

MISSION

Advancing Healthy, Sustainable, and Just Communities.

VISION

The Institute for the Polarities of Democracy envisions democracy as the solution to oppression. Thus, it catalyzes social progress through leveraging the positive aspects of nonpartisan democratic values at all levels of society.

STRATEGIES

Education, Training, and Fellowships. Consulting, Research, and Evaluation. Real-World Social Change Tools and Programs.





Justice AND Due Process Polarity Map®

Action Steps

How will we gain or maintain the positive results from focusing on this left pole? What? Who? By When? Measures?

- 1. (Procedures established? --Freedom AND Authority)
- 2. (tracking of outcomes --D&E/HR&CO)
- 3. (decision making --D&E/HR&CO)
- 4. (Accountability for outcomes --D&E/HR&CO)
- 5. Tangible community program
- 6. Recruitment and hiring of diverse pool of candidates.

Early Warnings

Measurable indicators (things you can count) that will let you know you are getting the downside of this left pole.

- 1. Use of force complaints
- 2. No revisions in legislation related to police conduct
- 3. No active community policing program
- 4. Ineffective recruitment and hiring of diverse pool of candidates

Values = positive results from focusing on the left pole

- A. There is a clear understanding about what constitutes a guardian mentality for public safety.
- B. Police collect and maintain accurate contact data for police and community interactions.
- C. Impartial application of data guides decisions regarding police deployment.
- D. Fair and responsive enforcement of the laws,

Values = positive results from focusing on the right pole

Greater Purpose Statement (GPS) - Why Leverage this Polarity? Fairness in Public Safety

- A. Laws, policies, and procedures for public safety are continuously reviewed for discrepancies in enforcement.
- B. Community review of contact data by police provides transparency.
- C. Police and community actively use accurate data for collaborative decision-making.
- D. Procedural justice by the police builds trust in the

Justice (Being)

Due Process (Doing)

- A. Our police department does not treat all people in certain communities fairly.
- B. Community does not believe in the accuracy of data maintained by police in the service of public safety.
- C. Relevant decisions are made without collaboration between police and the community.
- D. There is a lack of trust and lagitimacy to custain healthy

Fears = negative results from overfocusing on the left pole to the neglect of the right pole

- A. There is a lack of agreement about the way laws, policies, and procedures are applied to support public safety.
- B. Community and police endlessly dispute the accuracy of contact data for police and community interactions.
- C. Police deployment decisions lack application of impartial data.
- D Communities are uncafe as a Fears = negative results from overfocusing on the right pole to the neglect of the left pole

Action Steps

How will we gain or maintain the positive results from focusing on this right pole? What? Who? By When? Measures?

- 1. (Procedures established? Freedom AND Authority)
- 2. (tracking of outcomes --D&E/HR&CO)
- 3. (decision making --D&E/HR&CO)
- 4. (Accountability for outcomes--D&E/HR&CO)
- 5. Proportionate amount of summons relative to racial demographics

Early Warnings

Measurable indicators (things you can count) that will let you know you are getting the downside of this right pole.

- 1. Disproportionate amount of summons relative to racial demographics
- 2. Disproportionate number of arrests relative to racial demographics
- 3. Increased number of use of force incidents relative to racial demographics
- 4. Disproportionate number of civil forfeiture actions relative to racial

Unfairness in Public Safety

AND

Deeper Fear Resulting from a Failure to Leverage this Polarity

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This Justice and Due Process Polarity Map® is for use as a guide to leverage_democratic

values for positive social change. The Institute can create custom maps for specific

democratic reforms.

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