Promoting Youth Engagement for Enhanced Public Safety and Police Accountability in Montgomery County

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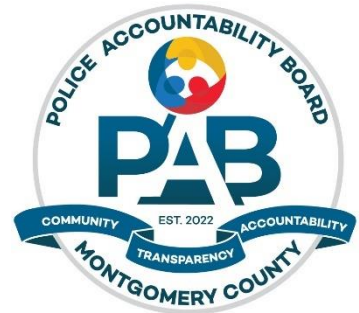
About the Fellow

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Acknowledgements

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Executive Summary

Public safety ensures that everyone can feel equally secure in their homes, neighborhoods, and the broader community. In the past, the responsibility for public safety was often solely attributed to the police.[1] However, communities nationwide, including Montgomery County, are now taking significant strides to comprehensively reassess public safety, involve more community input, and confront the systemic injustices that have influenced it. The U.S. Department of Justice emphasizes the significance of positive police-community relationships in upholding public safety.[2] These relationships serve to alleviate fear and biases, while also fostering mutual understanding and trust between law enforcement and the community.

Established in 2022, the Montgomery County Police Accountability Board (PAB) aims to foster transparency, oversight, and accountability within both law enforcement agencies and the community. Board members must be Montgomery County residents and represent the diverse fabric of the community. As of 2022, individuals under the age of 18 comprise 22.5% of Montgomery County's population.[3] Research underscores the positive impact of incorporating youth voices in discussions surrounding criminal justice. This inclusion can lead to improved community relations, bolstered public safety, and heightened police accountability. Therefore, the Montgomery County Council should consider the following recommendations:

1. Partner with local Maryland colleges to select two students studying or currently residing in Montgomery County, Maryland, to occupy a youth seat on the PAB.
2. Restructure the Policing Advisory Commission (PAC) to focus primarily on community building and engaging with grassroots organizations and County Boards and Commissions.

3. Ensure the PAB and PAC are accessible to the public and are constantly collaborating with each other.

4. Increase social media presence and ensure transparency between members of the Board and the public.

Introduction

In January 2020, an incident at East Silver Spring Elementary School brought attention to issues of police misconduct with interacting with youth and racial bias in law enforcement.[4] Montgomery County Police Department (MCPD) officers were called to respond to a report of a 5-year-old African American boy wandering away from his elementary school. Bodycam footage revealed concerning actions by the officers, including pushing the child into the patrol car, placing handcuffs on him, and using derogatory language like referring to the child as a "beast".[5] Throughout the incident, the child was visibly upset and crying. The footage sparked national outrage and raised concerns about the treatment of children, racial discrimination, and excessive force within MCPD and law enforcement.

An analysis of Montgomery County data from 2019 reveals that Black children between the ages of 11 and 17 were more likely to receive juvenile citations and be referred to the Department of Juvenile Services (DJS) compared to other youth groups.[6] It is worth noting that Black children constituted only 20% of the youth population in the County, yet they accounted for 54% of DJS referrals. Additionally, Latinx/Other children accounted for 43% of the youth population in the County but made up 33% of DJS referrals. On the other hand, White children accounted for 37% of the youth population, yet they accounted for 20% of DJS referrals.[7]
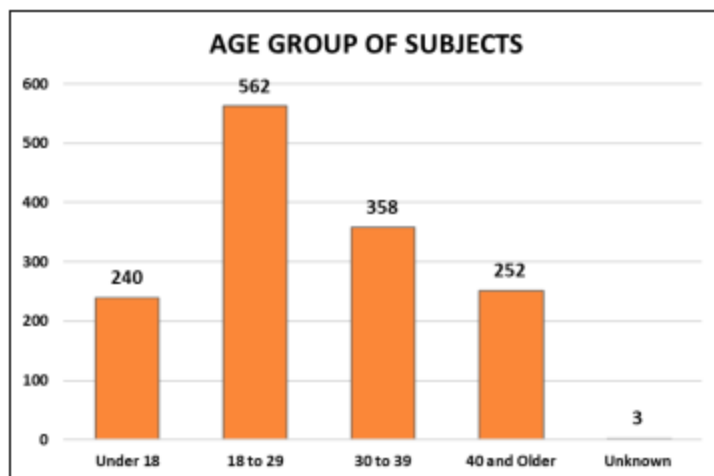
Figure 1. In 2022, residents under the age of 29 represents almost 57% of the use of force incidents.[8] (Source: MCPD 2022 Annual Use-of-Force Report)

It was only a few months after the East Silver Spring Elementary School incident when the entire nation was not only hit by a global pandemic but also nationwide protests following the murder of George Floyd and Breonna Taylor at the hands of police officers. People around the world took the streets to protest police brutality and advocate for police accountability and judicial reform. For example, hundreds of youth around Montgomery County gathered at Our Lady of Good Counsel to peacefully protest and advocate for youth needs.[9]

Incidents like what happened in East Silver Spring Elementary school combined with the nationwide protests, catalyzed a movement for police accountability and reform. Maryland took a pivotal step by repealing the Law Enforcement Officer Bill of Rights and implementing a new system to enhance community engagement and police transparency. The Maryland Police Accountability Act of 2021, introduced through Maryland House Bill 670, was passed by the state's General Assembly.[10] This act established the Police Accountability Board (PAB) and the Administrative Charging Committee (ACC) as components of a new and transparent accountability system for law enforcement officers. Montgomery County, in accordance with its

Article IV, specifically [Section 35-24](#) on Police Discipline, established its first PAB and ACC in 2022.[11]

The Montgomery County PAB Selection Process and Responsibilities

The [process](#) for selecting members of the Board involves the following steps:

- The County Executive Office is responsible for appointing nine voting members, including the Chair.

- All appointed members must undergo confirmation by the Montgomery County Council.

- The Executive Office also has the option to appoint one or more non-voting members to the Board.[12]

[The Montgomery County PAB](#) is responsible for carrying out the following duties:

- Conducting quarterly meetings with heads of law enforcement agencies (LEA)

- Collaborating with both LEAs and the County Council to enhance policing practices.

- Appointing civilian members to the trial boards of the ACC.

- Receiving complaints of police misconduct filed by members of the public.

- Reviewing the outcomes of disciplinary matters considered by the ACC on a quarterly basis.

- Submitting an annual report to the County Council by December 31st, which identifies any trends in the disciplinary process of police officers in the county and provides recommendations for policy changes aimed at improving police accountability within the County.[13]

It is also required that the Board represents the diversity of Montgomery County, including characteristics such as race, gender identity, sexual orientation, and cultural diversity.[14] Each member must be a resident of Montgomery County and possess the ability to demonstrate, through professional or lived experience, the capacity to balance effective oversight, objectively analyze investigation reports, and uphold procedural fairness.

Background

The Reimaging Public Safety Task Force: Police Free Schools

The Reimagining Public Safety Task Force was established in August 2020 with the purpose of developing recommendations to foster more community engagement with the LEAs in Montgomery County. It consisted of grassroots organizations, county departments and agencies, and local municipalities. The task force diligently collected data, reviewed existing policies of LEAs, and ultimately generated a final report containing crucial findings and recommendations.[15]

	MCPS Enrollment (2021-22)	Total Suspensions	Discretionary Suspensions
Total	158,186	1,411	282
Distribution by Race and Ethnicity			
Black	21.9%	43.7%	46.8%
Latinx	33.4%	37.0%	33.0%
Asian	14.1%	3.9%	1.4%
White	25.3%	9.7%	12.4%
Multiple Races	<5.0%	6.2%	6.4%
Indigenous	<5.0%	0.0%	0.0%

Figure 2. MCPS first semester school removals by race and ethnicity, 2022-2023. Black and Latinx students disproportionately face more school removals compared to other groups.[16]

One recommendation from the task force was for "Police Free Schools," which entailed the removal of Student Resource Officers (SRO) from schools. This recommendation is rooted in the finding that a disproportionate number of students arrested in schools are Black or Latinx. The task force advocated for the elimination of SRO programs and reallocating the associated budget of approximately $2.9 million to youth programs, counseling services, and development initiatives outside of the Montgomery County Public Schools (MCPS) budget process.[17] The County ultimately eliminated SRO programs, however, shortly after the County reimplemented a similar program called the Community Engagement Officer (CEO) program.

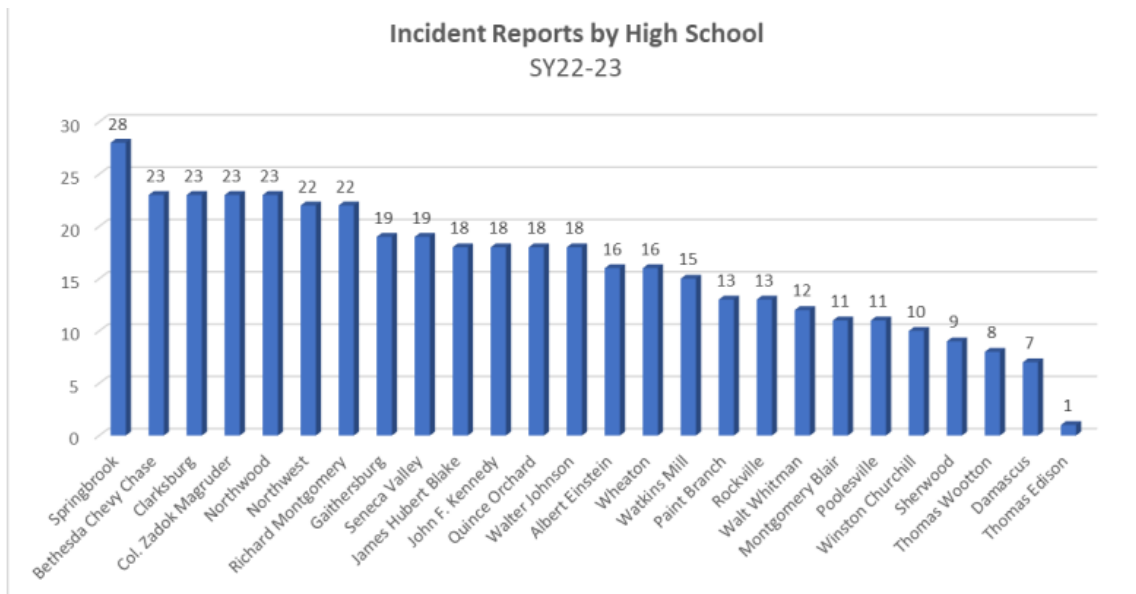**Figure 3.** MCPS 2022-2023 School Year Incident Reports by High School (Source: Montgomery County Council)[18]

At the beginning of the 2021-2022 academic year, MCPS introduced the Community Engagement Officer (CEO) program.[19] Under this program, officers conducted patrols within a cluster but did not maintain a continuous presence within school premises. Subsequently, a

revised memorandum of understanding between schools and MCPD now permits CEOs to have

a designated area adjacent to the front office of a high school or administrative section within a

cluster. Both versions of the CEO program diverge from the previous SRO program, in which

officers were permanently stationed within high schools.[20]

The COVID-19 Pandemic's Effect on Youth Groups

The COVID-19 pandemic shed light to social inequities like food insecurity,

homelessness, inaccessible health care, and education inequality. Though COVID-19 had

relatively lower mortality rates amongst the youth, the immediate and long-term effects

increased the stress and social strain on families, systems, and youth residents across the

country.[21] The aftermath of COVID-19 continues to impact youth groups throughout the County,

leaving enduring social, mental, and physical repercussions. The pandemic has further

exacerbated social inequities on marginalized communities.[22] The effects vary based on factors

such as race, class, ethnic background, and immigration status, leading young residents to

confront the adverse consequences of these unprecedented times. One adverse effect is the rise in

Countywide youth violence.

Economics
- Increase in Child Poverty rates
- Increase in Food Insecurity
- Increase in Unstable Housing

Mental Health & Well-Being
- Increase in social isolation & child psychosocial distress
- Increase in family disruption
- Decrease in mental health services
- Increase in child maltreatment
- Increase in suicide attempts

Health Care
- Decrease in routine well-child visits
- Decrease in developmental screening
- Decrease in routine vaccinations
- Decrease in dental services
- Delayed access to COVID-19 immunizations

Education& Schooling
- Loss of childcare & early education services
- Intermittent school closure
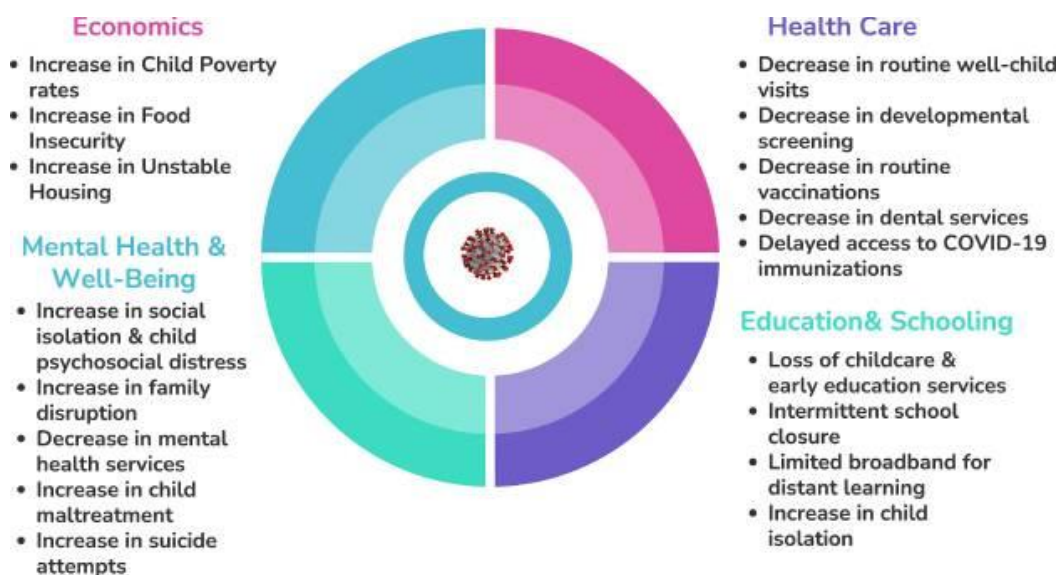- Limited broadband for distant learning
- Increase in child isolation

Figure 4. The Increasing Youth Inequities due to the COVID-19 pandemic (Source: National Library of Medicine)[23]

Over the past two years in Montgomery County, there has been a notable surge in community-based youth violence, attributed in part to disputes originating or escalating on social media and incidents of armed drug-related robberies.[24] According to data from MCPD, the number of homicides involving firearms has shown a troubling trend, particularly concerning juvenile victims and suspects under the age of 21.[25] The figures have more than doubled from 2021 to 2022. The 2022 MCPD Police Statistical Data Report reveals that a total of 857 youth (under the age of 18) were referred to intervention programs.[26] These programs, as defined by the U.S. Department of Justice, aim to offer treatment and services to deter youth from engaging in criminal behavior and to lower recidivism rates.[27]

Montgomery County Police Accountability and Juvenile Justice organizations

Young People for Progress (YPP) Young People for Progress (YPP) is a Montgomery County grassroots organization that specializes on community organizing and social justice issues that affect young residents under the age of 35.[28] Since its founding, YPP has focused on variety of issues regarding police accountability. For example, YPP led a successful campaign to win youth and young adult seats on the Montgomery County Policing Advisory Commission (PAC). YPP

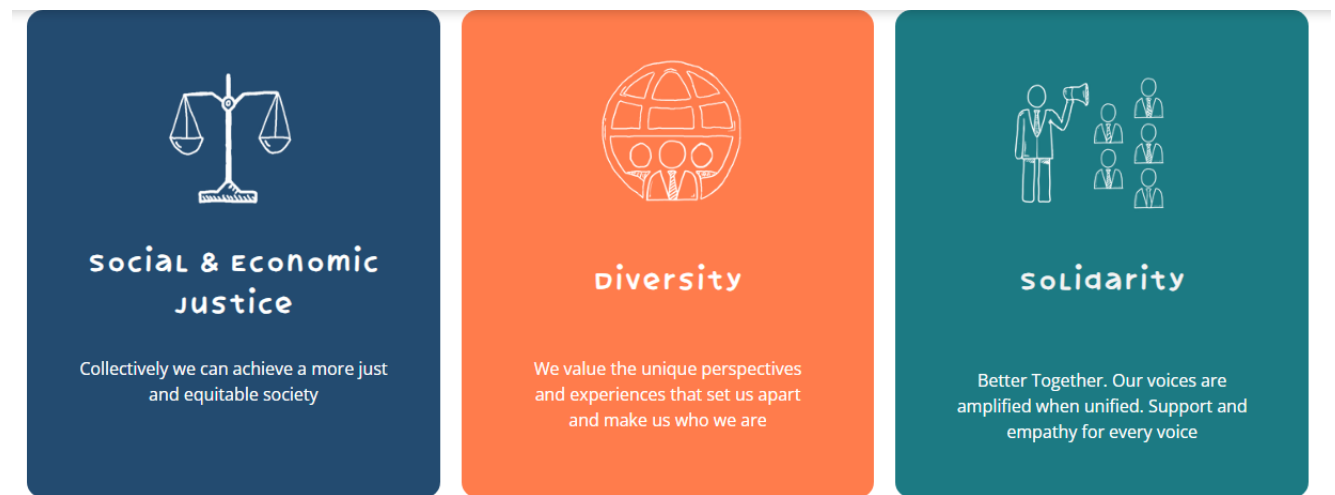also played a pivotal role in the 2021 Reimagining Public Safety Task Force.

Figure 5. YPP's core values.[29] ([Source](): YPP website)

Montgomery County Police Explorer and Cadet Program

[The Montgomery County Police Explorer program](#) is designed for young people between the ages of 14 to 20 who are interested in public safety and law enforcement careers.[30] This program is designed to teach young people leadership and communication skills. [The Cadet program](#) targets young, college-aged adults, who are interested in a career in law enforcement. To assist individuals with limited financial resources, the program offers temporary, part-time employment within the police department.[31] The Cadet and Explorer program are not intended to promote police accountability; however, these programs can teach young adults their rights as public citizens, the responsibilities that must be upheld for law enforcement officers and foster mutual trust and understanding between law enforcement officers and the youth. Additionally, studies have shown that having diverse officers that represent the communities they work in increases public safety and promotes community cooperation with law enforcement.

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Policing Advisory Commission

The Policing Advisory Commission (PAC) was founded in 2019 by the Montgomery County Council in response to the increased desire for community involvement in matters of public safety.[32] The Commission's mission is "to advise the Council on policing matters and policies, programs, legislation, or regulations with regards of policing". During its inaugural year, the PAC's Safety in Schools Subcommittee held meetings with various entities, including the Montgomery County Juvenile Justice Commission, the Racial and Ethnic Disparities Committee, YPP, the Montgomery County Council on Parent-Teacher Associations, more than 30 student-led organizations, over 200 MCPS teachers and administrators, and the County's Reimagining Safety Task Force.[33] The Subcommittee received presentations, supporting documents, and testimonials from the Silver Spring Justice Coalition and over 50 MCPS student groups formed following the George Floyd murder.[34] Additionally, the Subcommittee actively engaged with stakeholders during PAC meetings, addressing any concerns raised during those sessions.

According to the 2020-2021 PAC annual report, the PAC highlighted personal experiences from youth residents in Montgomery County. For example, frequent negative youth interactions with the police, instances of belittlement, and the use of racial slurs.[35] Fear of retaliation prevented young people from submitting complaints because they believed that such complaints rarely resulted in disciplinary action. Prior to the formation of the PAB, the PAC recognized that, for many young people in the County, the notions of "police accountability" and the value of filing complaints against police misconduct were limited.

Montgomery County Department of Health and Human Services' Commissions on Juvenile Justice

Montgomery County Commission on Children and Youth

The Commission on Children and Youth (CCY) is dedicated to enhancing the well-being of children, youth, and families in Montgomery County, enabling all young individuals to achieve their full potential.[36] The CCY is a volunteer organization composed of twenty-seven members, including youth members, parents, and professionals in child-related fields. Its primary responsibility is to advise the County Executive, County Council, Department of Health and Human Services, and Board of Education in shaping comprehensive community and governmental strategies, initiatives, and services that provide support for children, youth, and families.[37] Additionally, the CCY works to effectively communicate public information about children's programs and services available in the County.

Montgomery County Commission on Juvenile Justice

The Montgomery County Commission on Juvenile Justice is a board consisting of thirty-four members, tasked primarily with:

- Assessing State and County-funded programs and services designed for juveniles and families involved in the juvenile justice system to address its capacity, utilization, and effectiveness.

- Providing information and guidance to the Juvenile Court, County Council members, the County Executive, and State legislators regarding the needs of juveniles and the juvenile justice system.

- Conducting studies and offering recommendations, procedures, programs, or legislative proposals related to the prevention of juvenile delinquency, child abuse, or neglect.

- Undertaking periodic visits to juvenile facilities that serve youths from Montgomery County.

- Facilitating community understanding and awareness about juvenile needs and the efficacy of programs.[38]

Street Outreach Network (Gang Prevention)

The Street Outreach Network was founded to prevent, mitigate, and manage aggressive behavior for high-risk youth and youth gangs by fostering constructive relationships between youth, community stakeholders, and outreach workers. Through the utilization of positive youth development initiatives and leisure activities, outreach workers intervene to steer antisocial and aggressive behaviors towards more positive directions.[39]

Examples of Other Youth Organizations and Police Accountability

New York City Youth Justice Board

The Youth Justice Board is a project that was created to give young New Yorkers a voice regarding policing issues. A team of high school students across NYC would annually meet to investigate a current juvenile justice and public safety issue.[40] At the completion of their investigation, the group would formulate policy recommendations and work to promote and implement key ideas.

The group would regularly meet twice a week over a course of a few months to research policing issues. Throughout the year they visited courts, conducted interviews with

policymakers, judges, lawyers, police officers, social workers, and hosted focus groups with other young people who had interactions with law enforcement officers or diversion programs.[41]

Independent Office for Police Conduct (IOPC) Youth Panel

The IOPC is a non-departmental public body in England and Wales that is responsible for police accountability and overseeing misconduct complaints against law enforcement agencies.[42] The IOPC is very similar to the PAB and ACC, however, the IOPC has a youth version called the IOPC Youth Panel. The panel was established in 2018 to enable young people between the ages of 16-25 to inform and influence the work of the IOPC. One of the Youth panel members functions includes serving as "reverse mentors" to members of the IOPC's Management Board. In this role, individual panel members are matched with Management Board members to gain insights from a young person's perspective. [43]The Youth panel also developed "peer engagement workshops" to engage other young people around the country in discussions about policing and police complaints.[44] Additionally, the workshops bring awareness to young people's rights with the police and how to make a complaint if needed.

Louisville, Kentucky Metro Police Department's Youth-Police Advisory Council

The Louisville, Kentucky Police Department (LMPD) has a Youth-Police Advisory Council (YPAC) that promotes mutual relationship with youth and police officers. Youth between the ages of 13 to 18 years of age serve on the LMPD Chief's YPAC.[45] The YPAC meets with the department's Chief two times a month for a commitment of one year. The YPAC also discusses public safety issues that are affecting the youth in Louisville and help strengthen their relationships within LMPD.

Why Youth Engagement with Policing is Important

According to the "[Practices in Modern Policing: Police-Youth Engagement](#)" report by the International Association of Chiefs of Police, positive interactions between law enforcement officers and youth, as well as youth engagement, have the potential to:

- Enhance public safety.

- Reduce crime, victimization, and recidivism rates.

- Foster trust between young individuals and law enforcement agencies.[46]

Strained relationships between law enforcement officers and youth are primarily experienced by youth who meet certain demographics, including being from urban environments, having a lower socio-economic status, being male, and Black and Latinx. Youth falling within these categories may exhibit implicit bias towards police officers due to systemic inequalities. The presence of injustice and societal marginalization can contribute to the development of implicit bias and subsequently lead young individuals to foster resentment towards law enforcement officers. Similar studies have identified that police officers make assumptions about young individuals based on factors such as their race, class, age, attire, and physical appearance which can promote implicit and explicit bias.

Explicit Bias	Implicit Bias
Expressed directly	Expressed indirectly
Aware of bias	Unaware of bias
Operates consciously	Operates unconsciously
E.g., Sign in the window of an apartment building "We don't rent to _____"	E.g., A property manager doing more criminal background checks on African Americans than on Whites.

Figure 6. Differences between explicit and implicit bias.[47]([Source](): Addressing Racial Inequity in the School to Prison Pipeline Report)

     Including the perspectives of youth residents in decision-making processes can promote youth leadership in community building and public safety efforts. Promoting youth engagement within the PAB can foster a more inclusive and collaborative environment that addresses the concerns of youth and builds mutual trust between law enforcement and young individuals. [Engaging young residents]() in civic duties and initiatives contributes to positive youth development, enhances adults' capacity to collaborate with youth, and cultivates future generations of civic leaders.[48] [Incorporating youth members]() into boards proves to be mutually advantageous for adults as well. Adult participants broaden their perspectives, effectively contributing to the prospective success of the youth members.[49] [Vincent Schiraldi](), the new Department of Juvenile Services Secretary, emphasizes that a key strategy to counter the surge in juvenile crimes involves fostering stronger collaboration between communities and law enforcement. Schiraldi highlights the need to enhance cooperation between community members actively engaged with young individuals and LEAs.[50]

Figure 7. Community Engagement requires prevention, intervention, and post crisis support.[51]

([Source](): Reimagining Public Safety Task Force Report)

Methodology

1. *Semi-structured interviews with key stakeholders*

   Semi-structured interviews were conducted with key stakeholders and experts in the fields of police accountability and youth engagement. Key stakeholders include an officer from the MCPD Community Engagement Department, the Chair of the PAB, the director of the PAB, the founder of YPP, and the founder of Strategies for Youth.

2. *Literature review*

   A comprehensive literature review was undertaken, which includes published research papers, reports, news articles, as well as relevant state and county legislation.

3. *Observed PAB meetings*

   Between June and August 2023, I had the opportunity to attend the PAB's biweekly meetings. In addition, I reviewed previous meeting recordings and minutes.

Key Findings

1) *Lack of youth attendance in PAB meetings*

   After observing the PAB meetings, it is apparent that there is a lack of public member attendance, especially amongst the youth. Attendance of youth residents in PAB meetings is lacking despite the meetings being open to the public.

2) *Absence of youth representation on the current Board*

   The Board must represent the diversity of the County, however, there is a absence of youth representation on the current Board. This absence of youth representation raises

concerns regarding the inclusion of diverse perspectives and experiences in the decision-making processes of the PAB.

3) *The PAB and the PAC both serve a unique purpose in promoting police accountability and public safety*

Both the PAB and the PAC serve distinct yet complementary purposes in advancing the mission of police accountability and public safety. The PAB focuses on oversight and transparency, while the PAC is more community facing. Together, these entities contribute to the establishment of a comprehensive framework for fostering accountability and public safety in collaboration with LEAs.

Recommendations

1. *Partner with local Maryland colleges to select two students studying or currently residing in Montgomery County, Maryland, to occupy a youth seat on the Police Accountability Board*

Based on my findings, it is imperative to establish dedicated youth seats on the PAB. To ensure active participation, the PAB and County should establish partnerships with local Maryland colleges to identify two students from Montgomery County or currently residing there. These student members should serve on the PAB for a two-year term and possess a keen interest in public safety, criminal justice, public policy, and police accountability. To further incentivize participation, the youth representatives should receive a stipend or a scholarship applicable to their tuition expenses. Close collaboration between the youth seats, Montgomery County youth organizations, MCPD youth initiatives, and the PAC is vital to foster transparency among all stakeholders. The youth seats should have voting power to ensure transparency and equity in

decision-making processes. With two youth seats in place, the remaining seven seats can be allocated to other diverse members.

2. Restructure the PAC to focus primarily on community building and engaging with grassroots organizations and County Boards and Commissions

The PAC has previously demonstrated its ability to collaborate effectively with grassroots organizations such as YPP, and it should continue to do so. While the original purpose of the PAC was to make recommendations on policing-related policies, programs, legislation, or regulations, the establishment of the PAB has introduced overlapping roles and responsibilities.

Currently, there is a PAB subcommittee that functions as an Ad Hoc committee. To provide clarity and distinction between the two entities, it is advisable to integrate the subcommittee's functions into the PAC. Transparency and open communication is key when addressing public safety and police accountability. County boards, commissions, and organizations should not work in siloes. The PAC can meet with diverse groups to gain additional insight on the various issues that are affecting specific communities, like youth residents. According to one of the expert interviews, the best boards have consistent communication and engagement with other organizations.

The PAC should:

- Place greater emphasis on hands-on programming, particularly regarding youth engagement.
- Conduct focus groups involving youth members who have had encounters with law enforcement, allowing for their voices and perspectives to be heard.
- Collaborate with the PAB to facilitate community programming that brings together law enforcement officers and local youth residents to foster dialogue and understanding.

3. Ensure the PAB and PAC are accessible to the public and are constantly collaborating with each other

It is vital to ensure that the PAB and PAC are accessible to the public and that they maintain an ongoing collaborative relationship. To increase youth attendance with the PAB and the PAC, members should actively recruit youth participation by distributing marketing materials in schools, youth organizations, religious institutions, and recreational centers.

Additionally, it is essential for the PAB to host quarterly meetings with the PAC to address emerging trends or policy recommendations that can enhance police accountability, public safety, and promote community trust. This regular collaboration between the two bodies will contribute to a comprehensive and cohesive approach in addressing community concerns and improving the overall effectiveness of public safety efforts.

4. Increase social media presence and ensure transparency between members of the Board and the public

The PAB should work with youth board members to increase social media presence. To earn the trust, credibility, and validation from youth groups, the PAB must be transparent about their Countywide wins. The PAB should continue to inform the public through multiple channels about the work their conducting relating to police accountability and public safety. Trust is built through actions and youth members can begin to trust the PAB's system by witnessing its progressive measures. The PAB should routinely publicize current events, policies, and initiatives on social media platforms like Twitter, TikTok, and Instagram to spread awareness and engage youth from various demographics.

Conclusion

Everyone deserves the right to feel safe. Increasing youth engagement on topics relating to public safety and police accountability can promote trust and mutual collaboration. Through the implementation of the proposed recommendations, the Montgomery County Council can advance its dedication to a safer and more inclusive community by fostering an environment where public safety is a shared commitment. In closing, "Diverse boards better reflect the communities they serve, they benefit from a wider variety of life experiences, they encourage accountability, and they offer a healthy challenge to the status quo".[52]

Key Terms

- <u>Administratively Charged</u>: Refers to a situation where a police officer has been formally accused of misconduct in an administrative proceeding.[53]

- <u>Civic Engagement</u>: The active involvement of community members in social and political processes with the aim of communicating ideas, values, and beliefs, and effecting legal, political, or social change.[54]

- <u>Complaint</u>: An allegation of police misconduct involving a police officer and a member of the public, irrespective of whether it originated within the law enforcement agency or from an external source.[55]

- <u>Community Policing (or Community-Oriented Policing):</u> A policing approach centered on building connections and collaborating closely with community members to establish mutual understanding and trust, addressing issues related to crime, public safety, and quality of life.[56]

- <u>Constitutional Policing</u>: Policing conducted within the bounds of parameters defined by the U.S. Constitution, state constitutions, and court decisions that uphold civil rights and ensure equal treatment for individuals regardless of characteristics such as race, ethnicity, gender identity, age, religion, or sexual orientation.[57]

- <u>Implicit and Explicit Bias</u>: Implicit bias refers to unconscious biased thoughts and feelings, while explicit bias is consciously expressed bias. Implicit bias influences perceptions and actions without individuals' awareness.[58]

- <u>Institutional Racism</u>: Biases in policies and practices within institutions and organizations, favoring White individuals over people of color and resulting in unequal

outcomes. It encompasses a history and current reality of racial bias across various institutions.[59]

- Juvenile Citations: Referrals made by police departments to the Department of Juvenile Services for children primarily involving status and/or criminal offenses.[60]

- Juvenile Justice: A framework of regulations, rules, and protocols designed to oversee the handling and care of individuals under the age of adulthood who have committed legal infractions. It aims to offer legal solutions that safeguard their rights in cases involving disputes or neglect.[61]

- Law Enforcement Agency (LEA): Refers to the County police force, Sheriff's office, or other authorized security or law enforcement organization responsible for enforcing state criminal laws.[62]

- Not Administratively Charged: Denotes a determination that a police officer will not face administrative charges in connection with alleged misconduct.[63]

- Police Misconduct: Involves a pattern, practice, or actions by a police officer or LEA that violates rights protected by the Constitution or state laws, commits a criminal statute violation, or contravenes law enforcement agency standards and policies.[64]

- Racial Equity: Racial equity is achieved when race no longer predicts life outcomes, ensuring improved outcomes for all groups.[65]

- Racial Inequity: Racial inequity exists when race is a predictor of life outcomes, resulting in disparities in areas such as education, employment, and criminal justice.[66]

- Racial Profiling: A practice in which individuals are targeted based on their race, ethnicity, religion, or national origin as suspects of criminal activity, often without reasonable suspicion.[67]

- School-to-Prison Pipeline: A sequence of policies and practices that push students out of school and into the juvenile or criminal justice system.[68]

- Structural Racism: The cumulative impact of biases in policies and practices across institutions and society, systematically favoring White individuals while disadvantaging BIPOC (Black, Indigenous, and People of Color) communities.[69]

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