

# History of WIN WIN

***Written by Omowale Luthulu Allen, Creator of WIN WIN***

On a spring mid-afternoon, three Anglo police officers requested an appointment with Omowale Luthuli-Allen, Allen was Director of Harris County Precinct 1 Finnegan Park in the historic Fifth Ward of Houston, Texas. The park operated under the jurisdiction of Commissioner El Franco Lee, Pct. 1.

The officers wanted to know and understand why so many of the students at the adjacent high school were so hostile and abusive with law enforcement. Particular concern was the profuse use of profane use of profane invectives aimed at officers.

The officers said that they understood the ire and aggression directed at white police officers but were shocked by the language directed at black officers.

In an effort to curb and defuse the escalating tension, the WIN WIN workshop was created as a solution,. The primary mission of WIN WIN was to build trust and legitimacy between police and community, especially with young people of color. Equally important, the workshop stressed that police-citizen encounters start and end safely based on active engagement by police and citizens.

The initial effort was anchored on a partnership with National Organization of Law Enforcement (NOBLE), Deputy Williams and the Harris County Sheriffs Department, Martin Luther King Stop the Violence Workshop, Fifth Ward Enrichment Program, Houston Police Department and Houston Independent School District Police Department.

The workshop is completed with role playing and psychodrama around common law enforcement encounters. The workshop was officially launched in 2012 at the XIV Annual Dr. MLK Stop the Violence Workshop and Rally.

Fast forward to 2016. At the launch of the My Brothers keeper Program. The workshop was incorporated as one of the mainstay programs at the recommendation of Director Stephen Williams.

It should be noted that the ideological predicate and justification for the WIN WIN was POTUS Barack Obama's 21<sup>st</sup> Century Commission on Policing. This august commission addressed the crisis of unsustainable and maddening rates of incarceration. Center stage of this commission was dehumanizing treatment and a declining level of respect for a hallowed institution. One of the conclusions from this commission was that aggressive tactics such as increasing arrests and locking people up were not helpful in solving the crisis of legitimacy.

The hallmark of WIN WIN has always been procedural justice with a focus on a fair process for citizens in order to produce an acceptable outcome. All citizens, regardless of ethnicity, age or other demographics share this goal.

Recognizing the importance of collaboration, a partnership was formed with the Houston Health Department (HHD WIN WIN), Houston Police Department (HPD Seven Steps), National Organization of Black Law Enforcement Executives (NOBLE Law and the Community), and the African American Police Officers League (AAPOL). By combining their resources, they aim to maximize productivity, increase peer leader capacity and better serve priority populations.

NOBLE's certified program Law and the Community is now referred to as Law and the Community: A WIN WIN (WIN WIN), our collaborative program. It has evolved into a comprehensive suite of programs that sets us apart from other organizations. We take pride in our unique and specialized approach by providing employment opportunities, mentorship through our Positive Police Interaction Activities and expanding our training audience to including probationary officers. By combining the expertise and resources of our partners, we offer holistic and impactful experience while fostering positive relationships and community engagement

The partnership is a WIN WIN. The program provides an interactive learning environment wherein law enforcement, citizens, youth and black and brown men of color come together to listen, learn, and ensure safety for one another as well as the community. The ultimate goal is for everyone involved to return home safe at the end of a police encounter.

Purpose of WIN WIN Workshop is to provide an interactive learning environment while educating participants on the following:

- Knowledge and skills to have a successful encounter with law enforcement.
- Knowledge and skills to responsibly engage, de-escalate conflict, re-direct, refocus and safely exit the encounter (no harm to the citizen youth or the law enforcement officer).
- Rights as a citizen.
- Standard of expectation from law enforcement.