

Procedural Justice in Policing

The Fresno Police Department acknowledges the importance of Procedural Justice and it has made it a priority in its practices. The Fresno Police Department has made it a priority for the community to have a voice. Citizens are able to easily make an internal affairs complaint online if they need to.

Transparency is the second component of Procedural Justice and one adhered to by FPD. FPD is continually transparent with its community so the community can understand policy, procedure and practices officers make on an everyday basis. Confidentiality is taken into account as well on a case by case basis and explained to citizens when confidential information cannot be shared.

Fairness is the third component of Procedural Justice. FPD has a practice of treating all of its citizens with respect. This is modeled after the Fresno Police Department's Mission Statement that states members are to "Enhance Safety, Service and Trust With the Community." The Mission Statement includes the word "with" because officers do their jobs with the community's help. The Vision of the Fresno Police Department also mirrors the fairness as it states members of the FPD are to "Serve our Community with Honesty, Compassion and Respect."

Impartiality is the fourth component of Procedural Justice. Fresno Police Department has the practice of being impartial to all and officers are continually reminded that they are to abstain from acting on any personal prejudices or biases while on duty.

Acknowledging past and present injustices

The Fresno Police Department has partnered with multiple community organizations including Fresno EOC Street Saints. These community partnerships make "gang prevention and intervention, youth programs, as well as community development" a reality in the City of Fresno. A very successful Annual Community Basketball Game has become a part of this powerful partnership, and it allows for meaningful conversation between police officers and members of the community in a non-confrontational arena.



Annual Community Basketball Game

Initiating positive non-enforcement activities

The Fresno Police Department offers a multitude of positive non-enforcement activities for its community members including "Coffee With a Cop," "Blue Pen Pal Program" and a "Citizens Residents Academy."



Coffee With a Cop

“Coffee with a Cop” events are held periodically and strategically throughout the city multiple times a year. The events are advertised in the NextDoor program, which is a virtual neighborhood watch, as well as on the department’s social media platform. “Coffee With a Cop” is a great way for officers to interact with the community and answer any questions citizens might have regarding police department operations.



Blue Pen Pal Program

The "Blue Pen Pal Program" is a relationship that builds between an elementary school-aged child and a police officer. The student and the officer interact and get to know each other by writing letters to each other. The program culminates at the end of the year when the officer and the child get to meet each other at a pizza party.



Hispanic Residents Academy

The Citizens Residents Academy is a program that educates citizens on the functions of the police department. This program called the Citizens' Residents Academy is offered in English. However, variations the program is offered to citizens in Spanish (Hispanic Residents Academy), and in Hmong (Hmong Residents Academy). The program meets in the evenings once a week for 13 weeks. Participants are introduced to a representative from a different unit within the department that will present an overview, discuss unit responsibilities, as well as provide the participants with resources on each unit presented. At the conclusion of the program, participants will be presented with a certificate of completion and attend a "graduation." The program is inclusive to the diverse culture the Fresno Police Department serves and continues to grow.

Law enforcement establishes a culture of transparency and accountability

In 2015, The Fresno Police Department started deploying body worn cameras to patrol officers. Currently, 544 body worn cameras have been issued and it is projected that all patrol officers will be outfitted with body worn cameras very soon. Other examples of transparency and accountability are the crime view crime data that is available to all citizens online as well as the FPD Annual Report disseminated to the citizens.

The community is a factor when implementing crime-fighting strategies

National Night Out is a great event sponsored by National Association of Town Watch. Fresno PD participates in this event that has been quite successful in the past. However, the attendance at this event was less than optimal the last couple years. As there is always room for improvement, I believe FPD can increase its efforts towards building a strong community showing at this yearly event that brings local law enforcement and the community together. The National Night Out event brings people together that have been working together with the police department to decrease crime and blight in the community throughout the year. If the neighborhood watch recruitment increases throughout the year and the National Night Out event is publicized by the police department on social media, as well as publicized by the local media and active neighborhood watch citizens, the department will benefit from increased numbers at this annual event.

Community rates satisfaction with police services

The long-time police chief for the City of Fresno is retiring this year. The City of Fresno recently created a community survey asking for community input on what they are looking for in their new chief. The survey was followed up with community meetings where citizens were encouraged to attend and voice their requests, comments, and concerns as they relate to the new police chief. The City of Fresno can benefit from conducting routine surveys from its citizens regarding their police department, their satisfaction/dissatisfaction as well as what services they would like to see from their police department. The internet and social media makes this type of survey very accessible to the community.

Fresno residents offer input on police chief search



by: [Alex Backus](#)

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The City of Fresno is about to start a nationwide search for a new Chief of Police.

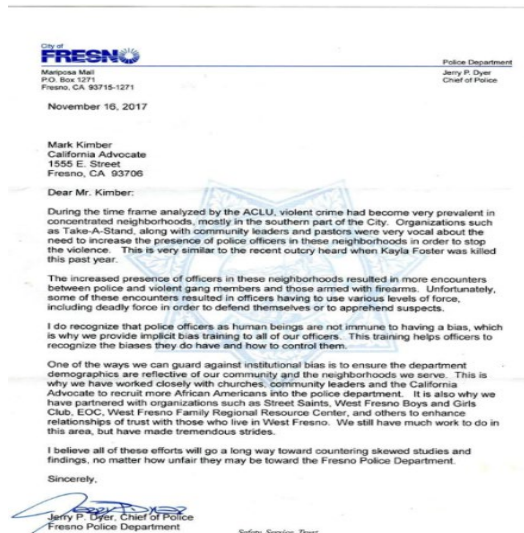
Tuesday evening, a community meeting was held at Fresno High School. About 50 residents gathered to offer their input on the challenges facing the new Chief of Police and the issues they would like to see addressed.

The final of five community meetings will be held Thursday, May 9 at Hoover High School. You can also fill-out a survey on the [city's website](#).

CentralValley.com Headline regarding community input for new Chief of Police

Achieving diversity in the workforce

The Fresno Police Department values diversity among and makes continuous efforts to ensure its personnel mirror the diversity of its citizens. The Fresno Police Department proactively recruits qualified candidates from its minority community, including female applicants and all ethnic/racial applicants. The Fresno Police Department has partnered with local churches, community leaders and The California Advocate (local newspaper serving the minority community in Southwest Fresno).



*FPD Chief Dyer sends an open letter to Fresno's Black community and Advocate Newspaper
In response to ACLU critical report.*

Fresno Police Department
CONGRATULATIONS
To The 2018
African
American
Graduates

On behalf of the Fresno Police Department family I would like to commend each and every one of you on your accomplishments and wish you nothing but success in your future endeavors. As you explore potential job paths, I strongly encourage you to consider a rewarding career with the Fresno Police Department.
Congratulations and God bless you!
Fresno Police Chief, Jerry Dyer

Applicants can either apply through our website FPDCHS.COM or they can send an email to afrika@montrosefresno.gov or Kevin.Yarbogals@fresno.gov or call 951-Via Martinez at (559)621-2331 or Kevin Yarbogals at 621-2154.

The flyer features a collage of images: a close-up of a police officer in a helmet, a portrait of Police Chief Jerry Dyer, and two other officers, one holding a helmet. The background is a light yellow color.

The California Advocate June 29, 2019-Congratulatory Announcement to African American Graduates and Recruitment Flyer

References:

<https://abc30.com/latino-life-sign-up-for-the-fresno-police-departments-hispanic-residents-academy/3059036/>

<http://www.fresnoeoc.org/fresnostreetsaints>

<https://www.yourcentralvalley.com/news/fresno-police-fresno-street-saints-kick-off-free-weekly-community-summer-event-for-youth/>

<https://www.yourcentralvalley.com/news/fresno-residents-offer-input-on-police-chief-search/>

<https://www.facebook.com/ca.advocate/photos/a.216886971677298/1797408276958485/?type=3&th eater>