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in this article we explore four current issues in law enforcement and the impact they re having on police departments across the country 1 police recruitment and retention one of the biggest challenges facing law enforcement is retention and recruitment within police departments the historic calls for police accountability reform and attempts at racial reckoning have left police departments nationwide struggling to keep the officers they have and attract new ones to this web page examines the challenges and controversies of policing in the region such as arbitration complaints civilian review budget and racial disparities it also suggests some possible solutions and reforms based on reporting and research rooted in slavery racial disparities in policing and police violence they say are sustained by systemic exclusion and discrimination and fueled by implicit and explicit bias any solution clearly will require myriad new approaches to law enforcement courts and community involvement and comprehensive social change driven from the bottom the poll was open from november 25 through december 5 with over 700 responses here in order is the list and responses recruitment retention 52 risk of prosecution for on duty actions 17 officer wellness and morale 15 media coverage of police issues 9 ambush attacks 4 crime spikes 3 the justice department s growing attention to local law enforcement agencies comes at a time of intense public scrutiny of police forces around the country in a 2016 survey of nearly 8 000 policemen and women from departments with at least 100 officers two thirds said most such encounters are isolated incidents and not signs of broader problems between police and the black community in a companion survey of more than 4 500 u s adults 60 of the public called such incidents signs of broader policing problems police violence overpolicing were often the tip of the spear garza in 2018 and 2019 my organization black futures lab did what we believe is the largest survey of human rights watch urges that united states police reform initiatives address three critical issues reducing the role of police in addressing societal problems investing in communities to the washington post examined three historic firsts in policing reforms the effort to stop racial profiling by troopers in new jersey the deployment of early warning technology to identify we focus on short medium and long term solutions for reducing officer involved shootings racial disparities in use of force mental health issues among officers and problematic officers the six topics were responding to technological changes protecting officers safety and health strengthening police community relations training development and management information sharing and use navigating public private boundaries from a lack of resources to repeated exposure to trauma to distrust within the community agencies large and small must implement new practices and strategies to overcome their own complex set of challenges articles situational awareness in law enforcement the resulting report policing in america lessons from the past opportunities for the future recognizes four major challenges 1 the false narrative of systemic racism in law enforcement 2 the lack of budget support for needed improvements

3 currently the entire system of policing prosecution punishment and incarceration is a barrier to creating a just and safe society people living in poverty the marginalized and communities of color want and deserve effective strategies that reduce crime and provide support and hope to residents the critical issue topic areas are police use of force and accountability managing mass demonstrations police encounters with persons with mental illness behavioral health challenges civil rights investigations of local police agencies community policing and establishing police legitimacy critical issues in policing series rethinking the police response to mental health related calls promising models 2023 responding to the staffing crisis innovations in recruitment and retention 2023 podcast building public trust 2023 women in police leadership 10 action items for advancing women and strengthening policing 2023 emerging issues in american policing is a quarterly digest summarizing the latest evidence based research on policing practices aimed primarily for practitioners and community members inspector general deborah witzburg highlighted issues with new police directives in an analysis following up on her office s investigation of the botched police response to protests and unrest over the next 20 years trends such as technological change global warming and rising inequality will come together to increase the number and complexity of issues facing policing to meet the challenges and demands of the future we need to prepare for them today

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