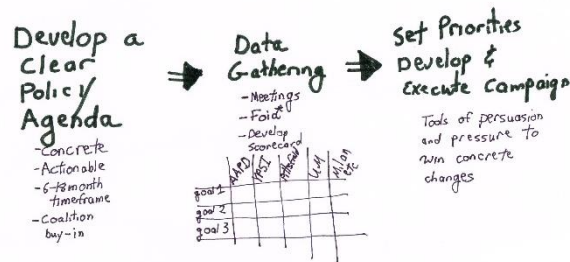


Prioritizing Race and Policing Policies

The Interfaith Council for Peace and Justice and the Washtenaw County Faith Leaders Forum, in collaboration with other Washtenaw County racial justice organizations and activists, has collated police reform recommendations from local and national reports such as the Ann Arbor Human Rights Commission's Civilian Review Report, the President's Task Force on 21st Century Policing, Campaign Zero, and the Police Executive Research Forum's report on Re-Engineering Use of Force.

The following survey will help prioritize the most important changes to advocate for over the next 6-18 months by our local law enforcement agencies.

Please complete and return to ICPJ, 1414 Hill Street, Ann Arbor MI 48104 by October 29, or complete online at <http://bit.ly/WashtenawPolicePolicySurvey>



Use of Force Incident Review and Reporting

	Least 1 Important	2	3	4	5 Most Important
Establish practices to document use-of-force incidents, and review data and enforcement practices to ensure that they are fair and non-discriminatory	1	2	3	4	5
At least annually publish a report on officers' use of force, including information on related injuries and demographics of the victims	1	2	3	4	5
Mandate external and independent criminal investigations in cases of police use of force resulting in death, officer-involved shootings resulting in injury or death, or in-custody deaths	1	2	3	4	5
Require that an officer's tactical conduct and decisions leading up to using deadly force be considered in judgments of whether such force was reasonable	1	2	3	4	5
Require reporting of police killings or serious injuries of civilians	1	2	3	4	5
Require the names of both the officer(s) involved and victim(s) to be released within 72 hours of a deadly force incident	1	2	3	4	5
Establish an early intervention system to correct officers who use excessive force	1	2	3	4	5

Comments

Use of Force Policies

	Least 1 Important	2	3	4	5 Most Important
Ensure use of force policies are comprehensive, clear, concise, and openly available for public inspection	1	2	3	4	5
Affirm the sanctity of human life in use of force policies	1	2	3	4	5
Authorize deadly force only when there is an imminent threat to an officer's life or the life of another person, and such force is strictly unavoidable, to protect life	1	2	3	4	5
Adopt de-escalation first as a formal policy	1	2	3	4	5
Establish a duty to intervene and report to prevent excessive force	1	2	3	4	5
Require officers to use minimum force to apprehend a subject, with specific guidelines for the types of force and tools authorized for a given level of resistance	1	2	3	4	5
Require officers to give a verbal warning, when possible, before using deadly force and to give subjects a reasonable amount of time to comply with the warning	1	2	3	4	5
Require officers to carry a less-lethal weapon	1	2	3	4	5
Require officers to have tactical first aid kits and immediately render medical assistance to anyone in police custody who is injured or who complains of an injury	1	2	3	4	5
Prohibit police officers from shooting at moving vehicles, moving in front of moving vehicles, and high-speed chases of people who have not and are not about to commit a violent felony	1	2	3	4	5
Prohibit police officers from using deadly force against individuals who pose a danger only to themselves	1	2	3	4	5
Prohibit police officers from using force on a person for talking back or as punishment for running away	1	2	3	4	5
Prohibit police officers from using chokeholds, strangleholds (i.e. carotid restraints), hog-tying and transporting people face down in a vehicle	1	2	3	4	5
Develop clear and appropriate policies regulating the use of physical control equipment and techniques against vulnerable populations—including children, elderly persons, pregnant women, people with physical and mental disabilities, people with limited English proficiency, and others	1	2	3	4	5
Prohibit using SWAT teams unless there is an emergency situation or imminent threat to life and high-ranking officers have given approval	1	2	3	4	5
Prohibit police officers from conducting no-knock raids without probable cause to believe someone inside the home is an imminent threat	1	2	3	4	5

Comments:

Police Training

	Least 1 Important	2	3	4	5 Most Important
Require regular training on implicit bias	1	2	3	4	5
Require regular training on how to implement the four pillars of procedural justice: Fairness, Impartiality, Giving Voice, and Transparency	1	2	3	4	5
Require regular training on community and social interaction, including mediation, conflict resolution, and rumor control	1	2	3	4	5
Require regular training on crisis intervention	1	2	3	4	5
Require regular training on appropriate engagement with youth, LGBTQ, transgender and gender nonconforming individuals, individuals from different religious affiliations, people with mental illness, and individuals who are differently abled	1	2	3	4	5
Require regular training on de-escalation and minimizing the use of force	1	2	3	4	5
Require regular training on the disease of addiction	1	2	3	4	5
Ensure use of force is based on the critical decision making model and should be based on distance, cover and time to replace outdated concepts such as the "21-foot rule" and "drawing a line in the sand"	1	2	3	4	5
Implement scenario-based training that is prevalent, challenging, and realistic	1	2	3	4	5
Involve the community - including youth of color - in training design and implementation	1	2	3	4	5
Report annually on training above, including number of hours and percent of force participating. Invite community observers to observe training	1	2	3	4	5

Comments

Accountability and Relationships

	Least 1 Important	2	3	4	5 Most Important
Make all department policies available for public review	1	2	3	4	5
At least annually post on the department's website information about stops, summonses, arrests, reported crime, and other law enforcement data aggregated by demographics	1	2	3	4	5
Collaborate with community members in communities and neighborhoods disproportionately affected by crime to improve public safety	1	2	3	4	5
Develop programs that create opportunities for patrol officers to regularly interact with neighborhood residents, faith leaders, and business leaders	1	2	3	4	5
Law enforcement agencies should proactively promote public trust by initiating positive nonenforcement activities to engage communities that typically have high rates of investigative and enforcement involvement with government agencies	1	2	3	4	5
Require the use of body cameras and dashboard cameras. Establish policies governing their use that are in line with the ACLU model policy	1	2	3	4	5
Track the level of trust in police by the community through tools such as rigorous annual community surveys	1	2	3	4	5
Adopt policies requiring officers to identify themselves by their full name and rank. Require officers to provide individuals they have stopped with that information in writing, along with information in and how to file a complaint or compliment.	1	2	3	4	5
Create opportunities in schools and communities for positive nonenforcement interactions with police	1	2	3	4	5
Establish a formal civilian review committee to review and advise on issues such as policies, practices, training, outcomes, and complaints. Establish a transparent public process to determine the scope and duties of the review board	1	2	3	4	5

Comments

Other Policies and Procedures

	Least 1 Important	2	3	4	5 Most Important
Publicly report data regarding the composition of their departments including race, gender, age, and other relevant demographic data	1	2	3	4	5
Institute residency incentive programs such as resident officer programs	1	2	3	4	5
Develop programs to sponsor law enforcement academy attendance for potential officers who exhibit the aptitudes necessary to function in a “guardian” rather than “warrior” framework, especially those from groups under-represented in the agency	1	2	3	4	5
Refrain from practices requiring officers to issue a predetermined number of tickets, citations, arrests, or summonses, or to initiate investigative contacts with citizens for reasons not directly related to improving public safety, such as generating revenue	1	2	3	4	5
Adopt preferences for seeking “least harm” resolutions, such as diversion programs or warnings and citations in lieu of arrest for minor infractions	1	2	3	4	5
Require officers to seek consent before a search and explain that a person has the right to refuse consent when there is no warrant or probable cause. Furthermore, officers should ideally obtain written acknowledgement that they have sought consent to a search in these circumstances	1	2	3	4	5
Establish search and seizure procedures related to LGBTQ and transgender populations and adopt as policy the recommendation from the President’s Advisory Council on HIV/AIDS (PACHA) to cease using the possession of condoms as the sole evidence of vice	1	2	3	4	5
Establish memoranda of agreement with schools for police presence in schools that limits police involvement in student discipline	1	2	3	4	5
Remove armed officers from public schools except in response to specific public safety service requests	1	2	3	4	5
Prohibit “stop and frisk” type activities that create a sense of police harassment	1	2	3	4	5

Comments

About You (Optional)

1. Name: _____

2. Email: _____

3. Phone: _____

4. What municipality do you live in? (e.g. City of Ypsilanti, Ypsilanti Township, Pittsfield Township,)

5. Demographics: Please let us know your:

Gender: _____

Age: _____

Race: _____

6. What is your background? What parts of your background will help in this process?

Member of a local faith community

Clergy

Attorney

Student

Social Worker

Elected official

Law Enforcement

Educator

Other: _____

Background Details: _____

7. Which Departments Can You Help Reach Out To? Ideally a department with which you have some relationship, such as where you live, work, grew up, have family, etc.

Washtenaw County Sheriff's Department

City of Ann Arbor

City of Ypsilanti

Pittsfield Township

University of Michigan

Eastern Michigan

Northfield Township

City of Saline

City of Milan

City of Chelsea

Michigan State Police

8. How else can you help?

9. Is there someone else we should be in contact with? Please include contact information.