presents

Law Enforcement Practices & Liability Conference

Race and Policing

MCLE: 1.75 Hours Elimination of Bias Credit

Thursday, May 25, 2023
2:00 p.m. – 3:45 p.m.

Speakers:

Howard Jordan, Consultant
Sloan Sakai Yeung & Wong, LLP

Dr. Brian L. Withrow, Professor
Texas State University School of Criminal Justice and Criminology

Elizabeth Lashley-Haynes, Deputy Public Defender
Los Angeles County

Dr. Deepak Premkumar, Research Fellow
Public Policy Institute of California

Conference Reference Materials
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PUBLIC LAW

CALIFORNIA LAWYERS ASSOCIATION

Law Enforcement Practices and Liability Conference

Race and Policing-

Challenges to Policing in the 21st Century in California

Howard Jordan- May 25, 2023

Five Major Challenges

The five major challenges facing California Law Enforcement Agencies-

1. Declining trust in Law Enforcement Personnel(Racial Overtones)
2. Dealing with persons in crisis (Mental Health)
3. The impacts of SB2- (De-certification)
4. Recruiting and Retention
5. Escalating violent crime

Declining Trust in Law Enforcement Personnel

Officers feel vilified by the media due to several high-profile cases-
- Derek Chauvin(George Floyd case)
- Memphis PD(Tyre Nichols case)
- Racist text scandal- Antioch PD

De-policing
- Fear of being labeled a "racist"

Remedies-

Police Accountability Laws
- California Law Enforcement Act(CLEAR)AB 655- January 6 fallout
- SB 1421 and SB 16

Dealing with persons in crisis (mental health)

Current state of Crisis Intervention-
- Mental Health Professionals are overworked
- System is maxed out
- CBO/NGO are great at helping those that are experiencing a crisis, but the lack the resources to provide long term solutions. This leads to a revolving door process
- Need resources that will allow the police and mental health professionals to be proactive.

Some fear that if there are no long -term solutions to address people in crisis, this will lead back to the police having to address this issue....

The Impacts of SB2

Decertification

- Better explanation of the process to officers
- IA investigations must be completed with a finding regardless if the officer resigned/retired prior to the completion of the investigation
- Prevents rogue officers from applying to other law enforcement agencies

Recruiting and Retention

Difficult to find eligible candidates
- Lack of trust created by negative media coverage of the profession

Younger, more educated officers do not view policing as a career.

- Just a "pit stop" for a better job

Signing bonuses are great, but can you sustain the cost? (Alameda-$75K)
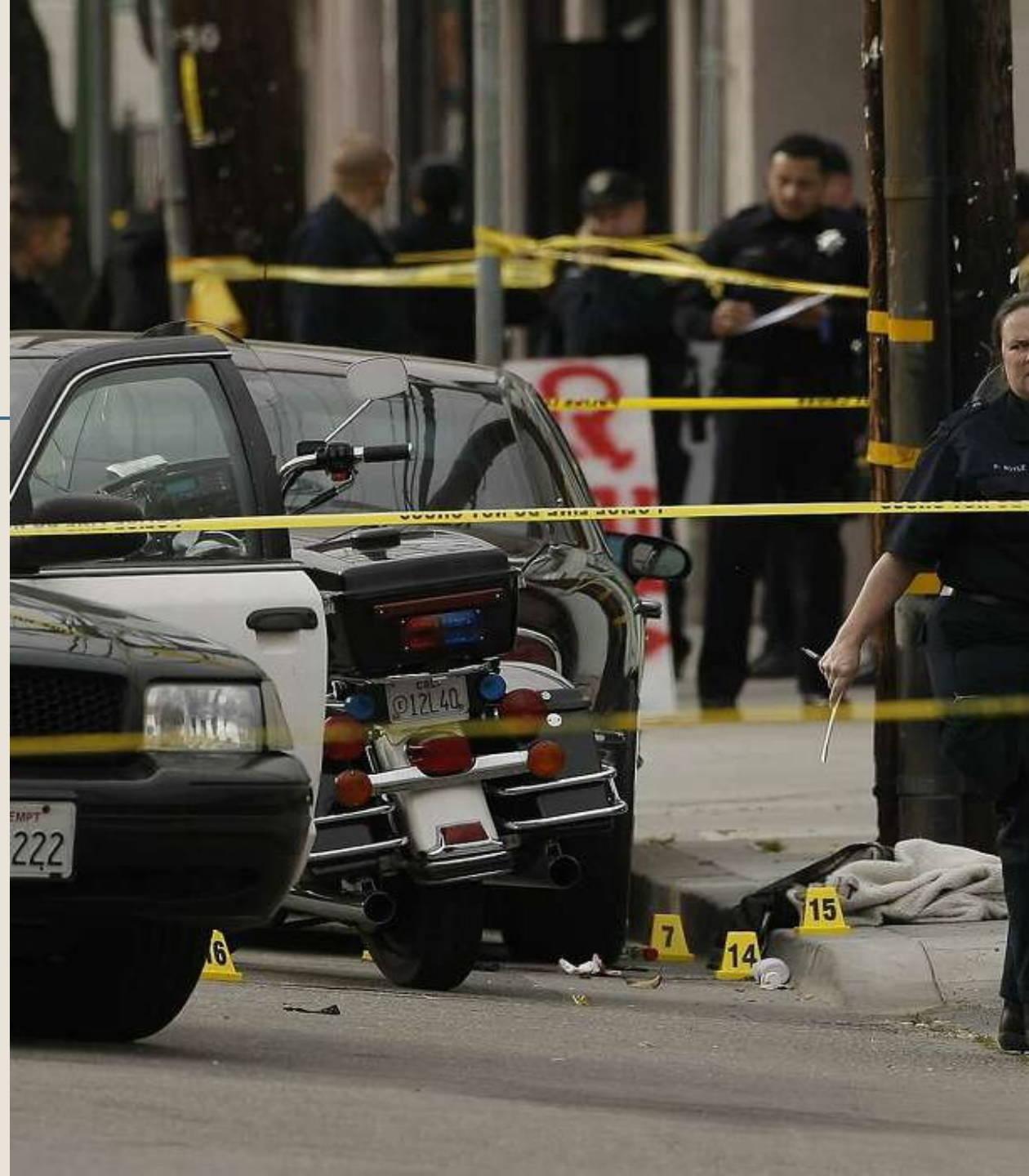
IT IS STILL A DANGEROUS JOB

Escalating violent crime

Watered-down laws-

- No incentive to change criminal behavior
- Not enough focus on the victims, who can become uncooperative

Revolving door for repeat offenders

Balancing the public's desire to hold the police accountable and keeping them safe.

" Thank You…

Howard Jordan

Consultant

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PRACTICE AREAS

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EDUCATION

FBI National Academy

Cal State Hayward, MA

Columbia College, BA

EXPERIENCE

Mr. Jordan is a licensed private investigator at Jordan Consulting and Investigations, a self-established company that offers an array of services, including law enforcement consultations, legal services, investigations, and background investigations. Mr. Jordan has a professional background in law enforcement and rose through the ranks to serve as Chief of Police for the City of Oakland.

RELATED EXPERIENCE

Mr. Jordan is a Police Practice and Procedures Expert. He is a graduate of the 219th FBI National Academy and the Police Executive Research Forum's Senior Management Institute in Policing. He shares his wealth of knowledge and experience in the law enforcement profession with others, serving as a mentor for executive leadership and as an adjunct professor at Diablo Valley College and Merritt College.

MEMBERSHIPS

- California Police Chiefs Association, California Association of Licensed Investigators
- Police Executive Research Forum (PERF)
- Advisory Board of the University of San Francisco, International Institute of Criminal Justice Leadership

Brian L. Withrow, Ph.D. is a Professor in the School of Criminal Justice and Criminology at Texas State University. Dr. Withrow began his career as a State Trooper with the Texas Department of Public Safety in 1981, shortly after earning a Bachelor's of Criminal Justice degree from Stephen F. Austin State University. During the 'active policing' phase of his career he was a State Trooper, Training Officer, Inspector and Bureau Manager at the Austin Headquarters. While at DPS Brian earned his Masters of Public Administration degree from Texas State University. He left active policing in 1993, to manage a police leadership and executive development program called the Law Enforcement Management Institute of Texas at Sam Houston State University. While at Sam Houston Brian completed his Doctor of Philosophy degree in Criminal Justice. In 1999, he accepted his first academic appointment as an Assistant Professor at Wichita State University. In 1999, he accepted an invitation to join the faculty at Texas State University where he remains.

Dr. Withrow maintains an active research agenda that focuses on police operations and officer decision making. He has published two books on racial profiling, one book on research methods and one book on police ethics. Brian's scholarly research has been published in numerous academic journals. He is the author of numerous reports on racial profiling. Brian is often asked to assist in litigation relating to allegations of racial profiling.

Elizabeth Lashley-Haynes Bio:

Elizabeth Lashley-Haynes is a Deputy Public Defender at the Los Angeles County Office of the Public Defender, where she has worked for the last twenty + years. She leads her office's Racial Justice Unit, which litigates claims of racism and bias on behalf of clients throughout L.A. County. She graduated from Syracuse University with degrees in Sociology and African American Studies, during which time she studied abroad in the southern region of Africa, on the topic of Colonialism, Oppression and Emancipation. She graduated from Case Western Reserve University School of Law but spent her last year at City University of New York, which happened to be in 2001/2002 where she experienced 9/11 firsthand.

She is the Co-Founder and President of her office's Women Defenders Association, has served on the Racial Justice Committee and is a Board Member on the National Legal Aid and Defenders Association's Defender Council. In her free time, she is very involved in her community - serving on the governing board of her church, as well as various positions at her children's schools. She enjoys community service such as organizing free lunch programs for Learning Works Charter School and a holiday gifts drive for hundreds of unaccompanied migrant children. She is passionate about fighting injustice in our courtrooms, our communities and the world.

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Deepak Premkumar
RESEARCH FELLOW

EXPERTISE: Criminal justice

Deepak Premkumar is a research fellow at the Public Policy Institute of California, where he specializes in the intersection of race, criminal justice, and health. Through the lens and tools of an economist, his recent work examines the broader effects of police use-of-force and social costs of policing. He aims to provide an empirical guide to understand the determinants of disparities in the legal and health systems, while investigating policies to alleviate them. He has published a book chapter, co-written with Justin McCrary, in The Cambridge Handbook of Policing in the United States. His research has received support from Horowitz Foundation, and the Center for the Study of Law and Society, where he was a Berkeley Empirical Legal Studies Fellow from 2018–2019. He received his PhD in agricultural and resource economics from University of California, Berkeley.

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