



## A Checklist of Actions to Promote Reform and Stop Police Abuse

February 23, 2015

The Civil Rights Coalition on Police Reform, an alliance of national civil and human rights organizations and leaders committed to the protection of the rights of African Americans and all Americans, thanks President Obama for convening the Task Force on 21<sup>st</sup> Century Policing in the wake of the recent killings of unarmed African Americans. We extend our gratitude to the members of the Task Force for their service and for the opportunity to present our position in furtherance of the Task Force’s mission. We present the following “Checklist of Actions to Promote Reform and Stop Police Abuse,” and urge the Task Force to address the full panoply of these potential solutions in its final report to the President.

- ✓ Methods the federal government may impose the following reporting requirements on federal, state, and local law enforcement agencies: the number of civilians shot by law enforcement, including demographic information such as race, ethnicity, gender, and age; the number of civilians injured and killed by law enforcement, including demographic information; type and outcome of complaints and any disciplinary action taken against officers subject to the complaints,
- ✓ A comprehensive federal review and reporting of all police killings, accompanied by immediate action to address the unjustified use of lethal and excessive force by police officers in jurisdictions throughout this country against unarmed people of color,
- ✓ A comprehensive federal review and reporting of excessive use of force generally against youth and people of color,
- ✓ A comprehensive federal review and reporting of racially disproportionate policing, examining rates of stops, frisks, searches, and arrests by race, including a federal review of police departments’ data collection practices and capabilities,
- ✓ A comprehensive federal review and reporting of police departments’ racial profiling and racially biased practices, as well as any related policies and trainings,
- ✓ A review of the hiring standards and diversity of police forces nationwide, comparing their racial composition to the communities they serve,
- ✓ Review of federal programs that fund and incentivize the militarizing of state and local police forces
- ✓ Revised Department of Justice’s Guidance for Federal Law Enforcement Agencies Regarding the Use of Race, Ethnicity, Gender, National Origin, Religion, Sexual Orientation, or Gender Identity, to apply to local and state law enforcement agencies that receive federal funding, the

Transportation Security Administration (TSA), and U.S. Customs and Border Protection (CBP), and in the national security context.

- ✓ Review and revise the Department of Justice's Guidance on the Use of Deadly Force by law enforcement officials to ensure compliance with civil rights, civil liberties, and international law,
- ✓ The development of national standards for use of force by law enforcement, investigating police misconduct, and countering overt and implicit racial bias among law enforcement officers,
- ✓ Required racial bias training and guidance against the use of force for state and local law enforcement that receive federal funding,
- ✓ Required training on mental health, disabilities, and de-escalation techniques,
- ✓ Required training on preserving constitutional rights during large-scale public protests or incidents of civil disobedience,
- ✓ The required use of police officer Body-Worn Cameras (BWC) to record every police-civilian encounter in accordance with and policy requiring civilian notification and applicable laws, including during SWAT deployments, along with rigorous standards regarding the retention, use, access, and disclosure of data captured by such systems,
- ✓ Elimination of federal programs which provide military equipment to local and state law enforcement agencies,
- ✓ Federal incentives for state and local law enforcement agencies to review their policies, training and practices on the use of force and firearms to ensure full compliance with civil rights, civil liberties and international law,
- ✓ On the ground community training to educate residents of their rights when dealing with law enforcement,
- ✓ The elimination of the "broken windows" policing policy initiated in the 1980's which encourages overly aggressive police encounters for minor offenses and the promotion of community-based policing,
- ✓ Greater and more effective community oversight over the local law enforcement and policing tactics,
- ✓ The establishment of a law enforcement commission to review policing tactics that would include in its composition leaders/experts from civil rights advocacy groups who represent the most impacted communities,
- ✓ Review of mental health screening and counseling available to federal, state and local law enforcement, including whether agencies screen for attitudes which could result in racially-motivated police violence,
- ✓ The required suspension of police officers who discharge their weapon on an unarmed person while the agency conducts a full investigation, and the public release of the name and any history of complaints against those officers,
- ✓ The required appointment of special prosecutors to investigate and prosecute cases of police killing civilians, where credible evidence exists that the killing may have been unlawful.

Signed,

Lawyers' Committee for Civil Rights Under Law

A. Phillip Randolph Institute

American Civil Liberties Union

Black Youth Vote

Empowerment

Hip Hop Caucus

Leadership Conference on Civil and Human Rights

Muslim Advocates

National Association for the Advancement of Colored People (NAACP)

NAACP Legal Defense Fund

National Coalition on Black Civil Participation

National Council of Churches

PICO National Network

Rainbow PUSH Coalition