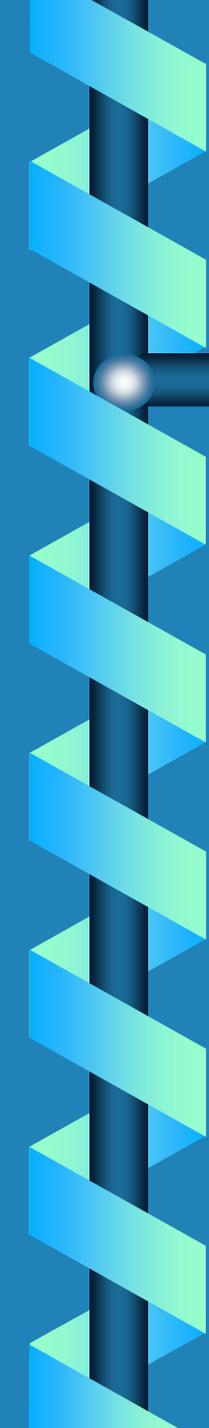


What the Community Can Do for You

• Panelists

- Reverend C.B. Akins, Community Leader, Lexington, KY
- Lieutenant Dan Schiele, Sacramento (CA) Police Department
- Phillip Osborne, Preston-Osborne, Lexington, KY

- The workshop discussed how to engage the community in partnership with the police department/sheriff's office in support of recruiting efforts.



What the Community Can Do for You

◉ Overview of Presentations

- Use data to understand your community and its changing demographics. Identify and use decision makers and opinion influencers.
- Stages of working with the community: irritation, confrontation, cooperation, collaboration, cross-fertilization
- Use community leaders to be community recruiters for the police department and sponsor officers who will later serve their community.

What the Community Can Do for You

• Common/Cross-cutting Themes

- CEO must be front and center engaging the community.
- Listen to criticism
- Give the community a say and ownership in recruitment, selection, and hiring.
- Problems getting diversity (e.g., citizenship rules)
- The CEO may face resistance working with the community. Community leaders often face the same resistance.
- Work with community to make the agency the best it can be.



What the Community Can Do for You

• Innovative and Promising Practices That Emerged

- Understand your community and changing demographics through data analysis
- Collaborate and think innovatively about how to deal with housing, education, quality of life issues potential officers face (e.g., work with lenders to get 0% down on homes for officers)
- Sacramento (CA) Police Department: Community members as police recruiters



What the Community Can Do for You

• Concluding Takeaway Messages / Lessons

- Understand and be in touch with your community
- Promote jointly with the agency that ...
 - Service is an officer safety issue
 - Having the right people serves a public good