

Comments For New Cities Project Conference

**The Aladdin Resort and Casino
Las Vegas, Nevada
June 1, 2006**

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The philosopher Voltaire is quoted as having once said
“Common sense is not so common...”



**“We wear the mask that
grins and lies.”**



Paul Lawrence Dunbar

**To understand the present
one must have an
understanding of the past.**



**What are the origins
of racial profiling?**



What is “racial profiling?”

- Racial profiling is “The practice of constructing a set of characteristics or behaviors based on race and using that set of characteristics to decide whether an individual might be guilty of some crime and therefore worthy of investigation or arrest,” (McGraw Hill Online Learning Center).

What is legitimate profiling?

- The use of any descriptive characteristic obtained from a victim or witness to a crime used to identify a specific suspect in a specific crime and only when used in a manner like other physical descriptions.

Amendment Four of the Constitution of the United States of America states:

- **The right of the people to be secure in their persons, houses, papers and effects, against unreasonable searches and seizures, shall not be violated, and no Warrants shall be issued , but upon probable cause, supported by Oath or affirmation and particularly describing the place to be searched, and the persons or things to be seized.”**

No agent of the government has the right to conduct racial profiling.



“From the front seat of a police cruiser, racial profiling is not racism. It’s a tool– and cops have no intention of giving it up.”

New York Times Magazine

Where Do We Go From Here?

- Race based policing and “racial profiling” are realities.
- Changing the attitudes of law enforcement officials toward visible minorities
- Elected leaders and people of influence have to set the tone.
- Elected officials should question police chiefs about their efforts to eliminate racial profiling.
- Be proactive in the adoption of policies and practices that address racial profiling and excessive force.

Steps Law Enforcement and Government Agencies can take to diminish racial profiling:

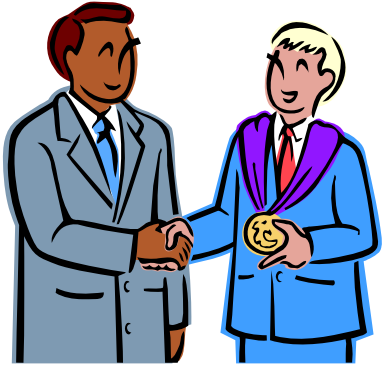
- Employ recruitment strategies and testing instruments that can detect evidence of past and existing bigotry.
- Initiate ongoing training with police departments stressing the negative impact that discriminatory behavior has on agency and minority community.
- Develop clear policy guidelines defining and prohibiting racial profiling
- Insist upon careful reviews of complaints initiated by minorities alleging racial profiling.
- Require police chiefs and other top police officials to closely monitor subordinate activities to ensure that policy guidelines prohibiting racial profiling are being adhered to;

Steps continued:

- Ensure prompt and thorough investigations when complaints of racial profiling are alleged and swift disciplinary action where warranted;
- Establish measurable performance indicators for police chiefs to **decrease** allegations of racial profiling and **increase** minority representation and retention.
- Adopt a holistic community – government approach in attempting to solve “racial profiling” allegations and minority community marginalization.

Steps continued:

- Encourage private sector involvement in all police – community initiatives to eliminate the problem of police racial profiling;
- Publicly speak-out against racial profiling;
- Support progressive police chiefs who attempt to solve the problem of racial profiling.



“A community is democratic only when the humblest and weakest person can enjoy the highest civil, economic, and social rights that the biggest and most powerful possess.”



A. Phillip Randolph

**“Injustice anywhere is a
threat to justice
everywhere.”**



Rev. Martin Luther King