



## **Goal and Objectives Statement for the Collaborative Reform Initiative for Technical Assistance with the Memphis Police Department**

### **Goal**

Assess and assist the Memphis Police Department—in concert with the community—in the implementation and sustainment of reforms that improve community-oriented policing practices, transparency, professionalism, accountability, and public trust, taking into account national standards, best practices, current and emerging research, and community expectations.

### **Objectives**

- (1) Assess community-oriented policing practices throughout the department, including
  - a. training that officers receive in community-oriented policing and problem solving;
  - b. community partnerships, collaboration, participation in the development of departmental policies, procedures, and operations;
  - c. development, measurement, and evaluation of community-oriented policing and problem solving strategies;
  - d. incorporation of procedural justice into departmental training, policies, and procedures;
  - e. incorporation of fair and impartial policing into training, policies, and procedures;
  - f. institutionalization of community-oriented policing as an organizational philosophy.
  
- (2) Assess use of force and deadly force policies and practices, including
  - a. training that officers receive in crisis intervention, de-escalation, handcuffing, searches, use of force, less lethal weapons, and firearms;
  - b. policies governing crisis intervention, de-escalation, and use of force and deadly force;
  - c. training, policies, and procedures for criminal and administrative investigations of use of force and deadly force incidents;
  - d. patterns and trends in use of force and deadly force by city geography, community characteristics, departmental units, incident factors, and officer-subject demographics.
  
- (3) Assess systems for supervision, accountability, organizational learning, remediation, and discipline as they relate to uses of force, deadly force, and community-oriented policing, including
  - a. citizen complaint investigations, reviews, and adjudications for use of force incidents;
  - b. early intervention program (EIP) policies and procedures;
  - c. internal and external oversight and accountability mechanisms regarding use of force and deadly force incidents and investigations;
  - d. transparency in review and reporting of use of force and deadly force incidents, investigations, and outcome.

