



REIMAGINING PUBLIC SAFETY

EXAMPLES OF KEY SHIFTS FOR ENDURING CHANGE

FROM

System Driven Solutions -

Solutions to public safety issues in communities are most often designed by formal systems and those with formal authority. These systems and authorities sometimes do not reflect the communities they serve, and/or are imbedded with systems, norms, practices and policies rooted in structural racism, implicit bias, historical trauma and outdated and harmful paradigms of community wellbeing

Public safety paradigm that targets BILPOC - Black, Indigenous, Latinx and other people of color are overrepresented in the justice system and many of these systems have been used as a tool of violence and oppression against BILPOC.

Public Safety as Policing -

A paradigm in which an over reliance on police as a public safety structure has led to an imbalance and in many cases an abuse of power in policing

Fragmented Approaches -

Approaches to shifting public safety in communities is piecemeal, with separate initiatives that do not work together, or sometimes even work against each other

TO

Community Driven Solutions -

When communities are empowered to design and lead public safety solutions, they are driven by the current needs of the community that the services are meant for. When community and formal public safety system expertise is combined and balanced, a powerful solution for the wellbeing of the community can emerge.

Public safety paradigm of healing and restoration that lifts up BILPOC - A paradigm of public safety where justice is equitable and restorative for all involved, where BILPOC are leading the solutions for their own communities.

Public Safety as Community Needs are Met

- A paradigm in which public safety begins with the community's health, behavioral health, economic, and basic needs are met, with policing utilized only in circumstances where it is absolutely necessary.

Aligning Action for Results

- An ecosystem of public safety initiatives that work together for synergy and alignment, generating exponential impact and results for the community



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"Public safety means ensuring communities—especially historically marginalized communities—have the resources to address critical social problems, such as access to housing, food security, transportation, and healthcare, in an effective and humane way. It means empowering those communities to participate in shaping what public safety looks like. And it means minimizing whenever possible the harms that often accompany policing—such as uses of force and arrests."
- The Policing Project, NYU School of Law

The movement to reimagine public safety is fueled by the universal values of dignity, equity, compassion and integrity, resulting in a community based system of public safety that contributes to the restoration of equity and wellbeing of individuals, families and communities and does no harm in the process.

Shifting the public safety paradigm in our communities and in the United States will take cultural and systems norms shifts in WHAT we do and HOW we approach and do things. When we work collectively to shift the paradigm and address the underlying factors giving rise to harmful actions and consequences, we can drive toward the outcomes and impact we envision for our communities.



In the upcoming RTL Impact cohort, individuals involved in public safety – advocates, police and other first responders, local government officials, social service providers and other sectors – are invited to select this special focus area, accessing supported workshops between the program sessions to engage in focused discussions with peers in the field and support in applying the RTL framework to reimagining public safety for equitable and sustainable results.

Please note, the intersession workshops are not designed to share data and best practices about the topic area. You are the expert in your community in your field. The workshops will be unique opportunities to dig deeper into the tools and frameworks introduced in the primary sessions alongside fellow changemakers working to make a difference within your focus area.

"I believe that the Radical Transformational Leadership approach is transcendent for law enforcement leaders responsible for changing systems to deliver equitable services to all. It is my hope that anyone who wants to "Reimagine the Police" and effect meaningful, sustainable changes to the criminal justice system and policing would follow this approach." – Raul Aguilar, San Rafael Police Department



EXAMPLES OF OUTCOMES AND RELATED GOALS

Within the RTL Impact framework, one of the essential components in designing and implementing a specific project is to identify the immediate and long-term goals and outcomes you are working towards. Below, we have shared just a few examples of the process goals and measurable outcomes identified in the focus area of Reimagining Public Safety.

Process Goals for Reimagining Public Safety

- Resources focused solely on enforcement are balanced to focus on restoration and meeting community needs
- Public safety is designed by and for the community in which it will serve
- Quality training is provided to all involved in public safety on community needs, mental and behavioral health, social determinants of health, racism and anti-racism

Outcome Goals for Reimagining Public Safety

- Reduction in police use of force
- Reduction in need for enforcement or arrest
- Reduction in violence in the community
- Reduction in hate crimes targeting BILPOC
- Increased health and wellbeing in communities historically marginalized
- Increased access and utilization of key community services to meet basic needs

