

INTRODUCTION

Police officers are appointed to assist and protect the communities in which they serve. In doing this, police focus primarily on performance measures that are law-enforcement agency-oriented (Sparrow, 2015). Metrics that focus solely on agency goals may fail to consider the human costs involved in achieving these goals, specifically within Black communities.

CURRENT PROBLEM

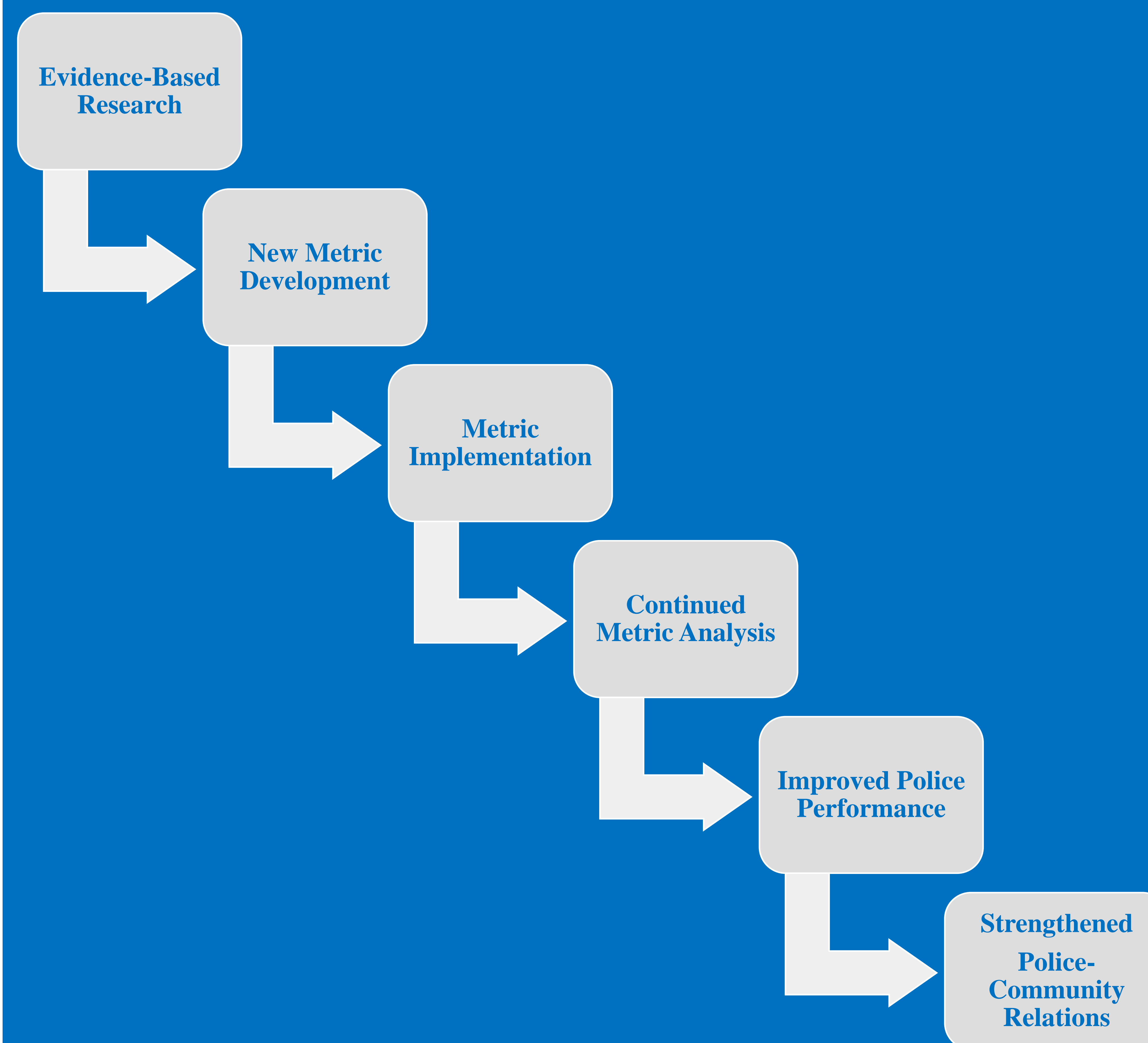
- Members of Black communities are three times more likely to die during officer-civilian encounters than those in White communities (Fatal Police Shootings Database, 2015-2022).
- Police performance metrics based on an outdated policing model may be partly to blame (Fielding & Innes, 2006; Sparrow, 2015).
- This issue is being revisited although experts have insisted upon police performance measurement revision for decades (Ali et al., 2020; Fielding & Innes, 2006).
- Agency-based metrics = crime reduction, clearance rates, response times
- Community-based metrics = legitimacy, racial representativeness, procedural justice
- Research suggests replacing agency-based metrics with community-based metrics that align with the values and needs of community members and influence public support for the police will improve outcomes (Ali, 2020; Hong, 2016; Sparrow, 2015).

Improving Police Performance Measures to Strengthen Police-Community Relationships

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The employment of rigorous, evidence-based research can assist in the critical fight for social justice by finding better ways to improve police-community relationships in Black communities.

Research-to-Action Framework



FORENSIC IMPLICATIONS

- The employment of evidence-based social justice research in the context of police performance can lead to interventions that address legal system inequities and inform actions for improvement in police-community relationships, specifically within Black communities.
- Replacing outdated law enforcement metrics with empirically sound community-based metrics can strengthen police-community relations and give a voice to the populations police are sworn to serve.
- Improved relations will likely reduce the amount of police-civilian violence and potentially lead to an increase in trust in the U.S. legal system.

POLICY RECOMMENDATIONS

- Per the Refund the Police Act of 2022 and President Biden's State of the Union address this year, law enforcement agencies nationwide are looking to be refunded. We recommend a percentage of this refunding be allocated to social justice research endeavors, specifically in the area of police reform.
- We recommend the development of a transparent, research-to-action framework detailing the process in which evidence-based research projects can develop into a more effective and sustainable police performance measurement system.
- We also recommend that U.S. police forces move toward greater collaborations with researchers and communities by creating open access data sharing platforms.