

## St. Anthony Police Receive Training on Procedural Justice

by Jon Mangseth, Police Chief

There is little doubt that communities across the United States are facing unprecedented challenges in law enforcement and community relations. As part of our on-going work with the Collaborative Reform Initiative, the Office of Community Orientated Policing Services (COPS Office) recently supported the implementation of Procedural Justice training for the St. Anthony Police Department.

The Procedural Justice training was developed by the Center for Public Safety and Justice (CPSJ) at the University of Illinois. On November 6<sup>th</sup>, 7<sup>th</sup>, 8<sup>th</sup>, and 9<sup>th</sup> all POST licensed St. Anthony Officers, our Community Service Officer (CSO) and our office manager successfully completed this interactive training. The training was hosted by the St. Anthony Police Department. We were joined for this training by members of the New Brighton Department of Public Safety and Roseville Police Department.

This training enhanced city wide Anti-Bias Awareness training our officers attended in the fall of 2016, as well as Fair and Impartial Policing training completed this past September. It built upon a wide variety of training our officers have already completed in areas related to ethics, human relations and leadership.

Much like the Fair and Impartial Policing Curriculum we participated in this past September, research suggests that by increasing public cooperation, the procedural approach to community interaction may enhance the safety of both law enforcement officers and the communities we serve.

The Procedural Justice for Law Enforcement curriculum seeks to enhance police legitimacy through improving the everyday interactions of front-line officers and all police staff with the communities we serve. Procedural justice speaks to four principles, often referred to as the four pillars: 1) being fair in processes, 2) being transparent in actions, 3) providing opportunity for voice, and 4) being impartial in decision making. ... But the four principles—or pillars—don't stand alone; they support one another.

The purpose of this course is to create a broader awareness of procedural justice and its core principles, and to remind all of us of the importance of utilizing procedural justice as a means of increasing police legitimacy.

I know that we are all aware that community trust grows and legitimacy improves when we (as police officers) treat individuals and groups with respect and exercise authority in a manner that is perceived as fair and just.

The St. Anthony Police Department remains committed to working with the Department of Justice in regards to the Collaborative Reform Initiative for Technical Assistance. We greatly appreciate the technical assistance this collaboration has provided.