Social Work Responses to Policing in the United States

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From the Editors

For many years nearly US news cycles too regularly reported the death of a person of color at the hands of police officers, including Jacob Blake, Sandra Bland, Michael Brown, Philando Castile, Stephon Clark, George Floyd, Korryn Gaines, Eric Garner, Charleena Lyles, Trayvon Martin, Daniel Prude, Breonna Taylor, and Daunte Wright. Yet only a few of the killings reach the national media. Most others remain untold—lost to history.

In the summer of 2020, the gruesome video footage of George Floyd's death and the killing of Daniel Prude, sparked protests nationally and internationally. Led by the Black Lives Matter movement, these multi-racial and intergenerational uprisings lasted for months and demanded both the end of police killings of people of color and the start of police accountability. Some protesters insisted on abolishing the police and defunding police departments. Others called for police reforms such as re-allocating funds from the police to the social services, partnering with social work and other helping professions and/or anti-racist trainings for the police force. Still others pointed to the realities of crime and called for preserving the police to protect public safety. Thrust into the limelight, social work entered the debate from all corners, but did not agree on how best to move forward.

This conflicted relationship between social work and police is not new. It dates back to the National Conference of Charities and Corrections held in various US cities beginning in the late 1870s and a forerunner of the National Conference of Social Work, and the National Conference of Social Welfare. As is often the case with history, the issues remain remarkably similar yet we often forget important lessons learned from the past.

The Bibliography of Scholarship in Social Welfare History was revived in 2020 by the Social Welfare History Group founded in 1956. Like its predecessor, the new series reflects on and places contemporary issues in historical context. It demonstrates that history still lives, that its lessons still inform today's policy debates, and that it plays a role in social change.

Given the persistence of police violence towards people of color, Social Work and the Police, the second bibliography in this revived series, examines how social workers responded to policing over time, including the most recent debates within the profession. We hope that knowledge of how social work has traveled this difficult terrain in the past will increase our understanding of the issues as they play out today, remind us of the lessons learned by the profession, and guide us in our drive to the ensure leading-edge social work practice, pedagogy research, policy, and advocacy.

– Jessica Toft, Mimi Abramovitz, & Justin S. Harty

Submission Acknowledgments

The Social Welfare History Group would like to thank the following people who have submitted additional references included in this bibliography:

– *Paul H. Stuart, PhD.* Professor Emeritus, School of Social Work, Robert Stempel College of Public Health and Social Work, Florida International University

Reference Submissions

We invite reference submissions to this bibliography for inclusion in future versions. Please send your reference submission to the lead editor for this bibliography, Dr. Jessica Toft (jtoft@umn.edu).

Forthcoming Bibliographies

#102: Legacy Series: Black Contributions to Mutual Aid, Social Welfare, and Social Work History

– Lead Editor: Justin S. Harty

#103: Social Work Responses to Social Movements in the United States

– Lead Editors: Stephen Monroe Tomczak, Alice Gates, & Ceema Samimi

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Social Welfare History Group: Bibliography of Scholarship in Social Welfare History
Social Work Responses to Policing in the United States

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Updates to Version 3

Added in current version (21 references)

1. Abel, E.M. & Suh, E.K. (1987). Use of police services by battered women. *Social Work, 32*(6), 526–528. http://www.jstor.com/stable/23715529
2. Bailey, D., Burghardt, S., Lewis, C. E., & Mizrahi, T. (July 9, 2020). *Social work and the police: It's 'both and': Let's proceed with courage, conviction and action!* Medium. https://medium.com/@tmizrahi/social-work-and-the-police-its-both-and-let-s-proceed-with-courage-conviction-and-action-8da18014f0e
3. Report by the Committee on Government and Social Work of the Philadelphia Chapter (1943). The mass dismissals in the Philadelphia Department of Public Welfare, *The Compass, 24*(4), 16-17, 35-37. https://www.jstor.org/stable/23706423
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Social Work and Police Partnerships

Abel, E.M. & Suh, E.K. (1987). Use of police services by battered women. *Social Work, 32*(6), 526–528. http://www.jstor.com/stable/23715529

> In this article, the authors findings on the use of police women residing in a shelter discussed are findings related to victim-abuser characteristics, variables that significantly correlate with the victims contacting the police, and general patterns of police service use by spousal abuse victims. The authors draw practice implications for police, social workers, and other professionals working with battered women.

Abrams, L. S., & Dettlaff, A. J. (2020, June 18). An open letter to NASW and allied organizations on social work's relationship with law enforcement. *Medium.* https://medium.com/@alandettlaff/an-open-letter-to-nasw-and-allied-organizations-on-social-works-relationship-with-law-enforcement-1a1926c71b28

> Quote from text: "We believe the best use of our collective power is to join with the voices of those who are calling for divestment from law enforcement and reallocation of those funds to support families and communities, which includes social services, but also grassroots efforts to fight poverty, hunger, lack of affordable housing, and police violence." Authors provide five actions for social work leadership to follow regarding social work's relationship with law enforcement.

Abrams, L. S., Dettlaff, A. J., Merritt, D., Mosley, J., Nepomnyaschy, L., Sarantakos, S. P., & Sliva, S. (2020, July 8). Affirming the call for social work to fully support defunding the police. Medium. https://alandettlaff.medium.com/affirming-the-call-for-social-work-to-fully-support-defunding-the-police-8a2e3b370e5

> Quote from text: "This is a historic time for Black liberation in the U.S. More people than ever, of all races, ethnicities, and ages, are coming together to demand a reconceptualization of public safety. The possibilities are tremendous and exciting. We believe that the social work profession has an important role in this moment, and that role involves severing ties with police in order to bolster alternative systems of care. Continuing to work to shore up racist systems is a distraction from the real need: to build new systems of public safety that work for Black, Latinx, and Indigenous communities just as they "work" for the White middle class."

Bailey, D., Burghardt, S., Lewis, C. E., & Mizrahi, T. (July 9, 2020). *Social work and the police: It's 'both and': Let's proceed with courage, conviction and action!* Medium. https://medium.com/@tmizrahi/social-work-and-the-police-its-both-and-let-s-proceed-with-courage-conviction-and-action-8da18014f0e

Quote from text: "We are offering this commentary to further the current dialogue about the role of social work in law enforcement today. We are writing with strong conviction that a third way is possible, moving from "either/or" to a "both/and" perspective. Yes, social workers and the agencies they work for have too often been part of the problem as have schools, health care, and housing agencies. Yes, there needs to be an intentional, deliberate strategy to address the social ills, inequities and systemic disparities that have divided American society, starting with ending mass incarceration, demilitarizing the police, and ending the loss of rights of the formerly incarcerated. And yes, we can be an active and vocal collective force for change on the inside and on the outside, at the grassroots level and in the halls of political power."

Bar-On, A. (1995). They have their job, we have ours: Reassessing the feasibility of police-social work cooperation. *Policing and Society: An International Journal, 5*(1), 37–51. https://doi.org/10.1080/10439463.1995.9964709

Abstract: Seduced by the symbolic content of the coordination message, many senior administrators, social planners, and politicians advocate that the police and social work should work closer together. Examination of the critical properties of these occupations and of joint police-social work programmes reveals, however, that the differences between them far outweigh their similarities. Moreover, these differences are not casual, but located in the culture and structure of each occupation, and in the structure of society as a whole. This analysis leads to the conclusion that proposed suggestions to better police-social work relationships are unfeasible, and that it would be preferable if each occupation would simply fulfil its societal role on its own.

Briar, K. H. (1985). Emergency calls to police: Implications for social work intervention. *Social Service Review, 59*(4), 593–603. https://doi.org/10.1086/644333

Abstract: Nondispatched calls constitute over half of all calls received by a law enforcement communications center in a city in the Northwest. Such calls are analyzed and implications for social work intervention are suggested. Because these calls reflect community needs, they may be useful to policymakers and planners in developing effective community helping systems. The role of social work in promoting improved, integrative responses to human needs is also discussed.

Corcoran, J., Stephenson, M., Perryman, D., & Allen, S. (2001). Perceptions and utilization of a police–social work crisis intervention approach to domestic violence. *Families in Society, 82*(4), 393–398. https://doi.org/10.1606/1044-3894.181

Abstract: This study reports survey findings of police officer perceptions and utilization of a domestic violence response team, which involved social workers and trained volunteers providing crisis intervention at the scene of domestic violence crimes. The majority of the 219 police officer respondents perceived the domestic violence response team as helpful. Other feedback provided in the survey was used to expand services and to make them more efficient and effective.

Colbach, E. M., & Fosterling, C. D. (1976). Police social work. Thomas. http://www.worldcat.org/oclc/1863573

Summary from book cover: "This easy to read text is directed toward persons at all levels of the law enforcement and mental health professions. It consists of eight chapters, each filled with case examples and followed by questions for discussion. This makes it an appropriate text for classes or seminars in police science, social work and community psychiatry. Throughout this volume the authors stress the commonality between the two fields of law enforcement and mental health, and urge a much closer cooperation and even eventual partial amalgamation. Of special interest is the discussion on the authors' use of patrol cars for the field placement of graduate students in social work. The authors have defined the role of the police social worker, and as a training device have uniquely involved the police in the management of the mentally ill."

Report by the Committee on Government and Social Work of the Philadelphia Chapter (1943). The mass dismissals in the Philadelphia Department of Public Welfare, *The Compass, 24*(4), 16-17, 35-37. https://www.jstor.org/stable/23706423

Summary. Although fairly brief, this article does report that police officers were employed to determine whether staff in the Department of Public Welfare in Philadelphia were communists. Many were accused of that and a mass dismissal and its processes are reported in this article.

Curtis, P. A. & Lutkus, A. M. (1985). Client confidentiality in police social work settings. *Social Work, 30*(4), 355–360. https://doi.org/10.1093/sw/30.4.355

Abstract: A survey that questioned police social workers regarding the protection of client confidentiality in police settings was done. Several problems were discovered that were related to the unique character of the setting and to the identification of social workers with the goals and practices of the police. The results raise questions about the protection of client confidentiality in other secondary settings.

Daniels, H. (1944). An isolation hospital offers social services. *The Compass, 25*(5), 23–26. https://www.jstor.org/stable/23705873

Summary. The backdrop for this article is WWII and protecting men in the armed services by isolating women who have tested positive for venereal disease. The author describes how police, social workers, and other professionals work in cooperation with hospital personnel to quarantine patients (typically female) who have tested positive for venereal disease.

Dean, C. W., Lumb, R. C., & Proctor, K. (2000). Social work and police partnership: A summons to the village strategies and effective practices. *Criminal Justice Faculty Publications 1.* 1–68. https://digitalcommons.brockport.edu/crj_facpub/1/

Abstract: This report addresses the social work/law enforcement relationship and the role of police and other human service agencies in dealing with community problems. Traditionally, law enforcement and human service agencies share the most difficult portion of the others' client caseloads but there has been little interagency communication or cooperation. Effective intervention and prevention requires more than police action and goes beyond the capability of any single agency. Social service has always been a key part of policing while serving victims of crime and offenders has been a major emphasis of social work. Law enforcement and social work have served the same target groups but with varying success. The community now demands that both institutions combine resources and skills to reach those in crisis and victims of crime. […] The study was conducted to learn about the development, operation and impact of social work/police partnerships on recurring domestic violence and associated deep-rooted police service delivery problems. This document describes effective practices of five successful social work/police partnership models.

Droubie, T. (2020). Police social work: Potential collaborative responses to crisis situations. Proceedings of The National Conference On Undergraduate Research, March 26-28, 2020, Montana State University, Bozeman MT. http://libjournals.unca.edu/ncur/wp-content/uploads/2021/01/3355-Droubie-Trisha-CFINAL.pdf

Abstract: Law enforcement and social work professionals frequently work with overlapping populations experiencing a variety of crises. Although these two professions call upon and reference each other, few research studies have been conducted to explore formalizing and enhancing this partnership. This study aims to identify the overlapping roles and duties of law enforcement and social work, as well as to explore the attitudes that professionals have regarding this potential partnership and possible barriers to implementation of a formal collaboration. A comprehensive literature review was completed to better understand the two fields' crisis response methods and the crossover in roles and populations. Individual interviews were conducted in order to compare response protocols in the two fields. Based upon case vignettes about domestic violence, child welfare, mental health, substance abuse, and juvenile offenders, paired interviews with one law enforcement officer and one social worker were conducted to identify how the two disciplines collaborate and reflect upon the partnership in one another's presence. Interviews were analyzed for repetitive themes and ideas to determine the similarities and differences that exist in crisis response between the two fields, and better understand the potential for the

two fields to collaborate for the benefit of the communities they serve. Preliminary findings suggest that while police and social workers understand the benefits of interdisciplinary crisis response, there are barriers to implementation. These include funding within the precinct and existing community crisis response agencies resisting systems change.

Fauri, D. (1978). Protecting the Child Protective Service Worker, *Social Work, 23*(1), 62-64. https://www.jstor.org/stable/23712862

Summary: The author maintains that social workers, like police officers, must address complex legal issues in the course of their daily work which they are not prepared to do. He then discusses safeguards and supports and due process opportunities that should be established for social workers as they are for police officers. The author alludes briefly to opportunities for police and social workers to work together in matters of legal and human complexity.

Fernando, C. (2021, March 07). Collaboration with police divides social workers across US. *Associated Press.* https://apnews.com/article/us-news-race-and-ethnicity-police-chicago-racial-injustice-a4753d5ea6b545b40f1e1fe5793d2af4

Quote from text: "Social workers have long worked alongside law enforcement, often treating clients in prisons and jails, inpatient psychiatric facilities and immigration detention centers. A 2020 report on reimagining policing by the National Association of Social Workers suggests collaboration could strengthen public safety, reduce racist incidents and improve the relationship between law enforcement and communities of color. [...] Following high-profile police brutality cases, cities including Denver, New York City, Chicago and Seattle, are exploring similar programs with the philosophy that dispatching social workers and mental health professionals alongside — or in lieu of — law enforcement could prevent police brutality. But as cities look to these alternatives in reimagining policing, many social workers are warning increased collaboration with law enforcement risks further harming communities of color — and ignores the deep history of systemic racism within social work itself.

Goodman, H., Getzel, G.S., & Ford, W. (1996). Group Work with High-Risk Urban Youths on Probation, *Social Work, 41*(4), 375-381. https://doi.org/10.1093/sw/41.4.375

Abstract: This article describes an innovative group work project designed for a large urban probation department. The project targets 16- to 20 year-old African American and Latino young men on probation who are at high risk of rearrest; it uses cognitive-behavioral approaches that reflect the culture of contemporary urban youths. The purpose is to teach young probationers how to protect their physical safety and avoid rearrest by adopting prosocial thinking and actions. The time limited, closed groups run for 32 sessions over a four-month period. Probation officers who have received intensive training in group work methods lead the groups. A case example illustrates how officers help group members sort out personal responsibility and appropriate action in the face of police provocation.

Gustavsson, N., & MacEachron, A. E. (2013). Managing child welfare in turbulent times. *Social work, 58*(1), 86-89. https://doi.org/10.1093/sw/sws050

Quote from text: "It has been 20 years since Pelton (1991) made his controversial suggestion that the investigative role of child welfare be assumed by law enforcement, freeing child welfare to offer preventive and supportive services to enhance family well-being on a voluntary basis. Child safety consumes a significant part of the child welfare budget. By redirecting most of this money to preventive and supportive services, more families can be strengthened. Revisiting Pelton's radical ideas may provide a starting point for clarifying what child welfare can realistically provide with finite resources and would best serve vulnerable families. The current pressures, tensions, problems, and conflicts endemic in public child welfare may result in an unsustainable system over the long term."

Hamilton, G., Gibbons, M., Kempshall, A., Palevsky, M., Rarinoff, G. & Falconer, D. (1934). Disruptive Tactics and Summary Discharges, *The Compass, 16*(4), 12–15. https://www.jstor.org/stable/23706334

Summary. This is a write up of an incident that occurred at a Home Relief Bureau where police were called in to quash the demands of a "delegation" of residents in New York City in 1934 and how the AASW adjudicated it. The first paragraph reads: "The discharge on October 4, 1934 of Sidonia Dawson, Supervisory Aid, New York City Home Relief Bureau was reviewed by the New York City Chapter at its last meeting. Miss Dawson is not a member of the Association but, acting on a suggestion from the floor, the Chapter voted at a previous meeting to investigate the facts of the case since Miss Dawson had been dismissed without a hearing for 'activities inside and outside of the office.'" The article presents in some detail the involvement of the police and how social work leaders assessed the rightness of involving the police in the matter.

Hawn, T., Chibani, D., & Avruch, D. (2020, July 7). Police shouldn't be handling mental health crises: Commentary. *The Baltimore Sun.* https://www.baltimoresun.com/opinion/op-ed/bs-ed-op-0708-mental-health-social-workers-crime-20200707-ayqutmefxvb4fomdkk76id3rhi-story.html

Quote from text: "Unfortunately, social work is a crucial tool of state power that has long been used to keep low-income people and people of color in a subordinate social position. Just as we reject this role in society, we reject the continued alignment of our profession with policing — a profession directly descended from the American projects of genocide and enslavement of nonwhite peoples."

Henderson, H. E. (1976). Helping families in crisis: Police and social work intervention. *Social Work, 21*(4), 314–315. https://doi.org/10.1093/sw/21.4.314

Summary: In their dual role as law enforcers and helpers, police officers have estimated that 80 percent of their time is devoted to assisting people in a variety of noncriminal matters. Social agencies, on the other hand, which are professionally staffed for this purpose, rarely have the authority to intervene in family disputes, nor do they have the mobility necessary for immediate response to crisis situations. What seemed to be required was a merger of the resources, knowledge, and skills of the police and the social work mental health professions into a new service that could cope with organizational problems of both professions. The article reports on a case study of such a program, The Erie Project. They found that working with the police offered these professionals the possibility of intervening immediately in time of crisis and, by tying into the police communication network, their mobility was greatly increased.

Hipple, J.L. & Hipple, L. (1976). Training law enforcement officers. *Social Work, 21*(4), 316–317. https://doi.org/10.1093/sw/21.4.316

Summary: This article presents a model of social work and police partnership in a rural community. A single social worker underwent police training in order to develop a complementary training for police regarding human relations skills for policy officers. The article reports on the model and an overview of its effects.

Holmes, S. A. (1982). A Detroit model for police-social work cooperation. *Social Casework, 63*(4), 220–226. https://doi.org/10.1177/104438948206300405

Abstract: The Family Trouble Clinic is a cooperative program established between the police and a local family service agency to provide crisis service, outreach, and ongoing treatment to families who call the police because of domestic disorder. The clinic offers a working model that could be replicated in other communities.

Humphrey, N.D. (1945). Race riots and Detroit social agencies, *The Compass, 26*(3), 20-23. http://www.jstor.com/stable/23707096

Summary. This article describes the race riots that occurred in Detroit in 1943 that where the KKK instigated whites to attack blacks in a part of Detroit where new housing was being constructed for poor black families. The articles describes some instances where the police engaged in protecting social workers, social service agencies and blacks. It further describes how social service agencies responded and they worked "interracially" during this event.

Jacobs, L. A., Kim, M. E., Whitfield, D. L., Gartner, R. E., Panichelli, M., Kattari, S. K., … & Mountz, S. E. (2021). Defund the police: Moving towards an anti-carceral social work. *Journal of Progressive Human Services*, *32*(1), 37–62. https://doi.org/10.1080/10428232.2020.1852865

Abstract: This article addresses social work's place in the movement to "defund the police." We argue that social work's collaboration with police and use of policing constitutes carceral social work. In defining carceral social work, we specify the ways in which coercive and punitive practices are used to manage Black, Indigenous, other people of color, and poor communities across four social work arenas – gender-based violence, child welfare, schools, and health and mental health. To inform anti-carceral social work, we provide examples of interventions in these arenas that dismantle police collaborations and point to life-affirming, community-centered, and mutual aid alternatives.

Lamin, S. A., & Teboh, C. (2016). Police social work and community policing. *Cogent Social Sciences*, *2*(1), 1–13. https://doi.org/10.1080/23311886.2016.1212636

Abstract: Social work as a discipline has made progress in many areas, including school social work, military social work, and mental health, to name a few. Conversely, police social work has seen a reduction in advancement within the last three decades. Police departments and social workers have traditionally worked together to deal with community problems. In fact effective prevention, intervention, and stabilization require more than police action and goes beyond the capability of any single agency. Studies show that social services provision has always been a key part of policing, operating alongside service to victims of crimes and the enforcement of the law against offenders. The purpose of this study is twofold: (1) to explore whether police departments in the state of Minnesota provide social services to crime victims and witnesses and to residents seeking social service assistance in non-crime situations; and (2) to explore strategies for hiring social workers within the agency, and to enhance effective collaboration with the new hires during specific types of responses to interventions, such as mental health crises and domestic violence. A case study design methodology, specifically involving in-depth interviews of 40 Minnesota police chiefs and the utilization of documentations are employed in this study.

Leipsiger, A., & Hillman, K. (June 19, 2020). NASW-Illinois Chapter statement on the call for police reform and the role of social workers. https://www.naswil.org/post/nasw-illinois-chapter-statement-on-the-call-for-police-reform-and-the-role-of-social-workers

Quote from text: "Social workers can and should play an important role in the creation of a new system. Social workers are trained in systems thinking—we see the whole picture, the whole person, the whole community. Social workers are versatile: we work in health care, child development, community organizing, and government. But most importantly, social workers are equipped with a professional code of ethics to guide our work. In that code of ethics is also the call to be self-reflective and to dismantle racism within the profession itself. That includes, at times, our destructive role in the regulation of the lives of marginalized communities including Black, Brown, and Indigenous families. Historically, the profession of social work has worked both within oppressive systems and worked to dismantle oppressive systems. Our presence alone does not reform inequity, and our own biases have far too often led to actions that run counter to our professional beliefs. It is on all of us to recognize our role in this and demand our profession live up to our ideals enshrined in our code. We have much work to do both internally and externally, and we are committed to helping to create a system that, above all, ensures communities are respected and get what they need and deserve."

Lewis, Jr., C. E. (2020, June 22). Defunding the police. *The Congressional Research Institute for Social Work and Policy.* https://www.crispinc.org/blog/defunding-the-police. Associated webinar: Black Lives Matter - Social Work and the Future of Policing | Congressional Briefing. https://www.youtube.com/watch?v=qc3eUnO4Rw8

> Quote from text: "Social workers have worked with police for years. There is an entry in the Encyclopedia of Social Work for Police Social Work. CRISP, the Center for Social Development at the Brown School at Washington University in St. Louis, and the National Association of Social Workers are sponsoring a virtual Congressional Briefing on Tuesday, June 30, from 2:00 to 3:30 p.m. (ET) that will feature scholars and practitioners who have studied and worked in situations involving social workers and police. There are a myriad of ways social workers and police can function in tandem to improve public service while curtailing violent policing. We want to tap into their knowledge to inform how best to include social workers in responding to public incidents."

> *Associated webinar: Black Lives Matter - Social Work and the Future of Policing | Congressional Briefing.* Announcement: "Calls to "defund the police" have spawned initiatives to rethink and reimagine policing. Social workers have been engaged in efforts to create more equitable and effective systems for public service for years, and stand ready to lead this urgently needed transformation [...] On June 30, 2020, four experts convened to discuss social work's role in the future of policing. Moderated by Charles E. Lewis, Jr., the panel included Derrick Jackson, George T. Patterson, Desmond U. Patton, and Carrie Pettus-Davis." https://csd.wustl.edu/congressional-briefing-black-lives-matter-social-work-and-the-future-of-policing/

Markey, S. (1943). Compass Exchange: Social Workers in Civilian Defense, *The Compass, 24*(6), 35–40. https://www.jstor.org/stable/23705865

> Summary: In this insert, the author discusses, from the vantage point of the neighborhood settlement during WWII, how the community has taken on certain community defense services, such as policing. The author refers to the war effort and he states, "The program of the Civilian War Services Branch of the U.S. Office of Civilian Defense is of major significance to social welfare. It well deserves the thought and support of AASW members."

McClain, A. (June 15, 2020). *Social workers cooperate with police forces* [Opinion]. Wall Street Journal. https://www.wsj.com/articles/social-workers-cooperate-with-police-forces-11592255480

> Quote from text: "Social workers already work alongside and in partnership with police departments across the nation. Strengthening social-worker and police partnerships can be an effective strategy in addressing behavioral health, mental health, substance use, homelessness, family disputes and other similar calls to 911 emergency-response lines. In fact, social workers are playing an increasingly integral role in police forces, helping officers do their jobs more effectively and humanely and become better attuned to cultural and racial biases. And studies show social workers help police excel in fulfilling their mission to protect and serve. Protests are happening across the nation and around the world. Protesters are demanding police treat people who are black more fairly and end this pandemic of unarmed black people dying while in police custody. We at NASW know social workers will play a vital role in helping law enforcement better serve their communities; the social work profession can help our nation achieve better public-safety outcomes."

Michaels, R. A. & Treger, H. (1973). Social work in police departments. *Social Work, 18*(5), 67–75. https://doi.org/10.1093/sw/18.5.67

> Abstract: In two Illinois cities, a demonstration project has shown that social workers and police officers can learn much from each other, that they can contribute to the effectiveness of each other's work, and that close working relationships can benefit offenders and the community as a whole.

Morrison, J.D., Howard, J., Johnson, C., Navarro, F.J., Plachetka, B., & Bell, T. 1997). Strengthening Neighborhoods by Developing Community Networks, *Social Work, 42*(5), 527-534. https://doi.org/10.1093/sw/42.5.527

> Abstract and Summary: This article develops a comprehensive approach to meeting the needs of urban low-income, multicultural communities. A neighborhood network that focuses on the developmental needs of youths and engages residents as well as interdisciplinary services is discussed. The efforts of one school of social work to help a neighborhood develop such a network are studied. Among the implications is a strong emphasis on preparing social work students for generalist practice. The authors report that in 1989 the Aurora Police Department determined that a grassroots approach to policing would earn more positive results in the reduction of crime; community policing—the formation of a partnership between the department and the community at large—became a pivotal component of daily activities.

National Association of Social Workers (June 18, 2020). NASW says Trump Administration's police reform executive order is inadequate. https://www.socialworkers.org/News/News-Releases/ID/2196/NASW-says-Trump-Administrations-police-reform-executive-order-is-inadequate

> Quote from text: Widespread demonstrations in cities large and small, including non-Black allies, lays bare that our nation is at an inflection point. NASW applauds states and localities that - with or without federal mandates that incentivize policing reform - plan to reallocate and reinvest their public safety budgets to provide behavioral health, social services, crisis intervention (de-escalation) training and other programs. The social work profession will continue to be part of the solution and lead the way in reimagining public safety. Social workers have had, and will continue to have, a major role providing antiracist services and developing antiracist policies in all sectors of the criminal justice system. And NASW will continue to work to support the profession in achieving these aims.

No Author (1936). Local Relief, *The Compass, 17*(5), 10. https://www.jstor.org/stable/23705713

> Summary. This insert endorses social workers' opinions that the police should not be recruited to criminalize poor persons (this during the Great Depression). First paragraph reads: "Possibly the most striking feature of Beulah Amidon's impressive article, "Always with Us," in the February Survey Graphic, is her reference to the "speed with which unemployable families are being turned over to local authorities." The article is based on a study made by Catherine M. Dunn, a field representative of the American Public Welfare Association. The movement which Miss Amidon describes gives significance to the attitudes of local officials and leaders in relation to the problem of relief."

Neilsen, E. (1982). *Social Work and the Police. Social Work, 27*(3), 287–287. https://doi.org/10.1093/sw/27.3.287

> Quote from text: "Clinicians know that the relationship between the helping professional and the client is the vehicle to effect change in individuals. Perhaps a similar process works equally well for organizations such as police groups. Social workers who are capable of fully assessing the dimensions of the problems facing the police and are capable of using their skills to assist officers are also more likely to be welcomed as trainers and consultants to police organizations. Furthermore, I suspect that an approach based upon understanding and the competent application of social work principles to the problems faced by the police will yield the most favorable results-not only for officers, but for minority citizens and society as well."

Nguyen, L.H. (2014). A Different Perspective on Managing Child Welfare in Turbulent Times, *Social Work, 59*(1), 81-83. https://doi.org/10.1093/sw/swt043

> Quote from text: "In their recent article, Gustavsson and MacEachron (2013) argued that recessions have caused significant financial burden for public child welfare agencies, leading to adverse outcomes for children and families. The most provocative suggestion by Gustavsson and MacEachron to address the financial burden is to

revisit the ideas proposed more than 20 years ago by Leroy Pelton to restructure the Child Protective Services (CPS) system by having "the investigative role of child welfare be assumed by law enforcement, freeing child welfare to offer preventive and supportive services to enhance family well-being on a voluntary basis" (Pelton, 1991, p. 88)."

Parkinson, G.C. (1980). Hidden issues between police and social workers. *Social Work, 25*(1), 12–18. https://doi.org/10.1093/sw/25.1.12

Abstract: This analysis proposes that the barrier to cooperation between social workers and police officers is one of sex-role stereotypes. The author suggests that the solution to the problem of the lack of interagency cooperation lies in the social organization of a capitalist society.

Patterson, G. T. (2004). Police–social work crisis teams: Practice and research implications. *Stress, Trauma, and Crisis, 7*(2), 93–104. https://doi.org/10.1080/15434610490450886

Abstract: The purpose of this article is to examine the empirical evidence demonstrating the efficacy of police–social work crisis teams, barriers to effective teamwork, and the tasks and situations that police social workers are likely to experience. Descriptive data obtained from a police–social work team within a midsize law enforcement agency located in the northeastern U.S. is used to illustrate the situations and tasks that social workers encounter. Implications for the use of such teams with assisting law enforcement agencies with their community service and community policing functions, and research implications for conducting program evaluations to determine the efficacy of police–social teams are discussed.

Patterson, G. T. (2010). Police-social work crisis teams: Practice and research implications. *Stress, Trauma, and Crisis: An International Journal, 7*, 93–104. https://doi.org/10.1080/15434610490450886

Abstract: The purpose of this article is to examine the empirical evidence demonstrating the efficacy of police–social work crisis teams, barriers to effective teamwork, and the tasks and situations that police social workers are likely to experience. Descriptive data obtained from a police–social work team within a midsize law enforcement agency located in the northeastern U.S. is used to illustrate the situations and tasks that social workers encounter. Implications for the use of such teams with assisting law enforcement agencies with their community service and community policing functions, and research implications for conducting program evaluations to determine the efficacy of police–social teams are discussed.

Patterson, G. T., & Swan, P. G. (2019). Police social work and social service collaboration strategies one hundred years after Vollmer. *Policing: An International Journal*, 42(5), 863–886. https://doi.org/10.1108/PIJPSM-06-2019-0097

Abstract: Purpose: The purpose of this paper is to report on a systematic review that examined police social work and social service collaboration strategies implemented to address social problems. Design/methodology/approach: A systematic review was conducted to identify the components of police social work and social service collaboration strategies. A total of 11 databases were searched. The inclusion criteria centered on the social problem, focus population, service providers, collaboration components and geographic location. Any methodological approach was included provided that a collaboration between police and social service providers focused on addressing a social problem was implemented and described. Findings: The database searches identified 3,065 hits. After first eliminating duplicate titles, then reviewing and eliminating titles and abstracts that did not met the inclusion criteria, 119 full-text studies were reviewed. Among the 81 studies included in the systematic review, 83 implemented collaborations were found. The most collaborations were implemented in the USA, whereas only one implemented collaboration was found among the majority of the countries. Interpersonal violence was the most frequent social problem addressed by the collaborations followed by mental illness, crime, juvenile delinquency, and alcohol and substance use and abuse. Interventions were predominantly delivered by social workers who provided referrals and collaboration with social service agencies that assisted adults. Practical implications: Given that police officers are first responders to a wide range of social

problems, investigating and disseminating information about the characteristics of police social service collaboration strategies is an important endeavor. Whereas investigating the effectiveness of collaborations was not the aim of this review, several practical implications can be derived from the findings. These findings show the types of social problems, partners and tasks that comprise the collaborations. The present findings suggest that law enforcement agencies do not have accessible name brand social work and social service collaboration models that can be replicated. The majority of the collaborations found appear to be unique models implemented between law enforcement and social service agencies. More outcome studies are needed that investigate whether the social problem has improved among citizens that received services from the collaboration. Originality/value: This paper is the first systematic review focused on police social work and social service collaboration strategies implemented to address social problems.

Pelton, L. H. (1991). Beyond permanency planning: Restructuring the public child welfare system. *Social Work*, *36*(4), 337-343. https://doi.org/10.1093/sw/36.4.337

Quote from text: "To refocus efforts on preventive and supportive services, the author proposes a restructuring of the child welfare system in which the investigative/coercive roles are shifted to law enforcement agencies and the child removal decision roles are shifted to the family court. The foster care system would be monitored and controlled by the court. The public child welfare agency would be freed to pursue its helping role of preventing harm to children and pre- serving families, unencumbered by investigatory functions and child removal decisions. [...] Social workers are trained to help. That is what they go into the profession to do, and that is what they do best. The investigative role is not even taught in social work schools. An agency structure must be created in which social workers, when they go into the home in child welfare cases, can say 'I'm here to help' and truly mean it, with the resources to do it and without the nagging overtones of their agency's or their own role conflict and role ambiguity. The discovery, investigation, and judgment of individual culpability and wrongdoing is another matter entirely and should be the province of law enforcement agencies and the courts. By entangling the two distinctly different roles, we have not only diminished our ability to deal firmly and effectively with true unlawful behavior, but also tied the hands of social workers in their efforts to effectively serve a child welfare policy of family preservation."

Pelton, L. H. (1993). Enabling Public Child Welfare Agencies to Promote Family Preservation, *Social Work, 38*(4), 491-493. http://www.jstor.com/stable/23716978

Abstract: My proposals call for transformation of current public child welfare agencies into family preservation agencies by divesting them of their investigative, child removal, and foster care roles. I proposed that police functions, such as investigation of possible law violation, be shifted to the police. Child welfare workers would no longer serve as society's police. In addition, I proposed that the foster care system be made independent of the new family preservation agency. This system, whose function is to protect children who cannot be protected in their own homes, should be placed under the family court system and be operated by social workers specially trained as foster care workers who would also advise the court on all decisions concerning entry into and exit from foster care. All family preservation, preventive, and supportive services would be offered and delivered by the new family preservation agency, whether it be to biological, foster, or adoptive families or to children living with relatives.

The Relief Outlook: Chicago, From the News Letter, Council of Social Agencies, *The Compass, 17*(4), 5-6. https://www.jstor.org/stable/23705170

Summary: This insert provides a snapshot of common short mentions of social workers working with or in the presence of police due to concerns about unrest due to poverty. "This week three districts that we know of were running a thousand clients a day. More than half of these were WPA cases who had come to get the limited supplementary relief which the Commission allows when the total income of the family, including WPA wages, is less than the work relief budget under the old system. In some districts police protection is now necessary to

protect workers and clients from the overcrowding which is so dangerous to both, especially under the accumulated strain of five years of uncertainty.

Roberts, A. R. (1976). Police social workers: A history, *Social Work, 21*(4), 294–299. https://doi.org/10.1093/sw/21.4.294

Author description: "The history of police social work is almost exclusively one of policewomen providing social work services and, consequently, is closely intertwined with the emergence of policewomen, many of them having social work backgrounds. In the early 1900s, at a time when policemen were mostly assigned to patrolling the streets and to the other duties traditionally associated with law enforcement, the first police social workers were policewomen who were responsible for providing certain social services, usually to women and juveniles. There is no evidence that policemen were ever assigned to perform social work functions during the first quarter of the twentieth century. At that time social work was a predominantly female profession, and it is understandable that the first police social workers were women."

Roberts, A. R. (1978). Training police social workers: A neglected area of social work education. *Journal of Education for Social Work, 14*(2), 98–103. https://doi.org/10.1080/00220612.1978.10671506

Abstract: This article begins with a discussion of the vital need for collaboration between social work and law enforcement professionals, with particular emphasis on the need for comprehensive training programs combining criminal justice and social work knowledge. It then documents several historical recommendations for training police social workers that are relevant today, and suggests that social work education programs of the future include provisions for transmitting social work knowledge to police officers. Similarly, social workers planning to practice in criminal justice settings need to have training in the administration of justice.

Sanders, L., Martinez, R., Harner, M., Horner, P. & Delva, J. (2013). Grassroots Responsiveness to Human Rights Abuse: History of the Washtenaw Interfaith Coalition for Immigrant Rights, *Social Work, 58*(2), 117-125. https://doi.org/10.1093/sw/swt004

Abstract: The purpose of this article is to discuss how a community agency based in Washtenaw County, the Washtenaw Interfaith Coalition for Immigration Rights (WICIR), emerged in response to increasing punitive immigration practices and human rights abuses toward the Latino community. The article discusses how WICIR is engaged in advocacy, community education on immigration issues, and political action toward a more humane immigration reform. Detailed examples of human rights abuses and the WICIR activities described in response to the abuses serve as illustrations of social work advocacy, education, and policy formulation that affect the general public, policymakers, and law enforcement officials. The article details many examples of ICE and local police involvement in raids and other actions and their effects on immigrant families.

Schrager, J. (1964). Mental health training for state police officers. *Social Work, 9*(2), 64–69. https://doi.org/10.1093/sw/9.2.64

Summary: The increase in public understanding of the emotionally disturbed person has enabled legislators at all levels of government to initiate programs of a variety of mental health activities. Existing and projected programs of treatment, while of primary importance, need to be supplemented by other kinds of programs aimed at engaging the emotionally disturbed person at the point of crisis, thus enabling him to make the most appropriate use of the facilities and services available. This paper reports on such a program, conducted in the Department of Psychiatry of the University of Michigan Medical School in co-operation with the Michigan State Police, and lasting for a five-day period.

Schwartz, G. (1989). Confidentiality revisited. *Social Work, 34*(3), 223–226. https://doi.org/10.1093/sw/34.3.223

Abstract: A number of ground breaking cases involving social worker-client privilege of confidentiality have been decided by the courts. Two decisions have firmly upheld the confidentiality of client communications with social

workers and have stated that the privilege is equal to communications between clients and lawyers and physicians, for example. Two cases have extended the privilege of confidentiality to marital counseling. Many courts have held that the privilege "belongs" to the client and only the client can waive the protection. However, there can be an implied waiver of confidentiality when a client takes certain legal actions, such as bringing malpractice action against a social worker. The records of the professional may, in certain cases, be examined by law enforcement agencies. A number of states have imposed an affirmative duty upon the professional, to warn a potential victim of a dangerous client.

Schulz, D. M. (1995). From social worker to crimefighter: Women in United States municipal policing. Praeger Publishers.

Abstract: This volume traces the history of women in municipal policing in the United States, beginning with the early involvement of police matrons and social workers dealing solely with women and children and progressing to the acceptance of women as crimefighters with the same status as their male colleagues. The history reveals how initial demands for a limited, specialized role based on gender were replaced by demands for equality by later generations of women with totally different social histories and self-images. By the late 1960's, these demands included participation in uniform patrol duty. The discussion also notes how women in occupations that grew out of women's maternal roles have achieved a degree of equality without repudiating their past, whereas female police were forced to reject their history to move into the mainstream of their profession. By the end of 1990, women made up 12.8 percent of all sworn officers in municipal police agencies serving populations over 1 million and 8.1 percent of the almost 600,000 sworn officers in all local law enforcement agencies.

Sherraden, M. (2020, June). *Social work and the future of policing: Key points for changes in policy and practice* (CSD Policy Brief No. 20-14). St. Louis, MO: Washington University, Center for Social Development. https://doi.org/10.7936/885h-rh13

Quote from text: "As a nation, we are struggling to redefine how we organize public order, safety, and justice. This will not be easy, but in this struggle to redefine social order, there is opportunity for positive change. This policy brief on social work and the future of policing is one summary of the challenge, offering a viewpoint from social work." [...] I offer three simultaneous directions regarding social work and the future of policing in America: (1) All nonviolent community issues should be shifted out of the authority of the police department and into a department for solving community social problems. (2) Social workers should continue to partner with police in responding to calls in which social issues and violence intersect—for example, domestic violence, drug users with weapons, suicide threats. (3) Social workers can also help to reduce unnecessary police violence through training and changes in the culture of policing... This is not about "defunding the police." The mayor of New York, the Minneapolis City Council, and other officials have called for reducing police funding (or "defunding the police"). Most of these calls provide little description of what would be done with the money, offering only vague proposals to invest in housing, social services, and youth programs. This thinking, while well-intentioned, seems undeveloped. The unspecified nature of the proposals also signals the likelihood of their success. A much better idea, summarized below, is to redefine and reshape community responsibilities, with appropriate funding.

Singer, J. B. (Host). (2020, July 19). #127 - Both/and or either/or: Social work and policing [Audio podcast episode]. *Social Work Podcast.* https://www.socialworkpodcast.com/2020/07/socialworkpolicing.html

Podcast description: "Today's episode is the audio recording of a Facebook Live discussion that happened on Tuesday, July 14, 2020 called Both/And or Either/Or: Social Work and Policing. Following the murder of George Floyd on May 25, 2020 and countless other Black people by police over the past 200 plus years, two perspectives have emerged about social work's role with law enforcement. To be sure, these perspectives have been articulated for years. But in the midst of the largest and most sustained period of protests against systemic racism and support for Black Lives, these two perspectives gained particular traction after social work leaders published opinion pieces on Medium.com. The either/or perspective, articulated by UCLA social work chair Laura Abrams and

University of Houston social work Dean Alan Dettlaff in a June 18, 2020 open letter to NASW and Allied Organizations, argued that "social work can either continue to invest in and collaborate with police OR affirm that #BlackLivesMatter." This letter was signed by over 1,400 social workers (full transparency, I was one of the signatories) and delivered to NASW. The Both/And perspective was articulated in a Medium.com post on June 30, 2020 by Darlyne Bailey, Charles E. Lewis, Steve Burghardt, and Terry Mizrahi. They argued that "we need to break from binary slogans of 'defunding' and replace them with a transformative platform tied to reinvesting in social services, training guardians not warriors, and ending all forms of racial injustice in law enforcement, sentencing, incarceration, parole and probation."

Smith, P. R. (1987). Social workers and uniforms. *Social Work, 32*(5), 449–450. https://doi.org/10.1093/sw/32.5.449

Quote from text: "There will continue to be incidents where a client's behavior will be 'out of control,' and require police intervention. At the same time, however, the incidents can represent opportunities by which the social worker can demonstrate a greater sense of resourcefulness. Concurrently, social workers can use the influence of his or her presence to offer more effective assistance to both the client and the sponsor. As a consequence, the social worker can strengthen his or her relationship with both client and sponsor and demonstrate that social workers also control the client's situation and, therefore, need not attempt to control the client. Dress can play a role in that strategy."

Villarreal Sosa, L. (2020). School Resource Officers and Black Lives Matter Protests: It's Time for School Social Work to Take a Stand. *Children & Schools*, 42(4), 203–207. https://doi.org/10.1093/cs/cdaa025

Quote from text: "This debate is part of a larger national conversation about removing police from schools and replacing them with additional school social workers and counselors as a means of addressing equity issues."

Scott C. L. (2020). Defunding the Police. *Social Work*, swaa052. Advance online publication. https://doi.org/10.1093/sw/swaa052

I write today to address current concerns regarding health, racism, the world's response to the death of George Floyd, overpolicing in Black communities, and primarily, the defund the police movement. I posit that this reenvisioning means, or will come to mean after much deliberation, the rightsizing of overfunded corrections and policing and the reallocation of these monies to communities in need.

Spergel, I. A. & Grossman, S. F. (1997). The Little Village Project: A community approach to the gang problem. *Social Work, 42*(5), 456–470. https://doi.org/10.1093/sw/42.5.456

Abstract: Based on substantial preliminary evidence, a four-year Gang Violence Reduction Project has demonstrated its effectiveness in terms of process and outcome. An innovative approach in the prevention and control of a serious gang violence problem was based on key interrelated strategies of community mobilization, social intervention, suppression, opportunities provision, organizational development, and targeting. A team of community youth workers, tactical police officers, adult probation officers, and representatives of a neighborhood organization operated under the aegis of the Chicago Police Department. Of special interest was the interrelated practice roles of police tactical officers and community youth workers, many of whom were former gang members.

Stephens, M. (1988). Problems of Police-Social Work Interaction: Some American Lessons. *The Howard Journal of Criminal Justice, 27*(2), 81–91. https://doi.org/10.1111/j.1468-2311.1988.tb00607.x

Abstract: There are many examples of relationships between police officers and social workers being hindered by suspicion and hostility. The problem is often located at street and fieldworker levels where divergent operational philosophies, practices, and goals create misunderstandings and perpetuate stereotyped attitudes. However, in Madison, U.S.A., there is a crisis intervention scheme looking after the mentally disturbed, and

diverting them from the criminal justice system, that owes much of its success to close co-operation between the police and the scheme's social workers. Essentially, that co-operation was achieved by identifying the police role as case-finders and by responding to the operational needs of patrol officers.

Treger, H. (1972). Breakthrough in Preventive Corrections: A Police-Social Work Team Model. *Federal Probation, 36*, 53–58. https://heinonline.org/HOL/P?h=hein.journals/fedpro36&i=295

Quote from text: "The entry of a professional social service worker can provide a needed expertise to the client group and inputs into the police system. In this way a police department can make its services more complete and expand its protection to the community. The President's Crime Commission Report states that 'it appears desirable to consider how police departments, as well as individual policemen, can broaden their roles.' As a result, the community may be able to develop a new use of the police department. The complexity and ever-changing nature of our society calls for a re-examination of the roles of all professionals. The professional police officer and the professional social worker can help each other in this task. By their cooperation and work on common problems, new and needed services to the community can be given."

Treger, H. (1975). *The Police-social Work Team: A New Model for Interprofessional Cooperation: A University Demonstration Project in Manpower Training and Development: Jane Addams School of Social Work, University of Illinois at Chicago Circle.* Charles C. Thomas Publisher. http://www.worldcat.org/oclc/301728475

Quote from text: "The Police—Social Service Project was a three-year action-research program which placed professional social workers and graduate social work students in two middle-class community police departments. Services— social assessment, 24-hour crisis intervention, ongoing treatment, follow-up, and referral to community agencies were offered to non-violent misdemeanants and others (juveniles and adults) referred by police officers and the state's attorney (DuPage County). The Project was funded in March, 1970, by the Illinois Law Enforcement Commission, the communities of Wheaton and Niles, Illinois, under the sponsorship of the Jane Addams School of Social Work, University of Illinois at Chicago Circle. The major thrust of this pioneer interprofessional effort was to provide early intervention services to selected individuals at the earliest point of contact with the Criminal Justice System, thus providing a more effective remedy for the individual, the overloaded Criminal Justice System, and the community. At the same time the Project provided an additional viable alternative for police action and the exercise of discretion in prosecution."

Treger, H. (1980). Guideposts for community work in police-social work diversion. *Fed. Probation, 44*, 3. https://heinonline.org/HOL/P?h=hein.journals/fedpro44&i=189

Quote from text: "When the Jane Addams College of Social, University of Illinois at Chicago Circle, placed social workers and graduate students in community police departments it was as if a pebble were thrown into the water. A widening ripple effect was created. The consequences of this innovation provided new relationships and opportunities for public service; new knowledge was developed and a workable model for systems change was discovered. 'The Police-Social Work Team' Model is an example of fitting university resources and innovation with community needs and problems in a mutually acceptable arrangement for public service. For the profession of social work 'The Police-Social Work Team' extended the tradition of cooperation and facilitation to new professions and disciplines and offered services to previously unserved populations. The experience in innovating and directing program in a police agency without the approval this pioneer effort in police-social work beginning in March 1970 through 1977 provided the basis for developing some generalizations and guideposts in community work which may be useful to others contemplating similar efforts in community-based corrections."

Treger, H. (1981). Police-Social Work Cooperation: Problems and Issues. *Social Casework, 62*(7), 426–433. https://doi.org/10.1177/104438948106200706

Abstract: An innovative program which diverts people from the justice system toward social service delivery is described. Through a cooperative effort with the police, social work's competence in interdisciplinary practice is extended, while new populations are provided with the supports they need to cope effectively.

Treger, H., Thomson, D., & Jaeck, G. S. (1974). A police-social work team model: Some preliminary findings and implications for system change. *Crime & Delinquency*, *20*(3), 281–290. https://doi.org/10.1177/001112877402000308

Police and social workers have together developed an effective service model that alleviates overloading in the criminal justice system, develops new cooperative relationships within the system and social welfare, and expands the roles of law enforcement, prosecution, and correction.

Vakharia, S. P. (2020, June 10). "Social workers belong in police departments" is an offensive statement. *Filter*. https://filtermag.org/social-workers-police-departments/

Quote from text: "Social workers say we want to end discrimination and injustice. But as a profession, we have not taken a clear stance on the harms of policing, incarceration and criminalization—harms that disproportionately impact communities of color and promote health, social and economic inequities."

Woolf, D.A. & Rudman, M. (1977). A police-social service cooperative program. *Social Work, 22*(1), 62–63. https://doi.org/10.1093/sw/22.1.62

Summary: The problem raised by the community's use of its police as a social service is that a department can become overburdened in its social service role, thus diminishing its capacity to discharge its primary responsibility of law enforcement. To deal with this problem, the Family Service and Mental Health Center of Oak Park and River Forest, Illinois, and the Oak Park and River Forest Police Departments developed a cooperative program designed to relieve police of their community social service role to the greatest possible extent. It involves: (1) having policies and procedures that are jointly determined by both systems, (2) being built on an intersecting-systems model rather than a referral model, (3) providing police officers with twenty-four-hour access to social services, (4) serving an un limited number of clients regardless of age, and (5) providing police with monthly reports regarding the progress of clients through the social system. Program had 750 cases and addressed a range of the community's call-in issues."

Young, A., Goodkind, S., Zelnick, J. R., Kim, M. E., Harrell, S., & Toft, J. (2021). # IAmHer: Anjanette Young speaks truth to power. *Affilia*, 111. https://doi.org/10.1177/0886109921996067

Quote from text "In this editorial, Anjanette generously shares her story with the readers of Affilia. We include extended excerpts from an 80-minute conversation we had with Anjanette and end with a response to her story and the connections we have drawn to our critical feminist social work community. As a committed and lifelong social worker and woman of faith thrust into an unforeseen role as a public social justice warrior, Anjanette's words speak volumes about the deeply entrenched injustices of policing in America and the battle for truth-telling and social change that she asks us all to join. "#IAmHer" is a campaign she is beginning that not only draws the line from Anjanette Young to Breonna Taylor, a 26-year-old black EMT who was killed by police on March 13, 2020, but links all who have suffered and continue to suffer the systemic invisibility, dehumanization, and death forces that remain the everyday reality for black women and girls across America."

Social Work and Police Violence

Adedoyin, A. C., Moore, S. E., Robinson, M. A., Clayton, D. M., Boamah, D. A., & Harmon, D. K. (2019). The dehumanization of black males by police: Teaching social justice—Black life really does matter!. *Journal of Teaching in Social Work*, *39*(2), 111–131. https://doi.org/10.1080/08841233.2019.1586807

Despite the contemporary public's discourse regarding the embrace of human diversity within the United States, Black males still are perennially brutalized, killed, and negatively stereotyped. Recent events regarding police killings underscore the reality that even though Black males have the same constitutional and civil rights as all other citizens, in practice their rights are often violated or denied. The negative stereotypes of Black males is problematic because it creates an environment and negative perception of them that causes some police officers to claim that they feared for their life before shooting. In this article the authors discuss the history of police oppression and killing of Black males and offer critical race theory as a theoretical perspective that helps to explain this pervasive social inequity. More important, the authors provide practical classroom narratives, assignments, and strategies that may hold promise in addressing the problem of police brutality and the killing of Black males.

Bent-Goodley, T. B. (2015). A call for social work activism. Social Work, 60(2), 101–103. https://doi.org/10.1093/sw/swv005

Quote from text: "Is activism still alive in social work? The issue of social justice for African American men was spotlighted during the latter part of 2014. Protesters mobilized communities around the nation to speak out against police brutality, largely focused on the specific challenges affecting African American men. In so doing, a highly charged debate about the plight of African American men in America took place in the news and social media. Converging in a national march in Washington, DC, communities came together to say, no more. Police then suffered tragic losses of law enforcement officers. They shared their reality of law enforcement that puts their lives on the line to serve communities every day in a job that is often thankless but always filled with danger. […] In an article published 20 years ago, Allen-Meares and Burman (1995) discussed the perils and institutional barriers confronting African American men and proposed a model for activism in social work. Unfortunately, what was written in their commentary still holds true today (Johnson, 2010). As I read the commentary and considered the public debates on what occurred in Ferguson, New York, and beyond, I was left with an overwhelming question: What is the role of social work activism today?"

Ellis, A. L. (1981). Where is social work? Police brutality and the inner city. *Social Work, 26*(6), 511–514. https://doi.org/10.1093/sw/26.6.511

Summary: The violence that racked the city of Miami, Florida, as a result of the acquittal of four policemen indicted fatal beating of a black insurance salesman is a reminder of the persistent crisis in relations between police and the community that affects American inner cities. The Miami incident can be seen as part of a continuing pattern of policy violence against Blacks in inner-city communities. Yet, social work has maintained the posture of "innocent bystander," adept at "analysis after the fact," but is noticeably absent in confronting daily episodes of police harassment and abuse. The article presents the profession's typical responses, provides a scenario of the type of harassment a Black inner-city experiences, and then presents advocacy strategies that include legislative, institutional, and professional association recommendations.

Lynch, R. S., & Mitchell, J. (1995). Justice system advocacy: A must for NASW and the social work community. *Social Work, 40*(1), 9–12. https://www.jstor.org/stable/23718344

Quote from text: "social workers have been consistently concerned with anything throughout the history of the profession in this country, it has been the concept of justice—not simply for immigrants or African Americans, but for all people, especially those who are poor. Indeed, among the responsibilities imposed on the social worker by the NASW Code of Ethics (National Association of Social Workers [NASW], 1994) are the promotion of the general welfare and social justice and the prevention and elimination of discrimination. Social workers have endeavored to empower women, children, minorities, the poor, the elderly, and the disabled, those who are subjected to a judicial system that does not consistently and specifically recognize the equality of all persons and assumes that all persons should be judged by one standard—that of the "reasonable adult male" (Forer, 1991; Wright, 1987)."

Marsh, J. C. (2003). The social work response to violence. *Social Work, 48*(4), 437–438. https://doi.org/10.1093/sw/48.4.437

> Quote from text: "How can social workers respond to violence? In a world awash in violence, is it naïve to suggest that social workers can do anything about it? In fact, a cursory review of social work ideas and involvements historically and currently reveals the deep and meaningful engagement of social workers in the pursuit of peace and social justice. It reveals social workers' commitment to reducing violence and achieving peace through the development of individual dignity and well-being, economic opportunity, equity, human rights, and democracy. It reveals that social workers have long understood that the process of promoting peace and reducing violence requires education to increase understanding and cooperative effort to enhance social and economic development."

Mitchell, F. M. (2015). Creating Space for the 'Uncomfortable': Discussions about Race and Police Brutality in a BSW Classroom. *Reflections: Narratives of Professional Helping*, *21*(3), 4–9.

> Abstract: During the summer of 2014 I was developing my syllabus for a cultural competency course I would teach in the fall to a group of BSW students. On August 9th of that summer Michael Brown, a young black man, was shot and killed by Darren Wilson, a white police officer in Ferguson Missouri. As the fall semester approached and I was putting the finishing touches on my syllabus, I knew that I would speak with my students of the events unfolding in Ferguson. But I was anxious of what such conversations would look like. This narrative offers an overview of the critical dialogue that I engaged in with students about race and police brutality that semester. It also documents my journey in learning to create space for 'uncomfortable' classroom discussions that foster critical reflection about race in America and preparing social work students to practice in a multiracial society.

Moore, S. E., Adedoyin, A. C., & Robinson, M. A. (Eds.). (2018). *Police and the Unarmed Black Male Crisis: Advancing Effective Prevention Strategies*. Routledge. http://www.worldcat.org/oclc/1088907352

> Publisher: Presenting both historical and contemporary discussions and coverage, this book provides an in-depth and critical analysis of police brutality and the killing of unarmed black males in the United States of America. Within the book, contributors cover five key areas: the historical context and contemporary evidence of police brutality of unarmed black people in the USA; the impact of police aggression on blacks' well-being; novel strategies for prevention and intervention; the advancement of a cordial relationship between police and black communities; and how best to equip the next generation of scholars and professionals. Each contributor provides a simple-to-understand, thought-provoking, and creative recommendation to address the perennial social ill of police brutality of black males, making this book an excellent resource for students, scholars and professionals across disciplinary spectrums.

Moore, S. E., Robinson, M. A., Adedoyin, A. C., Brooks, M., Harmon, D. K., & Boamah, D. (2016). Hands up—Don't shoot: Police shooting of young Black males: Implications for social work and human services. *Journal of Human Behavior in the Social Environment*, *26*(3–4), 254–266. https://doi.org/10.1080/10911359.2015.1125202

> Abstract: Police shootings of young Black males that ultimately result in their death have become an all-too-common occurrence in this country. The deaths of Michael Brown and Eric Gardner have highlighted police relations with this population. Before viable solutions can be established, a number of areas need to be addressed that relate to the historical context in which police relations with this group exist that impact current relations between the police and young Black males, why their lives are seemingly given less value by society than those of their White counterparts, the role that spirituality and religiosity play that may help to make connections between them and the police, and the benefit of the Black church in fostering amicable police relations with young Black males. This article addresses these issues and concludes with recommendations for how the social work and human services professions, along with the Black church and police, can be responsive and proactive in addressing this social problem.

Moore, S. E., Robinson, M. A., Clayton, D. M., Adedoyin, A. C., Boamah, D. A., Kyere, E., & Harmon, D. K. (2018). A critical race perspective of police shooting of unarmed black males in the United States: Implications for social work. *Urban Social Work, 2*(1), 33–47. https://doi.org/10.1891/2474-8684.2.1.33

Abstract: Recent high-profile killings of unarmed Black males underscore a stark reality in America: though Black men have the same constitutional rights as all other citizens of the United States, in practice their rights are often violated. The negative stereotype that all Black males are criminals has created an environment that perpetuates the killing of unarmed Black males by police officers as justifiable self-defense. In this article, critical race theory (CRT) provides a theoretical lens to examine and understand the persistent racism underlying the social inequities that have been thrust upon Black males in the United States of America. The authors conclude with implications and recommendations for social work education.

Otuyelu, F., Graham, W., & Kennedy, S. A. (2016). The death of Black males: The unmasking of cultural competence and oppressive practices in a micro-aggressive environment. *Journal of Human Behavior in the Social Environment, 26*(3–4), 430–436. https://doi.org/10.1080/10911359.2016.1139994

Abstract: This conceptual article critically examines the relationship between cultural competence, oppressive practices, and micro-aggression within the field of social work and the larger community. The Council on Social Work Education requires that topics of race, power, privilege, and cultural competence be included in the graduate schools of social work it endorses. However, the impact of race, culture, class, and privilege in society and the work environment in the form of micro-aggression remains ignored within the human service field. African American males are most often the beneficiaries of services that social workers offer. In addition, they are often the recipient of these embedded messages, which are often witnessed in the form of police brutality, aggressive policing practices, and disproportionate arrest rates. This article presents some of the barriers social workers must be familiar with when addressing micro-aggression, cultural competence, and the impact of micro-aggression on oppression. Finally, recommendations for addressing micro-aggressions within the workplace and the field of social work are discussed.

President's Committee on Civil Rights (1948). To secure these rights—The Report of the President's Committee on Civil Rights, *Social Work Journal, 29*(1), 36–37. http://www.jstor.com/stable/23706668

Summary. This is a reprint of part of a Congressional report that discusses the importance of civil rights. References made to defending against police brutality and other police actions are made. It appears that this document was used as a template for social work to establish its own committee to reinforce civil rights, perhaps in response to the actions of the un-American Activities Committee of Congress.

Sacks, T. K., & Chow, J. C. C. (2018). A social work perspective on police violence: Evidence and interventions. Journal of Ethnic & Cultural Diversity in Social Work, 27(3), 215–218. https://doi.org/10.1080/15313204.2018.1476197

Quote from text: "Historically, social workers were invested in social change and advocacy, particularly on behalf of very vulnerable people. However, in the contemporary moment, social work practice and scholarship has increasingly and overwhelmingly shifted to research on clinical concerns, mental illness, and/or single-domain interventions. The shift away from social change to individual well-being makes it more difficult to analyze police killings from a multilevel and international social work perspective."

Teasley, M. L., Schiele, J. H., Adams, C., & Okilwa, N. S. (2018). Trayvon Martin: Racial profiling, Black male stigma, and social work practice. *Social Work, 63*(1), 37–46. https://doi.org/10.1093/sw/swx049

To address a critical gap in the social work literature, this article examines the deleterious effects of racial profiling as it pertains to police targeting of male African Americans. The authors use the Trayvon Martin court case to exemplify how racial profiling and black male stigma help perpetuate social inequality and injustice for black men. A racism-centered perspective is examined historically and contemporarily as a theoretical approach to

understanding the role that race plays in social injustice through racial profiling. Implications for social work research design and practice aimed at increasing the social work knowledge base on racial profiling are discussed. The authors call for attention and advocacy by major social work organizations in the reduction of black male stigma and racial profiling.

Wilson, B. L., & Wolfer, T. A. (2020). Reducing police brutality in African American communities: Potential roles for social workers in congregations. *Social Work and Christianity*, *47*(3), 66–84. https://doi.org/10.34043/swc.v47i3.153

In the last decade, there have been a shocking number of police killings of unarmed African Americans, and advancements in technology have made these incidents more visible to the general public. The increasing public awareness of police brutality in African American communities creates a critical and urgent need to understand and improve police-community relationships. Congregational social workers (and other social workers who are part of religious congregations) have a potentially significant role in addressing the problem of police brutality. This manuscript explores and describes possible contributions by social workers, with differential consideration for those in predominantly Black or White congregations.