HRC Categorization of DeKalb Community Input on Improving Police and Community Relationships

This document compiled by the Human Relations Committee (HRC) lists: 1. <u>All</u> the recommendations stated at the DeKalb County Community Forum on June 4, 2020; HRC Special Meeting on June 16, 2020; Black Lives Matter Town hall Meeting on June 18, 2020; the June 22, 2020 City of DeKalb Committee of the Whole Meeting; and the Black Lives Matter Lists of Demands reported in the June 25, 2020 *Daily Chronicle* **and** 2. <u>All</u> those recommendations that were received in a written format.

The specific HRC Recommendations to the City of DeKalb are attached to this listing of community recommendations.

Note: The HRC categories were selected by first grouping similarly themed recommendations together and then selecting a title that encompassed these grouped recommendations. Category titles also tried to incorporate some words from nationally reported categories. This was done to allow for anyone to search the main title words and locate more information on the category title topic.

Note: The HRC regrets any errors in accurately reflecting the verbal recommendations as they were turned into written ones. The numbers in () indicate number of similar statements.

Mental Health Personnel to Respond to Non-violent Calls

- 1. Have Social Workers go to non-violent calls.(1) Utilizing mental and Social health workers as partners in police action. (1)
- 2. Decriminalization of mental illnesses.(taking into custody those with mental illness, charging and jailing vs mental health treatment & care.)
- 3. Armed officers should be partnered with an unarmed individual (community professional) only when responding to a call where there is a danger of violence.
- 4. Replace officers with social workers as first responders for non-violent mental-health, drug, and domestic cases. Police response should only be considered as a last resort.
- 5. The City and Police Dept. to review how to add mental health and social workers as on-call professionals to assist police in responding to domestic disputes and those with mental or emotional disabilities. It is recommended that the DeKalb County Mental Health and other local mental health agencies be consulted.

Transfer of Dollars to Increase Support of Social Services

- 1. More social services. (1) Increased social services. (1)
- 2. Find ways to divest from policing and instead make meaningful investments in health care, education and counseling services.
- 3. The system should be rebuilt from the ground up by dismantling the municipal police and starting over. (3 similar)
- 4. Cut the police department's budget by 50% and put it into community services.
- 5. Reallocate funds to more social services specializing in areas of abuse, rape, drug abuse, and adolescence behavior, etc. will relieve some of *the* burden *on police as the catch all responders*.
- 6. Defund does not mean unfund, but rather allocate funds to services to help police and citizens.
- 7. Cut the Police Department's Patrol Division's Budget by 50% and divert those funds to hiring social workers, providing de-escalation training for officers and social workers, investing in the DeKalb County Community Mental Health Board, and the Annie Glidden North Revitalization Project.
- 8. Do not gut the programs from the police department that contribute to the quality of life in the community.
- 9. Support initiatives that are in partnership with other community institutions.
- 10. Look at how City Budget is supporting community values of social services, community needs, etc.

Limit Use of Force/De-militarization of Police/Increase Community Policing

Limit Use of Force

1. Ban use of excessive force. (1) No tolerance for excessive force. (2)

- 2. Prohibit police maneuvers that restrict the flow of blood or oxygen to the brain, and treat the use of excessive force as a federal civil rights violation.
- 3. Adopt the rules for police that are a part of the Justice in Policing Act of 2020 (choke hold use, dashboard & body camera use, national registry that tracks officers with records of misconduct, end the use of no-knock warrants in drug cases, ban racial profiling, require training, make lynching a federal hate crime, end qualified immunity for officers and make them personally liable for constitutional violations such as excessive force and require state and local law enforcement agencies to report use of force data by race, sex, disability status, religion and age).(4)
- 4. Compare our police practices to those of Campaign Zero rec. practices.
- 5. An increased amount of transparency of the police force. (1) Increasing transparency in the officer hiring process. (1)
- 6. Continue the review of the Police Department Policies and Procedures with a diverse citizen's committee to identify those that may allow or result in discriminatory actions or excessive use of force.
- 7. Adjust the official DeKalb City Police Department procedures for the use of force to include predetermined consequences for the use of excessive force, including drafting zero –tolerance consequences for an injuring or potentially life-threatening violation.
- 8. Initiate mandatory, public reports for any time an officer unholsters a weapon, lethal or less lethal, as well as any use of force. The report will include justification for the action.
- 9. There must be no tolerance of excessive force; to this end, Jeffery Weese should be immediately terminated. (1) Press charges against and fire Sgt. Jeffery Weese for the use of an illegal chokehold without severance pay.(1) Punishment for other officers involve in incident that contributed to excessive force. (1)
- 10. Provide public with answers all the way through investigation and conclusions of complaints against police.

- 11. Need to track who is being stopped (*race*, *sex*, *age*, *etc*.) and reasons for stop.
- 12.Do not hire police officers with previous misconduct records.(1) Disqualify any candidate who has been formally judged to have exerted excessive force. (1)
- 13.Look into hiring *police with* non-traditional police backgrounds.
- 14. Possible licensing police officers.
- 15. Create a hiring policy that overtly strives to build a police force that represents the diversity in our community.
- 16.Implement mandatory dash-cam and body cameras for officers.(1)

All officers in DeKalb must have full body camera coverage *(on)* any and every time they interact with citizens and must immediately be indicted and terminated in the event they tamper with, disable, or obstruct the camera *(view)*.(1)

17. Police must be required to report any police use of force and be required to intervene if a fellow officer is applying excessive force. (1)

Create an obstruction-free path for citizens to hold officers accountable who use excessive force or who do not intervene when excessive force is used. (1)

Require a public report whenever force is used or threatened. (1)

- 18.Examine the underlying philosophy for use of force policies and procedures (for assumptions and actions that contribute to the use of excessive force).
- 19. Mandatory, public reports for any case that requires or received medical treatment as a result of an arrest, unless the arrested individual requests that information remains private.
- 20. Require police, or any other party aiding in de-escalation, to exhaust all other alternatives to de-escalation, starting from least to most invasive, before firing any weapon.

- 21. Any officer who uses, or has a past history of using excessive force needs to be indicted and fired without severance pay.(1) Retroactive firing of police officers with records of excessive force abuse. (1)
- 22. Any officer who uses, or has a past history of using a chokehold needs to be indicted and fired without severance pay.
- 23. Any officer who does not intervene and de-escalate police use of excessive force must be indicted and fired without severance pay.
- 24. Require police to present a clear and understood warning before firing any weapon.
- 25. Provide mental health support for police officers.
- 26. Ban the City of DeKalb (*or its police*) from working, or collaborating in any way, with Immigration and Customs Enforcement (ICE). (3)
- 27. Address "stop and frisk"/Terry stops and avoid harassment on the basis of race.(1) Establish clear criteria for traffic stops, frisks, detainment, and a system for monitoring and evaluating such stops. (1)
- 28. Add whistleblower protection for police who report witnessing excessive force or racial targeting.

Demilitarization

- 1. Change the police culture from one of the "Warrior Mindset" to that of a "Guardian Mindset"
- 2. Prohibit the use of no-knock warrants
- 3. Withdraw from any federal programs that provide military equipment to law enforcement.(2)
- 4. Make police less paramilitary.
- 5. Police should divest themselves of all military type weapons and equipment. (2)

- 6. Police should carry less ammunition.
- 7. Issuing 6-shot, .38 caliber revolvers to police, banning reloads and back-up guns would both lessen the officers' natural tendency to regard
- 8. the available massive firepower as a main component of their occupation and would present a far less hostile and threatening image to the public
- 9. No additional points for hiring in regard to military experience.
- 10. Resource officers removed from schools.
- 11.Police need to be banned from any school that serves children under 18 years of age.
- 12. The City enact prohibitions against police use of military grade equipment in response to peaceful demonstrations/protests. This prohibition to include use of grenade launchers, bayonets, tear gas, pepper spray, rubber bullets, skip fire rounds, and concussion sound devices.
- 13. Police should wear police uniforms, not military-style BDUs (*Battle Dress Uniforms*).
- 14.Body armor (*protective vests*) should be worn under the uniform to avoid the appearance of hostility or aggression.
- 15. Changing the name of the Police Headquarters to something less intimidating.

Move to a more community-based policing strategy

- 1. Move to Fuller Use of Community Policing (Guardian culture, etc.)
- 2. Require police officers to live in the community they serve. (1) Preference to applicants willing to live within the community. (1)
- 3. Police should be out walking a beat more often with less use of the police vehicle.(2)

- 4. More officers participating in events in non-uniform.
- 5. Police and public should have a shared value system.
- 6. Use the best practices of other communities.
- 7. Implement the community-led public safety model of law enforcement.(2)

Independent Investigations & Prosecutions

- 1.Hold police accountable for their actions by ending the qualified immunity doctrine that prevents law enforcement officers from being held accountable when they violate the law.
- 2.Hold police accountable for what they do and treat them the same as civilians. No slap on the wrists. Police are civilians.
- 3. Support the national Justice in Policing Act 2020. (re: Indp. Invest.)
- 4. Prosecute officers independently, under a state's attorney subcontract, to prevent people who work with the police from prosecuting the police. (*likely means use of non-DeKalb County State's Attorney office*). (1)

Utilize an entity independent of the police in the review and prosecution of police officers. (1)

Training

- 1. Continue Cultural competency training for City Staff and Police/Fire Personnel. (2) Training for everyone, including City Council. (1)
- 2. Education and training on implicit bias.(3)
- 3. The city to require de-escalation training (2).
- 4. Continue training of officers in philosophy and techniques of antiracism, human rights and respect.

- 5. A review of the State of Illinois Police Training Academy that details <u>each</u> training component including the diversity and de-escalation training. Lobby appropriate state authorities to make changes, if necessary. (1)
- 6. Review the DeKalb County Sheriff's Police Academy for the need for more diversity and de-escalation training. (1)
- 7. Current and future officers must complete crisis intervention training and de-escalation training.
- 8. Training on the impact of trauma (from aggressive police interventions).

Community Oversight & Representation

- 1. A standing citizen advisory board on citizen and police interaction and relations. (1) Establish a citizens' community council. (1)
- 2. Create a Citizens' Review Board that represents the diversity of the community and that has a significant role in overseeing the hiring process and in monitoring the use of force and citizen complaints.
- 3. Public input into the hiring of the new police chief and quickly. (1) Bring back the interview panels for hiring police chief. (1) (*Police Chief*) hired by community. (1)
- 4. Database of photographs and a system of all police officers so the community can identify them.
- 5. Not allow the Mayor to pick people for committees.
- 6. Do not select "buddies" for committee assignments.
- 7. Continue local practice of independent investigation and review of policing discipline matters and keep the Fire and Police Commission as a local appeal board for such matters.
- 8. More diversity reflected in the decision-making room.

- 9. Have equal opportunities for minorities to become officers.
- 10. Interview minority applicants regardless of qualifying test results.
- 11.Rebuild community trust with police (by making changes wanted by community).
- 12.Look into hiring (for police force, those) with non-traditional police backgrounds.
- 13. Possibly licensing police officers.
- 14. Public disclosure of all complaints filed against officers. (3)

End of Police Involvement in Creating Revenue or Costing Cities for their Violations of Constitutional Rights.

- 1.End For-Profit Policing (refer to Campaign Zero for further info.)
- 2.End the Cash Bail System. (at County Jail and locally) (1) End cash bail for nonviolent crimes. (1)
- 3. Settlements of use of force should come from police pensions as opposed to through taxpayer's (*funds*).
- 4. Requiring officers to have their own liability insurance.
- 5. Take fines from the police department and put it in the community.
- 6.Revisit the NIU/DeKalb Co-policing agreement. Work on specificity of liability claims that leave the city open for liability. (*payments*)

Investment in Social Services, Recreational Opportunities, Housing-leases, Economic Improvement for Those in Poverty Conditions, Jobs, Education, etc.

1. Reallocation of funds to solve the root problems of poverty, poor education, and other problems that foster crime.

- 2. Spending more money on preventative measures to minimize the police force.
- 3. Restructure the allocation of the money throughout the city and reimagine how a different set up could serve the community.
- 4. Community members are losing possible hires due to DeKalb having a stigma that it is a racist community.
- 5. The poverty level is how we should allocate resources.
- 6. Implement a common lease.
- 7. The City of DeKalb will partner with the DeKalb Tenant Association to establish and enforce a common lease.(1) Working with a tenants' to ensure that renters are aware of their rights. (1)
- 8.Ensuring lease provisions with strong renter protection against unpredictable or unreasonable fees/penalties and against failure to provide livable conditions.
- 9.Demo 912 Edgebrook Housing.
- 10.Demo Campus Cinema and turn it into a community center (1) or food center (1).
- 11. More parks in the AGN area.
- 12. Rent Control
- 13. Build more affordable housing.
- 14. City of DeKalb to establish a minimum wage in DeKalb.
- 15. Work with local institutions to revise local support of housing, education, jobs, and healthcare services.
- 16. Remove those systems/procedures that perpetuate individuals stuck in a muli-generational cycle of poverty.

Police Contract Changes

- 1.Extensive vetting of officer and not allowing (*hiring individuals with*) any excessive force background.
- 2.Get rid of any clause for the deletion of records after three years in the Collective bargaining agreement.
- 3. Consequences for actions individuals (police) take.
- 4. Mayor will re-open police contract regarding firing officers.
- 5. Monthly psych exams for officers.
- 6.Recruits should have a psych and trauma evaluation. Then have a support system in place for police during their tenure.
- 7. More vigorous temperament screening.
- 8. The law MUST apply to police also, there MUST be appropriate justice for their victims.
- 9.Hold police accountable for their actions by ending the "qualified immunity" doctrine that prevents law enforcement officers from being held accountable when they violate the law. (1) Reform qualified immunity and other obstacles to holding officers accountable. (1)
- 10.Review the Police/City Union Contract to determine if there are sections that shield abusive officers from public accountability. If such clauses are identified, to work in negotiations to eliminate such clauses.

Justice System Reforms

1. Work with criminal justice system (i.e. courts, judges and prosecutors) to implement restorative justice model, complementing traditional methods of justice. Do not continue a strict retributive theory of punishment – i.e. when an offender breaks the law, requiring they suffer in return.

- 2. Sentencing is whole another issue. (*Unequal sentencing of POC.*) (1) Our Justice system has failed us. (1) Work with criminal justice system. (1)
- 3. Eliminate the negative interactions of incarceration with poverty, homelessness, and mental health.
- 4. Reduce bureaucracy in the law enforcement and criminal justice system.

Statements of Concern & Others

The following statements stated either a general concern without indicating a specific recommendation <u>or</u> were unclear in the wording/intent <u>and/or</u> could be a part of every recommendation.

Consequently, these statements were not able to be placed under one of the above categories. However, several state important issues that are worthy of addressing as a community.

- 1. Distrust of police by the black community.

 (Yes, a fact that could apply to all recommendations. If most of recs. under all categories implemented, then the distrust likely be reduced.)
- 2. We need to <u>not</u> have a quick solution. We need a permanent solution (*Amen!*)
- 3. Needs to be taken more seriously.

 (Unfortunately, not specific to an action, but all recommendations need to be taken very seriously!)
- 4. Address the white supremacy groups in the area. (Yes, an issue. Benefit from knowing how this individual believes this issue could be addressed.)
- 5. Several recommendations were listed under the call for the BLM to meet with: City Council and Police Department, City Council and Community members, and the County Board and officials of the 23rd Circuit Judicial System along with interested community members to discuss and implement a number of recommendations appearing in various above categories.

From: Praying With Our Feet, A DeKalb County Jewish Committee for Social Justice

Date: July 6, 2020

"...morally speaking, there is no limit to the concern one must feel for the suffering of human beings, ... indifference to evil is worse than evil itself, ... in a free society, some are guilty, but all are responsible."

—— Abraham Joshua Heschel

We, the members of *Praying With Our Feet*, support the goals presented by Black Lives Matter of DeKalb. It is tragic that it has taken this long for our country to take effective action. Countless lives have been traumatized and lost. As the spotlight of public awareness is sharply focused on these ongoing atrocities, we have an unprecedented opportunity and responsibility. Now is the time to act. As members of this community, we will personally work to see that specific and effective changes are swiftly put in place in order to protect Black, Indigenous, and People of Color (BIPOC) in our community.

It is now time to move to the next step: public bodies making and implementing actionable changes. We will offer strong support to those proposing such steps. It is time for the City of DeKalb and DeKalb County to each work with BLM and community members to begin crafting policies consistent with the goals of BLM and then begin working to ensure that the policies are actually implemented.

We propose that the City Council meet with BLM and the Police Department to discuss and decide on specific and effective ways to implement the following:

- Increasing transparency in the officer hiring process and assuring public disclosure of complaints
- Creating a hiring policy that overtly strives to build a police force that represents the diversity in our community,
 that gives preference to applicants willing to live within the community, and that investigates past records and
 disqualifies any candidate who has been formally judged to have exerted excessive force
- Adjusting the official DeKalb City Police Department procedures for use of force to include predetermined
 consequences for use of excessive force, including drafting zero-tolerance consequences for an injuring or potentially
 life-threatening violation
- Creating an obstruction-free path for citizens to hold officers accountable who use excessive force or who do not
 intervene when excessive force is used
- Requiring a public report whenever force is used or threatened
- Establishing clear criteria for traffic stops, frisks, detainment, and a system for monitoring and evaluating such stops
- Utilizing an entity independent of the police in the review and prosecution of police officers
- Creating a Citizens' Review Board that represents the diversity of the community and that has a significant role in overseeing the hiring process and in monitoring the use of force and citizen complaints

- Utilizing mental and social health workers as partners in police action
- Making a commitment to not cooperate with the U.S. Immigration and Customs Enforcement agency (ICE)
- Eliminating all police-owned military equipment

We propose that the City Council meet with BLM and community members to discuss and decide on specific and effective ways to implement the following:

- Ensuring lease provisions with strong renter protection against unpredictable or unreasonable fees/penalties and against failure to provide livable conditions
- Working with a tenants' association to ensure that renters are aware of their rights

We propose that the County Board and officials of the 23rd Circuit Judicial System meet with BLM and interested community members to create and then implement strategies for the following:

- Making a commitment to not cooperate with the U.S. Immigration and Customs Enforcement agency (ICE)
- Ending cash bail for nonviolent crimes

We propose that we all band together to advocate with the state, local, and federal government as appropriate for the following:

- Adding whistleblower protection for police who report witnessing excessive use of force or racial targeting
- Reforming qualified immunity and other obstacles to holding police officers accountable

We would like to offer our support and willingness to publicly advocate for these necessary changes. We will be researching other communities' implementation strategies and their effectiveness. We feel these issues must be faced immediately, and we would like to join with BLM activists, community members, and government officials to determine together how to build our community into a place where each resident can live safely and with dignity.

Sincerely,

Praying With Our Feet, A DeKalb County Jewish Committee for Social Justice

Rabbi Julie Pelc Adler

Harvey Blau

Laurie Rodriguez

Robert Feldacker

Herbert Rubin

David Gorman

Jason Hanna

Linda Schwartz

Jane Lux

Linda Mogren

Joshua Rodriguez

Laurie Rodriguez

Herbert Rubin

Irene Rubin

Linda Schwartz

Jare Linda Mogren

Jerrold Zar

Input to Human Relations Commission, City of DeKalb Policy Reform on Racial Inequality and Injustice Meeting of July 7, 2020

To: City of Dekalb Human Relations Commission

Subject: Recommendations on Policy Reform on Race Relations

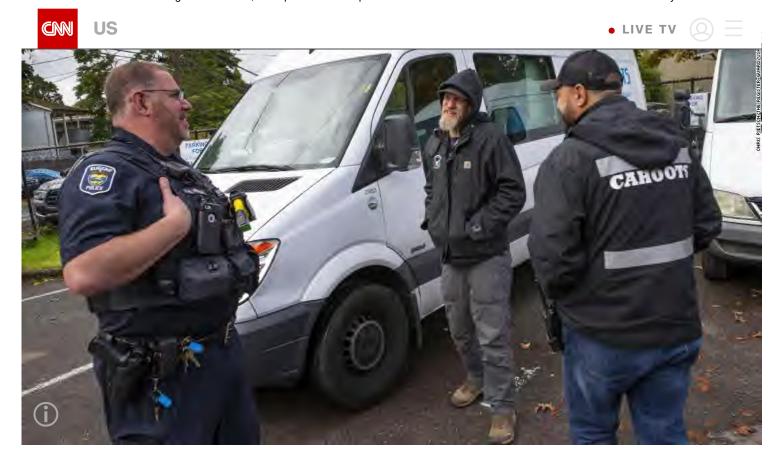
This is intended to summarize my input to the commission as race relations reforms are considered for recommendation to the City Council.

I have previously expressed my suggestions in the Human Relations Commission (HRC) forum on June 16, 2020. Since that time, I have given further thought to the topic and wish to provide this additional input:

- Support for the <u>national Justice in Policing Act</u> law enforcement reforms.
- Support for the <u>Black Lives Matter (BLM) demands</u>, following June 18th town hall meeting.
- Implement the <u>community-led public safety model of law enforcement</u>. Support procedural justice through giving voice to the public confers legitimacy to the police in a way that civilian oversight cannot. (This ties to demand #11 of recommendations from the BLM movement.)
- Work with local institutions to <u>revise local support of housing, education, jobs, and healthcare services</u>. Remove those systems/procedures that perpetuate individuals stuck in a multigenerational cycle of poverty.
- Work with criminal justice system (i.e. courts, judges and prosecutors) to <u>implement restorative</u> <u>justice model</u>, complementing traditional methods of justice. Do not continue a strict retributive theory of punishment i.e. when an offender breaks the law, requiring they suffer in return.

We can do better! Intentionally removing 'systemic racism' practices will benefit everyone living in this community. I support locally integrating support services and reducing bureaucracy in the law enforcement and criminal justice systems, eliminating negative interactions of incarceration with poverty, homelessness, and mental health.

Submitted by – John Rey, 2944 Greenwood Acres Drive, DeKalb, IL 60115



This town of 170,000 replaced some cops with medics and mental health workers. It's worked for over 30 years

By Scottie Andrew, CNN

Updated 10:10 PM ET, Sun July 5, 2020

(CNN) — Around 30 years ago, a town in Oregon retrofitted an old van, staffed it with young medics and mental health counselors and sent them out to respond to the kinds of 911 calls that wouldn't necessarily require police intervention.

In the town of 172,000, they were the first responders for mental health crises, homelessness, substance abuse, threats of suicide -- the problems for which there are no easy fixes. The problems that, in the hands of police, have often turned violent.

Today, the program, called CAHOOTS, has three vans, more than double the number of staffers and the attention of a country in crisis.

CAHOOTS is already doing what police reform advocates say is necessary to fundamentally change the US criminal justice system -- pass off some responsibilities to unarmed civilians.

Cities much larger and more diverse than Eugene have asked CAHOOTS staff to help them build their own version of the program. CAHOOTS wouldn't work everywhere, at least not in the form it exists in in Eugene.

But it's a template for what it's like to live in a city with limited police.

It's centered around a holistic approach











Nurse Celene Eldrich, a volunteer nurse for CAHOOTS, waits to screen guests for health concerns at the Egan Warming Center's Springfield location in March.

CAHOOTS comes from White Bird Clinic, a social services center that's operated in Eugene since the late 1960s. It was the brainchild of some counterculture activists who'd felt the hole where a community health center should be. And in 1989, after 20 years of earning the community's trust, CAHOOTS was created.

It stands for Crisis Assistance Helping Out on the Streets and cheekily refers to the relationship between the community health center that started it and the Eugene Police Department.

Most of the clients White Bird assisted -- unsheltered people or those with mental health issues -- didn't respond well to police. And for the many more people they hadn't yet helped, they wanted to make their services mobile, said David Zeiss, the program's co-founder.

"We knew that we were good at it," he said. "And we knew it was something of value to a lot of people ... we needed to be known and used by other agencies that commonly encounter crisis situation."

It works this way: 911 dispatchers filter calls they receive -- if they're violent or criminal, they're sent to police. If they're within CAHOOTS' purview, the van-bound staff will take the call. They prep what equipment they'll need, drive to the scene and go from there.

The program started small, with a van Zeiss called a "junker," some passionate paraprofessionals and just enough funding to staff CAHOOTS 40 hours a week.

It always paired one medic, usually a nurse or EMT, with a crisis responder trained in behavioral health. That holistic approach is core to its model.

Per self-reported data, CAHOOTS workers responded to 24,000 calls in 2019 -- about 20% of total dispatches. About 150 of those required police backup.





It had to overcome mutual mistrust with police

White Bird's counterculture roots ran deep -- the clinic used to fundraise at Grateful Dead concerts in the West, where volunteer medics would treat Deadheads -- so the pairing between police and the clinic wasn't an immediately fruitful one.

There was "mutual mistrust" between them, said Zeiss, who retired in 2014.

"It's true there was a tendency to be mistrustful of the police in our agency and our culture," he said. "It was an obstacle we had to overcome."

And for the most part, both groups have: Eugene Police Chief Chris Skinner called theirs a "symbiotic relationship" that better serves some residents of Eugene.

"When they show up, they have better success than police officers do," he said. "We're wearing a uniform, a gun, a badge -- it feels very demonstrative for someone in crisis."

It seeks to overturn a disturbing statistic

And there's a great deal of people in Eugene in crisis.

Lane County, which encompasses Eugene and neighbor city Springfield, has staggering rates of homelessness.

The county's per-capita homeless rate is among the nation's highest. Recent data from the county also suggests mental health crises are widespread, too -- the suicide rate, at around 17 deaths per 100,000, is about 40% higher than the national average.

Police encounters with the homeless often end in citations or arrests. Of homeless people with mental health conditions, anywhere from 62.0% to 90% of them will be arrested, per one journal review of homelessness studies. They may end up in jail, not in treatment or housing, and thus begins the cycle of incarceration that doesn't benefit either party.

Around 25% of people killed by police show signs of mental illness, according to one study

CAHOOTS was created in part because of another disturbing statistic -- around 25% of people killed by police show signs of mental illness, according to a journal review of the Washington Post's extensive officer-involved shootings database.







snot by police. His loved ones said he was a veteran with PTSD who dithreatened suicide. (Skinner was appointed chief in 2018, three years after the shooting.)



I believe it's time for law enforcement to quit being a catch-base for everything our community and society needs.

Eugene Police Chief Chris Skinner

Most of CAHOOTS' clients are homeless, and just under a third of them have severe mental illnesses. It's a weight off the shoulders of police, Skinner said.

"I believe it's time for law enforcement to quit being a catch-base for everything our community and society needs," Skinner said. "We need to get law enforcement professionals back to doing the core mission of protecting communities and enforcing the law, and then match resources with other services like behavioral health -- all those things we tend to lump on the plate of law enforcement."

Its staffers are unarmed

There's no such thing as a "typical" CAHOOTS shift these days, said Ben Brubaker, who worked as a CAHOOTS crisis worker before assuming the senior role of clinical co-coordinator at White Bird.

Staffers respond to substance addiction crises, psychotic episodes, homeless residents and threats of suicide. They make house calls to counsel depressed children at their parents' request, and they're contacted by public onlookers when someone isn't in a position to call CAHOOTS themselves.

Unlike police, CAHOOTS responders can't force anyone to accept their aid, and they can't arrest anyone. They're not armed, and their uniform usually consists of a White Bird T-shirt and jeans -- the goal is that the more "civilianlike" they look, the less threatened their clients will feel.

Their approach is different, too. They're taught in training to abandon the "pseudo-professional" affect that staffers inadvertently take on in talks with clients. And aside from an extensive background in medical care or mental health, all CAHOOTS employees are judged by their "lived experiences," Brubaker said -- people who've dealt with many of the situations CAHOOTS clients find themselves in are better able to empathize and serve those people, he said.

Building that rapport and trust with clients is part and parcel with their clinical work.

"That can be tricky," Brubaker said. "We show up in a white van."

The demand for its services continues to grow



LIVE TV





Cahoots crisis councilor Ned White, left, and EMT Rose Fenwick wrap up a day shift with a stop in Eugene in December 2018.

For most people they assist, though, that's still preferable to a police cruiser.

They can call police or EMS for assistance if the case requires a "higher level of care" than CAHOOTS can provide, he said. But much of it they can do on their own. They can transport clients to hospitals, shelters or White Bird Clinic, where they'll have access to medical and dental care and counseling.

Support continues to swell -- CAHOOTS receives about \$2 million, which Zeiss says is almost three times what its budget was when he retired in 2014. And CAHOOTS a few years ago expanded to serve neighboring Springfield.

But the program is still working with just three vans, which are staffed 24/7. The workload can be overwhelming, Brubaker said.

The high demand, low capacity model is holding CAHOOTS back, said Ibrahim Coulibaly, a former White Bird volunteer who serves as the president of the Lane County NAACP chapter. Expanding CAHOOTS' services so it had its own campus, too, could improve its reach, he said.

With more funding, he said, reallocated from the police budget or another source, the program could respond to even more crises, with even more employees and, hopefully, at least one more van.

CAHOOTS could use more than another van, though, said June Fothergill, a pastor at a Springfield church who calls CAHOOTS to pick up the homeless people or people with substance use issues that stop by for free meals.

Fothergill said while CAHOOTS does its part well -- providing immediate services to someone in crisis -- there's still a void when it comes to long-term solutions.

"You can call someone for the crisis, but what are they supposed to do for it -- where can they take them except for jail?" she said. "That doesn't necessarily provide much treatment."









"They're doing what they can do," she said. "There's wonderful work going on, but it isn't adequate at the moment."

It says a partnership with police is essential

The idea of "defunding the police" crept into the mainstream just one month ago, since the death of George Floyd sparked nationwide protests against racism and police brutality. But what the term means depends on who you ask.

What would the US look like without police? 02:17

Advocates for limiting the role of police have pointed to Eugene as an example of social service providers and law enforcement working in harmony.

But a growing group of dissenters feel there's little room for police in the movement to fundamentally change the American criminal justice system. Services like CAHOOTS, they say, may function better and more broadly without the assistance of police.

Zeiss isn't sure he agrees.

"Partnership with police has always been essential to our model," he said. "A CAHOOTS-like program without a close relationship with police would be very different from anything we've done. I don't have a coherent vision of a society that has no police force."

He said the current movement has seemingly pitted service providers like CAHOOTS against police, which may stoke suspicion among police over "whether we're really their allies or their competitors," he said.



LIVE TV







Partnership with police has always been essential to our model. I don't have a coherent vision of a society that has no police force.

David Zeiss, the program's co-founder

Skinner, the Eugene police chief, said reallocating funds from Eugene police would stifle the department, which is already money-tight, and its ability to do the work to defend CAHOOTS when situations turn violent.

"Anytime you're thinking about what meaningful change looks like, especially that's sustainable, it takes a significant amount of engagement from stakeholders," he said. "While I totally understand people's desire to do something very, very quickly, we kind of need to keep our eyes on the prize here. If we want to reform police, we have to do it methodically and strategically."

It's become central in the 'defund the police' debate

Coulibaly said community leaders are in talks over what to do about police -- should their funding go to CAHOOTS, or should more funding be directed toward better educating police about deescalation techniques? They haven't reached a consensus, he said.

"If the city doesn't have enough money to fund CAHOOTS, probably they should think about reallocating some of the funds that go to police to support CAHOOTS," he said.

Brubaker said the relationship with police remains strong, but CAHOOTS is evaluating the calls for change from the public, who've directed their support toward the program. He said staff are figuring out what shape the program will take going forward, but there's no clear path.

"We're not trying to be the face of a mainstream institution," he said. "We're just people serving people."

Other cities are trying to develop a similar model

The idea of a separate entity in charge of alternative care is more enticing than ever as cities mull over the efficacy of their police departments.

CAHOOTS has met the moment. Brubaker said he's consulting with cities on how to implement their own CAHOOTS-inspired program, subbing White Bird Clinic for a local organization that serves a similar role.

There are a few criteria, though, that Brubaker considers immutable: The CAHOOTS stand-in should be operated by a local non-profit separate from the government that already has an established, positive rapport with the community, and it should ideally be staffed by people who reflect the diversity of that community.

CAHOOTS consulted Olympia, Washington, on the creation of its own Crisis Response Unit, which is staffed by two social workers. Denver is piloting a program, also inspired by CAHOOTS, led by a local social justice organization.



LIVE TV





White Bird Clinic and CAHOOTS coordinators can't go into other communities and set up copies of CAHOOTS. What works in Eugene wouldn't work in New York, or in Miami, or in larger cities more diverse than Eugene (less than 2% of the population is Black, according to census data).

Brubaker knows that a "fill-in-the-blank" style of reform wouldn't work. But CAHOOTS does provide a template.

"I guess the role that I see for our agency isn't to go in and tell other communities what they need to do and should be doing," he said. "Our role is to assist those communities to have a conversation with each other about what they need and what that response can look like."

It's not an immediate fix. Zeiss said it took a lot of "patient plotting" for CAHOOTS to really have an impact.

"At this point, we've patiently waited out an entire generation of police officers," he said. "There's nobody on the Eugene police force today who can remember being a Eugene police officer without CAHOOTS. It's been that slow of a process."

That doesn't mean other cities shouldn't try.

"You have to start," he said. "You can start immediately by creating something and expand it as confidence in it grows."

Another city's CAHOOTS may not be called CAHOOTS at all, though it'll probably use another cutesy acronym. It's not likely to satisfy advocates who want to defund the police entirely. But, if done right, it *could* change the lives of some of a city's most vulnerable people.

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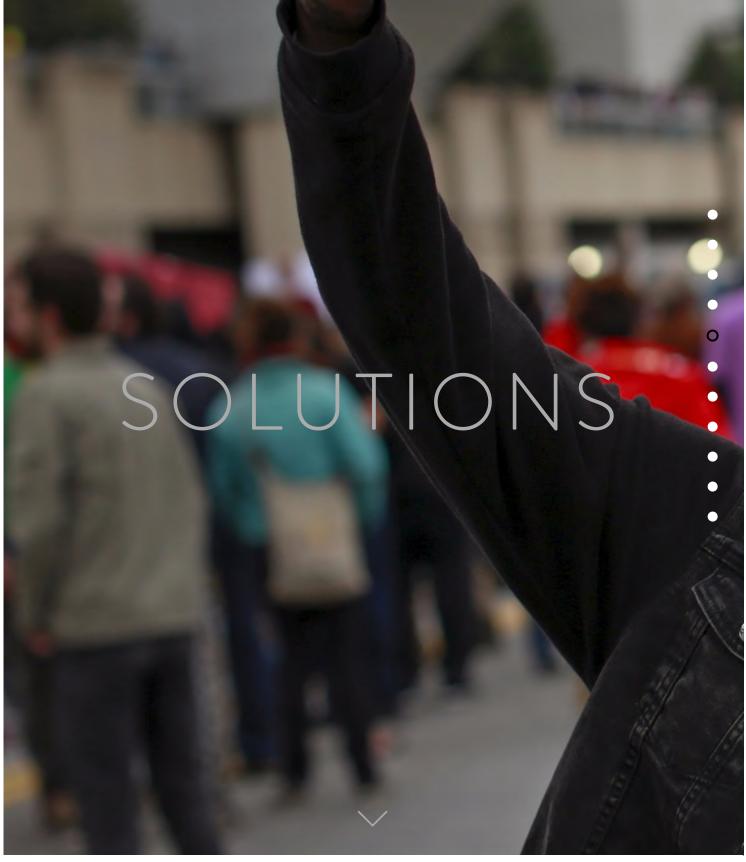
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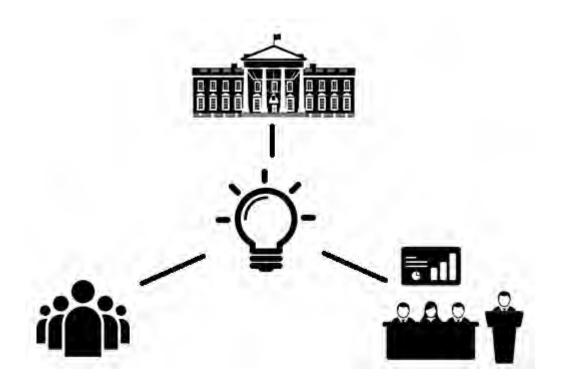
CAMPAIGN ZERO CAMPAIGN ZERO THE PROBLEM

SOLUTIONS REPORTS FEEDBACK

PLANNING TEAM DONATE



A **comprehensive package** of urgent policy solutions - informed by data, research and human rights principles - can change the way police serve our communities.

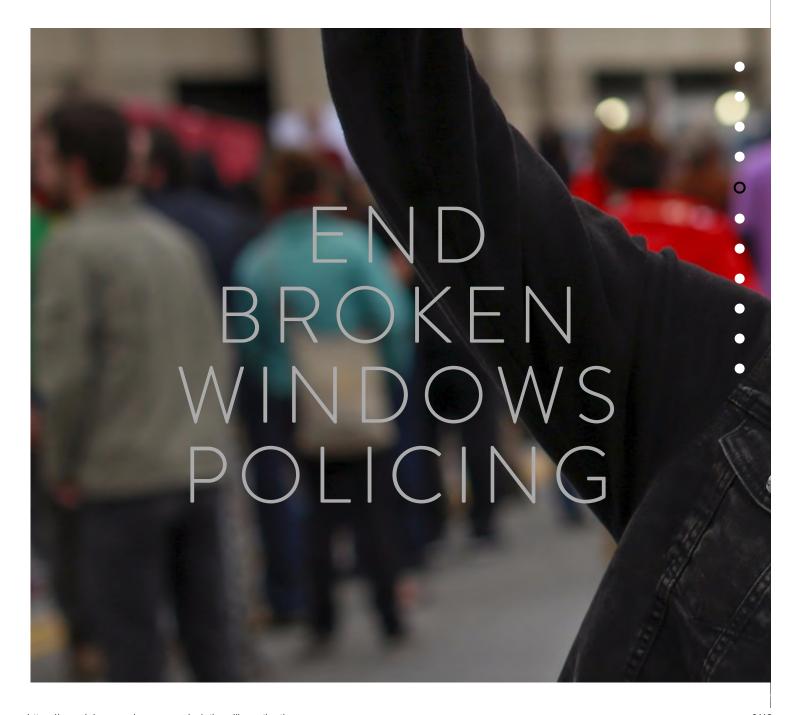


Integrating recommendations from communities, research organizations and the President's Task Force on 21st Century Policing, these policies aim to protect and preserve life.

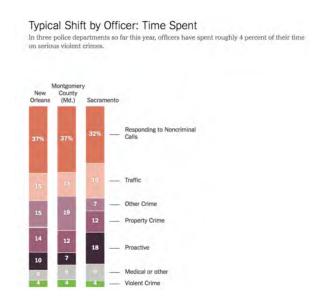




SCROLL DOWN TO VIEW EACH POLICY SOLUTION CATEGORY



A decades-long focus on policing minor crimes and activities - a practice called Broken Windows policing - has led to the criminalization and over-policing of communities of color and excessive force in otherwise harmless situations. Nationwide, only 5% of all arrests made in 2018 involved alleged violent crimes and only 4% of what police spend their time doing overall involves enforcing violent crime. Meanwhile, the vast majority of arrests are for low-level, non-violent activities in encounters that often escalate to deadly force. For example, in 2014, police killed at least 287 people who were involved in minor offenses and harmless activities like sleeping in parks, possessing drugs, looking "suspicious" or having a mental health crisis. These activities are often symptoms of underlying issues of drug addiction, homelessness, and mental illness which should be treated by healthcare professionals and social workers rather than the police.



2020 New York Times Analysis of how police typically spend their time.

Serious violent crimes police departments so t	save made up around 1 percent of all calls ar this year.	for service in these
Baltimore	0.9%	
Chandler, Ariz.	1.0%	
Cincinnati	1.2%	
Montgomery County, Md.	0.5%	
New Orleans	1.0%	
Phoenix	1.8%	
Sacramento	1.4%	
San Diego	1.0%	
Seattle	1.3%	
Tucson	0.7%	

2020 New York Times Analysis of the total proportion of calls for service/911 calls involving violent crime in each city.

POLICY SOLUTIONS



End Policing of Minor "Broken Windows" Offenses

The following activities do not threaten public safety and are often used to police black communities. Decriminalize these activities or deprioritize their enforcement:

- Consumption of Alcohol on Streets
- Marijuana Possession
- Disorderly Conduct
- Trespassing
- Loitering
- Disturbing the Peace (including Loud Music)
- Spitting
- Jaywalking
- Bicycling on the Sidewalk
- Prostitution

(Example: Respect State Marijuana Laws Act of 2015)

End Profiling and "Stopand-Frisk"

Establish enforceable protections against profiling to prevent police from intervening in civilian lives for no reason other than the "suspicion" of their blackness or other aspects of their identity. This should include:

- immigration status, age, housing status, sexual orientation, gender, gender identity, disability, HIV status, race, religion and national origin as protected groups
- the right for people to seek court orders to stop police departments from profiling
- bans on both intentional profiling and practices that have a disparate impact on protected groups
- ban stops for "furtive" movements such as a reaching for waistband or acting nervous
- ban stops for being in a high-crime area

- ban stops for matching a generalized description of a suspect (i.e. black male ages 15-25)
- require officers to
 establish objective
 justification for making a
 stop and to report every
 stop including location,
 race, gender, whether
 force was used and
 whether a firearm was
 found.
- end the use of predictive policing technology, which uses systematically biased data to enhance police profiling of black people and communities
- prohibit police
 departments from using
 resources to investigate,
 interrogate, detain,
 detect, report, or arrest
 persons for immigration
 enforcement purposes.
- prohibit police
 departments from
 transferring an
 individual to federal
 immigration authorities
 for purposes of
 immigration
 enforcement.
- prohibit officers from being placed under the

supervision of federal agencies or deputized as special federal officers or special federal deputies.

(Examples: End Racial Profiling Act of 2015; NYC Community Safety Act; NYC Stop-and-Frisk Reforms; California Senate Bill 54)

*iii Establish Alternative Approaches to Mental Health Crises

Mental health crises should not be excuses for heavy-handed police interventions and are best handled by mental health professionals. Establish and fund Mental Health Response Teams to respond to crisis situations. These approaches have been proven to reduce police use of force in these situations by nearly 40 percent and should include:

- establish a team of mental health professionals, social workers and/or crisis counselors to send as first responders to calls involving mental health crises, such as the CAHOOTS model implemented in Eugene, OR.
- involvement of this multidisciplinary team in planning, implementation and response to crises

(Example: CRISES Act in California)

Read the Research Below to Learn More About This Issue:



POLICE SPEND ONLY **ABOUT** 4% OF **THEIR** TIME RESPOND TO VIOLENT CRIME.



WHY **BROKEN** WINDOWS **IS NOT** ΑN **EFFECTIVI APPROAC** TO **POLICING**



STUDY FINDS OVER-**POLICING INCREASE** CRIME



THE RACIST, **CLASSIST ORIGINS** OF **BROKEN** WINDOWS **POLICING**



STUDY: **ENDING BROKEN** WINDOWS **POLICING** WOULD MAKE COMMUN SAFER



WHY **PUBLIC** DISORDEF DOESN'T LEAD TO **SERIOUS** CRIME



ENDING RACIAL PROFILIN(AND STOP & FRISK



HOW STOPS & FRISKS HAVE BEEN REDUCED IN NYC



CRISIS INTERVEN TEAMS AS Α **RESPONSI** TO **MENTAL HEALTH CRISES**



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DATA ON RACIAL DISPARITI IN **TRAFFIC** STOPS



HOW COMMUN ORGANIZ, REDUCE CRIME MORE THAN THE POLICE.



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HOW MEDICAID **EXPANSIO** AND **SUBSTANC** ABUSE TREATMEN **REDUCES** CRIME



HOW POLICE VIOLENCE **HARM** THE COMMUN **MENTAL HEALTH**



Police usually investigate and decide what, if any, consequences their fellow officers should face in cases of police misconduct. Under this system, fewer than 1 in every 12 complaints of police misconduct nationwide results in some kind of disciplinary action against the officer(s) responsible. Communities need an urgent way to ensure police officers are held accountable for police violence.

POLICY SOLUTIONS

Establish effective civilian oversight structures

Establish an all-civilian oversight structure with discipline power that includes a Police Commission and Civilian Complaints Office with the following powers:

The Police Commission should:

- determine policy for the police department based on community input and expertise
- share policy and policy changes in publicly accessible formats
- discipline and dismiss police officers
- · hold public disciplinary hearings
- select the candidates for Police Chief, to be hired by the Mayor
- evaluate and fire the Police Chief, if needed
- receive full-time, competitive salaries for all members
- · receive regular training on policing and civil rights
- not have current, former or family of police officers as members
- select its members from candidates offered by community organizations

The Civilian Complaints Office should:

- receive, investigate and resolve all civilian complaints against police in 120 days
- establish multiple in-person and online ways to submit, view and discuss complaints
- be immediately notified and required to send an investigator to the scene of a police shooting or in-custody death
- be allowed to interrogate officers less than 48 hours after an incident where deadly force is used
- access crime scenes, subpoena witnesses and files with penalties for non-compliance
- make disciplinary and policy recommendations to the Police Chief
- compel the Police Chief to explain why he/she has not followed a recommendation
- have the Police Commission decide cases where the Police Chief does not follow recommendations

- issue public quarterly reports analyzing complaints, demographics of complainants, status and findings of investigations and actions taken as a result
- be housed in a separate location from the police department
- be funded at an amount no less than 5% of the total police department budget
- have at least 1 investigator for every 70 police officers or 4 investigators at all times, whichever is greater
- have its Director selected from candidates offered by community organizations
- not have current, former or family of police officers on staff, including the Director

(Ex: San Francisco Charter Policies on Police Commission and Office of Citizen Complaints)

Remove barriers to reporting police misconduct

For all stops by a police officer, require officers to give civilians their name, badge number, reason for the stop and a card with instructions for filing a complaint to the civilian oversight structure.

Read the Research Below to Learn More About This Issue:



STUDY:
CIVILIAN
OVERSIGHT
STRUCTURE:
78% MORE
LIKELY TO
SUSTAIN
MISCONDU(
COMPLAINT



REVIEW OF CIVILIAN OVERSIGHT STRUCTURE IN 50 LARGEST US CITIES



EVALUATINO DIFFERENT CIVILIAN OVERSIGHT MODELS



NATIONAL DIRECTORY OF CIVILIAN OVERSIGHT AGENCIES



THE
BENEFITS
OF
CIVILIAN
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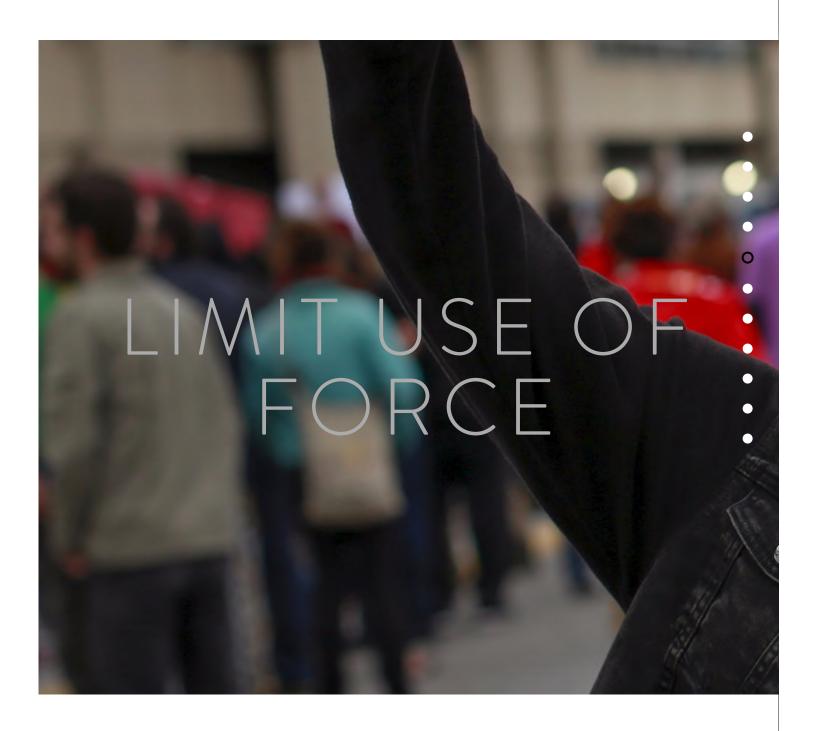


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HOW NEWARK'S NEW CIVILIAN OVERSIGHT BOARD COULD BE A MODEL FOR THE NATION



THE
CONSERVAT
CASE FOR
CIVILIAN
OVERSIGHT



Police should have the skills and cultural competence to protect and serve our communities without killing people - just as police do in England, Germany, Japan and other developed countries. In 2014, police killed at least **253** unarmed people and **91** people who were stopped for mere traffic violations. The following policy solutions can restrict the police from using excessive force in everyday interactions with civilians.

POLICY SOLUTIONS

Establish standards and reporting of police use of deadly force

A. Authorize deadly force only when there is an imminent threat to an officer's life or the life of another person and such force is strictly unavoidable to protect life as required under International Law. Deadly force should only be authorized after all other reasonable alternatives have been exhausted.

(Ex: International Deadly Force Standard; Tennessee Deadly Force Law)

B. Require that an officer's tactical conduct and decisions leading up to using deadly force be considered in judgements of whether such force was necessary. (Ex: LAPD Use of Force Policy)

Revise and strengthen local police department use of force policies

Revised police use of force policies should protect human life and rights. Policies should include guidance on reporting, investigation, discipline, and accountability and increase transparency by making the policies available online. This use of force policy should require officers to:

- restrict officers from using deadly force unless all reasonable alternatives have been exhausted (Ex: Philadelphia PD Policy)
- use minimum amount of force to apprehend a subject, with specific guidelines for the types of force and tools authorized for a given

- C. Require officers give a verbal warning, when possible, before using deadly force and give people a reasonable amount of time to comply with the warning (Ex: Las Vegas Metro PD Policy)
- **D.** Require reporting of police killings and serious injuries of civilians (Ex: The PRIDE Act; Colorado law; CA DOJ OpenJustice database)
- E. Require the names of both the officer(s) involved and victim(s) to be released within 72 hours of a deadly force incident (Ex: Philadelphia PD Policy)

- level of resistance (Ex: Seattle PD Policy)
- utilize de-escalation tactics (verbalization; creating distance, time and space; tactical repositioning, etc.) whenever possible instead of using force (Ex: Seattle PD Policy)
- carry a less-lethal weapon (Ex: Seattle PD Policy)
- ban using force on a person for talking back or as punishment for running away (Ex: Cleveland PD Policy)
- ban chokeholds, strangleholds (i.e. carotid restraints), hogtying and transporting people face down in a vehicle (Ex: NYPD Policy)
- intervene to stop other
 officers who are using
 excessive force and
 report them to a
 supervisor (Ex: Las Vegas
 Metro PD Policy)
- have first aid kits and immediately render medical assistance to anyone in police custody who is injured or who complains of an injury

(Ex: New Baltimore PD Policy)

End traffic-related police killings and dangerous high-speed police chases

Prohibit police officers from:

- shooting at moving vehicles (Ex: Denver PD Policy)
- moving in front of moving vehicles (Ex: Denver PD Policy)
- high-speed chases of people who have not and are not about to commit a violent felony (Ex: Milwaukee PD Policy)

Monitor how police use force and proactively hold officers accountable for excessive force

A. Report all uses of force to a database with information on related injuries and demographics of the victims. (Ex: Seattle PD Policy; Indianapolis Metropolitan PD reporting website)

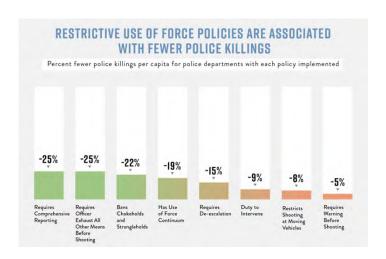
- B. Establish an early intervention system to correct officers who use excessive force. These systems have been shown to reduce the average number of complaints against officers in a police department by more than 50%. This system should:
 - report officers who receive two or more complaints in the past month
 - report officers who have two or more use of force incidents or complaints in the past quarter
 - require officers to attend re-training and be monitored by an

immediate supervisor after their first quarterly report and terminate an officer following multiple reports

C. Require police departments to notify the state when an officer is found to have willfully violated department policy or the law, committed official misconduct, or resigned while under investigation for these offenses. Maintain this information in a database accessible to the public (Ex: Illinois Law) and prohibit these officers from serving as police officers, teachers or other governmental employees (Ex: Connecticut Law).

POLICE USE OF FORCE PROJECT

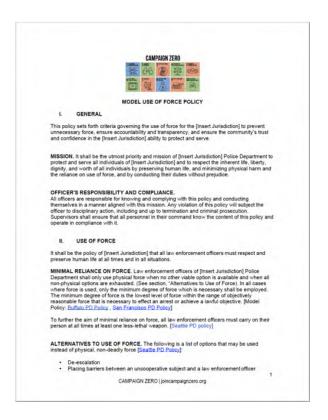
Campaign Zero reviewed police department use of force policies in 97 of the 100 largest U.S. cities. More restrictive use of force policies are associated with fewer police-involved killings. Learn more at UseofForceProject.org.



Visit UseofForceProject.org to Learn More

MODEL USE OF FORCE POLICY

We have developed this model use of force policy based on our review and analysis of effective use of force policies across the nation. The policy includes evidence-informed restrictions on police use of force that are designed to significantly reduce police violence in communities. It should be adopted by police chiefs and local elected officials without delay.



Read this Additional Research to Learn More About This Issue:







MAPPING POLICE VIOLENCE DATABASE OF KILLINGS BY POLICE



ANALYSIS OF POLICE SHOOTING DATA AND IMPACT OF DOJ REFORMS



WHY THE US
NEEDS A
STRICTER
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HOW STRUCTUF RACISM CONTRIBU TO POLICE SHOOTING



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BEST **PRACTICE** TO LIMIT POLICE USE OF **FORCE**

ANALYSIS OF UNDERRE POLICE **KILLINGS** DATA

HOW THE GOVERNA FAILS TO COLLECT COMPREH DATA ON POLICE **KILLINGS**

THE CHALLEN(OF COLLECTI NATIONAL **USE OF FORCE** DATA

THE **EFFECTIVI** OF EARLY **INTERVEN SYSTEMS** FOR **POLICE**

AN **ANALYSIS** OF **POLICE** SHOOTING INVOLVIN MOVING **VEHICLES**

WHY POLICE SHOULD ΒE **PROHIBIT** FROM SHOOTING ΑТ MOVING **VEHICLES**







HOW **CHANGIN** THE **DEADLY FORCE** STANDARI REDUCED POLICE **KILLINGS**



EVIDENCE POLICE KILL UNARMED BLACK **PEOPLE BECAUSE** OF THEIR **RACE**



HOW **POLICE CHASES DISPROPC IMPACT** BLACK **PEOPLE**

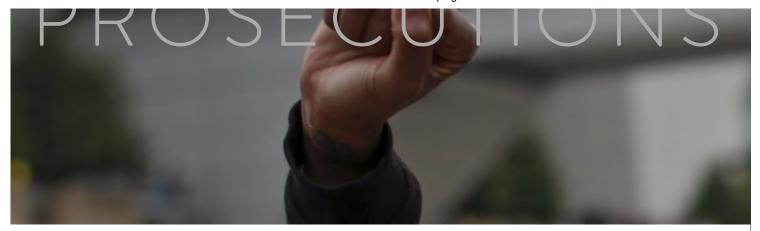


HOW POLICE VIOLENCE MAY **INCREASE** CRIME IN COMMUN



HOW COMPREH REPORTIN REQUIRE! REDUCE POLICE SHOOTING





Local prosecutors rely on local police departments to gather the evidence and testimony they need to successfully prosecute criminals. This makes it hard for them to investigate and prosecute the same police officers in cases of police violence. These cases should not rely on the police to investigate themselves and should not be prosecuted by someone who has an incentive to protect the police officers involved.

POLICY SOLUTIONS

Lower the standard of proof for Department of Justice civil rights investigations of police officers

Allow federal prosecutors to successfully prosecute police officers for misconduct by passing legislation to eliminate the requirement that an officer must "willfully" deprive another's rights in order to violate Section 242.

Use federal funds to encourage independent investigations and prosecutions

Pass legislation such as the Police Training and Independent Review Act of 2015 or use of existing federal funds to encourage external, independent investigations and prosecution of police killings (see Action Items 2.2.2 and 2.2.3 of the President's Task Force Report).

Establish a permanent Special Prosecutor's Office at the State level for cases of police violence

The Special Prosecutor's Office should be:

- required and authorized to prosecute all cases of where police kill or seriously injure a civilian, in-custody deaths and cases where a civilian alleges criminal misconduct against a police officer
- equipped with an office and resources to conduct thorough investigations
- required to have its Chief Prosecutor chosen from a list of candidates offered by community organizations

Require independent investigations of all cases where police kill or seriously injure civilians

The independent investigators should be:

- required and authorized to prosecute all cases of where police kill or seriously injure a civilian, in-custody deaths and cases where a civilian alleges criminal misconduct against a police officer
- required to investigate all cases where police kill chosen at random from a list of the largest ten agencies in the state

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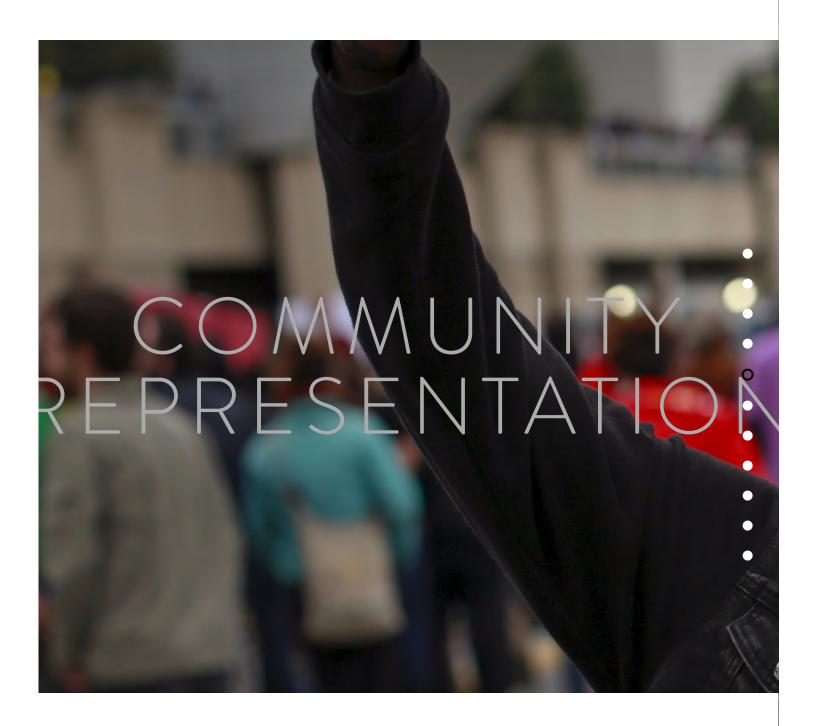
REFORMS

• required to report their findings to the public

Read the Research Below to Learn More About This Issue:



KILLINGS



While white men represent less than one third of the U.S. population, they comprise about two thirds of U.S. police officers. The police should reflect and be responsive to the

cultural, racial and gender diversity of the communities they are supposed to serve. Moreover, research shows police departments with more black officers are less likely to kill black people.

POLICY SOLUTIONS

Increase the number of police officers who reflect the communities they serve

Require police departments to develop and publicly report a strategy and timeline for achieving a representative proportion of police officers who are women and people of color through outreach, recruitment and changes to departmental practices (Ex: Connecticut Law)

Use community feedback to inform police department policies and practices

Require a regular survey (Ex: Milwaukee survey) to be fielded to the community to gauge their experiences and perceptions of the police and use this information to inform:

- police department policies and practices
- police officer evaluations
- police officer pay incentives

Read the Research Below to Learn More About This Issue:





POLICE

DEPARTM



WHY
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A MORE
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HOW
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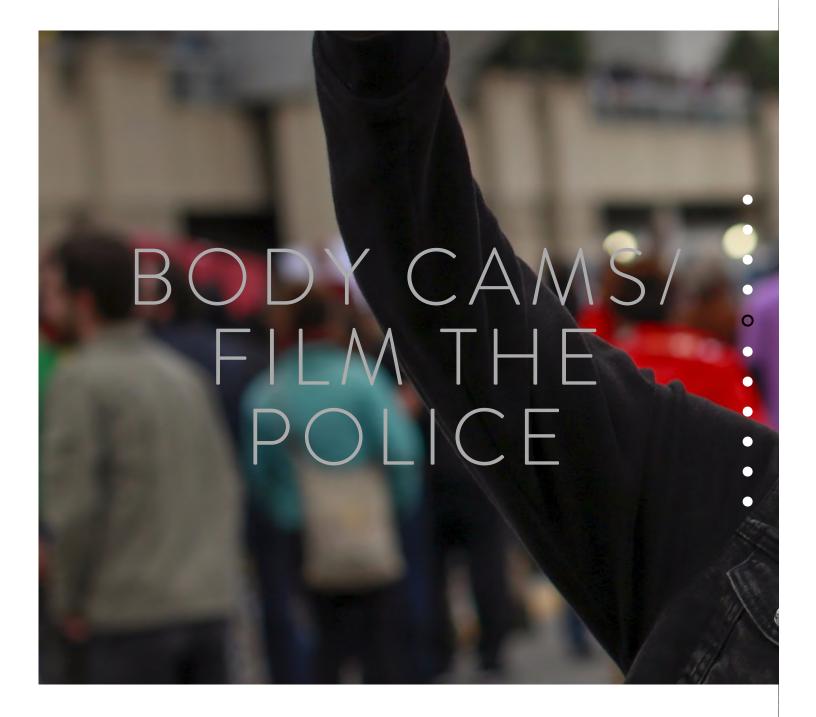
HOW
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While they are not a cure-all, body cameras and cell phone video have illuminated cases of police violence and have shown

to be important tools for holding officers accountable. Nearly every case where a police officer was charged with a crime for killing a civilian in 2015 relied on video evidence showing the officer's actions.

POLICY SOLUTIONS

B Body cameras

Require the use of body cameras - in addition to dashboard cameras - and establish policies governing their use to:

- record all interactions
 with subjects who have
 not requested to be kept
 anonymous
- notify subjects that they have the option to remain anonymous and stop recording/storing footage if they choose this option
- allow civilians to review footage of themselves or their relatives and request this be released to the public and stored for at least two years
- require body and dash cam footage to be stored externally and ensure district attorneys and civilian oversight structures have access to the footage

The Right to Record Police

Ban police officers from taking cell phones or other recording devices without a person's consent or warrant and give people the right to sue police departments if they take or destroy these devices. (Ex: Colorado Law)

- require police
 departments, whenever
 they want to deny a
 Freedom of Information
 Act (FOIA) request for
 body or dash cam
 footage, to prove in court
 that the footage
 constitutes a legitimate
 FOIA exemption (Ex:
 Illinois House Bill 4355)
- permanently delete
 footage after 6 months if
 this footage hasn't been
 specifically requested to
 be stored
- include a disciplinary
 matrix clearly defining
 consequences for officers
 who fail to adhere to the
 agency's body camera
 policy.
- consider whether
 cameras or mandated
 footage are tampered
 with or unavailable as a
 negative evidentiary
 factor in administrative
 and criminal proceedings
- prevent officers from reviewing footage of an incident before completing initial reports, statements or interviews about an incident
- prohibit footage from being used in tandem with facial recognition

software, as fillers in photo arrays, or to create a database or pool of mugshots. (Ex: Baltimore PD Body Cam Policy)

 update privacy laws to protect civilians from having video or audio recordings released publicly that do not contain potential evidence in a use-offorce incident, discharge of a weapon or death.

(Ex: ACLU Model Policy)

Read the Research Below to Learn More About This Issue:



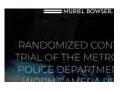
HOW
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HOW TO
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THAT
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AND
PROTECTS
PRIVACY



CONSIDERATIC FOR IMPLEMENTING BODY CAMS



STUDY FINDS
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DON'T
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BUT ALSO
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DATA
SHOWING
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HOW BODY CAMS IMPACTED USE OF



CRITICAL POLICY ISSUES TO MAKE BODY



THE DANGERS OF BODY CAMS BEING MISUSED AS A



WHY BODY CAMS NEED THE RIGHT



CONSIDERATIC FOR MAKING BODY CAM

FORCE IN SAN DIEGO



WHY POLICE SHOULDN'T GET TO REVIEW BODY CAMERA FOOTAGE BEFORE THEY REPORT

CAMERAS EFFECTIVE

once again, body camer only as good as the polic come with them

HOW BODY CAMERAS ONLY REDUCE USE OF FORCE WITH GOOD POLICIES

TOOL FOR SURVEILLANCE

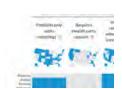


HOW VIDEO EVIDENCE IS NOW INVOLVED IN MOST CASES WHERE POLICE ARE CHARGED

POLICIES TO BE EFFECTIVE

FOOTAGE

ACCESSIBLE



LEARN ABOUT BODY CAMERA LAWS IN YOUR STATE



The current training regime for police officers fails to effectively teach them how to interact with our communities in a way that protects and preserves life. For example, police recruits spend 58 hours learning how to shoot firearms and only 8 hours learning how to de-escalate situations. An intensive training regime is needed to help police officers learn the behaviors and skills to interact appropriately with communities.

POLICY SOLUTIONS

72 **Invest in Rigorous and Sustained Training**

Require officers to undergo training - including scenariobased training - on the following topics on at least a quarterly basis and involve the community - including youth of color - in their design and implementation:

- Implicit bias
- Procedural justice
- Relationship-based policing
- Community interaction
- Crisis intervention, mediation, conflict resolution, and rumor control

Intentionally consider 'unconscious' or 'implicit' racial bias

Require current and prospective police officers to undergo mandatory implicit racial bias testing, including testing for bias in shoot/don't shoot decision-making, and develop a clear policy for considering an officer's level of racial bias in:

- law enforcement certification
- the hiring process
- performance evaluations
- decisions about whether an officer should be

- Appropriate engagement with youth
- Appropriate engagement with LGBTQ, transgender and gender nonconforming individuals
- Appropriate engagement with individuals who are english language learners
- Appropriate engagement with individuals from different religious affiliations
- Appropriate engagement with individuals who are differently abled
- De-escalation and minimizing the use of force

deployed to communities of color

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Read the Research Below to Learn More About This Issue:











HOW
RACIAL
BIAS
INFORMS
POLICE
OFFICERS
DECISION
TO
SHOOT



CHARACT OF OFFICERS THAT PREDICT VIOLENCE AGAINST BLACK PEOPLE



LEARN
ABOUT
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DEESCALATIC
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THE
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HOW THE WAY POLICE ARE CURRENT TRAININE IS INEFFECT





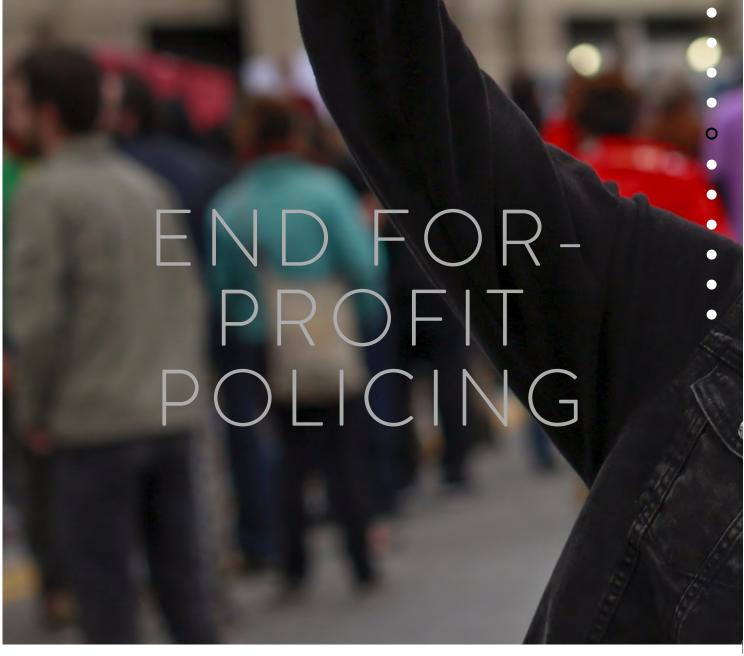


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Police should be working to keep people safe, not contributing to a system that profits from stopping, searching, ticketing, arresting and incarcerating people.

POLICY SOLUTIONS

End police department quotas for tickets and arrests

Ban police departments from using ticket or arrest quotas to evaluate the performance of police officers

(Ex: Illinois law)

Limit fines and fees for low-income people

Pass policies requiring local governments to:

- ban issuing fines or arrest warrants for civilians who fail to appear in court for a traffic citation (Ex: Ferguson Policy)
- ban generating more than 10% of total municipal revenue from fines and fees (Ex: Missouri law)
- allow judges discretion to waive fines and fees for low-income people or initiate payment plans (Ex: Pennsylvania law)
- prohibit courts from ordering individuals on parole or probation to pay supervision fees and other correctional fees

Prevent police from taking the money or property of innocent people

Prohibit police from:

- seizing property of civilians (i.e. civil forfeiture) unless they are convicted of a crime and the state establishes by clear and convincing evidence that the property is subject to forfeiture
- keeping any property that has legally been forfeited (instead, this property should go to a general fund)

• participating in the federal Equitable Sharing program that allows police to engage in civil asset forfeiture

(Ex: New Mexico law)



Require police departments to bear the cost of misconduct

- Require the cost of misconduct settlements to be paid out of the police department budget instead of the City's general fund
- Restrict police departments from receiving more money from the general fund when they go over-budget on lawsuit payments

Read the Research Below to Learn More About This Issue:







LEARN
ABOUT THE
CIVIL ASSET
FORFEITURE
LAWS IN
YOUR
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HOW
POLICE
AND THE
COURTS
PROFIT
FROM
LOWINCOME
RESIDENTS
IN ST.
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HOW
PROFIT
INCENTIVES
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IN
FERGUSON



HOW TO REFORM MUNICIPAL COURTS IN ST. LOUIS TO STOP PROFITING OFF OF LOW-INCOME, BLACK RESIDENTS



HOW TO STRUCTURE FINES BASED ON A PERSON'S ABILITY TO PAY



HOW
POLICE
USE CIVIL
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FORFEITURE
AS A TOOL
TO
INCREASE
REVENUE



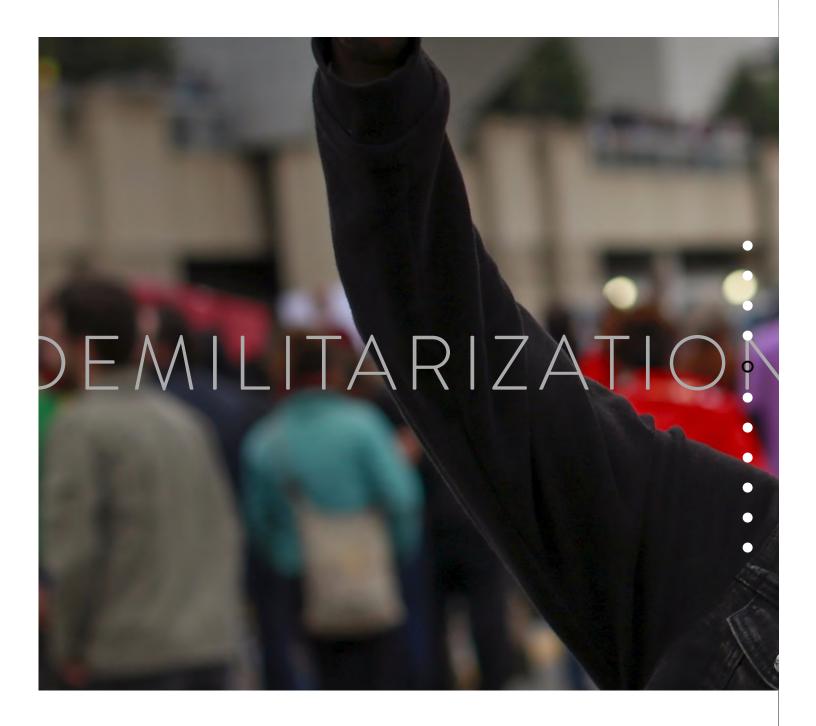
HOW
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SEIZE CASH
FROM
POOR,
BLACK
PEOPLE



ANALYSIS OF CIVIL FORFEITURE CASH SEIZURES



10 LARGEST POLICE DEPTS PAID \$1B IN MISCONDUC SETTLEMENT OVER 5 YEARS



The events in Ferguson have introduced the nation to the ways that local police departments can misuse military weaponry to intimidate and repress communities. In 2014, militarized SWAT

teams killed at least **38** people and studies show that more militarized police departments are significantly more likely to kill civilians. The following policies limit police departments from obtaining or using these weapons on our streets.

POLICY SOLUTIONS



End the Federal Government's 1033 Program Providing Military Weaponry to Local Police Departments

End the supply of federal military weaponry to local police departments under the 1033 program. (Ex: Stop Militarizing Law Enforcement Act)



Establish Local Restrictions to Prevent Police Departments from Purchasing or Using Military Weaponry

Restrict police departments from:

- using federal grant money to purchase military equipment (Ex: Montana law)
- deploying armored vehicles, weaponized aircraft, drones, Stingray surveillance equipment, camouflage uniforms, and grenade launchers
- using SWAT teams
 unless there is an
 emergency situation or
 imminent threat to life
 and high-ranking
 officers have given
 approval (Ex: Cincinnati
 PD Policy)
- conducting no-knock raids (Ex: Oregon law bans all no-knock raids)

- accessing federal grant money or purchasing military equipment if the department has been recently found to demonstrate a "pattern or practice" of discriminatory policing
- in addition to these restrictions, wherever possible agencies should seek to return to the federal government the military equipment that has already been received (Ex: San Jose)

OF **POLICE** MILITARIZ **EQUIPME1** THE FEDERAL GOVERNA HAS **GIVEN TO** POLICE

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RAIDS HAVE **INCREASE** SINCE THE 1980'S

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STUDY SHOWS MORE MILITARIZ **POLICE** ARE MORE LIKELY TO KILL **PEOPLE**

HOW MONTANA IS **ADDRESSI** POLICE MILITARIZ. **ANOTHER STUDY FINDS POLICE MILITARIZ** CONTRIBL TO **KILLINGS** BY POLICE.



SOURCE | EMBED

See What Your Local Agency Received from the Department of Defense

What military equipment has your local police, sheriff or game warden received from the Pentagon? Click the dropdown to select your state and start sifting through the <u>newly released data from the U.S. Department of Defense's 1033 program.</u>

New York

New York received at least \$26,498,384.00 in equipment since the beginning of the program.

Agency	Total Value
+ ALBANY COUNTY SHERIFF DEPT	\$794,855.00
+ ALBANY POLICE DEPARTMENT	\$56,762.00
+ ALBION POLICE DEPT	\$129,389.00
+ ALLEGANY COUNTY SHERIFF DEPT	\$132,304.55
+ AMHERST POLICE DEPT	\$114,497.97
+ AMSTERDAM POLICE DEPT	\$4,300.00
+ AUBURN POLICE DEPT	\$1,577.25
+ BEACON POLICE DEPT	\$9,880.00
+ BETHLEHEM POLICE DEPT	\$4,300.00

Read the Research Below to Learn More About This Issue:











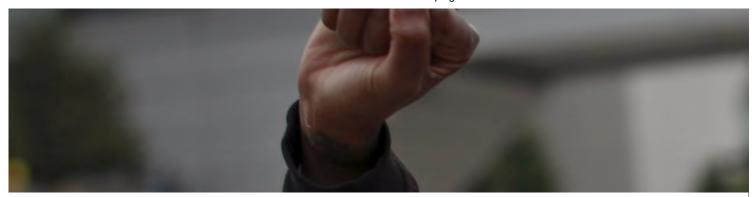




THE ORIGINS

SEE THE MILITARY A POLICE OFFICER'S

HOW POLICE KEY CHALLEN(BEST PRACTICE HOW SWAT



Police unions have used their influence to establish unfair protections for police officers in their contracts with local, state and federal government and in statewide Law Enforcement Officers' Bills of Rights. These provisions create one set of rules for police and another for civilians, and make it difficult for Police Chiefs or civilian oversight structures to punish police officers who are unfit to serve. Learn more about how police union contracts help officers avoid accountability here.

POLICY SOLUTIONS

Remove barriers to effective misconduct investigations and civilian oversight

Remove contract provisions, local policies, and provisions in state Law Enforcement Officers' Bills of Rights laws that:

- allow officers to wait 48 hours or more before being interrogated after an incident
- prevent investigators from pursuing other cases of misconduct revealed during an investigation
- prevent an officer's name or picture from being released to the public
- prohibit civilians from having the power to discipline, subpoena or interrogate police officers

- state that the Police Chief has the sole authority to discipline police officers
- enable officers to appeal a disciplinary decision to a hearing board of other police officers
- enable officers to use the contract grievance process to have an outside arbitrator reverse disciplinary decisions and reinstate officers who have committed misconduct
- prevent an officer from being investigated for an incident that happened 100 or more days prior
- allow an officer to choose not to take a lie detector test without being punished, require the civilian who is accusing that officer of misconduct to pass a lie detector first, or prevent the officer's test results from being considered as evidence of misconduct

Keep officers' disciplinary history accessible to police departments and the public

Remove contract provisions, local and state policies, and provisions in state Law Enforcement Officers' Bills of Rights laws that allow police officers to:

- expunge or destroy records of past misconduct (both sustained and unsustained) from their disciplinary file
- prevent their disciplinary records from being released to the public via a Freedom of Information Act (FOIA) request

Ensure financial accountability for officers and police departments that kill or seriously injure civilians

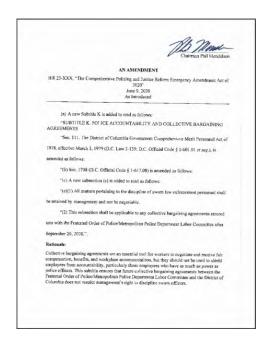
Remove contract provisions, local policies, and provisions in state Law Enforcement Officers' Bills of Rights laws that:

- require officers to be given paid administrative leave or paid deskduty during an investigation following a police shooting or other use of deadly force
- prevent officers from receiving unpaid suspensions as discipline for misconduct or allow officers to use vacation or discretionary

time to pay themselves while on suspension

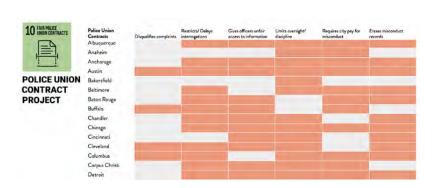
 allow officers to receive paid leave or paid desk-duty after being charged with a felony offense

DC Council recently passed legislation that bans the inclusion of "all matters pertaining to the discipline of law enforcement officers" in their police union contract. This policy banning police union contracts from including language that impacts the investigation and discipline of law enforcement is a model that other cities and states should adopt. Police accountability should be nonnegotiable.



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Campaign Zero
reviewed the police
union contracts in 81
of the largest U.S.
cities. 72 of the 81
cities'
contracts imposed at
least one barrier to
holding police
accountable. Learn
more at
CheckthePolice.org.



Visit CheckthePolice.org to Learn More

Read the Research Below to Learn More About This Issue:



ANALYSIS:
POLICE
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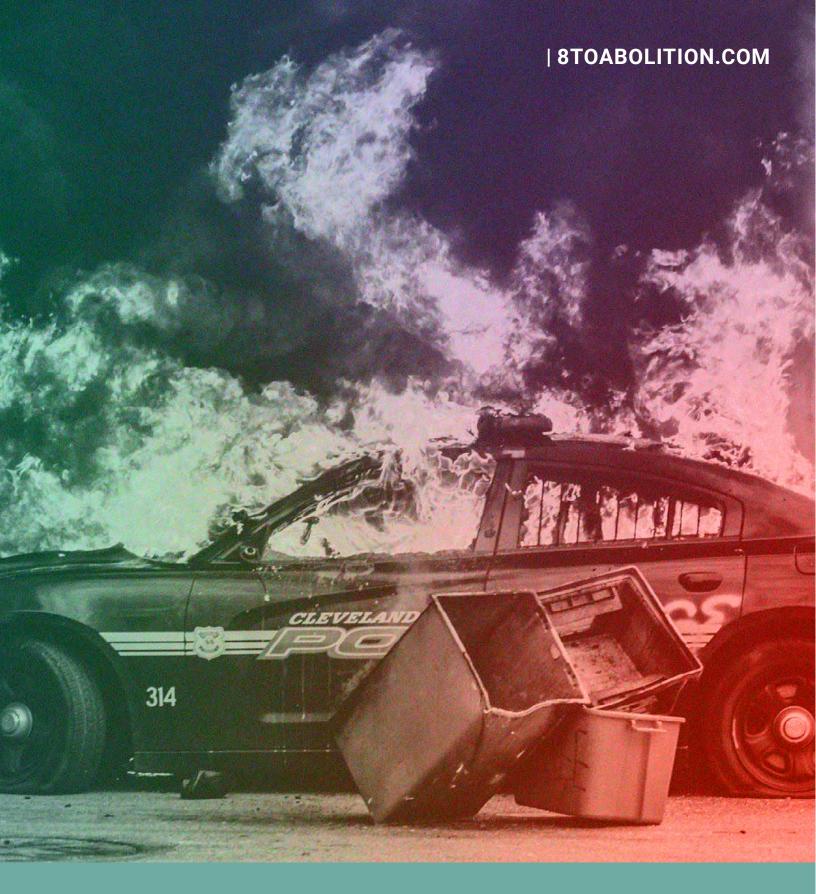


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8 TO ABOLITION

Abolitionist Policy Changes to Demand from Your City Officials

#8TOABOLITION

While communities across the country mourn the loss of George Floyd, Breonna Taylor, Tony McDade, Jamel Floyd, and so many more Black victims of police murder, Campaign Zero released its 8 Can't Wait campaign, offering a set of eight reforms they claim would reduce police killings by 72%. As police and prison abolitionists, we believe that this campaign is dangerous and irresponsible, offering a slate of reforms that have already been tried and failed, that mislead a public newly invigorated to the possibilities of police and prison abolition, and that do not reflect the needs of criminalized communities.

We honor the work of abolitionists who have come before us, and those who organize now. A better world is possible. We refuse to allow the blatant co-optation of decades of abolitionist organizing toward reformist ends that erases the work of Black feminist theorists. As the abolitionist organization Critical Resistance recently noted, 8 Can't Wait will merely "improve policing's war on us." Additionally, many abolitionists have already debunked the 8 Can't Wait campaign's claims, assumptions, and faulty science.

ABOLITION CAN'T WAIT.

At its root, policing is a system designed to uphold oppression. One thousand people are killed by police every year, and Black people are murdered at three times the rate of white people. Up to fifty percent of people murdered by the police have disabilities. Up to 40% of police officers have perpetrated intimate partner violence, and sexual violence is the second most common form of police brutality, primarily targeting Black women and especially those who are sex workers and drug users. Many of these incidents of police violence are undocumented by studies and only uplifted through grassroots movements. Black people who are women, trans, gender non-conforming, sex working, and queer are often criminalized for actions they take to survive gendered violence, as we have seen in the cases of Tracy McCarter, Chrystul Kizer, Alisha Walker, GiGi Thomas, Marissa Alexander, Bresha Meadows, Cyntoia Brown, and many others. We reject the notion of a "perfect survivor"; we do not believe anyone deserves to be caged, nor do we prescribe to the state's notions of "innocence" and culpability. We recognize that the system of policing is heavily intertwined with

the military industrial complex, both here and abroad. In abolishing policing, we seek to abolish imperialist forms of police, such as militaries responsible for generations of violence against Black and brown people worldwide.

As abolitionists, we recognize that reforms that do not reduce the power of the police-including those proposed by 8 Can't Wait-simply create new opportunities to surveil, police, and incarcerate Black, brown, indigenous, poor, disabled, trans, gender oppressed, queer, migrant people, and those who work in street economies. We believe in a world where there are zero police murders because there are zero police, not because police are better trained or better regulated—indeed, history has shown that ending police violence through more training or regulations is impossible.

We also recognize that all police and prisons will not disappear tomorrow. Instead, we believe in the strategic importance of non-reformist reforms, or measures that reduce the scale, scope, power, authority, and legitimacy of criminalizing institutions. We also recognize carceral agents' constant attempts to co-opt and rebrand abolition through the language of harm reduction, as we are currently witnessing with the #8CantWait campaign. We envision abolition as not only a matter of tearing down criminalizing systems such as police and prisons that shorten the lives of Black, brown, and poor people, but also a matter of building up life-sustaining systems that reduce, prevent, and better address harm. We seek a reparations model, wherein our communities that have been harmed by policing and mass criminalization for centuries are given their due from every corporation and institution that has profited from policing.

To build an abolitionist world that prioritizes the lives of Black people, we have drawn upon decades of abolitionists' work to compile this list of demands targeted toward city and municipal powers. Honoring the long history of abolitionist struggle, we join in their efforts to divest from the prison industrial complex, invest in our communities, and create the conditions for our ultimate vision: a world without police, where no one is held in a cage, and all people thrive and be well.

ABOLITIONIST POLICY CHANGES TO DEMAND FROM YOUR CITY OFFICIALS

The end goal of these reforms is not to create better, friendlier, or more community-oriented police or prisons. Instead, we hope to build toward a society without police or prisons, where communities are equipped to provide for their safety and wellbeing.

1 // DEFUND THE POLICE

- Reject any proposed expansion to police budgets.
- Demand the highest budget cuts per year, until they slash police budget to zero.
 - Slash police salaries across the board until they are zeroed out.
 - Immediately fire police officers who have any excessive force complaints.
 - No hiring of new officers or replacement of fired or resigned officers.
 - Fully cut funding for public relations.
 - Suspend the use of paid administrative leave for cops under investigation.
- Require police, not cities, to be liable for misconduct and violence settlements.
- Ban police contracting for nonprofits and institutions.
- Reduce the power of police unions.
 - Until the police are fully defunded, make police union contract negotiations public.
 - Pressure the AFL-CIO to denounce police unions.
 - Prohibit city candidates taking money from police unions and stop accepting union funds.
 - Withhold pensions and don't rehire cops involved in use of excessive force.
- Abolish asset forfeiture programs and laws.
- Deplatform white supremacist public officials.
- Prohibit private-public innovation schemes that profit from temporary technological fixes to systemic problems of police abuse and violence. These contracts and data-sharing arrangements, however profitable for technologists and reformists, are lethal.

2 // DEMILITARIZE COMMUNITIES

- Disarm law enforcement officers, including the police and private security.
- Remove cops from hospitals.
 - Prohibit law enforcement from accessing private patient information.
- End the militarization of Black and brown neighborhoods by ending broken windows policing, "precision policing," community policing, and all iterations of quality of life policing programs (neighborhood policing, "gang" policing, "repeat-offender" policing, etc).
- Surveillance technologies (CCTV, face printing, DNA and biometric databases, acoustic gunshot detection, drones, AI and risk profiling algorithms, and other forms of predictive policing) are weapons in the hands of law enforcement. End police, military, and immigration enforcement contracts with any private companies that provide these services, and prohibit the experimental design and rollout of in-house systems.
- Dismantle fusion centers, county crime analysis centers, real time crime centers, gun and gang violence intelligence centers, and purge the attendant databases.
- Withdraw participation in police militarization programs and refuse federal grants that entangle municipal police entities with the Department of Homeland Security, the Joint Terrorism Task Force, and FBI.
- Prohibit training exchanges between U.S. law enforcement and global military and policing entities. These relationships circulate deadly techniques and technologies, exporting the American model of racist policing worldwide.
- Repeal all laws that hide, excuse, or enable police misconduct.

3 // REMOVE POLICE FROM SCHOOLS.



- Call on universities to dissolve relationships with police departments.
- Prohibit police departments from using city contracts with universities to do IRB-exempt data analysis, geographic and community profiling, human-computer amelioration studies, and predictive analytics. Instead, divert funds to public service-related studies and community collaborations.
- Remove surveillance tech and metal detectors from all schools.
- End school zero-tolerance disciplinary policies.
- End the use of carceral-lite punishment of students, including suspensions and expulsions, that disproportionately target Black and brown students, especially Black girls.
- Urge states to repeal truancy laws.
- Prohibit the surveillance of Black and brown students by their teachers, counselors, and school
 officials through programs that criminalize students and exploit relationships of trust with school
 officials, including Countering Violent Extremism/Targeted Violence and Terrorism Prevention.

4 // FREE PEOPLE FROM PRISONS AND JAILS.

- Permanently close local jails.
- Pressure state legislatures to end mandatory arrest and failure to protect laws that lead to the criminalization of survivors of gendered violence.
- Reject "alternatives to incarceration" that are carceral in nature, including problem-solving courts and electronic monitoring and coercive restorative justice programs.
- Reduce jail churn by reducing arrests.
- Free all people from involuntary confinement, including but not limited to jails, prisons, immigrant
 detention centers, psychiatric wards, and nursing homes, starting with vulnerable populations such
 as those who are aging, disabled, immunocompromised, held on bail, held for parole violations, and
 survivors.
- Cut funding to prosecutor offices.
- End pre-trial detention.
- End civil commitment.
- Release all people held pre-trial and on parole violations.
- Make all communication to and from prisoners free.
- End immigration detention, end family separation, and let our undocumented community members come home.
 - End data and resource sharing with ICE.

5 // REPEAL LAWS THAT CRIMINALIZE SURVIVAL



- Repeal local ordinances that criminalize people involved in the sex trades, drug trades, and street economies.
- Call on Mayors to grant clemencies to criminalized survivors of violence.
- Repeal local ordinances that criminalize the occupation of public spaces—particularly for people experiencing homelessness—under statutes against loitering, loitering for the purposes of sex work, fare beating, panhandling, soliciting, camping, sleeping, and public urination and defecation.
 - Refuse to deploy police when they are contacted in relation to the above.
- Repeal statutes that criminalize survivors of gendered violence, including mandatory arrest and failure to protect laws.
- On the road to complete decriminalization, immediately decriminalize all misdemeanor offenses, which currently account for 80% of total court dockets.
- End all fines and fees associated with the criminal legal process, including ticketing, cash bail, court costs, and parole and probation fees.





- Promote neighborhood councils as representative bodies within municipal decision making.
- Invest in multilingual resources for immigrant and asylum-seeking communities.
- Assess community needs and invest in community-based resources, including groups from tenant unions to local shop-owners and street vendors, prioritizing those from marginalized groups.
- Invest in community-based public safety approaches, including non-carceral violence prevention and intervention programs and skills-based education on bystander intervention, consent and boundaries, and healthy relationships.

7 // PROVIDE SAFE, ACCESSIBLE HOUSING FOR EVERYONE



- Cancel rent without burden of repayment during COVID-19.
- Repurpose empty buildings, houses, apartments, and hotels to house people experiencing homelessness.
- Prohibit evictions.
- Provide unequivocal support and resources to refugee and asylum seeking communities.
- Allow Community Benefits Agreements to be a community governed means of urban planning.
 Make public housing accessible to everyone, repealing discriminatory laws barring people from
 accessing resources based on income, race, gender, sexuality, immigration status, or history of
 incarceration.
- Support and promote the existence of community land trusts for Black and historically displaced communities.
- Remove cops from all re-entry and shelter institutions.
- Ensure that survivors of gendered violence have access to alternative housing options in the event that their primary housing becomes unsafe.
- Provide non-coercive housing options for young people experiencing abuse or family rejection of their queer or trans identities.

8 // FULLY INVEST IN CARE, NOT COPS



- Allocate city funding towards healthcare infrastructure (including non-coercive mental healthcare), wellness resources, neighborhood based trauma centers, non-coercive drug and alcohol treatment programming, peer support networks, and training for healthcare professionals.
 Make these services available for free to low-income residents. Adopt a care not cops model.
- Invest in teachers and counselors, universal childcare, and support for all family structures.
- Free and accessible public transit.
- End the use of property taxes to determine school funding.
- Install safe and sanitary gender-inclusive public restrooms.
- Ensure investment in community-based food banks, grocery cooperatives, gardens, and farms.
- Ensure free, and more extensive, public transport, especially servicing marginalized and lower-income communities.
- Invest in youth programs that promote learning, safety, and community care.

HOW TO USE THIS

This is an offering for abolitionist vision and transformation. Although there are many policies here, this is not a policy document or website, nor are we an organization or policymakers. We hope this serves as a resource for people to build from and incorporate abolitionist demands into local organizing efforts around municipal, state, and federal policies. Originally, this resource was formed as a direct response to a harmful reformist campaign.

We know abolition is far more transformative than 8 points or a website, and hope that these points serve as a resource that demonstrates practical changes we can make now towards abolition. If you or a campaign you're a part of uses this to shape city based-campaigns, let us know by contacting us!

CAMPAIGNS

Care Not Cops | carenotcops.org No New Jails NYC Abolition Plan | nonewjails.nyc No New Jails DC | bit.ly/nnjdc Close the Jails ATL | closethejailatl.org

ADDITIONAL RESOURCES

Transform Harm Resource Hub | transformharm.org

Justice LA COVID-19 Decarceration Proposal | justicelanow.org

Policing, Prisons, and Punishment Resource Guide | Micah Herskind, medium.com

"Police Industrial Complex" Primer from Carceral Tech Resistance Network | carceral.tech

We Came to Learn: A Call for Police-Free Schools | advancementproject.org/wecametolearn

Reformist Reforms vs. Abolitionist Steps in Policing | criticalresistance.org

Collective Action for Safe Spaces 2018 Policy Platform | collectiveactiondc.org

She Safe, We Safe Campaign | shesafewesafe.org

What the Prison-Abolition Movement Wants | Kim Kelly, teenvogue.com

Beyond Bars: Prison Abolition Should Be the American Dream | Reina Sultan, bitchmedia.org

Thinking about how to abolish prisons with Mariame Kaba: Podcast & Transcript | NBC News

Police "Reforms" You Should Always Oppose | Mariame Kaba, truthout.org

MANY THANKS TO CONTRIBUTORS,

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Derecka Purnell, lawyer and writer
Eli Dru, uncle & organizer
Rachel Kuo, organizer & designer

BLM: Beyond the Protest

How to Keep Supporting the Black Community in DeKalb County, IL

DeKalb Illinois Black Lives Matter Protest – List of Demands



<u>Per the DeKalb Illinois Black Lives Matter Protest Facebook Group:</u>
(https://www.facebook.com/groups/572342443481566/?ref=group_header)

We the people, solidified by the common goal of creating a more equitable community with trustworthy law enforcement officers, have presented the following list of demands:

EXCESSIVE FORCE PROSECUTION:

- 1 Any officer who uses, or has a past history of using excessive force needs to be indicted and fired without severance pay.
- 2 Any officer who uses, or has a past history of using a chokehold needs to be indicted and fired without severance pay.
- 3 Any officer who does not intervene and de-escalate police use of excessive force must be indicted and fired without severance pay.

- 4 Press charges against and fire Sergeant Weese for his use of an illegal chokehold without severance pay.
- 5 Prosecute officers privately, under a state's attorney subcontract, to prevent people who work with the police from prosecuting the police.

POLICE ACCOUNTABILITY:

- 6 Mandatory, public reports for any time an officer unholsters a weapon, lethal or less lethal, as well as any use of force, which includes justification for the action.
- 7 Mandatory, public reports for any case that requires or received medical treatment as a result of an arrest, unless the arrested individual requests that information remains private.
- 8 Publicly display officer records and information about all complaints filed against officers.
- 9 All officers in DeKalb must have full body camera coverage any and every time they interact with citizens, and must immediately be indicted and terminated in the event they tamper with, disable, or obstruct the camera.
- 10 Require police to present a clear and understood warning before firing any weapon.

DE-ESCALATION PROGRAMS:

- 11 Adopt a community-led public safety model.
- 11a Replace officers with social workers as first responders for non-violent mental health, drug, and domestic cases.
- 11b Police response to non-violent mental health, drug, and domestic cases should only be considered as a last resort.
- 12 Current and future police officers must complete crisis intervention training and de-escalation training.
- 13 Require police, or any other party aiding in de-escalation, to exhaust all other alternatives of de-escalation, starting from least to most invasive, before firing any weapon.
- 14 Cut the Police Department's Patrol Division's budget by 50%, and divert those funds to hiring social workers, providing de-escalation training for officers and social workers, investing in the DeKalb County Community Mental Health Board, and the Annie Glidden North Revitalization Project.

COMMUNITY GROWTH:

- 15 Police need to be banned from any school that serves children under 18 years of age.
- 16 The city of DeKalb will partner with the DeKalb Tenant Association to establish and enforce a common lease.
- 17 Ban the city of DeKalb from working, or collaborating in any way, with Immigration and Customs Enforcement (ICE).

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