

Supporting Analysis: Comparison of Whitaker Group's Race, Culture, Procedural Justice and Police Legitimacy training for the City of Phoenix with Chicago Police Department's Procedural Justice and Police Legitimacy Training

Content Duplication Comparison:

Five of the six Whitaker Group (WG) modules are drawn virtually slide for slide and in most cases word-for-word from the Chicago Police Department (CPD) Procedural Justice and Police Legitimacy training material presentation. The Whitaker Group's training material total 84 slides, of which 52 are copies or have minor modifications. Each of the slides in The Whitaker Group's presentation had an individual copyright on each page, regardless of whether it was an exact copy of the Chicago Police presentation. The Whitaker Group's copyright was on work that was not Professor Whitaker's own work.

A breakdown of each slide:

- 52 slides of Professor Whitaker's training materials are either exact copies or with minor changes.
- 12 are pictures
- 13 are non-content pages such as a welcome page and title pages
- 7 are original content

Billing History:

Professor Whitaker invoiced the City of Phoenix and was paid 3 times. In those three invoices, he attempted to bill the City of Phoenix for a total of 109 hours for course preparation and revision; which at his \$350 billing rate would total \$38,150. That billing was for work that was largely copied from the Chicago training document and although it bore the Whitaker Group's copyright; was not truly Professor Whitaker's own work.

1. First invoice #1229, dated April 21, 2015 for 28 hours of work, for the dates of February 10-20, 2015 and paid \$8,500. Purpose: preparation of the Cultural Competency Procedural Justice, and Police Legitimacy Module
2. Second invoice #1230 dated May 29, 2015 for 143 hours, for the dates of December 11, 2014 to May 29, 2015. Invoice total was \$50,150. Of the 143 hours, 75 hours were billed for outline preparation, outline revision, research reading and notation. After an inquiry by the City regarding the billing period predating the contract date and the total amount of the this invoice being so high that Professor Whitaker was going to exceed the total contract amount well before the term; Professor Whitaker was paid for 32 hours of course preparation time for this invoice.
 - a. Professor Whitaker billed for work dating back to December 11, 2014, before any formal agreement was reached with city staff. Email dated May 21, 2015 from city staff cautioned Professor Whitaker that charging for so much preparation time risked exceeding the amount of the contract before completion.
 - i. In the same email chain, dated 5-21-15, Professor Whitaker responded to city staff: "Please note that I had to devote many front-loaded hours to research, design, preparation, and presentation of the Cultural Competency module."

Same email dated 5-21-2015: City staff asked for clarification of hours that Professor Whitaker billed for preparation time versus class time. Ultimately the City approved work done from April 5 - May 29, 2015 which totaled 95.5 hours and paid \$33,525 of the \$50,150. Of the 95.5 hours approved, 32 of those hours were broken into 16 hours of research, reading, and notation; and the other 16 hours were comprised of module outline and PowerPoint presentation preparation.

3. The third and final invoice #1231 dated May 29, 2015 for 38 hours of work, for the dates of June 1-30, 2015, and was paid \$13,300. Of the 38 hours, Professor Whitaker billed 4 hours for research and reading, and 2 hours of module media review and revision.

Content Duplication Comparison:

Professor Whitaker's first module seems drawn from a presentation on "Understanding Culture and Building Community" he has often given. Here are examples of congruence "PDF" refers to the PDF beginning with the Whitaker slide presentation:

**Chicago Police Department Course
Participant Guide**

Whitaker's Duplication

O 1. Chicago PD Module 1 slide titled "Housekeeping" (page 1 slide2).

C 1. Second slide copied almost word for word and it is titled "Housekeeping" (page 2 slide 1).

O 2. Chicago PD Module 1 slide titled "Objectives" (page 2 slide1).

C 2. Whitaker module 2 slide is copied almost word for word and it is titled "Objectives" (page 2 slide 2)

O 3. Chicago PD Module 1 slide is titled "The Interactive Nature Between Procedural Justice, Legitimacy, and Goals in Policing" (page 2 slide 2)

C 3. Whitaker Module 2 slide is titled "The interactive Nature between procedural justice, legitimacy, and goals in policing" (page 10 slide 2).

O 4. Chicago PD Module 1 slide is titled "Definitions". (page 2 slide 3)

C 4. Whitaker Module 2 definition for procedural justice and legitimacy are an exact copy of Chicago PD definitions. (page 11 slide 1).

O 5. Chicago PD Module 1 slide is titled "Example of Procedural Justice – Video, Taser Video Spokane, WA" (page 3 slide 1)

C 5. Whitaker Module 2 slide is titled "Example of Procedural Justice – Video, Taser Video Spokane, WA" (page 11 slide 2)

O 6. Chicago PD Module 1 slide is titled "Procedural Justice Leads to Legitimacy" (page 3 slide 2)

C 6. Whitaker Module 2 slide is copied word for word exact copy and is titled "Procedural Justice Leads to Legitimacy" (page 12 slide 1)

O 7. Chicago PD Module 1 slide is titled "Why are we here?" (page 3 slide 3)

7. Whitaker Module 2 slide is copied word for word and is titled "Why are we here?" (page 12 slide 2)

O 8. Chicago PD Module 1 slide is titled "What are we "Our Goals" in Policing?" (page 4 slide 1)

C 8. Whitaker Module 2 slide is almost copied word for word and is titled “What are we “Our Goals” in Policing?” ” (page 13 slide 1)

O 9. Chicago PD Module 1 slide is titled “Chicago Police Department Mission Statement” (page 4 slide 2)

C 9. Whitaker Module 2 slide is almost copied word for word and is titled “Phoenix Police Department Mission Statement” ” (page 13 slide 2)

Chicago PD Module 2 is titled “Expectation and Legitimacy” and Whitaker Group Module 3 is titled, “Racial and Cultural expectations and Legitimacy, Conflict Resolution and de-escalation techniques for officers” – a major change in title, but the module itself follows the pattern of the Chicago PD’s.

O 10. Chicago PD Module 2 slide is titled “Sir Robert Peel” (page 5 slide 1)

C 10. Whitaker Module 3 slide is almost copied word for word and is titled “Sir Robert Peel” (page 14 slide 2)

O 11. Chicago PD Module 2 slide is titled “Legitimacy - Video” (page 5 slide 2)

C 11. Whitaker Module 3 slide is copied word for word and is titled “Legitimacy - Video” (page 15 slide 1)

O 12. Chicago PD Module 2 slide is titled “The Golden Rule” (page 5 slide 3)

C 12. Whitaker Module 3 slide is almost copied word for word and is titled “The Golden Rule” (page 15 slide 2)

O 13. Chicago PD Module 2 slide is titled “Cynicism” (page 6 slide 1)

C 13. Whitaker Module 3 slide is copied word for word and is titled “Cynicism” (page 16 slide 1)

O 14. Chicago PD Module 2 slide is titled “Us Vs. Them” (page 6 slide 2)

C 14. Whitaker Module 3 slide is copied word for word and is titled “Us Vs. Them” (page 17 slide 1)

O 15. Chicago PD Module 2 slide is titled “Expectations Exercise” (page 6 slide 3)

C 15. Whitaker Module 3 slide is copied word for word and is titled “Expectations Exercise” (page 17 slide 2)

O 16. Chicago PD Module 2 slide is titled “Expectations Exercise – Group 1” (page 7 slide 1)

C 16. Whitaker Module 3 slide is copied word for word and in is titled “Expectations Exercise – Group 1” (page 18 slide 1)

O 17. Chicago PD Module 2 slide is titled "Expectations Exercise – Group 2" (page 7 slide 2)

O 18. Chicago PD Module 2 slide is titled "How can the community and police work together to fight crime?" (page 7 slide 3)

O 19. Chicago PD Module 2 slide is titled "Why do people obey the law?" (page 8 slide 1)

O 20. Chicago PD Module 2 slide is titled "Legitimacy" (page 8 slide 2)

O 21. Chicago PD Module 2 slide is titled "Legitimacy" (page 8 slide 3)

O 22. Chicago PD Module 2 slide is titled "Lawfulness vs. Legitimacy – Are Police actions lawful and legitimate?" (page 9 slide 1)

O 23. Chicago PD Module 2 slide is titled "Teachable Moment – Skateboard video – Baltimore PD" (page 9 slide 2)

C 17. Whitaker Module 3 slide is copied word for word and titled "Expectations Exercise – Group 2" (page 18 slide 2)

C 18. Whitaker Module 3 slide is copied word for word and titled "How can the community and police work together to fight crime?" (page 19 slide 2)

C 19. Whitaker Module 3 slide is copied word for word and titled "Why do people obey the law?" (page 20 slide 1)

C 20. Whitaker Module 3 slide is copied almost word for word and titled "Legitimacy?" (page 20 slide 2)

C 21. Whitaker Module 3 slide is copied almost word for word and titled "Legitimacy?" (page 21 slide 1)

C 22. Whitaker Module 3 slide copied the text at the bottom. (page 21 slide 2)

C 23. Whitaker Module 3 slide is almost copied word for word and titled "Learning Opportunity – Skateboard video – Baltimore PD" (page 22 slide 1)

At this point, the Whitaker Group presentation continues to track directly from the Chicago PD curriculum. Chicago PD Module 3 is titled "Procedural Justice" and Whitaker Group Module 4 is titled, "Race, Ethnicity, and Procedural Justice", and the module itself follows the pattern of the Chicago PD's:

O 24. Chicago PD Module 3 slide is titled "Procedural Justice" (page 10 slide 1)

O 25. Chicago PD Module 3 slide is titled "Procedural Justice in Action - Video" (page 11 slide 1)

C 24. Whitaker Module 4 slide titled "Procedural Justice" (page 23 slide 1)

C 25. Whitaker Module 4 slide is copied word for word and titled "Procedural Justice in Action - Video" (page 24 slide 1)

O 26. Chicago PD Module 3 slide is titled "Procedural Justice – Voice" (page 12 slide 1)

C 26. Module 4 slide is titled "Procedural Justice – Voice" (page 24 slide 2)

O 27. Chicago PD Module 3 slide is titled "Procedural Justice - Video" (page 12 slide 2)

C 27. Module 4 slide is combined and is titled "Procedural Justice – Voice" (page 25 slide 1)

O 28. Chicago PD Module 3 slide is titled "Procedural Justice –Voice" (page 12 slide 3)

C 28. Module 4 slide is combined and is titled "Procedural Justice – Voice" (page 25 slide 2)

O 29. Chicago PD Module 3 slide is titled "Procedural Justice – Voice" (page 13 slide 1)

C 29. Whitaker Module 4 slide is copied word for word and titled "Procedural Justice – Voice" (page 26 slide 1)

O 30. Chicago PD Module 3 slide is titled "Procedural Justice – Neutrality" (page 13 slide 2)

C 30. Whitaker Module 4 slide is copied word for word but does not include the graph it is titled "Procedural Justice – Neutrality" (page 26 slide 2)

O 31. Chicago PD Module 3 slide is titled "Labeling" (page 13 slide 3)

C 31. Whitaker Module 4 slide is copied word for word and also contains the same clip art, it is titled "Labeling" (page 27 slide 1)

O 32. Chicago PD Module 3 slide is titled "Procedural Justice – Respect" (page 14 slide 1)

C 32. Whitaker Module 4 slide is copied word for word and is titled "Procedural Justice - Respect" (page 27 slide 2)

O 33. Chicago PD Module 3 slide is titled "Procedural Justice - Trustworthiness" (page 14 slide 2)

C 33. Whitaker Module 4 slide is almost copied word for word and is titled "Procedural Justice - Trustworthiness" (page 28 slide 2)

O 34. Chicago PD Module 3 slide is titled "Trustworthiness" (page 14 slide 3)

C 34. Whitaker Module 4 slide is copied word for word and is titled "Trustworthiness" (page 29 slide 1)

O 35. Chicago PD Module 3 slide is titled "Ever Been Stopped? - Video" (page 15 slide 1)

C 35. Whitaker Module 4 slide is copied word for word and is titled "Ever Been Stopped? - Video" (page 29 slide 2)

O 36. Chicago PD Module 3 slide is titled "Procedural Justice" (page 15 slide 2)

C 36. Whitaker Module 4 slide is copied word for word and is titled "Procedural Justice" (page 30 slide 1)

O 37. Chicago PD Module 3 slide is titled "Research Supporting Procedural Justice" (page 15 slide 3)

C 37. Whitaker Module 4 slide is copied word for word, including the same pictures. It is also titled "Research Supporting Procedural Justice" (page 30 slide 2)

O 38. Chicago PD Module 3 slide is titled "Why Procedural Justice?" (page 16 slide 1)

C 38. Whitaker Module 4 slide is copied word for word and is titled "Procedural Justice?" (page 31 slide 1)

O 39. Chicago PD Module 3 is titled "Why Procedural Justice?" (page 16 slide 2)

C 39. Whitaker Module 4 slide is copied word for word, including the same pictures. It is also titled "Why Procedural Justice?" (page 31 slide 2)

O 40. Chicago PD Module 3 slide is titled "Power" (page 17 slide 2)

C 40. Whitaker Module 4 slide is copied word for word and is also titled "Power" (page 32 slide 1)

Chicago PD Module 4 is titled "Historical and Generational Effects of Policing" and Whitaker Group Module is titled, "Race, Ethnicity, Immigration, Refugees and Policing", and the module itself follows the pattern of the Chicago PD's:

O 41. Chicago PD Module 4 slide is titled "Historical Effects - Video" (page 18 slide 1)

C 41. Whitaker Module 5 slide is copied word for word and is also titled "Historical Effects - Video" (page 33 slide 1)

O 42. Chicago PD Module 4 slide is titled "How did we get here?" (page 18 slide 2)

C 42. Whitaker Module 5 slide is copied word for word and is also titled "How did we get here?" (page 33 slide 2)

O 43. Chicago PD Module 4 slide is titled "Building Trust - Video" (page 18 slide 3)

C 43. Whitaker Module 5 slide is copied word for word and is also titled "How did Building Trust - Video" (page 34 slide 1)

O 44. Chicago PD Module 4 slide is titled "Community Bank Account" (page 19 slide 2)

C 44. Whitaker Module 5 slide is copied word for word and is also titled "Community Bank Account" (page 36 slide 2)

O 45. Chicago PD Module 4 slide is titled "Deposit or Withdrawal?" (page 19 slide 3)

C 45. Whitaker Module 5 slide is copied word for word and is also titled "Deposit or Withdrawal?" (page 37 slide 1)

O 46. Chicago PD Module 4 slide is titled "Deposit or Withdrawal? - Video" (page 20 slide 2)

C 46. Whitaker Module 5 slide is almost copied word for word and is also titled "Deposit or Withdrawal?" (page 37 slide 2)

Chicago PD Module 5 is titled "Procedural Justice At Its Finest" and Whitaker Group Module 6 is titled, "Procedural Justice At Its Finest", and the module itself follows the pattern of the Chicago PD's:

O 47. Chicago PD Module 5 slide is titled "Procedural Justice At Its Finest" (page 20 slide 3)

C 47. Whitaker Module 6 slide is copied word for word and is also titled "Procedural Justice At Its Finest" (page 38 slide 1)

O 48. Chicago PD Module 5 slide is titled "Examples of Procedural Justice - Video" (page 21 slide 1)

C 48. Whitaker Module 6 slide is copied word for word and is also titled "Examples of Procedural Justice - Video" (page 38 slide 2)

O 49. Chicago PD Module 5 slide is titled "Images Are Powerful" (page 21 slide 2)

C 49. Whitaker Module 6 slide is copied word for word and is also titled "Images Are Powerful" (page 39 slide 1)

O 50. Chicago PD Module 5 slide image (page 21 slide 3)

C 50. Whitaker Module 6 slide is a duplicate image (page 39 slide 2)

O 51. Chicago PD Module 5 slide image (page 22 slide 3)

C 51. Whitaker Module 6 slide is duplicate image (page 40 slide 2)

O 52. Chicago PD Module 5 slide is titled "Take Away Message" (page 38 slide 3)

C 52. Whitaker Module 6 slide is combining 2 slides and almost copied word for word and is also titled "Take Away Message" (page 43 slide 2)

