



**Youth RiPS
Council**

Content warning for graphic
discussions about police
violence

Victims of Police Brutality In San Jose

Thompson Nguyen

Joseph Tourino

Phillip Watkins

Mirza Tatlic

Efren Esquivel

Diana Showman

Francis Calonge

Byron Rosas

Mark Morasky

Scott Dunham

Ronald Aduddell

Andrew Joseph Roberts

Anthony Nunez

Albert Manuel Vasquez

Matthew Castillo

Edrian Rivera

David Tovar Jr.

Elias Mejia

Richard Jacquez

Jennifer Vasquez

Armando Salvatierra

Jacob Dominguez

Francis De La Cruz

Leonel Acevedo

Anthony Guzman Lopez

Our Main Focuses

1.

Police
Accountability
(Gabe and Jaria)

3.

Police
Force/Tactics
(Lahari and Ezra)

2.

Police Relations
& Outreach
(L and Yusuf)

4.

Alternative
Systems
(Alex and Paula)

Our Values

- **Safety:** We want to build a community where everyone feels safe. Stop violence - physical (murders by police) and also emotional (gaslighting, re-traumatizing, police don't know how to interact with marginalized communities)
- **Access:** Housing, necessities to live, comfort of the home.
- **Solidarity:** Inspire other people in the community. Also focus on strengthening the relationship between community and police department

Police Accountability (Gabriel & Jaria)



How is SJ implementing state laws?

What is the timeline?

- **SB 2 (Bradford)** - Police De-Certification
- **AB 490 (Gipson)** - Ban Knee to Neck Hold

Have City of San Jose (Office of Administration, Policy, and Intergovernmental Relations) to add the following bills to their priority list for support sign letters of support for & lobby

- **AB 1947 (Ting)** - To redefine Hate Incidents as Hate Crimes in Local Law Enforcement
- **AB 988 (Bauer-Kahan)** - Mental Health response Act

Lobby for S. 2103
“Accountability for Federal
Law Enforcement Act”

Allows individuals to use federal law enforcement officers & makes federal law enforcement agencies liable for the conduct of an officer, regardless of whether the officer has a qualified defense



**Federal
Advocacy**

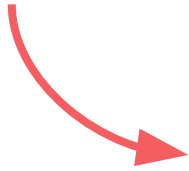
Community Accountability

- Incorporate Community Groups into the auditing process
- Have the police chief position be a elected position made by the people of San Jose
 - Money raised must be from grassroots campaigns.
 - Align with mayoral race
 - Santa Clara already does this
 - Increase accountability of the police chief
 - Must have certain qualifications to run
- Increase budget transparency, detail what is in the budget
 - What are the descriptions of the budget



Auditing

Independent Auditing Office
separate from Police



Youth Auditing Group

- Current RiPS Youth Council serves as base model



Police Relations/Outreach (L & Yusuf)

Current Police Outreach

SJPD is currently involved and responsible for various Community services not just enforcing the law

- Crossing guards
- Safety Education
- “TEAM Kids program allows patrol officers to visit elementary schools with 6 weekly visits... The primary goal of the program is to support crime prevention and youth safety with an emphasis on gang prevention education.”
 - SJPD Website
- “Crime Prevention Specialists are also involved in a variety of youth and school based programming... present[ing] violence reduction, drug and gang awareness/prevention”
 - SJPD Website Community Services

Understanding
the root causes
of gangs
(Edvaldo 2021)

The Focus on Crime Prevention

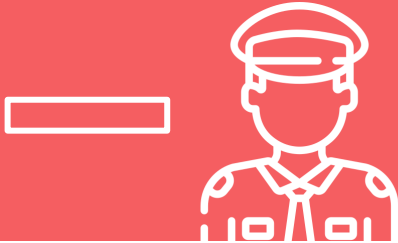
- “Gangs function as a socializing institution when other institutions fail”
- Poor family support structure
- “Protection, fun, respect, financial opportunity, influence from a friend, and pop culture”
 - (Decker & Van Winkle, 1996; Howell, 2010).
- Street gangs attract youth because it meets a youth’s social needs
 - (Esbensen et al., 1999)

NOT
Race or
Personality
Traits

Flipping the Script

Police relations are framed in a way where the burden of compromise and acceptance is placed on the Community

Outreach
without
conformity!



Remove police from community events, replace with private security without armistice



Increase advertising of already public meetings, so more community members are aware of important decision making

Youth Outreach

- We must divest from jails and carceral systems.
 - “If keeping youth out of prison is our priority, then the District Attorney and San José Police Department should be removed entirely. [from the equation]” (valle 2019)
- Invest in behavioral health services for students
 - Remove SROs and SJPD from all SJUSD campuses and events (private security for events)
 - Educate youth and their families on their rights
 - Public Defender Workshop



LGBTQ+ Community Relations

- SJPD currently has an LGBTQ+ Community Liaison
- Anti-LGBTQ+ discrimination persists during police interactions
- Proposed Solutions:
 - Training police officers on how to interact with members of the LGBTQ+ community with LGBT Youth Center rather than just Billy DeFrank
 - This training must involve face-to-face discussion with members of the LGBTQ+ community to provide personal accountability for officers
- Graded assessment in the understanding of LGBTQ+ history, biases, and gender identity (implemented during the screening and/or training process)
 - Employ LGBTQ+ supportive orgs to create curriculum
 - Increase funding for creation and/or expansion of LGBTQ+ friendly spaces and resources (more on this later)





BIPOC Relations

- Most SJPD officers don't reside in the city of San Jose.
 - There is an overrepresentation of white individuals in the police force.
- Impacted families Roundtable
 - Emphasis on the voices of impacted families by carceral systems
- Re-Allocation of officer identities to identity specific areas keeping diversity and ethnic clusters in mind

Differing Racial Makeups Between the City of San Jose & SJPD:

According to the *April 2020 United States Census*, the following is the recorded racial breakdown for the City of San Jose: **37.2% Asian, 31% Hispanic or Latino, 25.1% White, 2.9% Black or African American, and 7.9% two or more races**

As of July 09, 2021, the overall Department, as well as each rank within the Department, was made up of the following self-reported ethnicities:

	Officer	Sgt.	Lt.	Captain	Dep. Chief	Asst. Chief	Chief	Total	%
American Indian	4				1			5	0.4%
Asian	126	23	1	1				151	14.0%
Black or African	28	8	2		1			39	3.6%
Hispanic or Latino	204	33	16	3			1	257	23.7%
Native Hawaiian or Pacific islander	4		1					5	0.5%
White	306	89	21	4	2	1		423	39.0%
Non-Specified	193	8	1	1				203	18.7%
TOTALS	865	161	42	9	4	1	1	1083	100.0%

Source: Police Personnel Unit

Police Force/Tactics (Lahari & Ezra)

Mental Health Response

- Mental Health Rapid Response Team
 - Only certified mental health professionals are deployed rather than SJPD
 - Can redirect caller to a mental health team
- Increase resources to help officers respond appropriately if action needs to be taken
 - Should also be a part of training
- Increase outreach to help San Jose residents know about the resources available to them
- Will be talked about further later





Response to the Unhoused

- Other cities have clinical therapists approach individuals & try to help without violence
 - Example: Long Beach department's response includes service providers, health officers, and park superintendents
- Redirect caller to community partners that can provide housing & necessary support
 - ~20% of unhoused individuals have a severe mental disorder

Increase Focus on Human Trafficking

- Educate officers about the key indicators of human trafficking
- Provide community services & social welfare agencies to assist the victim's recovery journey
 - Dispatch appropriate professionals to help the victim open up about what they are experiencing
- Increase transparency in the use of funds that SJDP and Human Trafficking Task Force is receiving to improve their activities regarding human trafficking

* Many victims are undocumented immigrants or have other barriers that hinder them from expressing their emotions



1.

Training with an emphasis on alternatives to using weapons and physical brutality

Demilitarizing & Decreasing Police Brutality

- Redistribute the SJPD budget to fund various trainings & screenings
- 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)

2.

Intervention & Prevention From Police Officers

Demilitarizing & Decreasing Police Brutality

- Use minimum amount of force to apprehend a subject, with specific guidelines for the types of force and tools authorized for a given 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)
- Ban chokeholds, strangleholds (i.e. carotid restraints), hog-tying and transporting people face down in a vehicle (Ex: NYPD Policy)

3.

Redesigning
body
Cameras



Demilitarizing & Decreasing Police Brutality

How can we redesign body cameras to capture the perspectives of the officer and civilian?

- Police not have access to footage (in auditing area)
- Wider lens
- 360 body camera footage
- Improving quality - battery length, reliability of on & off button (officers cannot turn off body cameras until end of shift)

How can we protect people from being falsely incriminated with body cam footage?

- Camera should not be covered at any time
- Allow access to body camera footage to the general public

4.

An in-depth screening of the officers and conduct mental health screening tests

Hiring/Recruitment

Plain View Project

- Launched by Philadelphia lawyer Emily Baker-White,
- Examined the accounts of about 2,900 officers from eight departments across the country and an additional 600 retired officers from those same departments.
 - “1 in 5 of the current officers, and 2 in 5 of the retired officers, made public posts or comments that met that threshold — typically by displaying bias, applauding violence, scoffing at due process, or using dehumanizing language.”
- Conduct mental health screening tests to assure that upcoming officers are not coming in with any chronic mental illnesses that can affect their work

5.

Reform the Diversity & Inclusion Training

Ethnic studies, college degrees, mental health

Hiring/Recruitment

- Require graded Ethnic Studies & Cultural Awareness
 - Ensures officers have competent cultural awareness
- Teach about the culture they will be assisting in the city
 - Helps those they are interacting with feel more comfortable
- Police paid for associates degree & bachelor's degree to get on the force (reallocate money and resources towards initiating programs like these)
- Screen officers for records of racism; homophobia; transphobia; violence against gender minorities & monitor their personal opinions as well so another facebook group doesn't occur

Alternative Systems (Alex and Paula)

Safety:
Physical,
Emotional,
Spiritual

Shelter,
Clean
Bathrooms

Affordable
& Affirming
Medical
Care

Connection
with
Friends,
Family,
Loved Ones

Basic Needs

Mental
Health
Support

Food &
Clean
Drinking
Water

Reliable &
Affordable
Transportation

Access to
Education

Police: “Crime Fighter”

Research and refer clients to community resources

Determine legitimacy of immigration documents

Analyze laws

Conduct interviews

Provide court testimony



De-escalate crises

Direct traffic

Provide event security

Mediate interpersonal conflict

Educate children

Write detailed reports

Patrol neighborhoods

Conduct sobriety tests

Provide mental healthcare

Administer First Aid

Antonio Guzman Lopez



- 911 call: [Lopez was] acting erratically “with some sort of knife ... stabbing the air and doing a bunch of crazy stuff.”
- “Based on reports from officers and witnesses, Lopez was acting strange, suggesting he was mentally unstable or under the influence of drugs”
- Officers approached with guns drawn
- When Lopez tried to run, Officer van der Hoek shouts “shoot him, shoot” at Sgt. Santos, who shoots two bullets into Lopez’s back
- DA office claims what the officers did was justified

Mental Health Rapid Response Team - PP5

What:

A full-time mental health team not involving police officers



Who:

Rapid Response Team would be made up of units of at least one trained mental health professional and one nurse/medical person both unarmed

Why:

Reducing number of police interactions reduces amount of police brutality

How:

Centered in restorative justice, harm reduction, & community building, this team will reduce the load on police officers and increase the overall wellbeing of local communities

Mental Health Rapid Response Team

1. Make sure the person is physically safe and unable to hurt themselves or others
2. With consent from the client, connecting them to resources to meet their basic needs- do they need a therapist? Safe housing? Affordable meds? How can we prevent this situation from happening again?
3. Follow up: staying in touch, connect people affected to free counseling and/or therapy, building long-term relationships w/ community members
4. We need to expand our existing response teams, having them readily available, accessible, and safe

Decriminalizing Drugs/Harm Reduction - PP15

The criminalization of drugs leads to police involvement in what is a HEALTH issue, not an interpersonal one

1. **Decriminalize** drugs- minimizing police initiatives to arrest drug users
2. Provide **harm reduction** supplies (sterile syringes, disposal for used syringes, naloxone, etc.) in public places

And this is just
the
beginning...

- Undocumented Immigrant Protection Programs -
- School counselors equipped for mental health crises
- After-school programs for K-12 aged youth
- Fair and affordable housing for all -
- Food pantries
- Library programs
- Mental health service centers
- Support for families and children -
PP14

Reallocation of Existing Monetary Resources

2020 SJPD budget:
\$446 million



The Cost of Misconduct

“ ... in excessive force and wrongful death civil settlements... between 2015 and 2020. The San Jose Police Department, which has only about 1,000 officers, paid about [\$17.5 million], according to data obtained by KTVU.” (Kukura 2020)



If we have enough in the police budget for military grade weapons and helicopters, surely we have enough to **invest in the people of San Jose.**

We can create a world where people don't have to worry about meeting their basic needs, and we can all meet our fullest potential.



Thank you!