

# Municipal LEAD Roadmap

This roadmap is a tool for community leaders (local elected officials, municipal managers, police chiefs, etc.) to guide them in developing a LEAD program. All communities in Allegheny County are eligible to receive technical assistance to explore LEAD. To be eligible for the initial LEAD pilot, communities must either be part of CONNECT or have contiguous boundaries to CONNECT member municipalities. They must also pass a resolution to develop a LEAD program by November 2020 to be considered for the pilot.

## STAGE 1 - EXPLORATION

Is your community located in Allegheny County?  
Are you interested in LEAD?

**Congratulations! That's all it takes to participate at Stage 1.**

### Goals at this Stage:

- Learn how LEAD works and understand LEAD core principles
- Identify and engage potential stakeholders

### At this point, LEAD staff can:

- Provide information and resources on LEAD and community policing more broadly
- Meet with you & stakeholders in your community to discuss the potential impact of LEAD in your community & answer questions
- Invite you & other stakeholders to participate in:
  - LEAD info sessions
  - Working group meetings

### Action Steps for Municipal Stakeholders:

- Read resources on LEAD (1-pagers and briefs)
- Talk with LEAD staff to about how LEAD could work in your community
- Participate in:
  - LEAD info sessions
  - Working group meetings
- Engage other stakeholders in your community in various ways, including:
  - Forwarding them emails from LEAD staff
  - Inviting them to meet with LEAD staff and/or come to events about LEAD

## STAGE 2 - BUILDING COMMUNITY SUPPORT

Do you understand how LEAD works?  
Are you ready to build support to pass a resolution?

**Great! It's time to take the next steps to bring LEAD to your community.**

### Goals at this Stage:

- Build support among municipal stakeholders:
  - Police chief
  - Mayor
  - Council members
  - Manager
- Create a Community Engagement Plan
- Pass a municipal resolution to participate in LEAD
- Identify neighboring communities to be part of your regional LEAD cohort
- Create community

### At this point, LEAD staff can:

- Work with your municipal council to develop a resolution on LEAD
- Present on LEAD & answer questions at various events, such as:
  - Municipal council meetings
  - Local community group meetings
  - Gatherings at faith-based organizations
- Help to organize a door-to-door survey on LEAD

### Action Steps for Municipal Stakeholders:

- Continue to participate in LEAD-specific events and working groups
- Work with LEAD staff to create a Community Engagement Plan to introduce LEAD to your residents

### STAGE 3 - DEVELOPING

- Has your local government passed a resolution in support of LEAD/CONNECT?
- Does your community have a Community Engagement Plan to educate residents about LEAD?
- Is the police department ready to make changes to support LEAD?

**If yes, you may be eligible to join CONNECT's initial LEAD pilot.** If your community is not selected to join the initial pilot, CONNECT will work with you to determine a timeline for rolling out LEAD in your community.

#### Goals at this stage:

- Join or create a regional LEAD cohort. Cohorts share an Operations Workgroup, case managers, and a Community Leadership Team
- Educate the community on LEAD
- Prepare police officers to begin diverting
- Find additional community members to join the Community Leadership Team

#### At this level, LEAD staff can:

- Facilitate the Operations Workgroup and Community Leadership Team meetings
- Provide example policies and protocols for police departments
- Train police officers to implement LEAD
- Work with police leadership on a plan to collect data and evaluate the program

#### Action Steps for Municipal Stakeholders:

- Continue to participate in LEAD-specific events and working groups
- Work with LEAD staff to continue implementing your Community Engagement Plan

### STAGE 4 - IMPLEMENTING

Is your regional LEAD cohort ready to begin diverting?  
Are your police officers prepared to begin diverting?

**It's time to start diverting!**

#### Goals at this Stage:

- Begin diverting individuals to LEAD
- Troubleshoot any issues with the implementation
- Collect data and evaluate the process and outcomes of LEAD

#### At this level, LEAD staff can:

- Provide training on LEAD policies and procedures
- Continue to facilitate the Operations Workgroup and Community Leadership Team meetings
- Work with police leadership to collect data and evaluate the program

#### Action Steps for Municipal Stakeholders:

- Continue to participate in LEAD-specific events and working groups
- Work with LEAD staff to continue implementing your Community Engagement Plan