



INSTITUTE FOR POLARITIES OF DEMOCRACY

The Institute & NOBLE Anti-Racism Initiative

On May 25, 2020 George Floyd was murdered. His death resulted in a national outcry calling for a transformation of how we treat Black people in America. In response the Institute for Polarities of Democracy has developed an Anti-Racism Initiative with the National Organization of Black Law Enforcement Executives' (NOBLE) based on a collaborative strategic alliance comprised of four program components described below.

The Institute for Polarities of Democracy is a nonprofit organization established in 2017 and headquartered in Washington, DC that is focused on application, research, and positive social change using polarity thinking and the Polarities of Democracy theory. This Anti-Racism Initiative will address the challenge that Black Lives Matter by applying our expertise and capabilities to four broad components that are in alignment with the Institute's mission dedicated to advancing healthy, sustainable, and just communities.

Founded in 1976 and based in Alexandria, VA, the nonprofit National Organization of Black Law Enforcement Executives represents over 3,000 international members—primarily African American chief executive officers of law enforcement agencies at federal, state, county and municipal levels, other law enforcement administrators, and criminal justice practitioners. NOBLE's mission is “to ensure equity in the administration of justice in the provision of public service to all communities” and “to serve as the conscience of law enforcement by being committed to justice by action.”

The Institute and NOBLE's Strategic Alliance Component One

Using our expertise and capabilities the Institute has embarked on an Initiative to engage with and support NOBLE's efforts to transform policing cultures from a Warrior mentality to one of Guardianship through transformational reforms particularly related to the tenets of 21st Century Policing and the Justice in Policing Act by:

- Applying the Polarities of Democracy and aligned theories to the tenets of 21st Century Policing in order to analyze and assess police culture to develop and implement cultural transformation reform efforts that ensure all citizens are treated with dignity and respect.
- Developing policies consistent with 21st Century Policing's Pillar One: Building Trust and Legitimacy. The Institute views this as embracing the concept of the Guardianship versus the Warrior mentality through effectively leveraging the positive aspects of all five pairs of democratic values comprising the Polarities of Democracy theory:
 - Freedom and Authority
 - Justice and Due Process
 - Diversity and Equality
 - Human Rights and Communal Obligations
 - Participation and Representation

- Developing policies consistent with 21st Century Policing’s Pillar Two: Policy and Oversight. The Institute views this as an area that addresses the need for reformation of national policing standards (including but not limited to the use of force) that reflect community values consistent with the Polarities of Democracy elements.
- Developing policies consistent with 21st Century Policing’s Pillar Four: Community Policing and Crime Reduction. The Institute views this as a guiding philosophy for all stakeholders through collaboration between law enforcement and citizens to develop healthy, sustainable, and just communities through values consistent with the Polarities of Democracy framework.

The Institute and NOBLE’s Strategic Alliance Component Two

The Institute will develop an action agenda that applies the Polarities of Democracy and aligned theories to research and social change initiatives across a broad spectrum of both organizational, institutional, and community concerns designed to address racial disparities in America. This agenda will seek to ensure appropriate investment and commitment to societal systems including, but not limited to, mental health, employment, the social economy, public education, healthcare, social work, housing, and the environment. The Institute’s action agenda will embrace a bold vision designed to address racial, social, economic, and environmental disparities through such policies as guaranteed living wage jobs, universal healthcare, affordable housing, a green New Deal, and progressive forms of income and wealth taxes to make the promise of democracy a reality.

The Institute and NOBLE’s Strategic Alliance Component Three

The Institute will develop a comprehensive approach that applies the Polarities of Democracy and aligned theories to organizational and systems transformation methodologies that are compatible with NOBLE’s focus on the transformation of policing cultures from a warrior mentality to one of guardianship. This comprehensive approach will apply reform efforts across organizations, institutions, and systems that include, but are not limited to, mental health, employment, the social economy, public education, healthcare, social work, housing, and the environment as part of the Institute’s commitment to positive social change and dedication to advancing healthy, sustainable, and just communities.

The Institute and NOBLE’s Strategic Alliance Component Four

The Institute will establish with Walden University a Thought Leader Project that will recruit at least one lead volunteer faculty member from each school or college to identify completed, current, or future research studies related to specific social change initiatives consistent with addressing racism and racial disparities through the application of the Polarities of Democracy theory to Components One, Two, and Three of the Strategic Alliance between the Institute and NOBLE. The lead volunteer faculty members will promote the Institute’s Strategic Alliance with NOBLE and will help identify additional Faculty, Graduate Assistants, Doctoral Students, and Post-Doctoral Alumni from their respective schools who will engage in research that supports the Anti-Racism Initiative.

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