

# ELIMINATING SYSTEMIC RACISM & TOXIC CULTURES

## History of Policing

! Slave patrols were developed in the 1700s and 1800s to pursue, apprehend, and return runaway slaves to their owners. Excessive force was often used to instill fear and exert control.<sup>1</sup>

! Courses focusing on eugenics, racial types, and racial degeneration were used in early police trainings during the 20th Century.<sup>2</sup>

## Jim Crow in the South

"No person or corporation shall require any **White female** nurse to nurse in wards or rooms in hospitals, either public or private, in which **negro men** are placed."

- Alabama<sup>3</sup>



**38%**  
**INCREASE**

In 1986, the disparity in drug sentencing between Black and White offenders increased from 11% to 49% after the Anti-Drug Abuse Act was passed.<sup>4</sup>

**59%**  
**Black**

**Us  
vs.  
Them**

**Blue  
Wall of  
Silence**

## Toxic Police Culture

### Whiteness

The ideology of **Whiteness** plays a pivotal role in how officers police Black and Brown people. The New York Civil Liberties Union reported **59%** of the individuals stopped and frisked by NYPD in 2022 to be African American.<sup>6</sup>

### "Warrior Mentality"

Police culture produces a "warrior" mentality that can cause officers to view those they serve as enemies rather than civilians. During training, recruits are taught to think of every situation as dangerous and every individual as a threat, leading to an "**us vs. them**" mentality.<sup>7</sup>

### Police Subculture

The **lack of trust** in police is connected to their skewed commitment to the communities they are sworn to protect and serve. The **Blue Wall of Silence** is an unspoken pact between officers to not expose or "rat out" another officer for misconduct.<sup>8</sup>

“White racism is essentially responsible for the explosive mixture which has been accumulating in our cities since the end of World War II.”

- Kerner Commission, 1968<sup>5</sup>

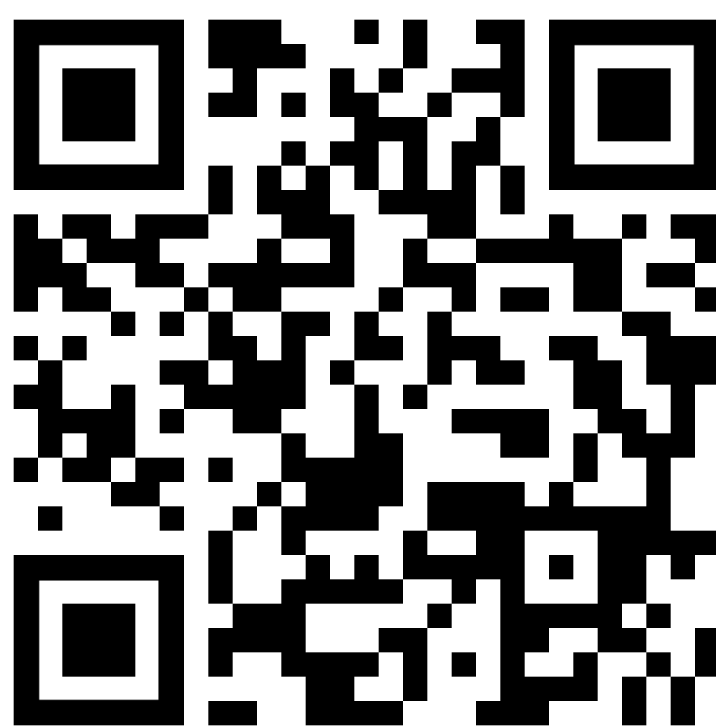
## BE IN THE KNOW

Scan the QR Code to access additional resources and information on upcoming events.

## SAVE THE DATE

**The Restoration**  
Community Healing Toward Solutions  
September 6, 2023

**The Resilience**  
National Symposium  
February 22, 2024



**80%**

In 2003, African Americans made up over 80% of the defendants in cocaine sentencing, despite over 50% of cocaine users being White.<sup>9</sup>



# TIMELINE OF POLICING IN AMERICA

**1680**

Virginia was the first state to develop slave codes, which were formal rules created for "the good of Regulating and Ordering" enslaved Black people. <sup>10</sup>

**"AN ACT FOR PREVENTING NEGROES INSURRECTION"**

"...every negroe or slave soe offending not haveing a certificate as aforesaid shalbe sent to the next constable, who is hereby enjoyned and required to give the said negroe twenty lashes on his bare back well layd on, and soe sent home to his said master, mistris or overseer"

**1877**

Jim Crow laws, implemented heavily in the South, directly impacted how Black people were policed in the South and influenced policing in the North.

**FACT**

From 1877 to the mid-1960s, Jim Crow laws legalized anti-Black racism and directly affected how Black people were policed for almost a century.

**1965**

The Law Enforcement Assistance Act of 1965 facilitated the widespread militarization of U.S. local and federal law enforcement.

**DEFINITION**

**Militarization:** the implementation of military-grade equipment used by law enforcement

**1968**

The Kerner Report was published to investigate the causes of the riots of during the summer of 1967, which showed that police brutality was one of the leading causes of the unrest. <sup>11</sup>

**FACT**

158 riots occurred and 17,000 arrests were made across the U.S. during the Long, Hot Summer of 1967 riots.

**1992**

The acquittal of the officers responsible for beating Rodney King and the killing of Latasha Harlins spurred the infamous L.A. riots. <sup>12</sup>

**FACT**

President Bush invoked the Insurrection Act which deployed thousands of personnel from the California National Guard, U.S. military, and federal law enforcement into Los Angeles.

**1994**

The Violent Crime Control and Law Enforcement Act passed by the Clinton administration added 100,000 more police officers to law enforcement agencies throughout the country and provided more than \$9 billion to policing efforts.

**FACT**

Although it did not cause mass incarceration in the U.S., this act built upon existing trends started in the 1970s and 80s that disproportionately affected African Americans. <sup>13</sup>

**2013**

Black Lives Matter was started by Alicia Garza, Ayo Tometis, and Patrisse Cullors in response to the deaths of Trayvon Martin, Eric Garner, Michael Brown, and Rekia Boyd

**FACT**

Starting as a hashtag, the Black Lives Matter movement is now one of the most influential social movements of the 21st century, even being nominated for a Nobel Peace Prize in 2021.

**2020**

Protests spurred across the U.S. in response to the murders of George Floyd, Breonna Taylor, and Ahmaud Arbery. becoming one of the largest organized civil rights protest of the 21st century.

**FACT**

15 to 26 million people in the U.S. took part in the 2020 protests, with other countries such as Europe, Asia, and parts of Africa holding their own BLM protests. <sup>14</sup>

**2023**

Tyre Nichols was pulled over, beaten, and subsequently killed by members of the MPD Scorpion unit. The unit was later disbanded.

**FACT**

The untimely death of Tyre Nichols revived the conversation about policy in regards to police brutality. There has since been a push to revitalize the George Floyd Justice in Policing Act into legislation. <sup>15</sup>



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