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Author(s): Arturo Venegas Jr.

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"Community Oriented Policing for Hispanic Communities" is a video project funded by the National Institute of Justice (NIJ). The video, "Policia Orientado a La Comunidad" is intended to be used by law enforcement agencies to reach the communities they serve. It is designed to foster closer relationships, trust and a spirit of sharing in the common goals of crime prevention and community safety.

The video analyzes the best strategies for problem solving and community policing for Hispanic communities. The video is produced in Spanish, to bring this new philosophy to mono-lingual Spanish speaking citizens. The video may provide new directions and objectives for law enforcement in the field of minority community policing, specifically in Hispanic enclaves. The video can be a useful tool to help law enforcement in its transition from reform era policing to people policing or community oriented policing.

**PROJECT DIRECTOR &
EXECUTIVE PRODUCER:**

Arturo Venegas, Jr.

PRODUCER:

David Cromwell

TECHNICAL PRODUCER:

Mike Baker

NARRATORS:

Ms. Xochitl Arrellano

Mr. Jose Reynoso

STILL PHOTOGRAPHY:

Ms. Adriana Venegas

**NATIONAL INSTITUTE
OF JUSTICE (NIJ)**

&

**HISPANIC-AMERICAN
POLICE COMMAND OFFICERS
ASSOCIATION (HAPCOA)**

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**Community Oriented Policing
For Hispanic Communities**

A Final Report



NIJ 93-CX-K025



WHAT BENEFITS DO THE HISPANIC COMMUNITY AND ITS LAW ENFORCEMENT AGENCY RECEIVE BY IMPLEMENTING COMMUNITY ORIENTED POLICING?

Police-Community Partnership and Relations

Community Oriented Policing with the Hispanic community provides collaboratives to solve social and economic problems which create an environment conducive to crime. As true with any segment of our community, Hispanic communities provides many opportunities for partnering with law enforcement. In today's environment where agencies are being told to "do more with less," partnering allows us to do more with more outside resources. By bringing in the additional community partners that are familiar with the total environment, including language and cultural differences, agencies can gain valuable and committed resources. Working together can help to improve the quality of response and outcome which will help to improve the relationship between the agency and the community it serves.



Community and Neighborhoods

Communities are made up of many neighborhoods and the revitalization of our communities must begin with the revitalization of our neighborhoods. By working with its law enforcement agency in the implementation of Community Oriented Policing, together they can identify the problems that plague a community. They can prioritize the resources that will bring about a long term solution. This effort will promote a sense of neighborhood ownership by the officers that they will serve.

Calls-For-Service and Crime are Reduced

Community Oriented Policing in the Hispanic community helps to enhance and support the police agencies' philosophies, missions, and overall objectives that promote the quality of life within the community. When law enforcement agencies and the community work together, they can focus law enforcement resources on the priorities that will have the greatest impact on the community's crime problems. By focusing on problem locations that eat at the agency's resources, the number of times officers have to respond to the same problem location are reduced. By focusing on people that cause problems, agencies and communities are able to reduce the cause that generate repeat calls for service and crime.

Recruitment of Hispanics is Facilitated



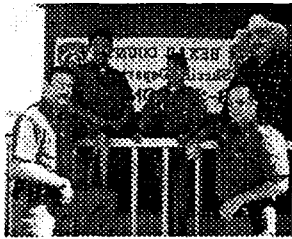
Community Oriented Policing in the Hispanic Community improves the dialogue between the police and the community. Agencies desire to create a workforce that is reflective of their community make-up. By working with the Hispanic community, agencies have more access to potential candidates and recruitment is then facilitated.



Cultural Awareness and Sensitivity

Community Oriented Policing in the Hispanic community allows for a cultural education of the Hispanic community and of the law enforcement profession. As the community and the officers become more educated on each other, cultural differences are better understood. Officers and community members become more sensitive towards the needs of each other as the partnership grows. With

the implementation of Community Oriented Policing in the Hispanic community, the community will help to identify policing priorities to solve its problems. Both the law enforcement agency and the community have the opportunity to break down the myths about each other.



Hispanic Leaders are Identified and Involved.

A benefit of Community Oriented Policing in the Hispanic community is a greater sense of community for everyone. It allows for the development of neighborhood organizations and neighborhood leaders. Often, individuals purport to represent certain segments of a community but they don't! Agencies that are involved in their community are more able to identify the true formal and informal community leaders. Involving the true formal and informal community leaders enables law enforcement agencies to work together with them in identifying and solving problems of mutual concern.

Identifying and involving Hispanic community leaders enables agencies to provide role models for Hispanic youth and to increase the mutual trust that is needed for improved police-community relations.



Crime and Security

Community Oriented Policing in the Hispanic community helps to create a better understanding, tolerance, open communication, and cultural sensitivity. If people are afraid to enjoy their parks and their neighborhoods, no matter what success the law enforcement agency may have, the community will not be satisfied. A fear of crime is as harmful as its true presence. Through the partnerships that can be forged between law enforcement, the community can not only attack crime that is reported, it can also attack crime that is perceived so that they can also feel secured.

Community Oriented Policing in the Hispanic community provides a greater role for Hispanics in policing themselves and in impacting the crime and sense of security in their neighborhoods. The ability of the Hispanic community to live in their neighborhood free of the fear of crime is essential. Because of that fear, the natural gregarious personality of the culture is disappearing. The neighborhood "abuela" who knows the kids in the block and keeps an eye on them, the respect for neighbors, and the sense of family can't grow in an environment of fear.

Improved Police Officer Safety and Morale

Implementing Community Oriented Policing in the Hispanic Community decreases the use of force incidents, inter-racial tensions, increases greater involvement of witnesses of crime, reduces calls-for-service, and builds trust with the community. A benefit of Community Oriented Policing in the Hispanic community is a reduction in confrontations while increasing support in crisis situations.

If crime is reduced and community problems are permanently solved, officer safety is increased because officers will also have the support and confidence of community they serve. Officers want to take an active role in managing their beat. Pro-actively responding to problem solving allows them to make a difference. When they can see the results of their efforts, their morale goes up.



Education and Training

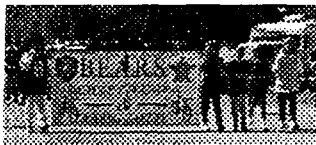
Education and training are often needed by both the law enforcement agency and the community. In most instances, officers need to be training in a number of new skill areas including long term problem solving and community organizing and mobilizing. Community members also have the same need. Additionally, law enforcement agencies are recognizing that they can't sustain many local neighborhood efforts forever and that it is important to identify community members that

have the potential for leadership and to provide the education and training for the development of those leaders.

Increased Two-Way Communication

Too often law enforcement agencies see themselves as the only resource to solving community problems. Very seldom do they consider whether or not they are addressing the problems that the community believes that they should. After all, the law enforcement agency takes the reports and they have the data of where the problems exist! However, no matter how successful the law enforcement effort may be, a dissatisfied populace is created when *their* priorities do not get addressed. Getting on the same page with the community provides the avenue for solving the right problems that are identified by both.

As projects are accomplished and suggested improvements in the community become reality, the residents take more and more pride in their area and become more resistant to allowing anyone to destroy what they have achieved. As the community becomes more active in charting its own course, the members develop more respect for themselves and are more respected by others.



Community Oriented Policing Approach to Government

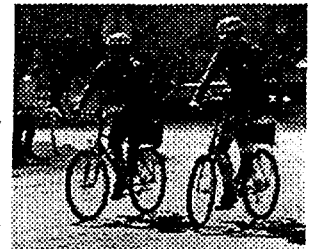
As law enforcement begins to work closer with the community on solving its problems, other government agencies also begin to play a more critical role in long term problem solving. Law enforcement is becoming the catalyst towards the implementation of a government that fast moving towards becoming neighborhood based and more in touch with its constituency.

Community Oriented Policing allows the harvesting of community ideas to improve public policy. Just like facilitates the improved deployment of law enforcement resources, it also facilitates the deployment of overall government resources to solve long standing community problems. It allows for a greater government appreciation of the cultural uniqueness of the Hispanic community. The community in return facilitate the molding of a government that is central towards one that is community based and neighborhood oriented.

Programs

By implementing Community Oriented Policing in the Hispanic Community, the law enforcement agency will have a more efficient flow of information in emergency incidents where assistance is most critical. A better partnership with the community in achieving goals, allows for increased service for the resources available and a quicker evaluation of trends and problems that may surface or programs that may be needed.

By getting more people involved in the fight against community problems, including crime, law enforcement agencies have a natural vehicle to provide long standing crime prevention and education programs such as Neighborhood and Business Watch and those focusing on the youth. It can also implement newer ones such as Citizen Academies.



Distribution of the Video

The video will be distributed to all participating agencies that will attend the 1997 Annual HAPCOA Training Conference in San Antonio, Texas. Additionally, copies will be made available to those agencies requesting a copy through the Sacramento Police Department's Media Services Unit. The Sacramento Police Department has just been recently named as the recipient of the Community Oriented Policing Service funding for the COPS Regional Training Institute. The video will also be provided to the participating agencies through the Institute.