

From: Julia Walle
Sent: Thursday, June 11, 2020 7:43 PM
To: City Clerk <city.clerk@sanjoseca.gov>
Subject: Agenda Item 3.1

Hello,

My name is Julia Walle Talbot and though I am a resident of Campbell, I am located within the jurisdiction of the San Jose Police Department, and am writing today because the proposed action items on the agenda do not go far enough in protecting our citizens from police violence. I demand that funding is reallocated from SJPd to social and public programs that take place in our communities - like funding to education, parks, libraries, housing and transportation.

It is obscene that so much of the city's budget goes to the police department instead of robustly funding programs that can serve our communities, such as those with mental health professionals and social workers. Therefore, I stand with those throughout our city, state, and country, and demand that the City Council defund the SJPd similarly to Minneapolis, as well as other cities around the country. Additionally, I demand that the budget adequately and effectively support community well-being instead of empowering the police even more.

In the meantime, it is absolutely necessary that the use of rubber bullets, tear gas, and other means of excessive crowd control are immediately banned. The city must recognize that protestors are exercising their first amendment right and should not be met with police violence.

I hope that the City Council members listen to your constituents and represent their demands. I am urging you to completely revise the San Jose city budget for the fiscal year 2020-21 to defund SJPd and fully fund community services. Public opinion is with me.

Thank you for your time and action.
Julia Walle Talbot

From: Jennifer Myhre

Sent: Thursday, June 11, 2020 9:29 PM

To: City Clerk <city.clerk@sanjoseca.gov>

Subject: Agenda Item 3.1 (June 12, 2020 meeting)--public comment

My name is Jen Myhre. I teach at one of our local community colleges and I am a member of Showing Up for Racial Justice. My nephew is African-American and even though he is only 18 and has upper middle class privilege, he has been stopped and frisked by police multiple times. And those of us who love him fear every day that one of those encounters might be his last. It's clear that police here in San Jose and elsewhere aren't keeping our communities safe. It is also clear that tweaks and so-called reforms aren't enough. SJPD literally shot the man who trained SJPD in implicit bias with rubber bullets in a recent protest. When officers show up armed for war--literally armed in equipment used in war by our military--who is it they are at war with? What claims can we make to democracy when the police are weaponized against the people? Our communities aren't whole, can't thrive unless ALL of us are safe. What makes us safe? Well-funded public health departments and health care, well-resourced schools, affordable housing, thriving art/community programs/public libraries.

It is unacceptable that the police department be granted a larger sum of money from the general budget during the COVID-19 budget shortfall, all while community programs such as Parks and Rec and Libraries are being cut. The people of San Jose demand an immediate reduction of police funding by 50%. We demand termination of police officers for any involvement in police shootings, excessive force, corruption, sexual abuse, physical abuse, domestic abuse, or discrimination. We demand that you reallocate the funding cut from policing to community-led "alternatives to policing," the Black community, the underserved community, and underfunded community programs.

Thank you.

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Thank you for your time and action.
Julia Walle Talbot

From: Julia White
Sent: Friday, June 12, 2020 10:21 AM
To: City Clerk <city.clerk@sanjoseca.gov>
Subject: Comment for Agenda Item 3.1

[External Email]

Hello,

My name is Julia, and I am a member of the greater San José community. I am writing in response to the most recent awful actions perpetrated by the SJPd and Mayor Sam Liccardo. First, I will address the absolutely inhumane treatment of civilian protestors throughout the last weekend of May. The deployment of cops in militarized gear, tear gas, and rubber bullets upon individuals who were clearly expressing their First Amendment rights was a horrific and traumatizing event. Treating civilians as the "enemy"—civilians who were *peacefully assembling and petitioning the government for a redress of grievances*—is emblematic of the entire discussion happening around defunding the police. This type of response does not protect residents and community members, it only protects the power-hungry egos of Sam Liccardo, Chief of Police Eddie Garcia, and their cronies. They are not in this to serve anyone, only their interest in maintaining the status quo.

Second, this past Tuesday's excuse for a meeting on these topics was in itself embarrassing for the entire SJ governance. Both Garcia and the individual who gave the "presentation" on the cops use of tear gas (a chemical weapon which is internationally banned, mind you) and rubber bullets flat out lied to the city council and every community member listening in. As was illustrated in the subsequent public commentary, the police were not "in danger" as claimed (which is ridiculous because they were fully armed?!?!), but in fact ESCALATED violence upon the very community members they claim to "serve." The outright refusal to admit any wrongdoing or reevaluate the police's presence in SJ, in general, was deplorable.

The people are demanding, they are organizing, and we will not give up.

Sincerely,
Julia

--

Julia White (she/her/hers)
Medical Programs & Logistics Coordinator
ReSurge International

From: Jillian Cosgrave

Sent: Friday, June 12, 2020 10:45 AM

To: CouncilMeeting <CouncilMeeting@sanjoseca.gov>; District3 <district3@sanjoseca.gov>; City Clerk <city.clerk@sanjoseca.gov>

Subject: ITEM 3.6 comment

[External Email]

My

name is Jillian Cosgrave. I am a San Jose native, and my husband and I own a home in District 3.

I am writing to express my extreme disappointment in the SJPd, due to their handling of recent protests. Their violent behavior when dealing with groups of peaceful protesters was inappropriate, inhumane, and a danger to public health.

I did not participate in recent protests because I was worried that I could be gravely injured by the SJPd using batons, rubber bullets and tear gas. I am dismayed that the organization that is supposed to protect our citizens was instead hurting them, and deeply troubled that the fear of injury at their hands could keep me and others from our constitutional right of free speech and assembly.

I support immediately and permanently discontinuing the use of rubber bullets (and other projectiles) and teargas as crowd control measures, eliminating the use of riot gear during peaceful gatherings, and the release of all available video from the recent protests.

I also support re-evaluating the SJPd's use of force policies, instituting severe penalties (preferably termination) for officers using excessive force, and the transfer of funding from the SJPd to other community services that will reduce poverty, and address mental health issues and homelessness.

I also call for the firing of officer Jared Yuen. His behavior during the protests was unacceptable, and regardless of his superiors' personal opinions of his character, the citizens of San Jose no longer trust him to serve our community.

Black Lives Matter! Show us that the San Jose City Council believes that by taking swift and appropriate action.

Thank You,
Jillian Cosgrave

From: Dean Tambling
Sent: Friday, June 12, 2020 11:06 AM
To: City Clerk <city.clerk@sanjoseca.gov>
Subject: Comment on Agenda Item 3.6

[External Email]

Hello,

My name is Dean Tambling, and I'm a resident of San José, residing in Council District 3. While I appreciate the efforts to reign in use of force by the SJPd, and the interrogation of their crowd control techniques, these half-measures simply don't go far enough. I am writing to demand that Mayor Liccardo and the City Council increase funding for community resources like health and housing, at the expense of the SJPd's ample funding, if necessary.

Last week, when the protests were at their peak, I had an interesting moment: I was at home, only a few blocks away from City Hall, and I paid attention to what I could hear. I could faintly hear the chanting of San José residents demanding change from their elected officials. Much louder were the sounds of the city's response: sirens, helicopters, and loudspeakers insisting that these peaceful protestors disperse. A city's priorities are clear in a moment like that, and I heard that San José's municipal government doesn't actually value its people. Rather than debating what body parts of peaceful protestors can acceptably receive rubber bullets, maybe spend a few minutes trying to empathize with what is driving people to protest. Police brutality is a part of that — a smaller part than it is in many other cities, thanks to the reforms already implemented. A much greater part is the feeling that we are being ignored and swept aside — that San José's government doesn't care about San José's people.

Thank you,

Dean Tambling

From: Teja Chemudupati
Sent: Friday, June 12, 2020 11:02 AM
To: City Clerk <city.clerk@sanjoseca.gov>
Subject: Letters from the Public: Item 3.6 from 06/09/2020

[External Email]

Hello, My name is Teja and I am a resident of San Jose. I am writing because this memo doesn't go nearly far enough in making sure our communities are free of police violence. I demand that funding is reallocated from SJPd to social and public programming that takes place in our communities. It is unethical to cut the budget towards education, libraries, parks, housing, and transportation while funneling \$5M into improving San Jose golf courses. It is also an outrage that over 30% of city funding goes towards the Police Department. The system in place is broken at the expense of your citizens safety and well-being. We need a new criminal justice structure, inclusive of a robust task force of mental health professionals and social workers. We demand community-based policing--disband the San Jose Police Department as it stands now.

We stand with the calls of those across the country and demand that the City Council defund and disband the SJPd similarly to Minneapolis, with a concurrent investment in Black and Brown communities. We demand a budget that adequately and effectively meets the needs of at-risk San Jose residents during this trying and uncertain time, when livelihoods are on the line. We demand a budget that supports community wellbeing, rather than empowers police.

In the meantime, it is important to ban the use of rubber bullets, tear gas, and other means of excessive force as a method of crowd control. The city must recognize that protestors are exercising their first amendment right and should not be met with police violence. Use of chemical weapons such as tear gas are banned in combat by the Geneva Convention--why then do you choose to allow police to disperse chemical weapons against civilians while arming them with military weapons? The responsibility and thus the blame lies with you.

I see that the city council hopes to create a process that includes the community and it starts here, by listening to your community. It is your duty to represent your constituents. I am urging you to completely revise the San Jose city budget for fiscal year 2020-2021. Public opinion is with me. Where will you stand in history?

With urgency,

Teja Chemudupati

From: James Pistole

Sent: Friday, June 12, 2020 10:59 AM

To: City Clerk <city.clerk@sanjoseca.gov>

Subject: Public comment on Agenda Item 3.1 Discussion and Actions Related to Police Use of Force and Crowd Control Measures.

The recent actions of the San Jose Police Department make it clear that incremental reforms are not sufficient. While Jared Yuen's behavior was unacceptable, the problems are not limited to him. The department leadership's justification for using tear gas and rubber bullets as being the only alternatives to striking protestors with batons shows a fixation on violent means of policing. Banning the use of rubber bullets and tear gas isn't enough.

I urge the mayor and council to defund the police department and focus on funding social services rather than trying to solve all problems with policing. This is an opportunity for San Jose to be among the first cities in the country to make this big change. Let's be innovative in our approach to public safety now, and not allow these problems to continue and grow worse.

James Pistole

From: angela bello
Sent: Friday, June 12, 2020 11:14 AM
To: City Clerk <city.clerk@sanjoseca.gov>
Subject: Agenda 3.1 - SJ City Council Meeting June 12th, 2020

[External Email]

Dear City Council Members,

My name is Angela Bello and I am urging you to redistribute funds from the SJPd into resources and programs such as education, transportation, public health and mental health. As a minority who was born and raised in San Jose, I am heartbroken at the tragic events that have taken place in our city. The PD is sworn to protect and serve the community, this requires listening to the community and the community has spoken. We need to end the systematic racism that has brought us to where we are today.

In addition, we need to ban the use of military gear and excessive force during protests. Rubber bullets are unnecessary and harmful. Tear gas should not be used to "control" protests. Why do we have military gear for our SJPd but hospitals could not acquire PPE???

I hope that you will hear my voice as well as those of the community.

Thank you,
Angela Bello

From: Andrew Rachwalski
Sent: Friday, June 12, 2020 11:13 AM
To: City Clerk <city.clerk@sanjoseca.gov>
Subject: June 12th agenda item 3.1

[External Email]

Hello,

My name is Andrew Rachwalski and I am a resident of San Jose. I am writing because this memo doesn't go nearly far enough in making sure our communities are free of police violence. **I demand that funding is reallocated from SJPd to social and public programming that takes place in our communities. It is unethical to cut the budget towards education, libraries, parks, housing, and transportation while funding \$5 MILLION into improving San Jose Golf Courses. It is also an OUTRAGE that over 30% of city funding goes towards the police department.**

The system in place is broken at the expense of your citizen's safety and well-being. We need a new criminal justice structure, inclusive of a robust task force of mental health professionals and social workers.

We stand with the calls of those across the county and demand that the City Council defund and disband the SJPd similarly to Minneapolis, with a concurrent investment in black and brown communities. We demand a budget that adequately and effectively meets the needs of at-risk San Jose residents during this trying and uncertain time, when livelihoods are on the line. We demand a budget that supports community wellbeing, rather than empowers police.

In the meantime, it is important to ban the use of rubber bullets, tear gas, and other means of excessive force as a method of crowd control. ***The city must recognize that protestors are exercising their first amendment right and should not be met with police violence.***

I see that the city council hopes to create a process that includes the community and it starts here, by listening to your community. It is your duty to represent your constituents. I am urging you to completely revise the San Jose city budget for fiscal year 2020-2021. Public opinion is with me.

I am looking forward to witnessing San Jose's progress.

With hope,
Andrew Rachwalski

From: Kylie Mulcaire
Sent: Friday, June 12, 2020 11:13 AM
To: City Clerk <city.clerk@sanjoseca.gov>
Subject: (Subject Correction) June 12th Agenda Item 3.1

[External Email]

Hello,

My name is Kylie Mulcaire and I am a resident of San Jose. I am writing because this memo doesn't go nearly far enough in making sure our communities are free of police violence. **I demand that funding is reallocated from SJPd to social and public programming that takes place in our communities. It is unethical to cut the budget towards education, libraries, parks, housing, and transportation while funding \$5 MILLION into improving San Jose Golf Courses. It is also an OUTRAGE that over 30% of city funding goes towards the police department.**

The system in place is broken at the expense of your citizen's safety and well-being. We need a new criminal justice structure, inclusive of a robust task force of mental health professionals and social workers.

We stand with the calls of those across the county and demand that the City Council defund and disband the SJPd similarly to Minneapolis, with a concurrent investment in black and brown communities. We demand a budget that adequately and effectively meets the needs of at-risk San Jose residents during this trying and uncertain time, when livelihoods are on the line. We demand a budget that supports community wellbeing, rather than empowers police.

In the meantime, it is important to ban the use of rubber bullets, tear gas, and other means of excessive force as a method of crowd control. ***The city must recognize that protestors are exercising their first amendment right and should not be met with police violence.***

I see that the city council hopes to create a process that includes the community and it starts here, by listening to your community. It is your duty to represent your constituents. I am urging you to completely revise the San Jose city budget for fiscal year 2020-2021. Public opinion is with me.

I am looking forward to witnessing San Jose's progress.

With hope,
Kylie Mulcaire

From: Rachel Chang
Sent: Friday, June 12, 2020 11:36 AM
To: City Clerk <city.clerk@sanjoseca.gov>
Subject: City Council Special Meeting — Police Use of Force and Crowd Control

This is regarding Agenda Item Number 3.1

1. What's your consideration on demilitarizing the San Jose Police Department?

We received \$793,034.66 in military equipment, half of which (\$384,130) went to ordering a *tank*. With a *turret*. Why does San Jose even need a tank?? (source: U.S. Department of Defense's 1033 program)

If possible, let's return all unnecessary military equipment.

2. Are there strict guidelines for when the police department can deploy armored vehicles, grenade launchers, etc.?

If not, let's create one, enforce it, and post it online for transparency.

3. What is our policy on no-knock raids?

Thank you for your time,

Rachel

From: K L
Sent: Friday, June 12, 2020 11:29 AM
To: City Clerk <city.clerk@sanjoseca.gov>
Subject: Question for Agenda Item 3

Hi

With respect to the following on the agenda:

(f) Establish a process, consistent with that advocated by the Obama Foundation's My Brother's Keeper Alliance Mayoral Action Pledge, to review our "use of force" policies, engage our community, seek the feedback of our community on the findings, and reform those policies consistent with the best thinking nationally. The process should engage the entire community, including faith leaders, social justice advocates, leadership within our communities of color, criminal justice experts, the police union, the police rank-and-file, the Chief of Police, and the Independent Police Auditor.

There is a common phrase: "The Blue Wall of Silence" - the unspoken code for officers to not report on a colleague's misconducts and crimes

Are there any planned changes to the avenues for officers to safely, anonymously, and confidently report another fellow officer's misconducts? How will SJPD guarantee that there will be no back lash or retaliation for officers who break the 'Blue Wall of Silence'?

Thanks

From: Kim Guptill

Sent: Friday, June 12, 2020 11:39 AM

To: CouncilMeeting <CouncilMeeting@sanjoseca.gov>

Cc: The Office of Mayor Sam Liccardo <TheOfficeofMayorSamLiccardo@sanjoseca.gov>; Davis, Dev <dev.davis@sanjoseca.gov>; City Clerk <city.clerk@sanjoseca.gov>

Subject: Agenda Item 3.1--Police Use of Force Public Comment

My name is Kim Guptill, and I am a D6 voter, and a member of SURJ at Sacred Heart. I went to the protest right when it started on June 1, and was moved to see the energy and passion of so many community members. We "took over" Santa Clara Street, stopping traffic for a bit, but those drivers easily sorted themselves out as we started marching toward Market Street. We walked down Market to San Carlos, then back and up 4th Street to City Hall, weaving between a street-ful of cars, most of whom were honking in support despite being held up. It was entirely peaceful. There wasn't a police officer in sight.

Imagine my horror when soon after returning home, I saw the ABC news footage of a protester who looked to be moving erratically being grabbed and flung around by a San Jose police officer, then piled on by several more. It was horrifying. I can't say what the protester was doing, but I can imagine that another approach by the police officer could have de-escalated--instead of escalated--the situation.

SURJ stands with the coalition of youth of color, and we:

- find it unacceptable that the police department be granted a larger sum of money from the general budget during the COVID-19 budget shortfall, all while community programs such as Parks and Rec and Libraries are being cut.
- demand an immediate reduction of police funding by 50% including reduced field patrol, closing the METRO (VERGE and VSET) program, and the Street Crimes Unit, closing the Covert Response Unit within Investigations.
- demand termination of police officers for any involvement in police shootings, excessive force, corruption, sexual abuse, physical abuse, domestic abuse, or discrimination.
- demand that the City eliminate the Mayor's Youth Gang Task Force, as law enforcement uses the task force to covertly surveil on black and brown youth.
- demand that \$19 million from the CARES ACT go to renters on the brink of eviction rather than the police department.
- demand that you reallocate the fund cut from policing to community-led "alternatives to policing," the Black community, the underserved community, and underfunded community programs.

Sincerely,

Kim Guptill

From: Akshaya Premkumar
Sent: Friday, June 12, 2020 11:41 AM
To: City Clerk <city.clerk@sanjoseca.gov>
Subject: Agenda item 3.6
Hello,

My name is Akshaya and I am a resident of San Jose. I am writing because in order to protect our communities from police violence, we need more than this insufficient memo. To actually decrease police violence and improve community wellbeing, SJPd funding must be reduced, and reallocated to social and public programming. Whilst the budgets for education, community resources like parks, and housing are being cut, it is unacceptable that Police Funding takes up such a huge part of SJ budget; more specifically 30% of city funding goes to the SJPd. What doesn't make sense to me is why this city council so desperately clings on to this failing police system. Time and time again the police system has shown to be ineffective in decreasing violence and is actually more harmful towards certain communities than helpful overall. The police system as we know it is defunct and built on a racist system, we know this. If your claim is that we need police to protect the people, please think about all the nurses, social workers, and mental health workers that are way more trained in assessing community needs over police officers. If you really care about community safety, increase funding for social workers and mental health workers so they are the ones responding to calls about domestic violence and mental health crises. Do you really think that Police officers are capable and have the training to respond to these kinds of calls? They almost always either "can't do anything about it" or put the people affected in further harm. California requires more training time to become a cosmetologist than a Police officer and Police Reform doesn't work as we saw with Minneapolis PD and they are now aiming to disband their Police Department starting with defunding them. We stand with these calls that City Councils should defund their Police Departments, with a concurrent investment in black and brown communities. We demand a budget that meets the needs of at-risk San Jose residents during these uncertain times. Times where the Police Department has the funding to have access to full riot gear and tear gas which is banned in war, when nurses and doctors have been forced to resort to trash bags to protect themselves. The focus of the city council should be on uplifting communities not increasing funding for the SJPd who harms these communities.

In the meantime, it is important to ban the use of rubber bullets, tear gas, and other means of excessive force as a method of crowd control. The city must recognize that protestors are exercising their first amendment right and should not be met with police violence. San Francisco has already banned the use of tear gas and aims to demilitarize the police and SJ must follow suit.

When the entire city is calling for defunding the police and reinvesting into unjustly oppressed communities, it is the duty of the city council to answer the call and to accurately represent its constituents. I am urging you to completely revise the San Jose City budget for fiscal year 202-2021.

Sincerely,
Akshaya

From: Annissa Camacho
Sent: Friday, June 12, 2020 11:41 AM
To: City Clerk <city.clerk@sanjoseca.gov>
Subject: June 12 Item 3.1

[External Email]

Hello,

My name is Annissa Fullenkamp and I am a resident of San Jose. I am writing because this memo doesn't go nearly far enough in making sure our communities are free of police violence. I demand that funding is reallocated from SJPd to social and public programming that takes place in our communities. It is unethical to cut the budget towards education, libraries, parks, housing, and transportation while funding \$5 MILLION into improving San Jose Golf Courses. It is also an OUTRAGE that over 30% of city funding goes towards the police department.

The system in place is broken at the expense of your citizen's safety and well-being. We need a new criminal justice structure, inclusive of a robust task force of mental health professionals and social workers.

We stand with the calls of those across the county and demand that the City Council defund and disband the SJPd similarly to Minneapolis, with a concurrent investment in black and brown communities. We demand a budget that adequately and effectively meets the needs of at-risk San Jose residents during this trying and uncertain time, when livelihoods are on the line. We demand a budget that supports community wellbeing, rather than empowers police.

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I see that the city council hopes to create a process that includes the community and it starts here, by listening to your community. It is your duty to represent your constituents. I am urging you to completely revise the San Jose city budget for fiscal year 2020-2021. Public opinion is with me.

I am looking forward to witnessing San Jose's progress.

With hope,

Annissa Fullenkamp

From: Nida Zada

Sent: Friday, June 12, 2020 11:45 AM

To: City Clerk <city.clerk@sanjoseca.gov>

Subject: 3.1 20-713 Discussion and Actions Related to Police Use of Force and Crowd Control Measures.

I'm disappointed that the aggression of Jared Yuen is being ignored. His aggression shouldn't be represented in our community and he should immediately be fired. His behavior makes it clear he doesn't have the skills to be a police officer that needs to earn the trust of the community.

From: Eileen Lee
Sent: Friday, June 12, 2020 11:46 AM
To: City Clerk <city.clerk@sanjoseca.gov>
Subject: Item 3.6: public comment

[External Email]

Hi

Devora Davis,

My name is Eileen and I currently live in district 6 and lived in district 3 for 6 years.
I am writing to comment on item 3.6.

Please ban rubber bullets and tear gas. Item 3.6 notes the dangers and what your constituents want now is action.

The discussion section acknowledges the danger of rubber bullets and tear gas. It acknowledges that rubber bullets have a high lethality rate, that tear gas is banned in warfare, that tear gas is a dangerous mix to the COVID-19 pandemic.

In a 2002 study, by the Lancet medical journal deems "rubber bullets too dangerous for crowds". This study may be 18 years old, findings are still relevant to us today. Police officers that I have seen personally at protests these last couple of weeks have not been using rubber bullets properly. They are shooting at peaceful protesters point blank and aiming at the head and groin, leading to severe injuries and even death. They are not shooting from a safe distance or aiming the guns at the floor, as these weapons were designed. Even when used correctly, these rubber bullets are imprecise and bounce uncontrollably and cause bodily harm. **Please listen to these phone calls and letters from your constituents describing the physical, mental, and emotional trauma these weapons have brought upon the people you are representing.**

My husband and I have been peacefully protesting and standing with people who are hurting, but the way the police have behaved in the last 2 weeks has made us fearful of the police. It grieves me to have to bring an extra mask in case I get tear gassed or pepper sprayed. It grieves me to have to wear thicker clothing and protective gear for my face in case I am hit by a rubber bullet. It grieves me that my parents and I worry for my safety, not from other protesters, but from the police escalation. We went to peacefully protest and were met with rubber bullets being shot into the crowd with our hands up yelling don't shoot. **Please do not silence the voices of people hurting and in pain,** by arming police with rubber bullets and tear gas.

Thank you for your time and service to San Jose,
Eileen

From: Jin Jin Ma

Sent: Friday, June 12, 2020 11:52 AM

To: City Clerk <city.clerk@sanjoseca.gov>

Subject: 3.1 Strategic Support: Police and Use of Force and Crowd Control Measures

[External Email]

My

name is Jin Jin Ma and I am a resident of San Jose. I was formerly a high school teacher and am a current medical student. I am writing to offer my perspective on the issue of change in the police system.

As a teacher who has taught primarily students of color, I know of how they have been disproportionately impacted by policing in their neighborhoods. I know of the physical and psychological trauma caused to my students because of what they have done to their families and to them. And I know that this same policing and discrimination doesn't exist in the largely white neighborhood that I live in.

As a future physician, I am especially concerned because systemic racism in this country is a public health issue. In fact, law enforcement has been deemed a threat to public safety by the American Public Health Association. In 2018, they announced that "physical and psychological violence that is structurally mediated by the system of law enforcement results in deaths, injuries, trauma, and stress that disproportionately affect marginalized populations." In a time when there is clearly a need for change in the policing system, there's a lot of discussion surrounding reform versus defunding versus abolition. I find it helpful to recenter our discussion on what the goal of all of this discussion--why are we talking about this? Yes, what started the protests was the cold-blooded murder of a black man by four police officers. However, it is about more than just police brutality; make no mistake, this is about the systematic oppression of an entire group of Americans based on the color of their skin, with the police as a one such method for this oppression. A solution to this cause should thus be focused on changing policing as much as it is about uplifting Black communities.

Thus, there can be no solution WITHOUT money and resources being given to programs that can actually solve issues that disproportionately affect Black communities. If no money goes towards these communities, then the discussion is moot, and the unrest will continue. Police reform in which the police receive more training or more gear or more resources will directly go AGAINST the goals of uplifting these communities--these solutions only give more money to the police and do not change anything about the status quo; police would still be overexpanded in its role and would continue maintaining the segregated status of black and white. Many of the issues of crime have social causes. Policing is a bandaid solution, and a very expensive and ineffective one. Why not spend our money on more effective solutions that actually get at the root issues? The ONLY logical solution to this issue is to take money from the police budget and give it to programs like housing, mental health services, education and youth development, healthcare, job development for Black and Latinx communities, and other programs directly targeting Black and Latinx communities. Defund the police.

From: Suroor Nakhoda
Sent: Friday, June 12, 2020 11:56 AM
To: City Clerk <city.clerk@sanjoseca.gov>
Subject: defund the police, reinvest in communities

[External Email]

Hello,

My name is Suroor Nakhoda. I urge for San Jose to dismantle its police force and instead reallocate its funds to the education system, public parks, library, and housing. Our communities need to be invested in directly in order to create safety in San Jose again. The police has proven time and time again that they instigate violence rather than bringing safety to our people. The disparities between how much the police are paid versus an average teacher in the SJ area is ridiculous. We need to find education and work towards eliminating the school to prison pipeline. All in all, defund the police.

From: Chau Nguyen
Sent: Friday, June 12, 2020 11:59 AM
To: City Clerk <city.clerk@sanjoseca.gov>
Subject: Agenda Item 3.1

[External Email]

Dear Major Liccardo and Council Members:

I read your memos for today's agenda and I am mostly disappointed. Most of you have NOT listened and opened your minds to the pleads of your constituents. We are asking for RADICAL CHANGE, not moderate little steps like revisions to the police manual!

The SJPd police manual states:

People throughout the city have a need for protection, administered by fair and impartial law enforcement. As a person moves about the city, such person must be able to expect a similar police response to the person's behavior--wherever it occurs. Where the law is not evenly enforced, there follows a reduction in respect and resistance to enforcement.

The element of evenhandedness is implicit in uniform enforcement of law. The amount of force or the method employed to secure compliance with the law is governed by the particular situation. Similar circumstances require similar treatment -- in all areas of the city as well as for all groups and individuals. In this regard, Department members will strive to provide equal service to all persons in the community.

Yet, somehow, according to the IPA's 2018 annual report, African Americans made up 11% of the subjects of alleged force complaints while only making up 3% of San Jose's population; Latinos made up 54% of the subjects of alleged force complaints while only making up 33% of San Jose's population; and Native Americans made up 5% of the subjects of alleged force complaints while only making up 1% of San Jose's population. For the White and Asian communities in San Jose, the statistics are opposite. There is clearly something very disproportionate in the policing of our communities and no amount of updates to the police manual will change that.

After hearing the many testimonies of San Jose residents regarding the SJPd's unwarranted use of force, none of your memos flat out say that rubber bullets and tear gas should flat out be banded as measures for crowd control. As the police themselves admitted and as many residents testified, the presence of the police in riot gear is what agitated the crowd. It was the police that incited the riots. Have you noticed that once the curfew was lifted in San Jose and the police stopped appearing at protests treating protesters as enemy combatants that the protests in San Jose have been very peaceful? This should tell you something. You need to push for rubber bullets and chemical agents to be banded as crowd control measures immediately.

Further, while investing in the Office of Racial Equity will be helpful as a checks and balance on police--its not nearly enough. If you're going to take after San Francisco's lead, you may as well start engaging in conversations about defunding the police like the Mayor and Police Chief of San Francisco have--and like Councilmember Raul Perez has recommended (although he did not go all the way and advocate for divestment of police funds).

I think it is extremely important that you at the very least start to research and discuss what your constituents have been demanding you to do--divest certain funds going to the police and reinvest that money in programs and departments that support the community. It's an embarrassment to this city that SJSU has the highest rate of homeless students out of all CSUs in this state. The housing crisis in San Jose is real and you have all recognized that--so why aren't you taking this opportunity to reevaluate the budget. The housing department is only receiving 0.05% of the general funds while the police department will be receiving 44%. How does this make any sense? I recognize that there are special funds to be invested in the housing crisis, but it's not enough. With all the new "luxury" apartments and the google campus being built, unquestionably our neighborhoods will become so gentrified to the point that we'd have to move to survive. I make \$35 an hour and cannot even afford my own place to live in San Jose. I can go on about the tenant protections provided "fixed period" residents...

Please take action in accordance with the pleas of your constituents!

-Chau Nguyen

From: Sikha, Anagha
Sent: Friday, June 12, 2020 11:50 AM
To: City Clerk <city.clerk@sanjoseca.gov>
Subject: Defunding the Police Concerns

[External Email]

Hello,

My name is Anagha and I am a resident of San Jose. I am writing because this memo doesn't go nearly far enough in making sure our communities are free of police violence. I demand that funding is reallocated from SJPd to social and public programming that takes place in our communities. It is unethical to cut the budget towards education, libraries, parks, housing and transportation while funneling \$5M into improving San Jose golf courses. Are golf courses more important than education???? Is President Trump going to come to our golf courses? It is also an outrage that over 30% of city funding goes towards the Police Department. The system in place is broken at the expense of your citizens' safety and well-being. We need a new criminal justice structure, inclusive of a robust task force of mental health professionals and social workers.

We stand with the calls of those across the country and demand that the City Council defund and disband the SJPd similarly to Minneapolis, with a concurrent investment in black and brown communities. We demand a budget that adequately and effectively meets the needs of at-risk San Jose residents during this trying and uncertain time, when livelihoods are on the line. We demand a budget that supports community wellbeing, rather than empowers police.

In the meantime, it is important to ban the use of rubber bullets, tear gas, and other means of excessive force as a method of crowd control. The city must recognize that protestors are exercising their first amendment right and should not be met with police violence.

I see that the city council hopes to create a process that includes the community and it starts here, by listening to your community. It is your duty to represent your constituents. I am urging you to completely revise the San Jose city budget for fiscal year 2020-2021. Public opinion is with me.

Thank you,
Anagha Sikha

From: Sikha, Anagha
Sent: Friday, June 12, 2020 11:52 AM
To: City Clerk <city.clerk@sanjoseca.gov>
Subject: Agenda Item 3.1

[External Email]

Hello,

My name is Anagha and I am a resident of San Jose. I am writing because this memo doesn't go nearly far enough in making sure our communities are free of police violence. I demand that funding is reallocated from SJPd to social and public programming that takes place in our communities. It is unethical to cut the budget towards education, libraries, parks, housing and transportation while funneling \$5M into improving San Jose golf courses. Are golf courses more important than education???? Is President Trump going to come to our golf courses? It is also an outrage that over 30% of city funding goes towards the Police Department. The system in place is broken at the expense of your citizens' safety and well-being. We need a new criminal justice structure, inclusive of a robust task force of mental health professionals and social workers.

We stand with the calls of those across the country and demand that the City Council defund and disband the SJPd similarly to Minneapolis, with a concurrent investment in black and brown communities. We demand a budget that adequately and effectively meets the needs of at-risk San Jose residents during this trying and uncertain time, when livelihoods are on the line. We demand a budget that supports community wellbeing, rather than empowers police.

In the meantime, it is important to ban the use of rubber bullets, tear gas, and other means of excessive force as a method of crowd control. The city must recognize that protestors are exercising their first amendment right and should not be met with police violence.

I see that the city council hopes to create a process that includes the community and it starts here, by listening to your community. It is your duty to represent your constituents. I am urging you to completely revise the San Jose city budget for fiscal year 2020-2021. Public opinion is with me.

Thank you,
Anagha Sikha

June 12, 2020

Mayor Sam Liccardo and the San Jose City Council
200 E Santa Clara St
San Jose, CA 95113

Mayor and Members of the San Jose City Council,

In advance of your council session on June 12 and with gratitude for the community leaders and organizations who have been championing race equity and social justice for years, this letter is from 37 community members who are mostly San Jose residents.

The recommendations detailed in the memos from the Mayor and City Council do not go far enough. None of the recommendations offer the support for the urgent systemic changes that are needed right now. Quarter steps are not enough, we need action as if the lives of the people you represent depend on it, because it does for Black and People of Color in San Jose. Black and Brown People in our community have been drowned out by a system that has failed them for generations. We are now standing together now to say no more. We need you to hear us now and we need you to act now.

We support Councilmember Perez's recommendation for:

- A process that broadly engages our community on what the future of policing should look like in San José.

We support Councilmember Esparza and Councilmember Arena's recommendations:

- Expand commitment for full implementation of the Office of Racial Equity, beyond the \$200,000 over two years proposed in the Mayor's June Budget Message, for the purpose of developing and carrying out a strategic plan to study and address systemic inequities within our City, including within our Police Department.
- Direct the City Manager to include in the work plan of the Office of Racial Equity substantial updates to San Jose's Budget Policies to address racial inequity through the budget process.

We support an immediate ban on the use of military tactics and equipment against our community including the use of rubber bullets, tear gas, and other means of excessive force as methods of crowd control. Protestors are exercising their First Amendment rights and should not be met with police violence.

We support the reallocation of funding away from policing and instead reinvested in community-led social and civic programs that improve the health and well-being of the community. We understand that this will be a difficult process that will take time to fully implement but we support a significant, immediate movement of funds to areas of the community most negatively impacted by current policing activities.

The San Jose Police Department has been relied upon to address myriad problems in our community for which they have not been adequately trained and are therefore not equipped to solve. Meanwhile, the social service agencies that do have the expertise to provide more effective alternatives have historically been undervalued and underfunded.

We oppose allocating what is currently over 30% of city funding towards the Police Department. We ask that you allocate funding for an evaluation that focuses on how to reduce the scope, size, and role of the Police Department in San Jose. The goal of this evaluation would be to determine the best way to reallocate resources, funding, and responsibility from the San Jose Police Department, and towards community-based models of safety, support, and prevention. San Jose residents need more jobs, educational opportunities, arts programs, community centers, social workers, and mental health resources.

Thank you for your consideration of this community's request for significant, meaningful, and immediate action.

Sincerely,

Antiracist residents of San Jose and the greater Silicon Valley

Tamara Alvarado, District 3	Ron P. Muriera, District 2
Megan Fluke, District 6	Brooke Hart, District 3
Lucy Diekmann, District 5	Mita Dey, District 8
Angelica Ramos-Allen, District 6	Kristi Thraves, Campbell
April N Gee	Nehal Abuelata, District 6
Meg Lauber-DeLuca, District 10	Glynda Myer, District 3
Smita Garg, District 1	Ilesha Bayona District 5
Alisha Beal, Mountain View	Richard Tejeda, founder Saved By Nature, Campbell
Eli Dinh, District 6	Jaime Merz, District 9
Peter Colclasure, District 6	Angela Dube, District 3
Lilia Sandoval, District 3	Lauren Paige DuBose
Delia Lira-Perez District 9	Karen Altree Piemme, District 3
Kaitlynn Johnson, Morgan Hill	Charles Cantrell, District 3
Brian Haberly, District 3	Shannon Loucks, Santa Clara
Dennis Lozano, District 3	Melissa Wuenschel, District 9
Dr. Theresa M. Sabatino, Psy.D District 3	Jorey Beamesderfer District 9
Kat Estrada, District 3	Betsy Allen, District 9
Stephanie Barreto, District 8	

From: Kim Guptill

Sent: Friday, June 12, 2020 12:44 PM

To: CouncilMeeting <CouncilMeeting@sanjoseca.gov>

Cc: The Office of Mayor Sam Liccardo <TheOfficeofMayorSamLiccardo@sanjoseca.gov>; Davis, Dev <dev.davis@sanjoseca.gov>; City Clerk <city.clerk@sanjoseca.gov>

Subject: Re: Agenda Item 3.1--Police Use of Force Public Comment

IMPORTANT CORRECTION: The protest I attended was on May 29, NOT June 1. Please make sure to correct that in my testimony.

Kim Guptill

On Fri, Jun 12, 2020 at 11:39 AM Kim Guptill wrote:

My name is Kim Guptill, and I am a D6 voter, and a member of SURJ at Sacred Heart. I went to the protest right when it started on June 1, and was moved to see the energy and passion of so many community members. We "took over" Santa Clara Street, stopping traffic for a bit, but those drivers easily sorted themselves out as we started marching toward Market Street. We walked down Market to San Carlos, then back and up 4th Street to City Hall, weaving between a street-ful of cars, most of whom were honking in support despite being held up. It was entirely peaceful. There wasn't a police officer in sight.

Imagine my horror when soon after returning home, I saw the ABC news footage of a protester who looked to be moving erratically being grabbed and flung around by a San Jose police officer, then piled on by several more. It was horrifying. I can't say what the protester was doing, but I can imagine that another approach by the police officer could have de-escalated--instead of escalated--the situation.

SURJ stands with the coalition of youth of color, and we:

- find it unacceptable that the police department be granted a larger sum of money from the general budget during the COVID-19 budget shortfall, all while community programs such as Parks and Rec and Libraries are being cut.
- demand an immediate reduction of police funding by 50% including reduced field patrol, closing the METRO (VERGE and VSET) program, and the Street Crimes Unit, closing the Covert Response Unit within Investigations.
- demand termination of police officers for any involvement in police shootings, excessive force, corruption, sexual abuse, physical abuse, domestic abuse, or discrimination.
- demand that the City eliminate the Mayor's Youth Gang Task Force, as law enforcement uses the task force to covertly surveil on black and brown youth.
- demand that \$19 million from the CARES ACT go to renters on the brink of eviction rather than the police department.
- demand that you reallocate the fund cut from policing to community-led "alternatives to policing," the Black community, the underserved community, and underfunded community programs.

Sincerely,

Kim Guptill

Behavioral Health Contractors' Association

of Santa Clara County
1530 The Alameda, Suite 301
San Jose, CA 95126

Phone: [REDACTED] • [REDACTED]



June 12, 2020

Mayor and Councilmembers
City of San Jose
via e-comment

Dear Mayor and Councilmembers,

I write on behalf of the Behavioral Health Contractors' Association (BHCA) regarding Councilmember Perez's memo on the June 12, 2020 San Jose City Council agenda.

The Behavioral Health Contractors' Association (BHCA) is a Santa Clara County-wide network of community-based, non-profit organizations providing essential mental health and substance use prevention, treatment, recovery, and supportive transitional housing services to children, adolescents and adults, under contract with Santa Clara County's Behavioral Health Services Department.

Councilmember Perez recommends a process that broadly engages our community on what the *future of policing* should look like in San José. The memo outlines the complexity of needs

We support looking at the broad range of needs that currently result in police responses. BHCA members stand ready to participate in any discussion of how to reimagine how our community can respond to the complex range of resident's needs, specifically those related to behavioral health.

Sincerely,

[REDACTED]

Elisa Koff-Ginsborg
Executive Director

[REDACTED]

Member Agencies

AACI
Abode Services
Advent Group Ministries
Alum Rock Counseling Center
Bill Wilson Center
Caminar
Catholic Charities
Children's Health Council
Community Solutions
Fred Finch Youth Center
Gardner Family Care Corporation
HealthRight 360
HealthTrust
Home First
Hope Services
Horizon Services
Indian Health Center
Kidango
LifeMoves
Mekong Community Center
Mental Health Advocacy Project
Mental Health Systems
Momentum for Mental Health
National Alliance on Mental Illness
Parisi House on the Hill
PATH
Pathway Society
Peninsula Healthcare Connection
Rebekah Children's Services
Seneca Kinship Center
Ujima Adult & Family Services
Uplift Family Services

From: Rachael Burnham
Sent: Friday, June 12, 2020 12:37 PM
To: City Clerk <city.clerk@sanjoseca.gov>
Subject: City Council meeting 6/12/20 Agenda # 3.1

[External Email]

Hello City Council,

My name is Rachael Burnham and I have lived in San Jose District 4 for the last 10 years. I attended San Jose State University for my undergraduate degree and I'm currently enrolled in their Environmental Studies Master's program. I am outraged at the use of force displayed by our SJPd. My little brother went out to PEACEFULLY protest near city hall on May 29th, 2020 and I was at home terrified because I could see the whole debacle playing out on NBC live. The SJPd was suited up in riot gear and I saw images of them using flash grenades and tear gas on the crowd herding people like they were cattle. My brother came home safely, but shook that the police would use rubber bullets, flash grenades and tear gas on mostly peaceful protesters. The later images and videos that came out of our AGGRESSIVE SJPd officers is appalling. It honestly breaks my heart that POLICE BRUTALITY happens in our own city.

We must ban the use of rubber bullets, tear gas, and other means of excessive force as a method of crowd control. The city must recognize that protestors are exercising their first amendment right and should not be met with police violence!

I demand that funding is reallocated from SJPd to social and public programming that takes place in our communities. The system in place was not built to support people of color equally and we need a new criminal justice structure, inclusive of a robust task force of mental health professionals and social workers.

Thank you,

--

Rachael Burnham

From: Linda Hutchins-Knowles

Sent: Friday, June 12, 2020 12:31 PM

To: District9 <district9@sanjoseca.gov>; District1@sanjoseva.gov <District1@sanjoseva.gov>; District2 <District2@sanjoseca.gov>; District3 <district3@sanjoseca.gov>; District4 <District4@sanjoseca.gov>; District5 <District5@sanjoseca.gov>; District 6 <district6@sanjoseca.gov>; District7 <District7@sanjoseca.gov>; District8 <district8@sanjoseca.gov>; District 10 <District10@sanjoseca.gov>; The Office of Mayor Sam Liccardo <TheOfficeofMayorSamLiccardo@sanjoseca.gov>; City Clerk <city.clerk@sanjoseca.gov>

Subject: Reimagining community safety and policing (Agenda Item 3.1. 6.12.2020)

Dear Councilmembers and Mayor Liccardo,

At Mothers Out Front, we advocate for a livable climate for all children. We also advocate for a **livable city for all our residents, including Black, Indigenous and other people of color**. We do this because **Black Lives Matter**. And because the climate crisis will not be solved without addressing racial injustice; these crises are inextricably intertwined.

San Jose needs more than just bandaid reforms: **we need a transformation in how we handle public safety in our city**. Black, Brown, Indigenous and other people of color need to be **at the head of the table** in the reform process.

Mothers Out Front condemns the recent and all prior acts of police brutality in San Jose and **supports the following actions** in alignment with Movement for Black Lives. Just to begin with:

1. **Police must protect the rights of protestors**, ensuring that protestors are allowed to peacefully gather without threat of harm or abuse. The use of tear gas and physical force against protestors is totally unacceptable.
2. San Jose needs to **immediately revise its budget proposal to prioritize funding social services while significantly reducing funding** to policing activities. We need to radically transform how community safety is upheld, **decentering the police and the centering the solutions of people of color**.
3. We agree with Councilmembers Peralez and Jimenez that we need to implement a **process for broad and deep community engagement** about policing in our community **and implement processes of restorative justice**.

Transformation begins with **listening to Black, Indigenous and other people of color** and implementing the solutions **they** recommend. Stop the killing of Black lives by **dismantling the system that enables it**. Thank you.

Stephanie Morris, Susan Butler-Graham and Linda Hutchins-Knowles
for Mother Out Front South Bay

Linda Hutchins-Knowles
California Senior Organizer
Mothers Out Front
Pronouns: She/her/hers
www.mothersoutfront.org

Live in San José? Join the [Climate Smart Challenge](#)! Connect with friends & neighbors to learn easy ways to save energy, lower your bills, and get fit—all while helping to preserve a livable climate. And learn how [you can help us make this program a big success](#)! Let's do this!

**In a racist society, it is not enough to be non-racist.
We must be anti-racist.”
-Angela Davis**

From: Jyoti Tatla

Sent: Friday, June 12, 2020 12:28 PM

To: CouncilMeeting <CouncilMeeting@sanjoseca.gov>; City Clerk <city.clerk@sanjoseca.gov>

Subject: Agenda 3.1

Hello,

My name is Jyoti Tatla and I am a resident of San Jose. I am writing because this memo doesn't go nearly far enough in making sure our communities are free of police violence. I demand that funding is reallocated from SJPd to social and public programming that takes place in our communities. It is unethical to cut the budget towards education, libraries, parks, housing, and transportation while funneling \$5M into improving San Jose golf courses. It is also an outrage that over 30% of city funding goes towards the Police Department. The system in place is broken at the expense of your citizen's safety and well-being. We need a new criminal justice structure, inclusive of a robust task force of mental health professionals and social workers.

We stand with the calls of those across the country and demand that the City Council defund and disband the SJPd similarly to Minneapolis, with a concurrent investment in Black and Brown communities. We demand a budget that adequately and effectively meets the needs of at-risk San Jose residents during this trying and uncertain time when livelihoods are on the line. We demand a budget that supports community wellbeing, rather than empowers police.

In the meantime, it is important to ban the use of rubber bullets, tear gas, and other means of excessive force as a method of crowd control. The city must recognize that protestors are exercising their first amendment right and should not be met with police violence.

I see that the city council hopes to create a process that includes the community and it starts here, by listening to your community. It is your duty to represent your constituents. I am urging you to completely revise the San Jose City budget for fiscal year 2020-2021. Public opinion is with me.

Thank you

From: Kaelyn Tabaska

Sent: Friday, June 12, 2020 12:05 PM

To: City Clerk <city.clerk@sanjoseca.gov>; The Office of Mayor Sam Liccardo <TheOfficeofMayorSamLiccardo@sanjoseca.gov>; District3 <district3@sanjoseca.gov>

Subject: Police Brutality Council Meeting Statement

Why would we believe that 8 can't wait or any other toothless incremental reform would cause any meaningful change now, when our city's finest deliberately shot the man who'd been giving them bias training?

Why should we reasonably expect anything better from Eddie Garcia, whose first instinctive response was to defend an unstably violent 33 year old as a "good kid". I voted for Sam Liccardo because I thought he'd be better able to rein in the police force's mismanagement of this city, but he's made it very clear that his hands are tied trying to achieve anything here, and him publicly saying he won't rethink the plan that he endorsed after that campaign called itself ineffective and poorly planned? That doesn't show much interest in doing anything but maintaining our unacceptable status quo. Fire Jared Yuen. And fire Eddie Garcia for immediately protecting him over the people of this city that he's brutalized (the ones we know of so far, considering the terrifyingly high rates of domestic abuse in the police force.)

I am a white woman, and at this point in my life I am economically secure. I fear for my safety every time I see an officer of this city, and I know how much less I have to fear than so many of my fellow city residents. The SJPD is irredeemably corrupt, and must be defunded. Please protect your city's residents instead of the continued interests of a broken system.

Thank you for hopefully taking the time to read this.

Kaelyn Davis

From: Iheoma Umez-Eronini

Sent: Friday, June 12, 2020 12:11 PM

To: City Clerk <city.clerk@sanjoseca.gov>; CouncilMeeting <CouncilMeeting@sanjoseca.gov>

Subject: City Council Meeting June 12, 2020 Public Comment

My name is Iheoma Umez-Eronini. I am a San Jose resident, Alumna of Stanford University, and staff at the River Church Community. Our public safety system is broken, trust between the public is broken and as a person of faith I want to offer a 95 theses for healing.

On May 31st I led a peaceful march around city hall. A march attended by my church community, community supporters organizers and their families, including kids. At that peaceful protest, we were fired upon with rubber bullets and our police use tear gas and weapons of war on peaceful citizens.

This is our 95 Theses for Public Safety and Police Accountability

HIRING (THE WHO)

1. San Jose Mayor and elected officials make a zero tolerance pledge to #fireallracistcops
2. 'Defund the police', Freeze hiring of additional police officers and reallocate funding to community development initiatives.
3. Social media posts demonstrating abuse of office and containing other threats by law enforcement will be met with immediate firing
4. 'Defund the police', Salary of fired police with complaints of violence, murder, sexual assault or racism will be re-allocated to provide counseling or college fund for victims
5. Increase the percentage police officers who reflect the communities they serve by requiring 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
6. Use community feedback to inform police department policies and practices. Require a regular 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
7. 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 deployed to communities of color

EQUIPMENT (THE HOW)

8. Ban chokeholds, strangleholds (i.e. carotid restraints), hog-tying and transporting people face down in a vehicle
9. Police must give verbal warning before shooting or otherwise using deadly force and give people a reasonable amount of time to comply with the warning
10. Police must exhaust all alternatives including non-force, utilize de-escalation tactics (verbalization; creating distance, time and space; tactical repositioning, etc.) whenever possible instead of using force, less lethal force options, and prior to resorting to deadly force
11. Ban officers from shooting at moving vehicles in all cases.

12. Decriminalizing and no longer requiring policing of the following : Consumption of alcohol on streets, marijuana possession, disorderly conduct, trespassing, loitering, disturbing the peace, spitting, jaywalking, bicycling on the sidewalk
13. End the use of No-Knock warrants
14. End to culture of civilian intimidation with guns, police must be unarmed in spaces of civilian engagement (press conference speaking, and meetings with families following fatalities)
15. Ban the use of rubber bullets and tear gas on protestors
16. Police assignments must include non armed mandatory community policing/interaction.
17. In responding to civilian calls where spoken language is specified, responding law enforcement must be conversant or accompanied by community service professions proficient in stated language
18. Videos of civilians killed by police must be released first to families, no press statement can be made on video contents without concurrent release of video
19. Update privacy laws to protect civilians from having video or audio recordings released publicly that do not contain potential evidence in a use-of-force incident, discharge of a weapon or death.
20. Use of non department approved tactics and procedures, including extra-departmental training subject to disciplinary action including immediate firing.
21. During ongoing investigations of law enforcement abuse, officer involved in any on-duty incident in which the officer causes serious bodily injury or death, or involved in any other incident as determined by the Chief, shall be placed on at least forty (40) consecutive hours of unpaid leave, to be extended as determined, back pay pending outcome of investigation.
22. Military equipment obtained through The US Department of Defense 1033 program, must be ended and returned to military and cannot be used in local/domestic law enforcement agencies
23. Police departments cannot use federal grant money to purchase military equipment
24. Police departments are prohibited from deploying armored vehicles, weaponized aircraft, drones, Stingray surveillance equipment, camouflage uniforms, and grenade launchers
25. Police are restricted from using SWAT teams unless there is an emergency situation or imminent threat to life and high-ranking officers have given approval
26. 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
27. Enforce protection against profiling to allow the right for people to seek court orders to stop police departments from profiling
28. Bans on both intentional profiling and practices that have a disparate impact on protected groups
29. Ban stops for "furtive" movements such as a reaching for waistband or acting nervous
30. Ban stops for being in high-crime area, and matching a generalized description of a suspect (i.e. black male ages 15-25)
31. 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.
32. End the use of predictive policing technology, which uses systematically biased data to enhance police profiling of black people and communities

33. End police department quotas for tickets and arrests and Ban police departments from using ticket or arrest quotas to evaluate the performance of police officers
34. Pass policies requiring local governments to ban issuing fines or arrest warrants for civilians who fail to appear in court for a traffic citation
35. Pass policies requiring local governments to ban generating more than 10% of total municipal revenue from fines and fees
36. Pass policies requiring local governments to allow judges discretion to waive fines and fees for low-income people or initiate payment plans
37. Pass policies requiring local governments to prohibit courts from ordering individuals on parole or probation to pay supervision fees and other correctional fees
38. Ban using force on a person for talking back or as punishment for running away
39. Ban high-speed chases of people who have not and are not about to commit a violent felony
40. 'Defund the police', 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) and participating in the federal Equitable Sharing program that allows police to engage in civil asset forfeiture"
41. Prohibit police departments from using resources to investigate, interrogate, detain, detect, report, or arrest persons for immigration enforcement purposes.
42. Prohibit police departments from transferring an individual to federal immigration authorities for purposes of immigration enforcement.
43. Prohibit officers from being placed under the supervision of federal agencies or deputized as special federal officers or special federal deputies.
44. 'Defund the police', Establish and fund through police budget, a team of mental health professionals, social workers and/or crisis counselors to send as first responders to calls involving mental health crises
45. Involvement of this multidisciplinary team(mental health professionals, social workers and/or crisis conselors) in planning, implementation and response to crises
46. 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

ACCOUNTABILITY (THE WHY)

47. 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.
48. Officers are required to intervene and stop excessive force used by other officers and report these incidents immediate to supervisors or be counted as co-conspirators
49. Officers are required to report each time they use force or threaten to use force against civilians, pointing firearms etc.
50. Release police officers' prior disciplinary records during an investigation
51. Police misconduct resulting in death of civilians settled by open grand jury
52. When disclosing details of those killed by police, mandated articulation of naming the families and communities affected
53. DA and law enforcement representatives must thoroughly examine videos, before issuing any statements on cases, or disclose the source of their statement whether police reports or otherwise
54. Establish and enforce speedy release of records in accordance to SB1421 and reporting/record requests, including release on non holidays and accompanying media engagement, justice delayed = justice denied

55. Health status of family members in police custody must be disclosed before interrogation
56. In cases of civilians killed by police, resulting civilian victims and affected begins at any age including unborn
57. Require body and dash cam footage to be stored externally and ensure district attorneys and civilian oversight structures have access to the footage and permanently delete footage after 6 months if this footage hasn't been specifically requested to be stored
58. In civilian engagement, police with 'off' body cameras or in violation of public safety and accountability ordinances are presumed guilty until proven innocent. This requires the establishment of a disciplinary matrix clearly defining consequences for officers who fail to adhere to the agency's body camera policy.
59. Record all interactions with subjects who have not requested to be kept anonymous and notify subjects that they have the option to remain anonymous and stop recording/storing footage if they choose this option
60. 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
61. Cases alleging police misconduct cannot be dismissed on basis of criminal history. Due process must be afforded to all with public transparency
62. Video editing by police is counted as criminal offense - consider whether cameras or mandated footage are tampered with or unavailable as a negative evidentiary factor in administrative and criminal proceedings requiring immediate disciplinary action, starting with termination
63. Prevent officers from reviewing footage of an incident before completing initial reports, statements or interviews about an incident
64. 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.
65. Law enforcement officers guilty of killing unarmed civilians cannot represent department or city in public ceremonies without obtaining victim family approval
66. Removal of 1 year statute of limitation on Police investigation and disciplinary action
67. Remove the restriction of two interrogators at a time for questions directed to the public safety officer under interrogation
68. While under interrogating the public safety officer being interrogated shall not have the right to bring his or her own recording device and record any and all aspects of the interrogation.
69. Removal of 30 day disciplinary delay, If, after investigation and any predisciplinary response or procedure, the public agency decides to impose discipline on public safety officer
70. In the case of Interrogations that occur during off-duty time of the public safety officer being interrogated, the public safety officer shall NOT be compensated for any off-duty time
71. Officers under investigation for criminal violations or disciplinary matters shall have name and photo made available to media. Require the names of both the officer(s) involved and victim(s) to be released within 72 hours of a deadly force incident
72. Immediately end qualified immunity and disallow officers seeking to overturn disciplinary decisions to have decisions settled by arbitration
73. 'Defund the police', 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 and not have current, former or family of police officers as members, and select its members from candidates offered by community organizations

74. 'Defund the police', Establish an all-civilian oversight structure with discipline power that includes a Police Commission and Civilian Complaints Office with the following powers: 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 and 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 and not have current, former or family of police officers on staff, including the Director

75. 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.

76. 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 or prevent their disciplinary records from being released to the public via a Freedom of Information Act (FOIA) request

77. 'Defund the police', Require police departments to bear the cost of misconduct by requiring the cost of misconduct settlements to be paid out of the police department budget instead of the City's general fund

78. 'Defund the police', Require police departments to bear the cost of misconduct by restricting police departments from receiving more money from the general fund when they go over-budget on lawsuit payments

79. Report all uses of force to a database with information on related injuries and demographics of the victims.

80. 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 and prohibit these officers from serving as police officers, teachers or other governmental employees.

81. 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.

82. 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.

83. 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

84. Require independent investigations of all cases where police kill or injure civilians. The independent investigators should be: required and authorized to prosecute all cases of where police kill or 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 required to report their findings to the public

85. 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

86. 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.

87. Audit all police issued phones, lockers, emails, chat rooms to access explicit bias of law enforcement officers

TRAINING (THE WHAT)

88. Require crisis intervention, mediation, conflict resolution, and rumor control training for police officers in excess of 40hr/year

89. Police required to receive counseling services, including mandated counseling following all civilian related shootings

90. Public Safety Officers are required to get periodic recertification in civilian led training- Procedural Justice and Implicit Bias, de-escalation, non-armed civilian engagement as condition of continued employment

91. Mandate quarterly training in appropriate engagement with youth, LGBTQ, transgender and nonconforming individuals, english language learners, different religious affiliations, and differently abled

92. All law enforcement officers must undergo training for identifying and interacting with mental health cases

93. Crisis intervention trained officers are legally mandated reporters of abuse in civilian engagement

94. Law Enforcement Officers must have first aid kits and immediately render medical assistance to anyone in police custody who is injured or who complains of an injury

95. Mandate training on police abuse using local case history and training by impacted families/communities

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