

POLICE COMMUNITY RELATIONS UNIT

FINAL REPORT

1-30-67 Thru 10-31-67

NCJ001234



U.S. DEPARTMENT OF JUSTICE OFFICE OF LAW ENFORCEMENT ASSISTANCE

GRANTEE'S REPORT OF EXPENDITURES

From: (Name and address of grantee)

City of Richmond, Virginia
Bureau of Police, Department of Public Safety
Safety-Health-Welfare Building
501 North Ninth Street
Richmond, Virginia 23219

Grant No.

106

Date of Report

10-31-67

Report No.

4

Type of Report:

- ☐ Regular Quarterly
☐ Special Request
☒ Final Report (detailed
schedules must be attached)

Report is submitted for the Period October 1, 1967 through October 31, 1967

I. Data on Expenditures from Grant Funds.

1. Amount of Grant Award.	\$14,718.00	4. Amount Expended During Report Period.	\$ 1,837.79
2. Total Advances Received to End of Report Period.	13,070.96	5. Total Amount Expended to Date.	12,878.76
3. Amount Expended to Beginning of Report Period.	11,040.97	6. Unexpended Cash Balance at End of Report Period.	192.20

II. Summary Report and Budget Comparison.

Expenditure Items Grant Funds		Approved Budget	Expenditures During Period	Expenditures To Date
Personnel	Salaries & Consultants	\$11,098.00	\$1323.27	\$10,579.27
	Travel including subsistence	1,500.00	160.36	663.36
	Supplies, Communications, Postage, telephone and Reproduction and final report	1,400.00	354.16	1,021.13
Other:	Equipment Typewriter rental Dictaphone	720.00	----	615.00
	Miscellaneous			
	Indirect			
Totals—Grant Fund Expenditures		\$14,718.00	\$1,837.79	\$12,878.76
Totals—Grantee Contribution Expenditures		\$10,000.00	\$1,500.00	\$10,000.00

The above data is correct, based on the grantee's official accounting records consistently applied, and expenditures shown have been made for the purposes of and in accordance with applicable grant conditions.

M. E. Caldwell
Signature

Lieutenant M. E. Caldwell
Title

Lieutenant M. E. Caldwell, Director
Police-Community Relations Unit

DEPARTMENT OF PUBLIC SAFETY
CITY OF RICHMOND
BUREAU OF POLICE
SAFETY-HEALTH-WELFARE BUILDING
501 NORTH NINTH STREET
RICHMOND, VIRGINIA

January 15, 1968

Mr. Courtney A. Evans, Director
United States Department of Justice
Office of Law Enforcement Assistance
Washington, D. C. 20530

Dear Mr. Evans:

Re: Final Report Commitments

Grant #106

January 30, 1967, through October 30, 1967

Authorization for the project:

The Richmond Bureau of Police of Richmond, Virginia, recognized the need for improved relations among the peoples making up the population of the City. A program through which community needs and neighborhood problems could be answered and referred to the proper agency for solution was needed as an integral part of the police operation.

In Richmond, like many other major cities in the United States, we find a changing city. With this change, we have experienced growth and with growth, has come the accompanying police problems affecting all of our citizenry. In order that one might realize the complexity of our city, we have a metropolitan population of approximately 552,000 inhabitants. However, the corporate population is approximately 220,000 inhabitants. The interesting feature about our corporate population is that 52% are Negroes and two-thirds of our school population are Negroes. With this heterogeneous population, we feel that our city should be closer

to the people than we have been in the past.

As police administrators, we know that a police department is vitally concerned with all of the inhabitants of the city and that the department owes each individual the service it renders to all.

The complexity of urban living has brought about many changes in our social, political, and economic order. People today are experiencing new revolutions in science, technology, social living, and in human behavior. The impact of new legislation and the impact of education have done much to influence the minds of people and to cause reasons for consternation, and, in many cases, open rebellion. We do not intend to write into this report all of the background factors influencing human behavior; however, a brief mentioning of these conditions is necessary in order to more fully convey the need for implementation of new programs and new ideas in police departments that will tend to bring about improvements in the vast arena of human behavior.

It is unlikely that we will completely eradicate the problems of our time through one approach alone; however, if each professional grouping within society's structure responded to the early needs involving the human element, then such programs as the Police-Community Relations Unit would go far toward making America a greater nation and would tend to eliminate the widespread discriminatory practices now existing in much of our society.

The prescriptions of the past are no cure for the ills of today; therefore, the Richmond Bureau of Police made application to the United States Department of Justice for a Federal Grant to implement a new concept in policing that would aide in a better understanding and closer relationship between the police and the community.

The following ordinance was offered as a resolution in City Council in the City of Richmond on September 12, 1966. The Resolution reads as follows:

"Offered September 12, 1966-A RESOLUTION-No. 66-R-76

To authorize the City Manager to apply for and on behalf of the City of Richmond to the Department of Justice of the United States of America for a grant of federal funds for the development of efforts in the area of police-community relations in the City of Richmond.

- 1 Be it resolved by the Council of the City of Richmond:
- 2 That the City Manager is hereby authorized for and on behalf
- 3 of the City of Richmond to apply to the Department of Justice
- 4 of the United States of America for the grant of federal funds
- 5 for the development of a Police-Community Relations Program in
- 6 the City of Richmond. The application shall be made in the
- 7 form, with the documents attached thereto and forming a part
- 8 thereof, attached to the draft of this resolution."

The Ordinance was unanimously adopted by all members of Council and the application for the O.L.E.O. Grant was submitted to the

Department of Justice.

On November 1, 1966, Mr. Ramsey Clark, Attorney General, United States Department of Justice, forwarded the Bureau of Police a grant award in the amount of \$14,718.00. The program was approved for the period of January 30, 1967, through October 30, 1967. On January 30, 1967, Colonel John M. Wright, Chief of Police, appointed Lieutenant M. E. Caldwell, director, Detective John W. Harris, Jr., Assistant Director, and Mrs. L. M. Shackelford, secretary.

The activities of the unit are prescribed in the permanent order which charges the Police-Community Relations Unit with instituting a program of better understanding and closer relationship between the police and the citizenry.

The unit also assumed the responsibility of keeping the public informed on conditions that affect the community peace and preservation of law and order. The responsibility of establishing contacts with organizations and groups within the community and for holding regular meetings with these groups are included in their responsibility. Although there are many facets to the activities in which the unit is engaged, the activities can best be described by dividing them into four broad classifications, namely:

1. Assisting the police in maintaining law and order
2. Assisting the police in the prevention of crime
3. Taking an active part in supporting the Police Bureau's efforts to make the community a better place in which to

live, work, and play.

4. Developing a neighborhood awareness of and alertness to sectional problems.

Training:

After implementing the Police-Community Relations Unit, the Bureau of Police authorized the need for training; however, before attempting to train the citizenry, we first turned to the need for training the police. The Basic Police Academy's curriculum was reviewed and greater emphasis was placed on human and community relations. A general plan of training for all police officers, department-wide in scope, was also implemented.

1. Attendance in a Sociology course sponsored by the Richmond Professional Institute became a requirement for all recruits. In addition to police recruits, the training also has become standard for in-service training.
2. Other courses offered in the area of human and community relations are as follows:
 - A. Four hours on the historical change in the legal process. Special emphasis on rights of the individual.
 - B. Two hours dealing with the psychology of rumor.
 - C. Four hours dealing with crowd and mob psychology.
 - D. Six hours dealing with representatives of various community agencies.

E. Fourteen hours in other related subjects of varied types and kinds.

The real emphasis was on community training. Community training involved several broad areas. Greatest among these, perhaps, were the efforts by the staff of the Police-Community Relations Unit and by selected policemen from various operations, who made frequent visits to schools, churches, civic organizations, clubs, professional groups, and neighborhood groups.

We also have spent much time in conducting field interviews. An interview form was designed by our consultants and it has been used extensively during the nine months period. The results of our interviews have been studied and they indicate that many citizens of the community are unaware of just what the police do and what their responsibilities are. The interviews have focused particular needs in the area of closer cooperation and mutual understanding. As an example of one of the projects designed as a result of our field interview studies, we instituted the Police-Community Relations Action Program. The Action Program is described as follows:

"Police-Community Relations Action Program:

- I. The Police-Community Relations Unit, Bureau of Police, Richmond, Virginia, proposes the following action-oriented program for civic associations, clubs, federations, and all organizations dedicated to the proposition of promoting health, peace, and prosperity in this community.

A. Fundamental structure of organizations sponsoring a police-community relations action-oriented program:

1. Each organization will maintain their present officer structure, consisting of the various officers; such as president or chairman, vice-president or vice-chairman, secretary, treasurer, executive committee, etc. These officers shall constitute the guiding body in each of the various organizations. Organizations shall appoint several sub-committees up to eight in number. The sub-committee shall consist of the following officers:
 - a. Chairman
 - b. Vice-chairman
 - c. Secretary or executive secretary
 - d. Other officers as designated
2. The duties of sub-committee officers shall relate to their particular committee assignment and functions of these assignments shall be comparable to similar assignments in relation to the title of their position.
3. Sub-committees shall be assigned a clear set of ongoing or primary functions relating to a perpetual goal of the sub-committee.

B. Sub-Committees:

1. The Juvenile Committee - To receive and process reports concerning areas of juvenile needs and areas of juvenile delinquency.

2. The Public Relations Committee -- To receive and process reports and incidents regarding police service or individual police action and to promote public relations activities through the sub-committee.
2. The Crime Committee -- To review with police personnel the general and specific crime situation in the district and assist in crime prevention.
4. The Auto Theft Committee -- To cooperate with the police in the prevention of auto thefts.
5. The Traffic Committee -- To receive and process citizen complaints regarding traffic problems.
6. The Sanitation Committee -- To receive and process citizens' complaints of unsanitary conditions.
7. The Membership Committee -- To maintain and increase adequate membership in the group.
8. The Program Committee -- To plan programs and coordinate activities of police-community relations within the structure of the total group or organization.

C. Coordination Objectives:

1. The chairman of each sub-committee should be a member of the Executive Committee of the main body.
2. To coordinate the activities on a city-wide basis, an executive secretary should be selected for each of the sub-committees. Each group or organization sponsoring the police-community relations program would, for example,

have a Juvenile Committee. Juvenile Committees from each of the organizations would meet periodically together as a body. One of the executive secretaries from one of the Juvenile Committees should be elected as chairman of the City-wide Committee.

3. City-wide Committees would be organized from each of the various sub-committees in the same manner as described in number two above. The City-wide Committee should meet monthly and arrange for meeting dates in order that members might be prepared to present and exchange ideas. This exchange of ideas will bring about uniformity and greater results in specific areas of concern.
4. In addition to the primary functions of each sub-committee, the organizations should select a special project that fulfills a serious and immediate need in its own area.
5. An annual action-oriented program different from year to year should be planned. Since it requires several months to properly plan such a program, the early summer months are suggested as the time to begin planning with the target date of September 1st as the time for implementing the program. By setting September first of each year as the target date, a large scale city-wide program can be launched to provide the maximum impact on the citizenry throughout the total community.

D. Sub-committee Program Activities:

1. The Juvenile Sub-committee will be concerned with many projects relating to juveniles; however, one of the projects, in cooperation with the Police-Community Relations Unit, will be a project entitled "Operation Ride-along." High school students will be selected once a month from various schools. They will be taken on an afternoon tour of the city in a police cruiser accompanied by an experienced veteran police officer. College students will also be selected to ride with the high school students. The involvement of the young adolescent and the young adult with the experienced police officer will enable the participants to exchange views, ideas, and will bring about a fuller realization of the role that the police officer plays in community service. The students from high schools and colleges will be selected by the Juvenile Sub-committee from various groups and organizations and will be representatives of the Police-Community Relations Unit.

The Juvenile Sub-Committee will also be given the project of organizing the Richmond Police-Community Relations Youth Council. The Youth Council will be restricted to high school students and further limited to five representatives from each high school. The president of the Senior Class and the editor of the high school newspaper should be included in the five members from each high school. The Juvenile Sub-Committee will aide in

selecting the representatives from each school and will submit the names of five members from each high school to the Police-Community Relations Unit for final approval. The City-wide Juvenile Committee at one of these monthly meetings shall be responsible for selecting five students from each high school to staff the Youth Council. Since high schools are located in areas where many groups and organizations are established, it would be unwise and impractical for one club or organization to attempt the selections. The selections must be made by the City-wide Juvenile Committee. In this way, impartial and total representation from all groups would provide the basis for formation of the Richmond Police-Community Relations Youth Council. The Youth Council would spearhead many efforts toward reducing criminal activity, they will attend meetings in various organizations, and will sponsor projects.

2. The Public Relations Sub-Committee will be concerned with many projects relating to public relations. One of the projects will be the establishing of "Law Enforcement Day" within the organization. This project should coincide with Law Enforcement Week which is sponsored nationally each year. In addition to having an Open House at Police Headquarters, the organization should have

an Open House at their regular meeting in order that police might visit with them on the Law Enforcement Day sponsored by the Sub-Committee. The Sub-Committee on Public Relations will be assigned a special project entitled, "The Social Science Project - Community Participation." This project will be open to high school juniors and seniors only, particularly those who are enrolled in social science classes.

The Social Science Project will include ten high school students, five juniors, and five seniors. Each high school will be limited to one team of ten students. Each team will elect a social science teacher from their respective school to serve as their advisor. The social science project high school teams will be selected by the City-wide Public Relations Sub-Committee at one of their monthly meetings, subject to final approval by the Police-Community Relations Unit. The social science project teams will be concerned with such projects as:

- a. Volunteering as workers in a settlement house, Y. M. C. A., Y. W. C. A., Parish, church, and others.
- b. Operating a week-end recreational program for elementary school children in the area.
- c. Conducting a neighborhood project of some duration with a critical evaluation of the result.
- d. Assisting the aged in the neighborhood, or in a home for the aged.

- e. Acting as big brothers or big sisters to a group of under-privileged children.
 - f. Assisting a Juvenile Detective in a delinquency prevention program under his supervision.
 - g. Planning and conducting a series of programs or activities in the high school which would make students aware of the cost and the consequences of crime.
 - h. Planning a special Thanksgiving and Christmas project to aide the needy in the neighborhood. These projects will not be limited to the above-stated. A team can select any project in any area which involves them in any aspect of community or neighborhood work. Each project must be in operation three months and the project must be submitted to the Public Relations Committee.
3. The Sub-Committee on Crime will be concerned with many projects relating to crime. It is suggested that a project of the Crime Sub-Committee be the establishment of one or more Explorer Posts. The committee will be responsible for selecting and screening members of the Explorer Posts and for coordinating the activities of the Explorer Posts with the Police-Community Relations Unit. Also, the Committee on Crime shall conduct a series of City-wide conferences on crime prevention with Crime Committees from other organizations.

4. The Auto Theft Sub-Committee will be concerned with many projects relating to auto theft prevention. Among these will be issuing of pamphlets and informing the citizens how to discourage or help prevent auto theft.
5. The Traffic Sub-Committee will be concerned with many projects relating to traffic safety and traffic engineering needs. The Traffic Sub-Committee shall establish liaison with the Richmond Area Youth Safety Council and coordinate Youth Area Council projects with projects in their community where youth can become directly involved. The Traffic Sub-Committee shall hold monthly City-wide meetings with Executive Secretaries from the various Traffic Sub-Committees.
6. The Sanitation Sub-Committee will be concerned with many projects relating to unsanitary conditions throughout the neighborhoods. Teams of young people should be organized to conduct clean-up campaigns after visiting and surveying various areas and should report on their findings. The Police-Community Relations Unit will assist in this project through providing Department of Public Works trucks and other tangible assistance in clean-up and beautification efforts. Copies of laws relating to sanitation and health requirements will be available from the Police-Community Relations Unit.

7. The Membership Sub-Committee will be concerned with maintaining, increasing, and retaining members in various sub-committees and in the organization itself. The Membership Sub-Committee shall also be responsible for directing and coordinating activities involving elementary school children and others in programs, especially designed, such as touring police headquarters, visiting various facilities, etc. Included in their responsibilities will be plans for arranging transportation, etc.
8. The Program Sub-Committee will be concerned with planning and coordinating programs through their parent organization. The Program Sub-Committee will also plan activities toward improving the image of the policeman among the citizenry. Series of lectures involving speakers from the Police Bureau will be featured on various programs throughout the year. The Program Sub-Committee will also receive continuing support from the Police-Community Relations Unit in matters relating to programs, ideas, projects, and cooperative efforts of all kinds.

E. Summary:

1. Through the Police-Community Relations Action-Oriented program outlined above, clubs, groups, and civic organizations of all kinds are being provided with a workable program to promote improvements of all types relating to better living. The Richmond Bureau of Police

and the Police-Community Relations Unit are deeply involved in community needs and the inclusion of this program in club and civic activities will provide the impetus for launching the needed improvements that are challenging us in all segments of our society.

2. In summary, the over-all programs concerns:

Established civic groups and organizations.

Elementary students, high school students, teachers, and school officials.

College students and professors

Neighborhood businessmen and women.

Assisting agencies throughout the community.

The citizenry, particularly those already affiliated with clubs and organizations.

The citizen who must be recruited into the Community Action program.

The policeman and the facilities of the Bureau of Police.

3. The Police-Community Relations Unit will be the central agency for coordinating activities, advising the various groups, and sub-committees, and in approving various projects where the Bureau of Police is directly involved. Reports on activities will be submitted to the Police-Community Relations Unit on a regular basis in order that total efforts can be effectively evaluated and results properly disseminated to the affected groups and organizations. In order to produce the changes and improvements that are desirable for better living, and in order to promote projects that are aimed at safer living, the opportunity for producing such improvements lie heavily in the area of better understanding

between the police and the public. To this end, the Police-Community Relations Unit and all members of the Bureau of Police dedicate themselves. However, our ultimate objectives cannot be realized without community support; therefore, the master key to better law enforcement and to reducing crime is in the hands of the citizens."

Later, we determined through research and study and through group meetings and through individual contacts that a stated departmental order concerning civil rights was needed. The general order is given as follows:

"General Order Concerning Civil Rights:

I. Purpose:

- A. This order consolidates the policy of the Richmond Bureau of Police on Civil Rights as already expressed in current Bureau rules, directives, and other publications.
- B. This order reaffirms the Bureau's determination to observe, uphold, and enforce all laws pertaining to the individual rights of each person without regard to race, creed, national origin, or economic status.

II. Individual Rights:

- A. All citizens of this country are guaranteed protection against unlawful arrest and unreasonable search and seizure.
- B. Bureau personnel will uphold these rights by:
 - 1. Taking a person into custody only when there are reasonable grounds to believe that:

- a. An arrest warrant exists for the person, or
 - b. The person has committed or is committing a law violation.
 2. Invading a private dwelling only when he:
 - a. Has in his possession a search warrant authorizing him to do so, or,
 - b. Has reasonable grounds to believe that a person whom he is authorized to arrest is within such private dwelling, or
 - c. Has reason to believe that immediate entry is necessary to protect a person within such private dwelling from death or serious injury, or,
 - d. Can otherwise legally justify his action.
 3. Taking from an individual only such property as he is legally authorized to take, and recognizing that he is responsible and must account for all such property.
- C. When making a lawful arrest or authorized search or seizure, Bureau personnel shall use physical force only when the exercise of persuasion, advice, and warning is found to be insufficient to obtain cooperation and shall use only the minimum degree of such physical force necessary to effect the arrest.
- D. At all times, Bureau personnel shall:
1. Never show any bias or prejudice against any race, religion, or other group or individual.
 2. Act, speak, and conduct themselves in such a manner as to

treat all persons with complete courtesy and with that respect due to every person as a human being.

3. Never "talk down" to any group or individual or engage in the use of derogatory terms such as: "nigger," "boy," "spic," "wop," "kike," "chink," "shine," "burrhead," "dago," "polack," "bohunk," and the like.
4. Never insolently require citizens to come to them in traffic or other routine police matters.

III. Freedom of Speech and Assembly:

- A. All citizens of this country are guaranteed the right to seek redress of grievances by:
 1. Freedom of speech.
 2. Peaceful assembly.
 3. Peaceful picketing.
 4. Distribution of handbills providing such distribution is not in conflict with the provisions of Section 3-1, Richmond's City Code of 1963.
- B. The rights set out in Paragraph III-A, while fundamental in our Democratic society, do not mean that everyone with opinions or beliefs to express may do so at any public place and at any time. The Constitutional guarantee of liberty implies the existence of an organized society maintaining public order, without which liberty itself would be lost in the excesses of anarchy. The exercise of these rights must not:

1. Conflict with the governmental responsibility to keep public streets and public facilities open and available for public use.
 2. Violate any law or ordinance, e.g. by promoting the burning of draft cards. (Title 50, Appendix U. S. Code, Section 462.)
 3. Include the use of inflammatory remarks related to any instance where a clear and present danger of a riot against any person or group of persons exists.
- C. Every necessary resource of the Bureau will be employed to rapidly and decisively enforce statutes and ordinances which provide for the protection of the rights and property of all citizens.
1. Operation commanders, or, in their absence, Officers-in-Charge of Divisions, shall assure that adequate manpower, including supervisory personnel, is available to control and maintain order in every instance where crowds have formed or are expected to form.
 2. Police personnel in command at the scene of any assembly shall be aware of their responsibility to afford protection to both participants and non-participants, and will deal with illegal acts promptly, decisively, and impartially.

IV. Arrested Persons:

- A. All citizens of this country, in keeping with our democratic processes, are guaranteed certain basic constitutional safe-

guards. These safeguards will not be denied any citizen even though he has committed, or is suspected of having committed, a criminal act.

B. Bureau personnel shall at all times be aware of a prisoner's rights and shall:

1. Permit the prisoner to communicate with his attorney, a professional bondsman, or a member of his family by making a reasonable number of telephone calls.
2. Expedite all necessary processing so that the prisoner shall be detained no longer than necessary.
3. Never use force, coercion, or other illegal or unethical procedures in seeking admissions of guilt or confessions.
4. Recognize and respect the prisoner's right to refuse to give evidence against himself; however, there is no encroachment upon a prisoner's rights if he should voluntarily supply such information.

V. Responsibility:

- A. Each officer shall familiarize himself with the laws and Bureau regulations pertaining to Civil Rights to insure his:
1. Recognition of each person's Civil Rights, and
 2. Compliance with all laws and Bureau regulations relating to Civil Rights.

VI. Bureau of Police Personnel Policies:

- A. The Richmond Bureau of Police is completely integrated and no discrimination shall be made in appointments, promotions, assignments, transfers, or other personnel actions because of race, creed, color, religion, or political beliefs."

After a few months of operation, the consultants, Mr. C. R. Hormachea and Mr. William Dietrick, presented many views and ideas concerning the need for various types of projects and programs that would foster better understanding and community relations. Their efforts contributed much to the success of our program and their ideas have gone far in bringing about many of the results and objectives sought. More specifically, the consultants have aided us in the following areas:

1. Setting up more realistic training programs in human and community relations.
2. Aided in establishing liaison with civic organizations, social agencies, minority group organizations, schools, churches, and other community resources in establishing and setting up advisory groups to identify and recommend solutions to problems.
3. Preparing, designing, and suggesting printing of appropriate literature, pamphlets, and brochures for distribution.
4. Designing field interview forms for Police-Community Relations Unit to use in conducting interviews with persons and groups to learn more about what needs to be done in our over-all efforts. The format of the interview forms are as follows:

NEIGHBORHOOD OR SECTION OF CITY _____ AGE _____
SEX _____
DATE OF INTERVIEW _____ RACE _____

OPINION QUESTIONS:

1. What is your personal evaluation of the Richmond Police Force?

_____Excellent _____Good _____poor

2. Briefly explain your answer to question #1.

3. How have you been treated personally in any contact you have had with the Richmond Police Force?

4. If you have had a particular problem in your contact with the Richmond Police, please outline it briefly:

5. As a citizen, what areas of enforcement do you feel are not being given enough emphasis by the Richmond Police Force?

_____Patrol _____Traffic _____Vandalism _____Auto Theft
_____Other

6. In what ways do you think the police can be of greater assistance to the average citizen?

7. How do you feel the citizens can better cooperate with the police for the safety of the community?

8. What one action or trait do you believe is the most detrimental to good relations between the average citizen and the average police officer?

9. In comparison with the police officers you have encountered in other cities, how would you rank the average Richmond Police Officer?
- _____ Better than _____ The same as _____ Worse than
10. Briefly explain your answer to question #9.
- _____
11. Which branch of the Richmond Police Force do you rate the best?
- _____ Patrol _____ Traffic _____ Juvenile _____ Detective _____ K-9
- _____ Vice Squad _____ School Guards _____ Cadets
12. Which branch do you rate the poorest?
- _____ Patrol _____ Traffic _____ Juvenile _____ Detective _____ K-9
- _____ Vice Squad _____ School Guards _____ Cadets
13. What is the main problem in your community?
- _____ Sanitation _____ Streets _____ Poor Housing
- Etc. _____

Interview Form #2

The following information is for statistical purposes only:

Age _____ Race _____ Sex _____ Do you own _____ or rent _____ home?

Your occupation _____

Please check the income group below which is closest to your family income:

- _____ Less than \$3,000.00
- _____ \$3,000.00 - \$5,000.00
- _____ \$5,000.00 - \$7,000.00
- _____ \$7,000.00 - \$9,000.00
- _____ Over \$9,000.00

TABLE I - CITIZENS OPINION OF BUREAU OF POLICE

GROUP A - ADULTS (N - 149)

	<u>WHITE MALE</u>	<u>WHITE FEMALE</u>	<u>NEGRO MALE</u>	<u>NEGRO FEMALE</u>	<u>MALE?</u>	<u>FEMALE?</u>	<u>TOTALS</u>
Excellent	18.1	4.7	3.4	4.0	.7		30.9
Good	18.8	6.7	20.1	14.8	1.3	1.3	63.0
Poor	1.3	.7	.7	2.7	.7		5.4
No response				.7			.7
							<u>100%</u>

GROUP B - SCHOOL CHILDREN (N - 153)

	<u>WHITE MALE</u>	<u>WHITE FEMALE</u>	<u>NEGRO MALE</u>	<u>NEGRO FEMALE</u>	<u>MALE?</u>	<u>FEMALE?</u>	<u>TOTALS</u>
Excellent			5.9	13.1	4.6	11.1	34.6
Good			15.0	14.4	11.8	9.2	50.3
Poor			4.6	1.3	2.0	2.0	9.9
No response							5.2
							<u>100%</u>

TABLE II - AREAS OF ENFORCEMENT NEEDING MORE ATTENTION
(N-149)

Patrol	26.8
Traffic	10.7
Vandalism	34.2
Auto Theft	3.4
Other	10.1
No response	14.8

TABLE III - RATING OF POLICE DIVISIONS

(N - 149)

	<u>BEST</u>	<u>POOREST</u>
Patrol	23.5	16.1
Traffic	10.7	15.4
Juvenile	8.7	10.7
Detective	16.8	2.0
K-9	10.1	3.4
Vice	.7	2.7
School Guards	4.0	2.0
Cadets	0	4.0
No response	25.5	43.6

TABLE IV - COMPARISON OF RICHMOND BUREAU WITH OTHER POLICE DEPARTMENTS

(N - 149)

Better than	40.9
Same as	30.2
Worse than	6.0
No response	22.8

TABLE V - COMMUNITY PROBLEMS OF RESPONDENTS

(N - 149)

Sanitation	26.2
Streets	31.5
Poor Housing	28.2
Other	20.1
No response	16.1

Please circle your highest level of education:

1 2 3 4 5 6 7 8 9 10 11 12

College - 1 2 3 4

1. Have you ever received a traffic ticket from the Bureau of Police
in Richmond? Yes _____ No _____

2. Have you ever been in trouble with the Richmond Bureau of Police?
Yes _____ No _____

3. ANSWER THIS QUESTION IF YOU ANSWERED "YES" TO EITHER QUESTIONS 1 or 2.
Were you treated fairly at the time? Yes _____ No _____

4. Do you feel that police protection in the city is adequate?
Yes _____ No _____

5. Which of the following would most closely represent your feelings
to the Richmond Bureau of Police?

_____ We have a fine Police Force.

_____ The Richmond Police only do a fair job of enforcement.

_____ The Richmond Police could do a much better job than they do.

6. For the job they do, do you feel that the police are:

_____ Underpaid

_____ Overpaid

_____ Pay is sufficient

7. In the event you were stopped by a Richmond Police officer for
driving ten miles over the speed limit, would you feel that the
officer was being "picky" for enforcing the law?

Yes _____ No _____

8. Which of the following would be the greatest improvement for law
enforcement in the City of Richmond?

_____ More money for the Police.

_____ Better educated Police.

_____ More Police in the high crime areas in the City.

_____ The Police treat the people fairly.

9. Please write a statement which gives your opinion of the Police of the City of Richmond. This may be as long or as short as you wish. Please feel free to say whatever you wish.
5. Established communications in an orderly manner, thereby permitting the Police-Community Relations Unit to be more knowledgeable of all groups active in community life.
6. Aiding in establishing good relations with the media of radio, press, and television.

In the final analysis, it is through the media of radio, press, and television that public interest is aroused and public opinion is formulated.

Some of the Crime Stop Programs implemented by the Police-Community Relations Unit in an effort to bring about a greater degree of safety to people and property are listed as follows:

1. Women Beware.
2. Youth Employment
3. Burglar Proof
4. Ride-along
5. Help
6. Night Owl
7. Tight Lock
8. Community Radio Watch

A brief explanation of our Operation Crime Stop projects follow:

Project Woman Beware is a continuation of efforts to encourage the citizenry to assist the Bureau of Police in reducing crime, particularly those crimes that are directed primarily against women. Various rules and suggestions include such points as:

1. Don't walk alone
2. Seek curb line
3. Walk in lighted areas
4. If attacked, use hat pin, fingernail file, spike-heels, pepper, etc.
5. Lock doors, windows in automobile when driving
6. Don't invite prowlers into home
7. Lock windows and doors of home (proper locks, etc. explained to groups)
8. Pressure points of the body taught
9. Other timely tips pointed out and explained

This program of self-protection for women has been most successful and many lectures and demonstrations have been presented to womens' clubs and organizations. We feel that this endeavor has made women more aware of the dangers prevailing and through continuing programs and appearances, we plan to contact many more citizens of our community.

Youth Employment was a project during the summer months in which efforts were made by the Police-Community Relations Unit to encourage business people and individuals to employ young people in an effort to give them constructive activity, self-respect

and earning power. This program was highly successful and many young boys and girls in our community were busy during the summer months.

Burglar Proof was a project in which many suggestions were offered to businesses and residences that stressed ways in which loss of property could be reduced and buildings made more secure. The citizens of our community cooperated willingly in this program and the results of our efforts were most gratifying.

Ride-along has been one of our most successful projects. Hundreds of interested citizens, including many students, have ridden with police officers of our Bureau in all sections of the City. We made special effort to assign citizens to police units that worked territories where the citizen's greatest interest lay. Much understanding, both on the part of the public and the police, has resulted. This has been a two-way street and it is continuing to be a popular and successful Operation Crime Stop program.

Project Help was another effort toward suggesting ways in which citizens could aide in crime prevention throughout the community. It was a general type of program but it included many points that were designed to bring about a reduction in criminality.

Project Night Owl was a Crime Stop Program in which persons who were out on the street during late hours and early hours of the morning were asked to phone in unusual occurrences or suspected criminal activity. We particularly requested cab drivers, milkmen, paper boys, truck drivers, and others on the streets to assist in this effort.

Project Tight Lock was a program in which citizens were urged to secure their homes and businesses adequately to reduce the opportunity for burglary and theft. In this program, the citizens were urged to lock up and light up.

Community Radio Watch is best described as follows:

What is it -

The program is a public service effort at the community level. Its basic purpose is to encourage citizens, especially those who use two-way radios, to support the police in their efforts to maintain law and order.

What are its advantages -

It can help make your Bureau of Police more effective.

Human life and property can be better protected and the crime rate reduced substantially. A given community can become a better place in which to live, work, and play.

How does it work -

Citizens report suspicious acts and unusual occurrences to the Bureau of Police by telephone as soon as they see

them. Drivers of radio-equipped vehicles serve as "eyes and ears" for the Bureau of Police throughout the community. They observe and report the suspicious and unusual occurrences to the C. B. Monitor on duty to be relayed to the police. The monitor will screen and relay the reports to the police by telephone for further action. All units will use the assigned monitor only. Participating persons will be notified when to report to the instruction class.

The media of radio, press, and television have fully cooperated with the Police-Community Relations Unit in our efforts to coordinate this program. Hundreds of citizens have shown great enthusiasm and interest in this project and we feel that this project will be a tremendous aid in the reduction of crime in our city.

Operation Crime Stop has been actively supporting the projects enumerated above. Many television appearances have been scheduled in which the programs were discussed and promoted. Also, the press and radio have both given good coverage, and quite often, front page space was devoted to some of our projects. The mass media has assisted us in projecting our goals and in developing our Police-Community Relations programs. In addition to the assistance of the mass media of radio, press, and television, each member of the Bureau of Police has, in some degree, aided in making our programs successful. Through

our combined efforts of courtesy, helpfulness, and efficiency in our daily contacts with our citizenry, we can expect better understanding and cooperation. The degree of success that we achieve through the total efforts has, in a large measure, attributed to the cooperation of radio, press, and television. Our goals in developing the Police-Community Relation program are as follows:

1. Develop citizen responsibility of police and community.
2. Support Bureau of Police in obtaining its objectives and goals.
3. Promote cooperation with police and community agencies.
4. Cause a continuing survey of community needs.
5. Improve inter-group relations.
6. Prevent or reduce racial inter-group conflicts.
7. Make the community a better place in which to live, work, and play.

Other projects of notable interest and success were the Athletic Programs sponsored by the Police-Community Relations Unit. We sponsored several football games among neighborhood groups and we are presently sponsoring basketball games in a similar vein.

The Athletic Programs are limited; however, they are providing an opportunity for better understanding and closer relationships.

The Police-Community Relations Unit has participated in several clean-up campaigns and has encouraged citizens to

take more pride in their personal and community living through the clean-up programs. Again, much publicity was given to these efforts making our task easier and more successful.

Another group organized by the Police-Community Relations Unit are the Ladies of Law Enforcement. These young ladies have contributed much toward bringing about better understanding of the total law enforcement problem in schools and in their community. Many of the stereotyped impressions are being lessened through their firsthand knowledge of conditions and situations and through their recognition of the police function.

Prior to the Police-Community Relations Program, relatively few people toured the police facilities except on special invitation; however, tours today are commonplace and are scheduled regularly. Groups of school children, interested adults, clubs and organizations and many individuals visit us and become familiar with the operation of our police agency. The results are profound and have a tremendous bearing on citizen cooperation and ultimately will lead to some degree of crime reduction.

The Police-Community Relations Unit has sparked an interest in many police officers to participate in talks, lectures, and demonstrations. The public schools today and civic

groups and organizations are constantly calling upon the Bureau of Police to provide programs on law enforcement. Prior to the implementation of our program, visits to schools, churches, and groups were relatively few in comparison to the demands being placed upon us today.

Getting into the schools has been one of our most important objectives and the Police-Community Relations Unit has enabled the Bureau of Police to become a regular part of the school curricula and to become a living adjunct of civics in government.

Changing stereotyped opinions of the citizenry in many neighborhoods has been effected through our Police-Community Relations Workshops. Our Workshop Program is described as follows:

How your workshop works for you:

As part of the Richmond Bureau of Police activities, there will be police officers available to meet with, listen to, and talk with community residents in reference to subjects of mutual interest and public concern. These officers will not be the Police-Community Relations Officers only, but will include superior officers of the Bureau of Police and also police officers who patrol your immediate area.

The Community Workshop provides an opportunity for community residents such as you to have a meaningful and beneficial

session with your police officers. The efforts of the Workshop will be to keep abreast of all community problems, and through cooperation and coordination, attempt to solve these problems. The Community Workshops will provide information about:

1. Individual rights in police relationships.
2. Arrest procedures.
3. Possible community action to eliminate trouble caused by vice.
4. Police authority and functions.

Community Workshops will seek information in reference to:

1. Community problems that cause police problems.
2. Police problems in the community.

Community Workshops will help participants to:

1. Be able to better communicate and express problems to the police.
2. Be able to coordinate efforts with police in breaking up crime.
3. Be able to better understand the police point of view.

It is the sincere desire of the Richmond Bureau of Police that through better police-community relations, the crime of vandalism can be put on the decline in our city.

The South Richmond Police-Community Relations Workshop #1 was televised on Station WCVE, Channel 23, on November 2, 1967, from 8:00 P. M. to 9:00 P. M.

A Steering Committee, composed of members of our community, have met several times and discussed the varied problems of the area. They decided that one of the major concerns

of the Southside Area is that of vandalism. While this problem is not unique to Richmond alone, it does stand out as one of our primary concerns. We felt it important that in our immediate community it was necessary to coordinate our efforts in impressing upon all citizens the need for constructive building rather than malicious destruction of property.

We had as our speaker for this program Mr. David Meade White, attorney and an Associate Judge of the Juvenile and Domestic Relations Court in the City of Richmond, Virginia. Mr. White was born in Richmond, Virginia, and has practiced his profession in Richmond continuously since 1939. He has served in numerous civic organizations and was designated as Richmond's outstanding young man for the year of 1950. Mr. White was appointed the Commissioner in Chancery for the Circuit Courts of Richmond, Henrico, and Chesterfield. In July, 1952, he was appointed Substitute Judge of the Juvenile and Domestic Relations Court of the City of Richmond.

The Police-Community Relations Unit felt that Mr. White was a man well-qualified to give an insight into the problems of vandalism, the reasons for the crime, and the economic loss to the entire community as a result of such destruction. He also discussed the responsibilities and duties of the average citizen in helping to curtail this needless destruction of personal and community property.

The policy of the Richmond Bureau of Police has been to distribute many pamphlets and brochures stressing ways in which citizens could protect themselves and their property. However, we did not have a concise publication in which all subjects were incorporated. Through the support of two business firms in the City of Richmond, the Police-Community Relations prepared and disseminated approximately 10,000 copies of a booklet entitled "The Citizen and the Police in Crime Prevention." In this booklet, the Police-Community Relations Unit stressed the slogan "the master key to better law enforcement and to the reduction of crime is in the hands of the citizen."

The booklet also stressed the purposes and objectives of the police, the definition of a crime, the role of the police in crime prevention, the role of the citizen in crime prevention, suggestions to business people, suggestions to home holders, and other precautionary advice.

Another booklet that was printed prior to the formation of the Police-Community Relations Unit has been utilized and distributed on a wide basis. This booklet entitled "The Youth and You Working Together With the Law" is designed primarily toward youth and the parents of youth. An awareness and acceptance of our civic responsibilities is to a large degree what makes it possible for people to

live together and move forward harmoniously as law-abiding communities. This involves us all, with special emphasis on the young - those dependable workers and responsible citizens who will lead our world community tomorrow - if they have had the benefit of clear and firm guidance from those who influence them most. It is for this purpose as well as for the safety and protection of youth and adults that this booklet was distributed by the Police-Community Relations Unit.

We felt it vital that all parents should be informed as to their youngsters' activities. We felt that parents should welcome young friends into the home so that they might know them. We encouraged parents to personally check on local gathering places for the young to determine the reputation of each. These locations may include drive-in restaurants, skating rinks, bowling alleys, neighborhood theaters, or any other places frequented by the youth of our community. We assured parents that it was not unreasonable or a show of lack of trust or faith when they checked on young peoples' pastimes.

We encouraged parents to know where their child was going, how he would get there, with whom he was going, what he planned to do, and how long he would be gone.

The Police-Community Relations Unit continues to stress the fact that children should have a definite time to be home and both parents and children should be well acquainted with local curfew laws. We also informed parents regarding peddlers of obscene literature and narcotics. They were advised to warn children in reference to this problem and they were encouraged to report all suspicious persons and activities.

In evaluating the Police-Community Relations Program against the lack of such a program, the following presumptions are offered...Historically, the primary purpose of police is to preserve life and property; to enforce the law; and to protect the rights of all its citizens to live in peace and harmony. While our objectives are many, our overall, "long range," goal is to attain the degree of effectiveness, through the cooperation of our citizens, wherein everyone will voluntarily comply with the laws and ordinances of our society.

While this might be considered an unattainable objective or goal, the fact remains that much can be done to contribute to it through good cooperation between the citizens and the Bureau of Police. The first step is a complete understanding of the Bureau of Police and the services it is prepared to give. It is desirable that every resident of our community know what he can do to help the police, and himself, in the event of an emergency or in a general program of crime prevention.

In times of group tensions, the ability of the police to prevent or curb disorders will depend upon their own attitude toward the minorities involved and upon the attitudes of minority groups toward the police. The police are fully aware that only by maintaining complete impartiality and protecting the Civil Rights of every citizen can they develop general trust in their fairness. The best possible way of dealing with disorders is to prevent them and most of the efforts of the police should be in the interest of prevention.

Police-Community Relations is generally defined as the sum total of the many and varied ways in which it may be emphasized that the police are part of and not apart from the communities which they serve.

In recent years, Police-Community Relations has become one of the most important aspects of police work. One reason for this can be attributed to the United States Supreme Court decision of 1954 which rendered the "separate but equal" doctrine of public education unconstitutional and necessitated, in some cases, direct and supplementary use of police personnel to enforce the Court's decision. Another reason was the advent of civil disobedience demonstrations. Still, another, and more recent reason, was the rash of disorders in several large cities across the nation. All

these reasons, it would seem, demonstrate the need for sincere and viable police-community communication. The importance of such communication cannot be over-emphasized, especially when it is realized that the social environment is rapidly undergoing change, and to cope with it requires adjustment on the part of everyone in the community. A social revolution is taking place (some may prefer to call it social reform) and it is, without doubt, the prime instrument which has induced recent court decisions and specific acts of legislation which should eventually lead to the culmination of full and equal rights for every citizen of this country.

It is imperative then, that the police, in enforcing the law, demonstrate to all concerned that they will not make a mockery of the principles which guarantee equal rights for all. Every personal contact must unquestionably reflect an attitude of fairness and impartiality.

Insofar as police and minority groups are concerned, a police department's program of Community Relations, though it encompasses the entire community, is primarily concerned with minority groups. When reference is made to community relations, attention must invariably be focused on human relations. In essence, all persons must be recognized as human beings and all human beings have the right to equal treatment under the law.

A common complaint of minority groups concerns the treatment given their members by the policemen within their communities. They claim that the officers look upon them as inferior stereotypes rather than as individuals. The point is made, (and well taken) that people, all people, vary from good to bad; from up-standing citizens to vicious criminals.

The police owe all persons in the community equal and effective service, including an equal interpretation of the law. Still, most police problems in intergroup relations spring from its violation or the belief or the accusation that it has been violated. Community respect for authority depends upon the degree to which that authority is impartially exercised. Minority groups will have little reason to respect that authority if they believe that they are the victims of a double standard; that they either do not receive equal protection or are unduly harassed by that very authority.

The struggle for civil rights has centered almost exclusively around the Negro. Consequently, the police, in dealing with minority group problems, should devote a good deal of their attention to the Negro community. Negroes comprise one-eighth of the national population (Richmond 52%) most of whom are socially and economically depressed. Since 1940, migration from the South coupled with a population explosion has led to the concentration of large segments of the Negro population in the big northern and western cities. By 1990, these trends, if unchanged, will give America a civilization in which seven

of her ten largest cities will have Negro majorities.

In view of the recent upheavals within the Negro communities in many large cities, the foregoing statement becomes extremely significant, especially to the police. Also, consideration should be given to the following remarks taken from the McCone Commission: "Much can be done to correct the existing impressions and to promote an understanding between police and the Negro community, and this, we believe, is essential in the interests of crime prevention. Basically, on the one hand, we call for better understanding by law enforcement agencies of Negro community attitudes, and, on the other hand, a more widespread understanding within the Negro community of the value of the police and the extent to which the law enforcement agencies provide it with security."

When the Negro settled in the northern and western cities, police contact with him was not effective enough to establish proper communication. It would seem that proper communication has been obstructed because of a lack of mutual understanding, which, in turn, has created distrust and hostility. Every race riot has underscored the deep hostility between the Negro community and the police. Such a situation presents an extremely serious problem to the police since it is necessary for them to have the confidence and support of the

public in order to carry out their functions efficiently. Citizen support for law enforcement is basic to a democratic society. With citizen support, the police are the community's right arm in fighting the evils which make city living difficult; without it, the same police force can degenerate into what many Negroes consider an occupation army. On the basis of the preceding statement, the police must extend themselves in acquiring the confidence and support of the minority community.

Such efforts can be initiated by the individual officer in his contacts with individual members of the minority community and such efforts require the application of professional tactics by a professional policeman.

The most conspicuous and recurring complaint against the police by the minority community is that of police brutality. Allegations have been made that officers use unreasonable force or resort to excessive violence when making an arrest. The main bone of contention here relates to the frequency of such conduct. Representatives of minority groups contend that it occurs much too often. Police administrators reply that these are isolated incidents; not a pattern of brutality. It might be of value to everyone to give thoughtful consideration to the following remarks:

"Any officer who would hit a man just because he is a Negro or who would use more force than necessary to effect an arrest

just because the subject is colored is a disgrace to the uniform and should be dismissed.

Verbal abuse is a common criticism, almost comparable in incidence to complaints of brutality. Profanity, racial slurs, name calling and baiting have no place in the vocabulary of professional police officers. In this connection, let it also be remembered that negative feelings can also be transmitted without words. A smirk, a shrug, a gesture --- all these can indicate an attitude of contempt or indifference which is a flagrant violation of the principle of equal treatment. Such an attitude not only detracts from the police image but also serves to intensify the community bitterness which must be eliminated before confidence and respect can be attained.

The complaint of inexperienced officers applies to police officers who have failed to absorb all the provisions of the law of arrest, or if they have absorbed them, fail to apply them properly. It also applies to the unlawful use of force and defective interpretation of acts which may or may not constitute crimes. A proper rebuttal to this complaint must include the fact that there are times when a police officer must make an immediate decision without having at his disposal the luxuries of time and reference material. Many times he is the victim of the "Monday morning quarterback" who can dissect and review every element of an action, correct or incorrect. However, rebuttal or rationalization offer no solution to this type of complaint. The solution lies in proper instruction and

training followed by intelligent application.

Proper leadership is a pre-requisite for proper supervision. The police image must be improved and it must reflect the highest measures of self-discipline which are in accord with professional police service. We are fully aware that to preserve such an image and to retain the public confidence, responsible attitudes must be assumed by the rank and file as well as by the supervisors of this department. The best disciplined man is the self-disciplined man. Self-discipline reinforced by strong leadership will do much to dispel the above complaint.

When the police officer is met with a show of dislike, fear and hostility, he may react defensively with an increase in his own hostility. Psychologically, this is meeting hostility with hostility. The police officer must realize that any antagonism expressed by minorities against him is not directed at him personally, but rather at the society whose authority he represents; a society that they feel has denied them the full privilege of citizenship.

Minority groups allege that their members receive ill treatment and are constantly harassed by police. Bearing this allegation in mind, the police should realize that they themselves are stereotyped by the minority. Being easily identified, they are sometimes over-sensitive and defensive when criticized.

Once again, the professional approach with its stress on objectivity should help to provide the necessary tact and diplomacy which is essential in tension situations.

Differential enforcement concerns the allegation that police treat as insignificant those crimes committed against minority members in the minority community. This can be irritating to the Negro and cause him to conclude that the police are not his protectors since they appear to be less concerned with crimes against Negroes than with crimes against whites.

Consider, too, the fact that the police are sometimes over zealous in enforcing certain violations committed by minority group members. The fact also exists that illegal searches, with or without arrest, have been made. Also, unnecessary stopping for questioning is quite common. Such actions tend to substantiate the opinion of the minority group that "police make or fail to make arrests of their members to suit police convenience rather than the ends of justice."

Equality of treatment implies that there will be one standard of law enforcement in all areas of the community. It is the responsibility of the police to see to it that this one standard of law enforcement becomes a reality and not a charade.

"The more pertinent cause of the ghetto's contempt for police is the role they are believed to play in crime and corruption within the ghetto." Narcotics, gambling and prostitution appear to flourish inside the ghetto. The members of such a community attribute this to a dimin tion of enforcement.

The question of why such diminution should exist invariably arises. The minority's answer to the question is that the police are corrupt.

As mentioned previously, the present social revolution has brought change. With the advent of change, adjustment is necessary. In order to be effective, the police officer must be aware of his social responsibilities and this entails an adjustment to society. Traditional concepts are rapidly becoming outmoded and inadequate. In this era, the officer requires insights into problems that can be supplied by the sociologist and psychologist.

Dr. Donald Riddle, Dean of Faculty of the College of Police Science, summed up the situation very appropriately in an address to a convocation of police students. "Police Departments are human institutions in a rapidly changing society, which like all other institutions must constantly adapt and modify; and that is the best process we have yet devised for developing people with sufficient imagination and creativity to cope with these needs. Transformation of the United States from a rural to an urban society; the tremendous social problems resulting from helping people together in vast conglomerations around urban centers; the rapid acceleration of the drive for equality; the breakdown of many of our institutions which heretofore have maintained social stability pose problems for

police which are greater in magnitude and complexity than those which they have faced before. They demand changes in some of our approaches to police work. They require an increasing knowledge of the social sciences, especially psychology and sociology, and they require the capacity to adapt to an array of technological devices to police work. I am certain that we stand on the threshold of far-reaching changes in police work across the whole country."

The police, in meeting their responsibilities, must have the cooperation and respect of the community. To attain these, the police must adopt a professional approach in their dealings with the community. In August of 1964, Colonel Stanley R. Schrotel, Chief of Police, Cincinnati, Ohio, in an address before the I. A. C. P. stated, "To perform coolly, proficiently, and impartially in the face of public pressures from without, as well as from personal inner conflicts is truly the test of the professional policemen."

How is the modern policeman to acquire this kind of professional stature? It involves understanding: understanding himself, his job, and his community. Understanding can be acquired through training that is sociologically oriented; training that can develop a more mature professional police officer by changing attitudes about himself, and about his responsibilities toward the public whom he serves. It concentrates upon a diagnostic approach as opposed to one governed by personal or emotional reactions.

Some police officers who feel that they cannot help but react defensively to abuse or insult should note the following quote: "The professional buffers his personal motives with analytical objectivity, clear-headed rationalism and an insight into himself which permits him to control his reactions in crisis situations. To the extent that each policeman approaches these standards of professionalism, to that extent will police work approach the level of a profession."

Pertinent knowledge of the social sciences will sophisticate present skills and promote better communication with the community. It will also provide insights into some pressing problems, such as, the how and why of prejudice; effects of discrimination and its relationship to conflict and hostility; intergroup relations and facts about racial, religious and nationality differences. With the acquisition of such knowledge, the officer will be factually informed about the minority community and he will be cognizant of its problems. With this background, the officer will develop a broader perspective and be better equipped to work in the community.

SCHEDULE A

EXPENDITURES FOR PERSONNEL

I. Salaries and Wages

	<u>Name</u>	<u>Project Position</u>	<u>No. Months Employed on Project</u>	<u>Average % of Time on Project</u>	<u>Total Amt. of Salaries & Wages Paid</u>
1.	Mrs. L. M. Shackelford	Secretary	9	100%	\$ 4,027.00
2.	Detective J. W. Harris	Ass't. Director	6½	100%	3,750.00
3.	Detective C. E. Walker	Ass't. Director	2½	100%	1,602.27
4.					
5.					
6.					
7.					
8.					
9.					
10.					

II. Consultant Fees

	<u>Name</u>	<u>Organization</u>	<u>No. Days Devoted to Project</u>	<u>Total Fees Paid</u>
1.	Mr. Carroll R. Hormachea	Professor, Law Enforcement Richmond Pro- fessional Institute	10 days	\$ 600.00
2.	Mr. Wm. M. Dietrick	Wm. M. Dietrick, Inc.	10 days	600.00
3.				
4.				
5.				
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8.				
9.				
10.				

III. Employee Benefits

	<u>Type or Nature</u>	<u>Total Amount Expended for Project Employees</u>
1.	None	
2.		
3.		
4.		
5.		

Total Schedule A: \$ 10,579.27

SCHEDULE B

EXPENDITURES FOR TRAVEL

	<u>Last Name of Traveler</u>	<u>Dates of Travel</u>	<u>Point of Origin and Destination</u>	<u>Trans- portation Charges</u>	<u>Other Travel Allowances</u>	<u>Total Travel Costs</u>
1.	C. E. Walker	10-24 - 10-26	Detroit, Mich.	\$ 76.75	\$ 86.58	\$ 163.33
2.	M. E. Caldwell	6-18 - 6-21	Washington, D.C.		3.75	3.75
3.	M. E. Caldwell	2-13 - 2-15	New York, N. Y.	45.60	43.96	89.56
4.	J. W. Harris	2-13 - 2-15	New York, N. Y.	45.60	43.94	89.54
5.	J. W. Harris	6-18 - 6-21	Washington, D.C.		61.10	61.10
6.	M. E. Caldwell	3-21 - 3-22	Chicago, Ill.	79.80	48.24	128.04
7.	J. W. Harris	3-21 - 3-22	Chicago, Ill.	79.80	48.24	128.04
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25.						

GROUP LISTINGS:

	<u>Type of Training Institute of Conference</u>	<u>Number* Participants</u>	<u>Transp. Charges</u>	<u>Other** Travel Allowances</u>	<u>Total Travel Costs</u>
1.					
2.					
3.					
4.					
5.					

Total Schedule B: \$ 663.36

* exclusive of staff, faculty, and paid consultants
(to be listed individually in the first part of the schedule)

**Includes all subsistence, meals, and miscellaneous charges.

SCHEDULE C

EXPENDITURES FOR CONSUMABLE SUPPLIES, COMMUNICATIONS AND REPRODUCTION

I. Consumable Supplies

<u>Description of Item</u>	<u>Amount</u>
1. Carbon paper	\$ 23.32
2. Mimeograph stencils	54.44
3. Mimeograph paper	118.10
4. Other office supplies	203.82
5. Three attache cases	61.86
6.	
7.	
8.	

II. Communications (telephone, postage, shipping)

<u>Type</u>	<u>Amount</u>
1. Telephone	\$138.51
2. Postage	115.13
3.	
4.	
5.	
6.	
7.	
8.	

III. Reproduction (printing, multilith, photographic)

<u>Description of Work</u>	<u>Amount</u>
1. Citizen Identification cards	\$ 7.00
2. Paper letterhead	169.50
3. Envelopes	129.45
4.	
5.	
6.	
7.	
8.	
9.	
10.	

Total Schedule C: \$959.27

SCHEDULE D

OTHER EXPENDITURES

I. Equipment

	<u>Description of Item</u>	<u>Cost</u>
1.	Dictaphone Timemaster	\$435.00
2.		
3.		
4.		
5.		
	Total Equipment	\$435.00

II. Miscellaneous Expenditures

	<u>Description</u>	<u>Amount</u>
1.	Typewriter rental	\$180.00
2.		
3.		
4.		
5.		
	Total Miscellaneous	\$180.00

III. Indirect Costs

Insert method and figures used for computing indirect costs charged to project.

Total Indirect Cost Charge -----

Total Schedule D. \$615.00

SCHEDULE E

GRANTEE'S CONTRIBUTION EXPENDITURES

I. SALARIES AND WAGES:

<u>Name</u>	<u>Project Position</u>	<u>Number of months employed on project</u>	<u>Average percent of time em- ployed on project</u>	<u>Total amount of salary & wages paid</u>
1. Lt. M. E. Caldwell	Project Director	9	100%	\$7,320.00

II. OFFICE SPACE AND FURNITURE:

(Safety-Health-Welfare Building Facility)	450.00
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III. LIGHTS, HEAT AND WATER:

(Safety-Health-Welfare Building Facility)	180.00
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IV. AUTOMOTIVE EXPENSE:

(Exclusive use of police vehicle)	900.00
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V. CONTRIBUTIONS BY OTHER MEMBERS OF THE BUREAU OF POLICE:

Contributions by other members of the Bureau of Police through lectures, attendance at group meetings, and through various other areas of support to the Police-Community Relations Unit program (approximately 360 hours at \$3.20 per hour)

1,150.00

TOTAL

<u>\$10,000.00</u>
