



Let's Talk about Economic & Racial Justice Series: Part 1, Policing

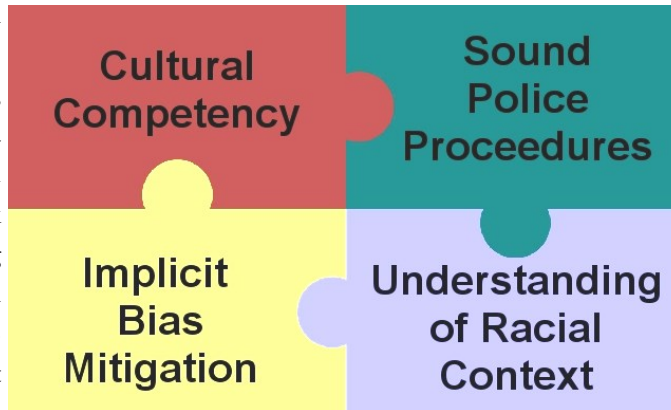


ICPJ's 2016 program focus will be on racial justice and economic equality. This is the first in a series highlighting concrete policy proposals ICPJ will be putting forward to address this theme.

By Chuck Warpeboski, ICPJ Director

The Black Lives Matter movement has brought about a long-overdue conversation about use of force and racial disparities in policing. But how do we move from the soundbites of “better training” and “more accountability” to concrete, on-the-ground changes in policing practices?

For the past seven months, ICPJ has been mobilizing a Police Policy, Procedures, and Training Review Team to look for the best practices regarding police training, use of force, and other procedures. In spring 2016 we will release our full draft recommendations for public input. Until then here is a snapshot of some of our recommendations around police training.



Too often police training around issues of race and racism addresses only one element, such as training officers about how cultural differences can affect law enforcement interactions. A comprehensive approach requires bringing together several pieces of the puzzle.

Addressing Race and Policing: It's a Puzzle

Dealing with race and policing is a puzzle. It may not be easy to solve, but it can be done. And the solution will have to bring together multiple pieces. ICPJ's Police Policy, Procedures, and Training Review Team has identified four elements of addressing race within police training: **Cultural Competency Training, Sound Police Procedures, Implicit Bias Mitigation, and Understanding Racial Context.** This month we cover cultural competency and police procedures, our spring issue will cover implicit bias

and racial context.

These four elements, within a context of ongoing career development, can significantly address issues of racial disparities within policing. However, law enforcement occurs within a broader context of racial inequity. Therefore, even if law enforcement agencies were able to respond perfectly to issues of race and racism, we would

continue to see racial disparities in law enforcement so long as there continues to be racially segregated housing, racial disparities in education and healthcare, racial bias in hiring and promotions, etc. Addressing race within law enforcement is essential, but it does not eliminate the need for a broader work for racial justice

Cultural Competency Training

I remember Aleem, a high school classmate from Pakistan, telling me about eye contact. He explained that in

his culture it is considered disrespectful for a person in a lower social position (such as a student) to make direct eye contact with someone in a higher position (such as a teacher). But what would a typical American teacher assume if a student refused to make eye contact? Most likely the teacher would assume that the student was being evasive.

Learning to recognize your own cultural assumptions and how others' cultures affect their behavior is called **cultural competency.**

Continued on page 3

In This Issue

Connect & Act March Summit	2	Compassionate Communities	4	Winter 2015	
AADL Online Exhibit: 50 yrs ICPJ	4	50th Anniversary Highlights	5	SOA Ft. Benning Bus Trip	6
		CROP Hunger Walk Highlights	6	LATF Film Series	7

CONNECT AND ACT:

BUILDING THE MOVEMENT FOR ECONOMIC AND RACIAL JUSTICE

SUNDAY MARCH 6, 2016, 1:00PM – 8:00PM

ICPJ is pleased to announce an exciting opportunity that will bring together emerging and existing social justice leaders to **CONNECT** people across issues, identities, and generations and help people **ACT** in meaningful ways for justice. The over-arching goal is to challenge people of conscience to strengthen existing and/or develop new plans to address economic and racial justice and sustainability in our communities and to provide continuing leadership support for these efforts. The summit will showcase a variety of existing initiatives and give attendees an opportunity to access information about what is happening in our communities and how to connect with people and campaigns to channel our energy into a path toward concrete and meaningful change. Listed below are just a few of the special guests presenting on March 6. We hope to see you too! Please check back on our website for registration details coming soon.



the simple way

Shane Claiborne's adventures have taken him from the streets of Calcutta where he worked with Mother Teresa to the wealthy suburbs of Chicago where he served at the influential mega-church Willow Creek. As a peacemaker, his journeys have taken him to some of the most troubled regions of the world – from Rwanda to the West Bank – and he's been on peace delegations in Afghanistan and Iraq. Shane is a founder and board member of **The Simple Way**, a faith community in inner city Philadelphia that has helped birth and connect radical faith communities around the world and ushered in a new phase of faith-based justice making. More information can be found at www.thesimpleway.org



United for a Fair Economy (UFE) challenges the concentration of wealth and

power that corrupts democracy, deepens the racial divide and tears communities apart. UFE uses popular economics education, trainings, and creative communications to support social movements working for a resilient, sustainable and equitable economy. **Jeannette Huezo** is the Executive

Director of United for a Fair Economy and is also co-author of several of UFE's *State of the Dream* reports on racial economic inequality in the U.S. Originally from El Salvador, Jeannette came to the US in 1989. She has spent her life working for justice and social change. www.faireconomy.org



Dawud Walid is the Executive Director of the Michigan chapter of the Council on American-

Islamic Relations (CAIR-MI), a chapter of America's largest advocacy and civil liberties organization for Muslims.

Walid is a preacher of Islamic faith delivering sermons at Islamic centers across America and is a political blogger for the Detroit News and has spoken at more than 30 institutions of higher learning about Islam and interfaith dialogue including DePaul University, Harvard University and the University of the Virgin Islands.

www.cairmichigan.org



The over-arching goal of the summit is to challenge people of conscience to strengthen existing and/or develop new plans to address economic and racial justice and sustainability in our communities and to provide continuing leadership support for these efforts. For questions or more information about how you can be involved contact Chuck Warpehoski or Jane Pacheco at summit@icpj.org ☮

Policing continued...

What does this have to do with policing? Law enforcement professionals need to deal with people from a wide variety of cultures, including cultural differences along racial lines. Just like the teachers at my school, they need to recognize these cultural differences and not interpret all behavior from their own cultural background. Just like Aleem's teachers needed to understand that his avoidance of eye contact was a sign of respect, likewise a police officer who questioned someone from Pakistan or from some other Asian cultures must also realize that avoidance of eye contact is not a sign of evasion.

Executive assistant U.S. Attorney Stephanie Dawkins Davis gave an example of this at the 16th ENPACT forum on October 21, 2015. She described a colleague being furious that a witness said that he only knew a long-time friend as "Unc." To the white attorney, it was impossible to imagine that the witness could be friends with someone for years and only know him by his nickname. To the attorney, this was a sign that the witness was not credible.

Ms. Dawkins was able to chime in, however, and say that from her experience as an African American, there were many people in her community that she only knew by their nickname. There was a cultural difference here, and her colleague's lack of cultural competency interfered with his ability to accurately assess the credibility of the witness.

Sound Policing Procedures (e.g. Procedural Justice)

At a recent ENPACT police/community forum, a white community member from western Washtenaw County shared his story of being pulled over for expired plates. He

didn't have his driver's license with him at the time, and as a result was handcuffed in front of his elementary school-aged son and held while the officer ran his name. He was at the forum to understand why he was treated that way for expired plates and no ID. He didn't object to being stopped or ticketed, but the way he was treated in the stop—and the lack of an explanation for his treatment—soured his relationship with law enforcement.

This incident shows how police behavior can improve or harm community trust. Add in to the factor of race and the potential for distrust and disparity in treatment increases.

One way to help address this is through solid police procedures, such as the Chicago model of procedural justice and police legitimacy, which consists of four elements: **1) being fair in processes 2) being transparent in actions 3) providing opportunity for voice 4) being impartial in decision making.**

These four practices help ensure that the law enforcement officials conduct themselves in a way that is fair and that builds public trust. You can imagine the traffic stop above being better received if the officer had been more transparent in the reasons for putting the motorist in the car.

The procedural justice model was developed in Chicago, and the protests over the killing of Laquan McDonald shows that just training in these four elements is not sufficient to ensure racial justice in policing. In part 2 of this series we will address to additional issues, implicit bias mitigation and understanding of racial context, that put in other pieces of the puzzle. ☺

**In the next issue: Part 2 of Policing*

"One Human Family" Campaign

Over the past couple of months tensions have been mounting all across the globe from the Syrian conflict, attacks in Paris, and most recently the shooting in California. Much of the sentiment and response has been that of intolerance and prejudice toward refugees from Syria, the Muslim community, and general immigrant population. From the Presidential debates to local communities, this xenophobic behavior is only making things worse. ICPJ will be launching a campaign to support and reach out to our brothers and sisters who are being effected by this growing anti-Muslim, anti refugee and anti-immigrant sentiment.

If you would like to become involved, please email Chuck, chuck@icpj.org or call 734-663-1870. ☺



Washtenaw County Sheriff Jerry Clayton talks to the crowd at the Enhancing Police and Community Trust workshop Saturday, April 25, 2015 (Photo courtesy of MLive.com)

Ann Arbor District Library's Online Exhibit: A History of the Interfaith Council for Peace & Justice

By Jane Pacheco, ICPJ Staff

Since 1965, the **Interfaith Council for Peace and Justice (ICPJ)** has inspired, educated, and mobilized people to unite across differences and to act from their shared ethical and spiritual values in pursuit of peace with social and environmental justice.

From the very beginning, in 1965, this organization (and its supporters) has envisioned a world free from violence, including the violence of war, poverty, oppression, and environmental devastation. The core of ICPJ's work over the past five decades has come from a number of volunteer-led program areas and working groups. These program committees bring people together from a variety of religions and backgrounds to work on specific peace and justice issues.

The **Ann Arbor District Library**, in partnership with ICPJ, has pulled together hundreds of photos, local news articles, and documents spanning five decades of social justice advocacy and activism in our community. There are dozens of new (2015) interview podcasts archived online as well.



Please take some time in the coming days, weeks and months to explore the rich history of this important social justice organization. From the comfort of your home you can flip through a virtual photo album and “tag” old friends and colleagues.

Perhaps during the upcoming holiday season you might have a chance for family members to look at the exhibit together. It is a perfect multi-generational activity and fun for both young and old alike.

We are very thankful to the Ann Arbor District Library for making this living history project possible and to you all for being a part of it! ☺

Visit the exhibit online at:

www.aadl.org/icpj



Compassionate Communities and Compassionate Action Workshop

By Ron Gregg, ICPJ Board President

“A compassionate city is an uncomfortable city! A city that is uncomfortable when anyone is homeless or hungry. Uncomfortable if every child isn't loved and given rich opportunities to grow and thrive. Uncomfortable when as a community we don't treat our neighbors as we would wish to be treated.”

--Karen Armstrong, *Founder of the global movement, The Charter for Compassion*

What is Compassionate Communities?

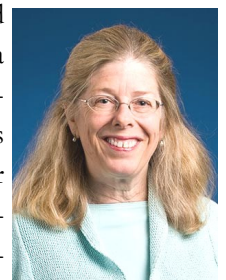
This fall the Ann Arbor City Council and Washtenaw County Board of Commissioners adopted Compassionate Community resolutions to join the International Compassionate Communities movement (www.charterforcompassion.org/index.php/communities). Building compassion is essential for addressing issues such as affordable housing, poverty, and racial injustice. This project will include workshops, presentations, and other strategies that a further embrace of compassion as a primary value upon which our individual and communal lives are built.

Compassionate Action Workshop

The Compassionate Action Workshop will be held on **Saturday February 13, 9:30 am to 12 pm, UM Ross School of Business, Colloquium Room (6th floor) 701 Tappan St, Ann Arbor, MI 48109.**

The workshop will be co-facilitated by Professor Jane Dutton and Monica Worline. Dr. Dutton is from the Department of Management and Organizations at the UM Ross School of Business. Her research and expertise lies at the intersection of strategy, management, organizations, and psychology.

Worline is affiliate faculty at the Center for Positive Organizations at UM Ross School. She is an organizational psychologist, scholar, speaker, and writer dedicated to enlivening the world of work. ☺





50 Years!



ICPJ celebrated our 50th Anniversary on November 14, 2015 at Washtenaw Community College with over 170 friends and supporters who represented all five decades of social justice service in our community. The event featured a special tribute to the past in the style of a “This Is Your Life ICPJ” presentation, live music, a farm to table dinner and guest speakers Reverend Jeff Harrold and Rabbi Alana Alpert, who closed the evening with a nod to the next fifty years - starting right now! Links to the program and video of the evening are available on our website at www.icpj.org 📺

Photos by Gregory Fox



41st Annual A2 CROP Hunger Walk

By Germaine Smith, ICPJ Staff

This year's CROP Hunger Walk was held on Sunday October 11 at Rudolph Steiner High School. It was a beautiful day for an afternoon walk with around 300 walkers.

To kick things off, our keynote speaker Greg Briggs, Associate Pastor at Bethlehem United Church of Christ, shared some personal stories and an inspiring poem from *The Book of a Thousand Prayers*, compiled by Angela Ashwi. As a zero-waste event, thanks to Recycle Ann Arbor, we achieved a 93.3% recovery rate for the day, which is an excellent rating! The event raised, to date, almost \$38k for local hunger relief agencies: Avalon House, Community Action Network, Emmanuel House, Growing Hope, Hope Clinic, Muslim Social Services/Backdoor Pantry, Packard Health, SOS Community Services, and St Andrew's Breakfast Program.

Thank you again to all our other sponsors, 4th Avenue Birkenstock, Great Harvest Bakery, Northside Community



School, Northside Community Church People's Food Co-op, and Zion Lutheran of Ann Arbor. Special thanks to all the volunteers that made the walk happen again this year! ☺



Gregg Briggs addressing the crowd explaining that he had to wear a kilt as a bet to the youth group if they raised \$500 for the walk.



Sue Sprowl's Luck Paw Walk, puppy care station



Family poses for a photo!

"Shut Down SOA" and "Shut Down Stewart" - November 2015

By Mary Anne Perrone and Rebecca Kanner



ICPJ returned to the gates of Ft. Benning to take a stand for justice and accountability, joining human rights activists from across the Americas. Beginning in 1997, there has been an annual ICPJ delegation to Columbus, Georgia speaking out against violence and militarization and crying out: "Close the School of Assassins!"

In addition to the workshops and the powerful, moving vigil in Columbus, a crowd of 1400 converged outside the gate of Stewart Detention Center, a for-profit prison in Lumpkin, GA, that houses immigrants in overcrowded and terrible conditions.



All gathered to hear heart-wrenching testimonies from those who had been detained there and from family members of those detained. All heard the call to "Shut Down Stewart" and to shut down all such holding tanks for immigrants where private corporations profit from human misery.

Eleven demonstrators/protesters, pictured to the left, crossed the line and were arrested on misdemeanor charges of Obstruction of Justice for obstructing the injustices that take place daily at Stewart Detention Center. Four of the eleven are Michiganders: ICPJ members Moe Fitzsimons, Rebecca Kanner and Mary Anne Perrone, and Detroit Bill Wertheimer. After the movement supported them by paying \$100 for each arrestee, all were released and all charges dismissed.



Latin America Task Force Dinner & a Movie Series

Join LATF on the **2nd Tuesday of the month** (January through May 2016) to share a delicious dinner and a film pertaining to current Latin American issues.

WHEN: Jan 12, Feb 9, March 8, April 12, May 10
Dinner **6:30 pm**, Movie **7:00 pm**, discussion following

WHERE: First Baptist Church of Ann Arbor, 517 East Washington Street, Ann Arbor

DINNER OPTION: Pilar's Tamales Meal -



\$7.00 meal will include one Tamale with salsa, organic casamiento, fried plantains, and curtido

(veg. option available) Please RSVP to reserve your meal. **RSVP:** icpj-dinner-and-a-movie.eventbrite.com

Tues, Jan 12 @7:00 pm

Maestra

The Cuban Literacy Campaign took place in 1961 when 250,000 volunteers taught 700,000 people to read and write. Hear this story through the personal testimonies of the young women who taught in rural communities throughout the island.



Tues, Feb 9 @ 7:00 pm

The Empire Files

A new documentary about the SOA/WHINSEC, a notorious school that is largely hidden from the American public; its crimes around the world, its star graduates, why it exists and the movement to shut it down.



Winter 2015

Tues, Mar 8

@ 7:00 pm

We Women Warriors

This film takes place in Colombia, following three brave native women, each from a different tribe, who are caught in the crossfire of Columbia's warfare. The women use non-violent resistance to defend their people's survival, resourcefully leading and creating hope in the midst of conflict and distress. Join us for International Women's Day!



Tues, April 12

@ 7:00 pm

Earth, Water, Women

This film tells the inspiring story of a sustainable agro-forester community in Trinidad & Tobago West Indies. The community is led by Akilah, a charismatic Rastafarian woman, who settled on the land three decades ago and bringing health to the once barren land through reforestation and training of community members to be good stewards of the forests and waters. **SPECIAL GUEST:** Executive Producer, Diana Fox, will be join us to talk about her work and her experience with the film.



Tues, May 10

@ 7:00 pm

Abrazos

Abrazos documents the transformational journey of a group of U.S. citizen children who travel 3,000 miles (from Minnesota to Guatemala) to meet their grandparents for the first time. After being separated for nearly two decades, these reunited families are now able to share stories, strengthen traditions, and reconstruct their cultural identity.





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 life."**

-Opportunity Washtenaw
www.opportunitywashtenaw.org

Dear Friends,

In a world where so much is going wrong, I find hope in the people who are working hard to make things right, like at a meeting I was at the other night.

As you know, the issue of race and policing is a complicated one. Here are some of the solutions we came away with that evening:

- Pushing for stronger accountability for law enforcement, through Civilian Police Review Boards
- Improving training for law enforcement about how to prevent bias-based policing.
- Developing "How to talk to your kids about race and racism" trainings for parents who care about justice and want the tools they need to raise kids who will help move us forward.
- Teach our youth, especially youth of color, about their rights and how not to be the next headline story of the 6:00 o'clock news.

In 2016 ICPJ will be focusing our programming on racial justice and economic equality.

I feel like we are at a key time here. There is more energy around these issues than I've seen for years. But too often it's diffused. There is anger, concern, and outrage, but so often people don't know where to go with that.

I'm excited for the change to channel that energy into concrete changes. Are you with me?

Yes, the world is full of problems, but you can be part of the solution.

In Peace,  *Chuck Warpeboski, Director*



I support ICPJ!

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Or donate online at www.icpj.org/donate