



## **Common Ground Bridging Police and Community Collaboration**

**Lessons from Charlotte,  
North Carolina, and Upstate  
New York  
2016**

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### **Learning Outcomes**

- Absolute value of police and citizens discovering common purpose to engage in collaborative problem-solving.
- A hands-on guide to addressing any problem in need of sustainable resolution.

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Police and citizen relations, in some areas of a community, are at rock bottom. Emotion and closed mindedness rule and the belief systems have been subjugated to follow specific mantras designed to cause disharmony and disorder. When people accept the will of others and fail to personally examine the truth, causation, facts and other supporting information, they become clones to a louder voice, often one that is biased and uses others to achieve one's goal. Blaming police or residents accomplishes nothing and exacerbates the situation.

Change may induce a pathway fraught with potholes, boulders, and blind turns, admitting few and dissuading most who might wish to find improvement. We offer a better way to successful change.

We know that modeling is important. We also know that to enact desired change we must expend time, effort and resources on increasing the skills and knowledge of our employees. Reconciling the new model with past practices and experience takes time and requires extensive employee engagement. It is, however, an investment that pays dividends at the end of the day.

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