



Diversity Dialogue

Criminalization & Race: No More!
Transitioning from Enforcement to Engagement

August 17, 2023

Diversity Dialogue Group Rules

To facilitate an open and honest discussion, we abide by these rules at each of our diversity sessions:

1. Become humble in the name of learning.
2. Be open to new ideas.
3. Give everyone a chance to speak; one person talks, all listen.
4. Attack the problem, not the person.
5. Respect the confidentiality of the personal views and stories shared during this experience.

YWCA Northeast Indiana is a nonpartisan organization. It does not support or oppose any candidates for public office in any election, nor does it take a stand for or against a political party. The views and opinions expressed during our Diversity Dialogues do not necessarily reflect YWCA Northeast Indiana.

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Level Up Council

We believe that our community can only truly prosper when each member is accepted, supported, and valued.

YWCA Northeast Indiana is taking deliberate action to educate, empower, and unite people through programs designed to create inclusion and build racial equity.

Our vision is to help our region become the equitable place we know it can be

It's time to Level Up Northeast Indiana.

Guest Speaker: **Heather Guy**

Racial Justice Coordinator, YWCA Northeast Indiana

Heather received her B.A. and M.A. from Indiana University. She has primarily worked as a youth professional in various capacities and has experience with all stages of development, from infancy to returning adult college students. Heather is especially passionate about empowering First-Generation college students and First-Generation Americans. As YWCA's Racial Justice Coordinator, she is excited at the opportunity to be of service to intersecting communities in need.

"It is a blessing to be someone's blessing."



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Framing RACE and community spaces: ENFORCEMENT

- Oxford definition: The strict enforcement of environmental regulations.
 - Protect lives and property
- Primary Function of law enforcement agencies, are investigation, apprehension, and detention of suspected individuals.
- How may this lens be experienced differently by race?

Dr. Jospeter Mbuba

Chair/ Professor of Criminal Justice

Department of Criminal Justice and Public Administration-PFW

Overrepresentation of Racial
Minorities in Arrest Statistics
Revisited: More Involvement or
More Enforcement?

What if the Black Officer Was
Female? Race & Gender
Characteristics in Arrest Practices



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Dr. Mbuba's Conclusions

The Effects of Officer's Race and Gender

“The primary objective of the study is therefore to provide a deeper understanding of intra-racial, intra-gender, and race-gender correlates between the arresting officers...the study provides an analytic explanation of the possible causes of existing arrest patterns and extrapolates policy implications in relation to existing mechanisms of alleviating conceptually adverse patterns.”

The study operates with the framing of

1. Conventional Perceptions Model-Officer's arrest behavior is influenced by public stereotypes regarding police-community relationships. That is to say that most citizens assume that White males are positioned as the law enforcement and Black males are the criminal offender.
2. Deployment Practices Model- the department are to assign patrol “according to their racial backgrounds and with conscious regard to the racial and gender composition of the places to be patrolled.”

Dr. Mbuba's Conclusions

The Effects of Officer's Race and Gender

- The presence of racial-minority officers did not affect racial-minority arrests.
 - Provides cover from accusations of racial bias during arrests.
- The presence of racial-minority officers did have a significant increase in the number of Whites arrests.
- A White suspect is more likely to be arrested if the arresting officer is White and male.
- A racial-minority suspect is more likely to be arrested by a female officer.

Local data for both studies were used...

Total count of all 11,293 arrests in Fort Wayne from January through December 2005

Demographic: name, birth date, sex, race,

Offense data: arrest date, offense type, charges, disposition outcomes.

Derivative data: age at arrest, offense sub-types, total city population

Fort Wayne 2005 Arrest Data Analyses

Arrest Data Analyses

1. Total Arrest by Race

Race	Total arrests	% of Total arrests	Arrests per 10,000 population	Total population
Blacks	5,200	46.0	1,454	35,752
Latinos	985	8.7	829	11,884
Whites	5,011	44.4	323	155,231
Other	96	0.9	356	2,860
Total arrests	11,293	100.0	2,630	205,727

2. Arrest Categories by Race*

Race	Felony	Mis-demeanor	Infraction	Local ordinance	Total arrests
Blacks	864 (242)	3,359(940)	319(89)	45(13)	4,587
Latinos	91(77)	637(536)	180(151)	9(8)	917
Whites	547(35)	3,708(230)	150(10)	53(3)	4,458
Other	6(21)	78(272)	1(3)	0(0)	85
Total arrests	1,508(73)	7,782(378)	650(32)	107(5)	10,047

* Arrests per 10,000 population are shown in parenthesis

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Disaggregated Felony Results

- **Blacks arrested more for: robbery, auto theft, murder and drug violations**
- **Whites arrested more for: rape, arson, and child molestation**
- **Blacks and Whites were in tandem for: burglary and theft**
 - Blacks were arrested 6.9 times more than Whites
- **Latinos were fairly conspicuous in: drug violations, burglary, and theft.**
 - Latinos were arrested 2.2 times more than Whites

Disaggregated Misdemeanors

- Blacks were arrested more for: battery, driving violations, and drug offenses
- Whites were arrested more for: criminal conversion, public intoxication & drunk driving
 - Blacks were arrested 4.1 times more than Whites
 - Latinos were arrested 2.3 times more than Whites

Infractions & Local Ordinance's Overall

- Blacks were arrested 7.8 times more than Whites
- Latinos were arrested 12.2 times more than Whites
- All other racial groups were arrested 2.3 times more than Whites

Acquittals

Felonies	Misdemeanor	Infractions and Local Ord.
<p>Blacks were acquitted 1.4 times more than Whites</p> <p>Latinos were acquitted 1.1 times more than the Whites</p>	<p>Blacks and Latinos acquittal rate was the same:</p> <p>1.5 times higher than Whites</p>	<p>Blacks acquittal rate was 1.2 times lower than Whites rate</p> <p>Latino rate was 1.6 times lower than Whites rate</p>

What Dr. Mbuba's scholarship tells ME!

Selective Enforcement	Acquittal	Intra-Racial Dynamics
<p>Leads to pathologizing and over policing Black and Brown communities.</p> <p>In the realms of misdemeanors and l.o. infractions, officers have more leeway to exercise discretion/personal decisions.</p> <p>Police officers of all races seem to find arresting minorities a little easier than arresting White males.</p>	<p>When it comes to minorities, assumptions may lead to arrests first and figuring it out later.</p>	<p>White-to-minorities arrest ratio is more pronounced for less serious offenses.</p> <p>Severity of punishment is selective and favors whites.</p>

From Enforcement to Engagement: Reimagining Community Spaces

Focus on
PLACES,
not
PEOPLE

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Framing RACE and Community Spaces: ENGAGEMENT

- Includes TRUST & TRANSPARENCY between PD and community members.
- The constituents have a voice in planning and executions of plans that have an impact on a community's identity.
- How may this lens be experienced differently by race?

Guest Speaker: **Amos Norman**

District Executive Director, YMCA of Greater Fort Wayne, Renaissance Pointe YMCA

Amos has been experienced in nonprofit operational functions and program development for over 20 years. He currently serves as a District Executive Director with the YMCA of Greater Fort Wayne overseeing Renaissance Pointe, Central, Skyline and the Youth Service Bureau 'YSB' branches of the Y. Prior to his work at YMCA, Amos was the Director of Operations for the Boys & Girls Clubs of Fort Wayne for over 10 years. Amos graduated from the University of Saint Francis with a Bachelors in Social Work and has a Master's in Organizational Leadership from Purdue University. His expertise has helped him develop effective and efficient management in organizational development as he has established sought after practices in nonprofit organizations.



COFFEE & CONVERSATIONS 2023

I AM MORE THAN MY YESTERDAY.

Changing the World, One Message at a Time.



Register now for our upcoming Coffee & Conversations event:
Be a Forrest Gump: Refusing to Let Your Fears Stop You!



In the movie Forrest Gump, the main character attempted all sorts of activities despite having an IQ of 75 (referenced in the movie). Quite possibly, his low IQ didn't enable him to strategically think things through, but one could argue that is what has contributed to his success. He didn't know what he didn't know, and any fears of failure/success that someone with a strategic mind might consider didn't weigh into Forrest's decision making. He quite literally just moved forward. He also didn't stop negative feedback from others to hinder what he wanted in life. Fear of Failure? Fear of Success? Learn what is REALLY stopping you. Fear stops more people than any other barrier in life.

Wednesday, September 17, 2023

8-9:15a.m. at Ash Brokerage

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DIVERSITY DIALOGUES



Save the date for our next dialogue: **Thankfulness & Diversity**



We will explore what there is to be thankful for in our community regarding diversity, appreciating the abundance of races and ethnicities, and including indigenous people and cultures.

Register today! ywcanein.org/diversity-dialogues

Thursday, November 9, 2023

12-1:30p.m. at the Allen County Public Library

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OPPORTUNITY

YWCA Northeast Indiana has openings available if you are interested in getting your foot in the door to work with people who are on a mission!



Share the positions with people who might be interested!
Job descriptions and applications available using the QR code.

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Donate to support our work!



Thank you!

For more information about Racial Justice work
at YWCA Northeast Indiana, contact **Heather Guy** at
260.424.4908 ext.126 or hessex@ywcaerew.org.

Domestic Violence & Sexual Assault Crisis Line: 800.441.4073

Donate to support our work!

