

# NAACP Agenda For Law Enforcement Transformation

## **1. OUTLINE OF STEPS TO REVIEW, TRANSFORM and ASSURE ACCOUNTABILITY OF USE OF FORCE POLICIES**

Review police departments current Use of Force Continuum ensuring that they have at least 6 levels of steps, with clear rules on escalation.

Demand review of every Use of Force Incident to determine appropriateness and report results of review to the governing body and public at regular intervals.

Demand that police departments ban the use of Knee Holds and any choke hold in its Use of Force Continuums.

Demand that officers have a Duty to Intervene and Report Use of Force with sanctions in place for noncompliance

Withdraw participation in police militarization programs.

Ensure that mutual assistance agreements without outside law enforcement agencies require adherence to the same policies of the principal agency regarding use of force

## **2. REVIEW/ TRANSFORM RECORDS TRANSPARENCY and DATA COLLECTION**

Review North Carolina's Open Records Acts to determine if officer misconduct information and disciplinary histories are shielded from the public and if so, recommend changes so that they can and are made public

Review records of Resist, Delay and Obstruct charges to Determine if certain officers have higher rates of arrest for this charge

Review and Publish all stop, cite and arrest data quarterly disaggregated by race and ethnicity.

Review police departments policy and record of disciplining or charging officers charged with misconduct.

Determine if officers with excessive force complaints are in law enforcement and immediately fire them.

Determine how much is funding in budget for public relations and divert to community support

Suspend the use of paid administrative leave for Police under investigation.

Identify and quantify misconduct and violence settlements in towns and county , determine if they were paid out of general budget or the law enforcement budget and make such payments public not confidential.

Require full explanation of asset forfeiture programs to include definition of type of assets eligible to be seized, past use of proceeds by our local agencies and commitment to reinvest future proceeds in community safety .

Implement empowered local citizen review boards.

### **3. HIRING and RETENTION**

Review of hiring policies and practices to ensure recruits are not members of organizations antithetical to equal justice for all citizens and that officers fired or resigned from other agencies under duress are not hired.

Mandatory Inclusion of mental health and bias assessment in hiring criteria

Review law enforcement training requirements as set by state and supplemental training required by each agency including de-escalation, mental health crisis intervention and racial bias training. Require such training on recurring basis for all officers.

Incentivize and Reward smaller better qualified law enforcement agencies focused on ensuring public safety by reducing crime. Increase starting salaries to reflect cost of living so that officers can live in the community where officers work.

Increase hiring and support of diverse workforce.

### **4. INVEST IN COMMUNITIES**

Reject any proposed expansion to police budgets

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

Promote neighborhood councils as representative bodies within municipal decision making

Invest in community-based public safety approaches such as crisis units not affiliated with law enforcement , through expanded harm reduction techniques and increased deflection from the criminal justice system .

Fund violence prevention and intervention programs and skills based education on bystander intervention, consent and boundaries and health6 relationships.

Repurpose empty buildings, houses, apartments, and hotels to house people experiencing homelessness.

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.

Provide non-coercive housing options for young people experiencing abuse or family rejection of their queer or trans identities.

Extend rent amnesty without burden of repayment during COVID 19 .  
Provide eviction diversion legal assistance, mediation and funding support.

Allocate city funding towards healthcare infrastructure (including non-coercive mental healthcare), wellness resources, neighborhood-based trauma and day centers, non-coercive drug and alcohol treatment programming, peer support networks, reentry support and training for healthcare professionals. Make these services available for free to low-income residents.

Invest in teachers and counselors, universal childcare, and support for all family structures.

Invest in youth programs that promote learning, safety, and community care.

## **5. REMOVE POLICE FROM SCHOOLS**

Review Mutual Assistance Agreements between school boards, UNC and law enforcement agencies.

Remove police, both public and private, from all schools. Implement Dignity in Schools Campaign Recommendations for example as an alternative to regular presence of Law Enforcement in Schools.

Prohibit police departments from using city contracts with universities to do analysis, geographic and community profiling, human-computer amelioration studies, and predictive analytics. Instead, divert funds to public service-related studies and community collaboration.

Remove surveillance tech and metal detectors from all schools.

End the use of incarceration-like punishment of students, including suspensions, expulsions, and handcuffing.

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.

## **6. REIMAGINED JUSTICE**

End money based pre-trial detention.

End data and resource sharing with ICE.

End low level marijuana possession charges.

Make healthcare and call communication to and from incarcerated individuals free.

End immigration detention, end family separation, and let our undocumented community members come home.

Repeal or de-criminalize local ordinances that criminalize poverty and homelessness, such as the occupation of public spaces—particularly for people experiencing homelessness—under statutes against loitering, loitering for the purposes of sex work, panhandling, soliciting, camping, sleeping in a park, trespassing, and public urination and defecation.

Refuse to deploy police when they are contacted in relation to the above.

Refuse to deploy police for mental health crisis unless there is a safety issue and even then ensure mental health counselors are present.

End regulatory traffic stops.

Repeal statutes that criminalize survivors of gendered violence, including mandatory arrest and failure to protect laws.

Ban the Box at UNC and in all government and private employers.