We do science to promote justice.
The Center for Policing Equity’s (CPE’s) North Star is protecting, empowering, and supporting vulnerable communities—particularly Black and Brown communities—to redesign their public safety systems. CPE provides decision-makers with data, stories, and relationships to facilitate change that’s bold, innovative, and lasting. **We do science to promote justice.**

CPE gathers and analyzes data on behaviors within public safety systems and uses those data to help communities achieve safer policing outcomes. Our goal is to make policing less racist, less deadly, and less omnipresent. We believe we can forge a clear path to racial justice and economic mobility by ensuring communities have the resources they need to lead safe, productive, and thriving lives.

**WHO WE ARE**

We work to achieve this bold vision by balancing two interrelated efforts:

1. **Reducing harm** within existing law enforcement systems, pursuing strategies that address the racist behaviors, policies, and practices of law enforcement.

2. **Redesigning and implementing** new models that safeguard and empower communities to enhance and maintain collective public safety.

**HOW WE DO IT**

**HOW THE WORK GETS DONE**

- Use science to determine opportunities for transformative impact in public safety.
- Ensure an iterative loop between research and action.
- Test and implement data-driven interventions in partnership with communities.
- Catalyze nationwide change to improve public safety.

**OUR PROGRAMS**

**SCIENTIFIC RESEARCH**

Scientific research is the underpinning of all our work. CPE conducts field-leading scientific research to understand the highest-potential opportunities and approaches to transform public safety with a racial equity focus.

**THE JUSTICE NAVIGATOR**

Developed in collaboration with Google.org, this interactive digital platform provides community members, law enforcement agencies, and other stakeholders with the analyses, policy insights, and other tools they need to monitor and redesign public safety in their own communities.

**COMPSTAT FOR JUSTICE (C4J)**

C4J is a holistic program developed to co-create a reimagined public safety system that enhances public health outcomes and community wellbeing. By examining a variety of community input, police data, and policing practices, CPE helps identify what drives disparities that cause harm to communities. We use our findings to make data-informed recommendations to help reduce biased outcomes.

**THE NATIONAL JUSTICE DATABASE**

Launched in 2014, the National Justice Database is the world’s largest collection of police behavioral data and fuels CPE’s data analytics and scholarly research.

**STRATEGIC PARTNERSHIPS**

CPE offers communities and law enforcement rapid response advising, technical and data assistance, and strategic partnerships that offer actionable recommendations or directives through our triage response team.

**STAND WITH US**

Together, we can forge the path to justice.
Since our founding, CPE has served:

**OUR IMPACT**

Since our founding, CPE has served:

**PROPELLING POLICY**

Our country’s urgent call for reimagined public safety has challenged law enforcement agencies to make systemic change. Police departments that partnered with CPE have adopted one or more of our policy recommendations:

- **INSTITUTED DUTY TO INTERVENE**
- **BAN ON NO-KNOCK WARRANTS**
- **BAN ON NECK + CAROTID RESTRAINTS**
- **BAN ON TEAR GAS**
ABOUT CPE

The Center for Policing Equity’s (CPE’s) North Star is protecting, empowering, and supporting vulnerable communities—particularly Black and Brown communities—to redesign their public safety systems. CPE provides leaders with data, stories, and relationships to facilitate change that’s bold, innovative, and lasting. We do science to promote justice.

Our work is founded on the understanding that racism is not simply an expression of individually defective hearts and minds, but is best understood as behaviors that can be observed, measured, and monitored. CPE gathers and analyzes data on such behaviors within public safety systems and uses those data to help communities achieve safer policing outcomes for their public servants, their institutions, and themselves.

Making policing less racist, deadly, and omnipresent may mean: equipping community leaders with data tools to demand better policing; uplifting the work of longtime community organizers; or identifying those public safety tasks for which police are not trained and helping communities reimagine how to meet those challenges.

This work is also the basis of CPE’s National Justice Database, the largest collection of police behavioral data in the world. Yale-affiliated and funded by the National Science Foundation, this database allows CPE to provide others with a clearer picture of the approaches, measures, and methods that work best in redesigning public safety to better keep vulnerable communities safe.

Founded in 2008, CPE is a 501(c)(3) non-profit.
Dr. Phillip Atiba Goff is the Co-founder and CEO of The Center for Policing Equity (CPE), Carl I. Hovland Professor of African American Studies at Yale University, and Chair of the Department of African American Studies. Prior to his role at Yale, Dr. Goff was the inaugural Franklin A. Thomas Professor in Policing Equity at the John Jay College of Criminal Justice, the college’s first endowed professorship. Dr. Goff’s early work brought social science research methods into police departments, and his groundbreaking experiments exposed the association between Blackness and crime. Today, he is a national leader in the science of racial bias.

Dr. Goff’s early research led him to co-found CPE in 2007. Originally housed at UCLA as a university research center, CPE has since risen to national prominence in the enduring struggle for racial equity. Under his leadership, CPE has grown from a university-based research center with just two people on staff to a stand-alone 501(c)(3) of more than 130 employees across the country. Dr. Goff has overseen the expansion of multiple areas of focus within CPE’s mission, including most recently the build out of Public Policy and Community Engagement teams. Over the course of its expansion, CPE has pioneered scientific research methods, data-informed interventions, and community-centered redesigns of public safety systems, to identify and help reduce the drivers of racially disparate policing and facilitate meaningful change for vulnerable communities, particularly Black and Brown communities.

Dr. Goff has been honored with numerous awards, including two American Psychological Association early career awards, the Association for Psychological Science Rising Star Award, and the National Organization of Black Law Enforcement Executive’s Lloyd G. Sealy Award. Dr. Goff has testified before Congress on several occasions and served on President Obama’s Task Force on 21st Century Policing. In 2021, Dr. Goff signed a multiyear creative partnership deal with Warner Bros. Television to produce original content promoting equity, inclusion, and social justice.

Dr. Goff received his PhD in Psychology from Stanford and his BA from Harvard. He lives in New Haven, CT.
SENIOR LEADERSHIP

Dirk A. Butler  President and COO
Dirk A. Butler served as the Vice President of Community Impact and Engagement for the United Way, National Capital Area just prior to joining CPE. Previously, he served as a Senior Program Officer at the Annie E. Casey Foundation and was a Senior Social Science Policy Director at the U.S. Department of Health and Human Services under President Obama. Earlier in his career, Butler founded The Opportunity Institute, a Chicago-based research and consulting firm that bridged the gap between academic research institutions and vulnerable communities.

Dr. Tracie L. Keesee  Co-founder and SVP of Justice Initiatives
Dr. Tracie L. Keesee is a retired 25-year veteran of the Denver Police Department; she has also served as the Deputy Commissioner of Training and later Deputy Commissioner of Equity and Inclusion with the New York City Police Department. At CPE, Dr. Keesee oversees all law enforcement relationships and program implementation and works closely with communities to ensure their representation and participation in the co-production of public safety.

Chelsea Davis  Chief of Staff, CEO’s Office
Chelsea Davis served as the Chief Strategy Officer in the New York City Mayor’s office just prior to joining CPE. Davis has more than 10 years of experience in criminal justice reform and leadership, overseeing and supporting programs and research on mental health, substance use, drug policy, and police reform at the Vera Institute of Justice, Columbia University, and the Bard Prison Initiative.

Eric Cumberbatch  SVP of Policy & Community Engagement
Eric Cumberbatch has over 15 years of experience in city government and has held posts at the New York City Mayor’s Office, New York City Department of Education, and New York City Housing Authority. Just prior to joining CPE, Cumberbatch served as a Deputy Director with the NYC Mayor’s Office of Criminal Justice, with a portfolio including the Office of Neighborhood Safety, the Office to Prevent Gun Violence, & the Mayor’s Action Plan for Neighborhood Safety.

Dr. Tracey Lloyd  SVP of Science
Dr. Tracey Lloyd leads CPE’s science program and directs its public safety redesign science portfolio, as well as research projects aiming to document and reduce harm in existing public safety systems. Prior to joining CPE, Dr. Lloyd was a senior researcher at the Urban Institute’s Justice Policy Center and a research fellow at the Harvard Kennedy School’s Program on Criminal Justice Policy and Management.

Ricardo Chavira  SVP of Communications & Development
Ricardo Chavira oversees CPE’s external communications and fundraising efforts. Before joining CPE, Chavira was the Associate Vice President of Marketing and Communications at the Gary Sinise Foundation; he has also led marketing, communications, and fundraising efforts for the LA County Economic Development Corporation and the LA County Museum of Art.

Chris Burbank  VP of Law Enforcement Strategy
Chris Burbank is a retired 24-year veteran of the Salt Lake City Police department, where he served as Chief of Police from 2006 until his 2015 retirement. In 2013, Burbank was selected as one of six police chiefs from across the nation to meet with President Obama to discuss the administration’s plan for gun violence. Burbank has been involved with CPE since its inception, coming onboard as Vice President of Law Enforcement Strategy upon retirement from SLCPD.
MEDIA COVERAGE

Role Of Armed Policing Reconsidered After Violently Deadly Traffic Stop

SCOTUS Rules Police Officers Can’t Be Sued For Miranda Warning Violation

Policymakers Are Twisting ‘Defund The Police’ Into ‘Refund The Police’

Changing Behavior, Not Beliefs

Reimagining Police Departments With Safety And Justice In Mind

Phillip Atiba Goff: How Can Communities Reimagine Their Approach To Public Safety?

A Mental Health Crisis Is Not A Crime

How Piecemeal Police Reform Is Setting The Stage For National Change

Psychologist Examines What A ‘Rapid Evolution’ In Policing Might Look Like

Opinion: We’re Making Progress On The ‘What’ Of Reimagining Safety. But What About The ‘How’?

Hope Over History: Racial Justice Advocates Anxiously Await Chauvin Verdict
If the presence of armed officers is a constant in tragic outcomes, that should prompt us to ask: Where can we do without them?

Dr. Phillip Atiba Goff
Co-founder & CEO

CONTACT

For questions and more information about Dr. Phillip Atiba Goff or The Center for Policing Equity, please contact:

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