



**FOR IMMEDIATE RELEASE**  
**City of Duluth - Police Department**



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**DATE:** 2/5/2016  
**SUBJECT:** Procedural Justice for Law Enforcement Agencies Training  
**BY:** DPD Public Information Officer R. Tinsley (218) 730-5722

**NATURE OF INCIDENT:** Procedural Justice for Law Enforcement Agencies Training  
**CASE NO.:**  
**INCIDENT DATE:** 2/4/2016  
**INCIDENT TIME:**  
**INCIDENT LOCATION:** Duluth Police Public Safety Building

The Duluth Police Department participated in Procedural Justice training in effort to improve police-community relations and increase public trust. Sworn and civilian supervisors gathered on February 4th for an eight-hour United States Department of Justice, Office of Community Oriented Policing Services (USDOJ COPS Office) training on Procedural Justice for Law Enforcement Agencies: Organizational Change through Decision Making and Policy. This training is sponsored in partnership with the Center for Public Safety and Justice (CPSJ) at the University of Illinois at Chicago. The goal of the training is to promote positive organizational change, uphold police legitimacy in the community, and enhance officer safety.

Developed by CPSJ in collaboration with key researchers and law enforcement executives, the course introduces law enforcement supervisors to the four key pillars of Procedural Justice – 1) Fairness in processes, 2) Transparency in actions, 3) Opportunity for voice, and 4) Impartiality in decision making – and provides practical steps for application throughout the department.

Recently endorsed by the President’s Task Force on 21st Century policing and long-embraced by the COPS Office, the philosophy of Procedural Justice aims at the core of a law enforcement organization’s culture and provides a structure for positive organizational transformation. Research indicates that efforts to ensure a procedurally just environment within the organization helps officers embrace these same principles as they interact with the public.

Also, numerous members of the department attended a training on Law Enforcement Active Diffusion Strategies, which was hosted by the Duluth Police Department on February 1st. Duluth Police attendees were taught de-escalation strategies and conflict resolution methods to avoid physical confrontations during their service in the community. The Law Enforcement Active Diffusion Strategies training teaches officers how professional and transparent communication can reduce officers’ from having to use unnecessary force.

In the light of national events, The Duluth Police Department is dedicated to identifying and implementing best practices in law enforcement which will continue to strengthen trust among its officers and the community served.

**WHAT IS PROCEDURAL JUSTICE?**  
FACT SHEET

**COPS**  
COMMUNITY ORIENTED POLICING SERVICES  
U.S. DEPARTMENT OF JUSTICE

Procedural Justice (n) /pro-'sè-ja-'ral' joo-'tas/ refers to the idea of fairness in the processes that resolve disputes and allocate resources. It is not a practice, but a philosophy and a movement which promotes positive organizational change, upholds police legitimacy in the community, and enhances officer safety.

*Procedural Justice and Community Policing provide the framework for organizational change and ultimately officer safety.*

**The Four Pillars of PROCEDURAL JUSTICE**  
Fairness  
Impartiality  
Giving Voice  
Transparency

**The Three Pillars of COMMUNITY POLICING**  
Problem Solving  
Partnership Building  
Organizational Transformation

**The perception of fairness is not just about outcomes...**  
According to research, people consider both the outcome of a decision and the process by which the decision was made when forming their opinion about whether a decision was fair. For example, if a member of the public receives a speeding ticket (negative outcome), but was treated fairly during the interaction with the officer issuing the ticket (positive process), the driver is more likely to feel that the encounter was fair and less likely to contest the ticket. The driver is also more likely to comply with the officer's requests such as producing identification when asked.

**ASSESSMENT = OUTCOME (positive or negative) + PROCESS**

**Implementing Procedural Justice within Police Agencies...**

Where the core principles of procedural justice are valued and practiced within the entire agency, there will be: <i>Positive organizational transformation</i> <i>Improvement in the work culture</i> <i>Decrease in the polarization of the agency</i>	Organizations that do not implement or support fair and transparent practices and provide for employee voice within their organizations create an environment where staff become polarized. In such an environment, a subversive tone might exist that detracts from organizational performance.	Internal discontentment can manifest itself into external interactions with the community and can challenge the authority of the law enforcement agency as well as the broader criminal justice system. <i>Community satisfaction with law enforcement is important because the safety of officers may depend upon it.</i>
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**COPS**  
Community Oriented Policing Services  
U.S. Department of Justice