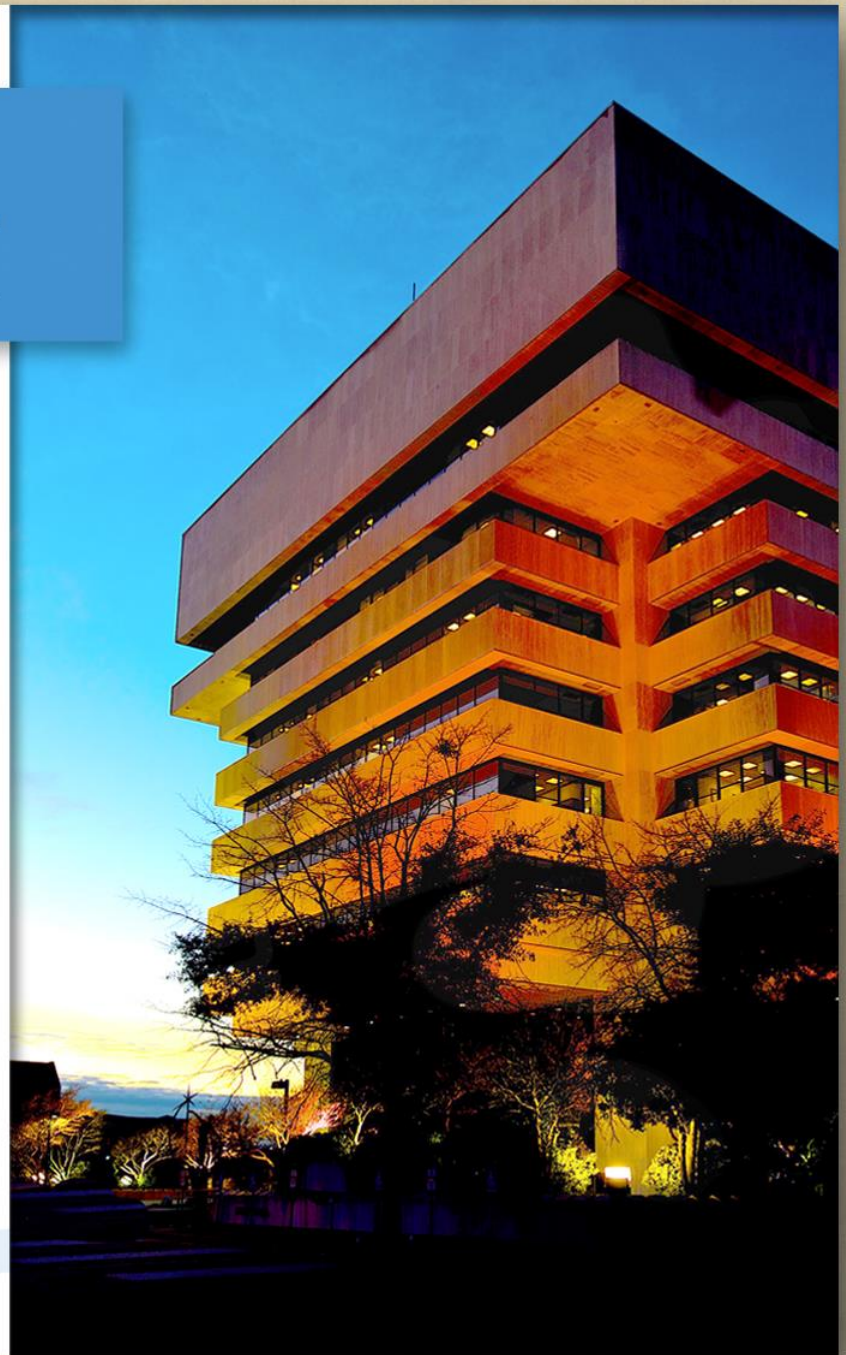


# HAMPTON VA

## Hampton Police Division's Implementation of the President's 21st Century Policing Philosophy



# Discussion Points

- Transparency
  - Community Engagement
  - Youth Education and Prevention
  - Civilian Oversight
  - Training
  - Recruitment
- 

# Transparency

- Body Worn Cameras
  - Fully Implemented in Fall 2016
  - All Operational Personnel Equipped
  - All Law Enforcement Encounters Required to be Recorded
  - Tamper proof
  - Raw Footage Preserved on Evidence.com

# Transparency (Cont.)

- Social Media
  - Facebook 51,733 Followers
  - Twitter Close to 10,000 Likes
  - Nextdoor.com
  - Neighbors App (Ring)
  - Connect Protect HPD App
  - Medium.com (HPD Blog)

# Community Engagement

- Permanent Assignment of Officers
- CPOP Sergeants
- Community Engagement Unit
- Community Programs
  - Neighborhood Watch, Town Hall style meetings, the Next Door program ([nextdoor.com](http://nextdoor.com)), RESET, Citizens Police Academy and the Virginia Rules Summer Camp.

# Community Engagement (Cont.)

- Virginia Rules Summer Camp
  - Partnership with VA AG Office, Office of Youth and Young Adult Opportunities, Parks and Recreation and Healthy Families
  - 50 Hampton Youth (Rising 6<sup>th</sup> to 12<sup>th</sup> Grade)
  - One week in August
  - VA Rules Courses
  - Relationship building activities
    - Fishing, hiking, boating, sports, trampoline park, zip lining
  - Ends with a Cookout and Graduation Ceremony



# Community Engagement (Cont.)



# Youth Education and Prevention

- School Resource Officers
  - Keep the Peace Program
  - Police Explorer Program
  - Partners with Hampton City School's Law and Public Safety Program
    - ALPS Summer Camp
  - Hampton United Initiative
- 



# Civilian Oversight

- Citizen's Engagement Advisory Committee (CEAC)
  - Advisory Board
  - Reactionary Review Process
- Citizens Police Advisory Group
  - Began in 2018
  - Reviews Police Policy and Practices
  - Makes Recommendations to the Chief

# Training

- Use of Force Policy
  - Based on Recommendations of the Police Executive Research Forum and the Report on 21<sup>st</sup> Century Policing
    - When practical, identify themselves before UOF
    - Duty to Intervene
    - Less than Lethal Options
    - De-Escalation
    - Use of Force Decision-Making Model
    - Restricts shooting at or from a moving vehicle
    - Positional Asphyxia
    - Chokeholds: Unapproved Technique - Deadly Force Required
    - Use of Force Reporting Required

# Training (Cont.)

- Procedural Justice Training
- Fair, Impartial Policing
- Implicit Biased Recognition
- Cultural and Racial Recognition
- De-Escalation Training
- Less Than Lethal Options
- Crisis Intervention Training
- Historical Tour – Fort Monroe, Aberdeen Gardens and Hampton University

# Recruiting and Staffing

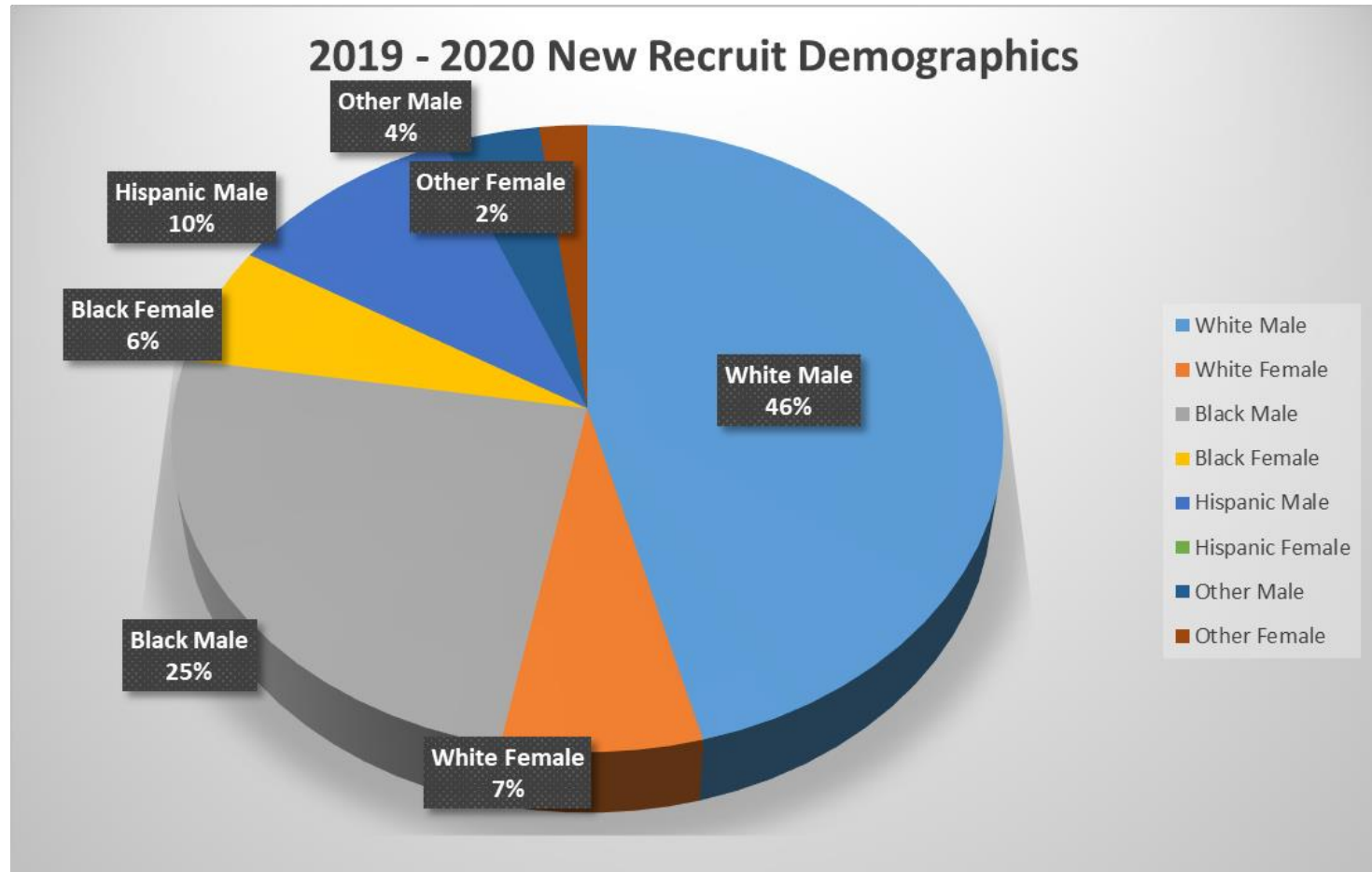
- Revised Comprehensive Recruiting Strategy in 2019
  - Goal
    - Improve Efficiency and Effectiveness of the Process
    - Hire Qualified Applicants Whose Demographics Mirror the Demographics of the City of Hampton
- Increased Recruiting Efforts
  - 26 Recruiting Events, 192 Digital Communications, Purple Brief Case
  - Processed 1406 Applications
  - Hired 96 New Recruits since May, 2019

# Recruiting and Staffing

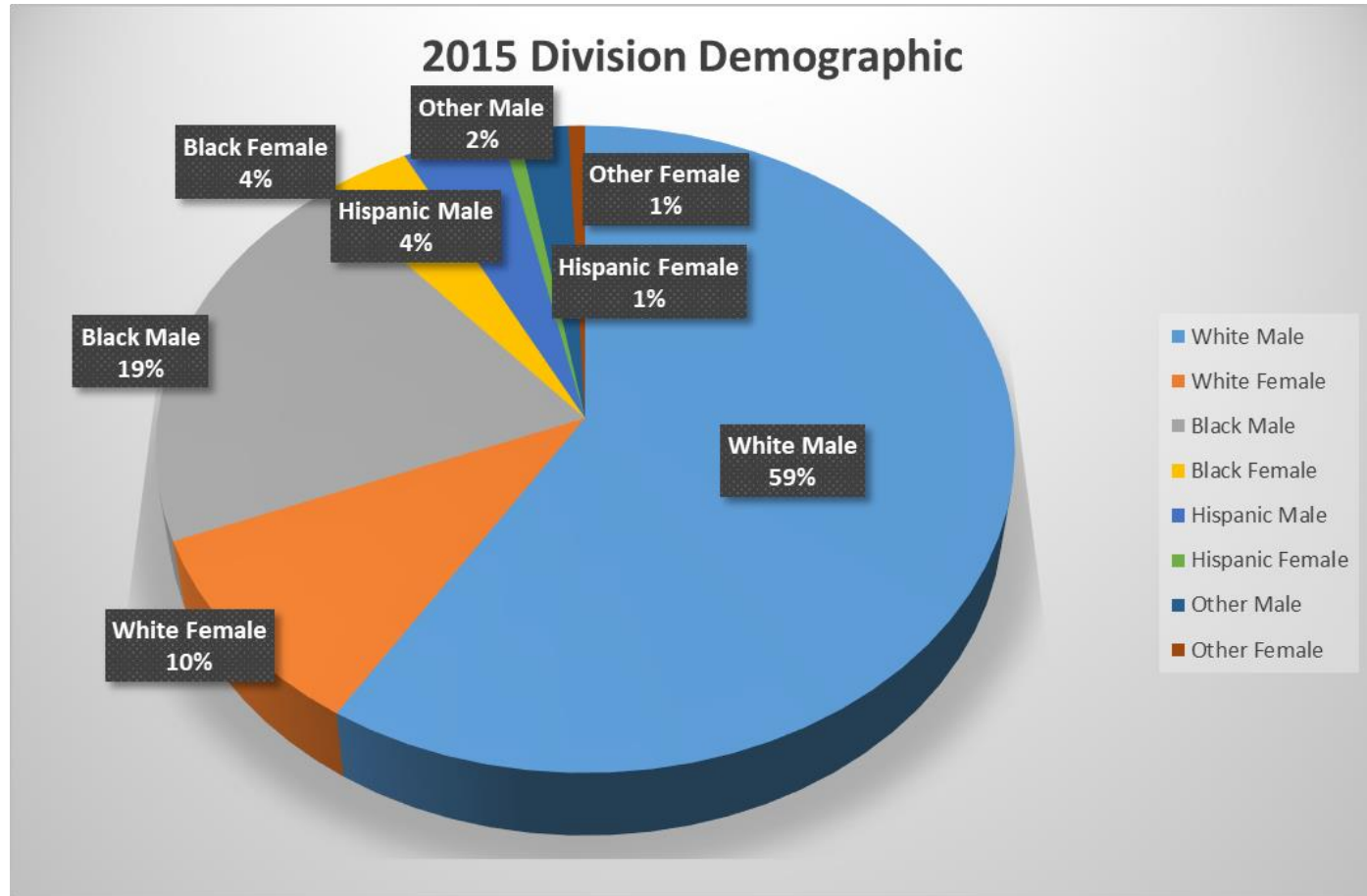




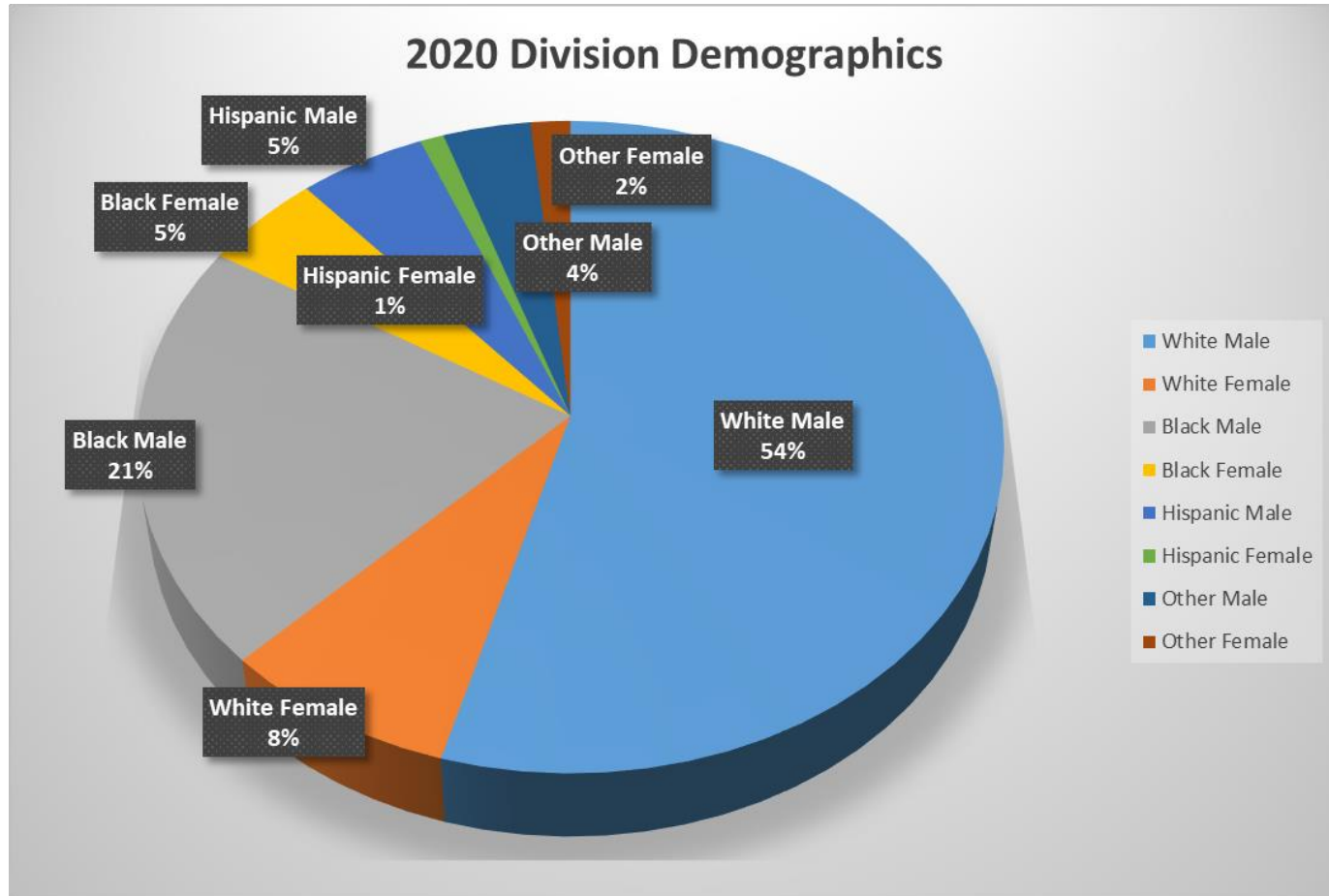
# Recruiting and Staffing



# Recruiting and Staffing



# Recruiting and Staffing



# Next Steps

- Community Meetings
  - Social Media
  - Town Hall Meetings (After Phase III)
- Training
  - De-Escalation Training
    - Milo Simulator
    - Fall Key Training DT
  - Valor to Virtue
    - Taught by a Harvard Professor
    - Published Author
    - Teaches to LEO Nationwide
    - Aligning Ethics with LEO Decisions