**Session: Fairness and Diversity in Policing**
**Moderator:** Brandi Blessett, Rutgers University-Camden
**Panelists:** M. Amoy Fraser, University of Central Florida
Amanda Geller, New York University
Kelly Hallberg, University of Chicago Crime Lab
Elizabeth Linos, Harvard University
**Session Summary:** Brianna Keys, Rutgers, the State University of New Jersey

Elizabeth Linos presented a paper on closing the racial gap in policing based on an experiment in the United Kingdom where law enforcement agencies were experiencing a disproportionate drop off of non-white applicants following the mandatory compatibility assessment. The researchers examined the possibility of the existence of a stereotype threat, or the act of internalizing a relevant, context-specific stereotype that often contributes to belonging uncertainty. To test the theory, researchers made small changes to the language of the email which prompted applicants to take the test. These changes included focusing on values affirmations and contained positive language, such as "Congratulations!" and "you've been selected" to take the test. The results were a 50% increase in non-white applicants passing the test and an indication that key to closing the racial gap may be to provide cues of belonging and promoting values affirmations.

Amoy Fraser presented a paper examining the failed responses of police across the globe in response to domestic violence (DV) complaints, especially intimate partner violence. Based on a theoretical premise of institutional theory and mimetic isomorphism, Fraser found that mandatory arrests and restraining orders were responses that were ultimately ineffective. Seeking to develop effective policies in Jamaica to combat domestic violence, Fraser found that special advocates and (DV) victim liaisons, both based in police departments, were effective in providing victim support. Where resources are available, DV units able to focus solely on DV cases were especially effective. Further, death reviews, which have been used in the United States, Canada, and Australia, can identify what lead to DV involved homicides or suicides and determine gaps in policies in order to better protect future potential victims.

Amanda Geller presented preliminary findings from a research study regarding stop and frisk policies in New York City. They conducted a phone survey of 960 NYC residents aged 25 to 65 by stratified sample of neighborhood. They oversampled high-stop neighborhoods and thus had a majority minority sample. Preliminary findings include that 14% were willing to "trade-off" their

privacy (operationalized by not being subjected to stop and frisk) if the policy was believed to reduce crime and thus increase safety.  Findings also indicate that this willingness is higher for those who have been stopped once compared to those who have not been stopped at all. However, there it appears that the rights trade-off willingness declines with the increase in the number of stops experienced by the individual.

Kelly Hallberg presented a research design regarding improving policing through the Early Intervention System (ERS) which flags officers who are most likely to perpetuate misconduct. Her team will research what factors will be most effective as thresholds for machine learning to recognize patterns. The team has four main concerns that will shape their findings: 1. What would get used (and thus be useful)? 2. What types of supports actually help? 3. Must not exacerbate existing disparities (e.g. racial and gender gaps). 4. Must not disincentivize the most challenging tasks of policing.

**Lunch Plenary: Promoting Justice Through Philanthropic Research and Action**
**Moderator:** Juliet Musso, University of Southern California
**Panelists:** Jon Baron, The Arnold Foundation
       Adam Gamoran, William T. Grant Foundation
       Mike Laracy, Annie E. Casey Foundation
       Kelly Anne McGeary, Robert Wood Johnson Foundation
       Raquel Thueme, Ruth Mott Foundation
**Session Summary:** Brianna Keys, Rutgers, the State University of New Jersey

Question posed to panelists: How is your organization is promoting justice through philanthropic research and action?

Jon Baron: Evidence-based research has found that many federal programs have had little to no meaningful impacts on those they are supposed to service. Thus unless evidence-based research is employed, there will be little impacting the economic disparities that exist in our country. For example, a small pilot study program found that incorporating FAFSA completion into tax return filings at H&R Block at no extra cost not only significantly increased financial aid applications, but also significantly increased college enrollment among low- and moderate-income individuals (for more information see: Bettinger, Long, and Oreopolulos, The FAFSA Project: Results from the H&R Block FAFSA Experiment and Next Steps).

Kerry Anne McGeary: The Robert Wood Johnson Foundation has a strategic mission to "develop a culture of health". This means that everyone deserves to live the healthiest life possible. RWJF knows that to accomplish this, it needs a developed action plan, requiring evidence-based research. A central component of developing a culture of health has been making the distinction of equity versus equality. Thus, the Foundation is moving beyond health care to influence health outcomes.

Michael Laracy: Though the Annie E. Casey Foundation has had many well-known conservative connections, it has always stressed the importance of bi-partisanship to advance the agenda of child welfare throughout the U.S. The Foundation believes in being directly involved in public policy development and though it tries to avoid "politics", it does focus on influencing and moving policy.

Raquel Thueme: While the Ruth Mott Foundation does not fund many large research projects, it does use research in its operations. The Foundation's new strategic plan focuses on the neediest geographic region of Flint, MI. They have garnered resident feedback to determine the strategic goals and will continue to seek feedback to determine what is working and how to adapt their policies to most effectively meet the community's changing needs.

Adam Gamoran: The William T. Grant Foundation's mission is to use research to promote opportunities and the advancement of young people, ages 5 to 25 in the U.S. The Foundation promotes evidence-based research to affect policies, though stressing the importance of needing high-quality evidence to lead to real change. The foundation is now researching how research can effectively influence policy, i.e. what conditions need to be present for research to be used to influence policy decision-making. If you accept that inequality in the U.S. is excessive, that excessive inequality is harmful, and that inequality is responsive to effective policies, then you must acknowledge that research to develop effective policies is important to promote the reduction of inequality.