate meetings with student leaders and school staff overseeing programming

Purpose and Guiding Shared Principle(s)

A strong police/youth connection is important to the legitimacy and effectiveness of a police department.

This strategy contributes to Principles 2,4,6 & 7

Strategy Sponsor(s)

PBC Team & SRO Amy Hyndman



Measure of Success

- Student/student group participation
- Staff participation
- Positive citizen/individual feedback
- Increased media awareness
- Conduct at least five initiatives annually

“Community members should play a role in the strategic planning process either as an active participant or reviewing body that provides input and feedback prior to implementation... it’s about partnership”





Illinois Association
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NAACP
Illinois State Conference

Signs that the Principles are part of the department culture


- **Unsolicited increase in community engagement by officers during their shifts**
- **Submission of creative programs by officers designed to build trust and increase engagement**
- **Increase in police-community partnerships and a willingness to work together publicly; increase in crime tips**
- **Expressed community confidence and satisfaction in the department and services provided**
- **Positive new articles, social media posts, and comments by citizens and media**

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Oct 18 · 🌐

HP Police Beat Coordinator Meeting

Police Beat Coordinators



City of Highland Park

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Sean [REDACTED]
I like this shared priority / principles!



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Signs that the Principles are part of the department culture

- **Reduction in officer complaints both external and internal**
- **Officers speak to the Principles, unsolicited, during interviews for specialty positions**
- **Supervisors reference the Principles in officer performance appraisals**
- **Evidence of procedural justice being practiced externally and internally**
- **Police officer applicants reference the Shared Principles during the interview process**
- **Increase in minority police applicants**
- **Community members and groups standing with departments during challenging times**



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Q & A

