



National Association for the Advancement of Colored People
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“Where There Is Unity, There Is Strength”

June 24, 2020

Members

Montgomery County Association of Chiefs of Police
3600 Shroyer Rd.
Kettering, Ohio 45429

Dear Chiefs of Police,

Following the violent deaths of George Floyd, John Crawford III, Breonna Taylor, Ahmaud Arbery, Dontae Martin and so many other African Americans, and amidst the resulting protests, citizens in our community want to know how the legal and judicial systems in concert with city officials and community leaders can do more. We request that your police department work toward developing a concrete plan on how to build and sustain safety, employment opportunities, and equity within and across communities. How do we help each other? How do we move forward?

Sustained, robust public discourse and on-going education are tools that will begin to dismantle systems that breed implicit biases, racial misconceptions, hatred, and inequities. After collaborating with our community partners, we are submitting the following expectations that will assist with Criminal Justice Reform in your police department:

1. Modify and/or implement a citizen's review board, empowered with subpoena powers, to investigate complaints by members of the public concerning misconduct by police officers. This review board should be a diverse independent agency elected by the citizens of the community through an electoral process such as precinct captains, and will conduct parallel investigations to be considered alongside the internal affairs investigations by the police department.
2. Create a more transparent process around the accountability of officers who violate citizens constitutional rights, canons of police ethics, and departmental policies and procedures by making their names and disciplinary records available to the public.
3. Create a policy whereby police officers who discharge their weapon and/or use excessive force on an unarmed person be suspended without pay pending further investigation. Make their names, policing history and additional information outlined in the Freedom of Information Act (FOIA) available to the public upon the disposition of the investigation in a reasonable amount of time.
4. Ensure transparency, accountability, and safety of our communities, by requiring front-facing cameras to be actively recording for all on-duty police officers. Also, ensure at least two cruiser cameras are utilized in every police car, one facing toward the street and the other facing toward the person in custody.
5. Include in the CORE training of law enforcement officers an emphasis on mental health assessments, de-escalating conflicts and improving community relations.
6. Ban the use of knee holds and choke holds as an acceptable practice for police officers.

- 7. Actively vet all applicants and recruit officers that are reflective and a proportionate representation of the community they serve. Psychological evaluations shall be used in the hiring of police officers. The number of applicants for available positions should be hired with regards to diversity and inclusion.
- 8. Provide video footage of all shootings and arrests resulting in loss of life, as well as alleged police brutality, in a reasonable amount of time.

On behalf of our communities, we demand to work in partnership to develop tools, resources, training, policy and strategic communication. The desired outcome is to advance racial equity and justice within your police department.

We look forward to your response in advance.

Your community servants,

Dr. Derrick L. Foward
Dayton Unit NAACP

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Beta Eta Omega Chapter

Linda Wilson
Alpha Kappa Alpha Sorority, Inc.
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