



League of United Latin American Citizens

ESTABLISHMENT OF LULAC's 10 POINT PLAN FOR POLICE REFORM FOR EVERY LOCAL, STATE, AND FEDERAL LAW ENFORCEMENT AGENCY, AND GOVERNMENT IN THE UNITED STATES OF AMERICA

WHEREAS, 86 years ago, the founders of the League of Latin American Citizens, (LULAC) joined together to establish an organization that would become the largest, oldest and successful Hispanic civil rights and service organization in the United States, and

WHEREAS, LULAC's 10 Point Plan for Police Reform would allow communities to have a more balance of power in law enforcement behavior in neighborhoods across the nation, and

WHEREAS, We must restore and give power to local communities over the local, state, and federal law enforcement agencies which are meant to "protect and serve". LULAC therefore strongly supports the establishment of LULAC's 10 Point Plan for Police Reform for every local, state, and even federal law enforcement agency, and governments, and

WHEREAS, LULAC's 10 Point Plan for Police Reform main mission is to create effective and improved Latino community relations with city, county, and state police departments nationwide, and will include the following actions:

1. Stamp Out Racial Profiling in the USA. Pass legislation that requires all police departments to track and report certain information on police stops, including the race of the person stopped police stops, including the race of the person stopped.

2. Release Critical Information on All Police Departments in the USA. The Attorney General's office should annually compile and release the following information for every police department in the State, beginning immediately:

- 1) the number, nature, and result of all internal investigations,
- 2) the number, nature, and result of all citizen complaints,

- 3) the racial composition of the police force and the area represented,
- 4) the amount of taxpayer money paid to resolve police misconduct and whistleblower suits.

3. Give Police the Right Tools to Prevent Officer Misconduct. Require all police departments to use a successful police industry tool, called an Early Warning System (EWS). The EWS, which is endorsed by the US Department of Justice and Police Foundation, tracks "problem" indicators (complaints, weapon discharge reports, court rulings on officer conduct, etc.) so that individual officers can be given the supervision, psychiatric help, education, or discipline they need.

4. Create Effective, Independent Police Review Systems.

The most effective police review model has three parts:

- 1) an independent Civilian Review Board to monitor complaints,
- 2) an independent auditing body to get information and recommend changes, and
- 3) an Inspector General attached to the police and supervised by the auditing body to oversee implementation of the recommendations. Adopt this model nationwide starting with every city, county, and state police/law enforcement agencies.

5. Build Police Forces that Reflect the Community. Recruitment and promotion of minorities must be vigorously addressed. Subjective screening that allows for racial discrimination must be changed. Take affirmative steps to correct the gross disparities in racial representation on police forces.

6. Emphasize Ethics, Diversity, and Communication in Training. Police training needs to be reconfigured to emphasize how to relate better to persons of different races, religions, and the opposite sex, as well as verbal de-escalation techniques, communication skills, integrity, and ethics as an integral part of all training.

7. Help Police Officers Deal with Stress. Resources to help police officers manage stress, anger, and personal problems need to be substantially increased. Departments and the state should offer exchange programs with the private sector, as well as stress reduction, anger management, peer counseling, and psychiatric services.

8. Protect Officers Who Promote Integrity. Eliminate gag rules that prohibit individual officers from speaking publicly about police practices and misconduct; create independent mechanisms for officers to confidentially report police misconduct.

9. The Public's Records. Create a Right to Know Law so that all government records are made available promptly and without the need for lawsuits.

10. Expand Federal Resources and Involvement in Promotion of Good Policing. Elected officials nationwide must remind Washington of its

responsibilities by:

- telling Congress and the DOJ to meet its 1994 obligation to report on police misconduct nationwide,
- demanding that resources for the DOJ's woefully-underfunded civil rights unit be expanded, and
- collecting and forwarding police misconduct statistics from every police department in every state across the nation

THEREFORE BE IT RESOLVED, the League of United Latin American Citizens (LULAC) supports the establishment of LULAC's 10 Point Plan for Police Reform for every local, state, and even federal law enforcement agency and government across the nation. Special recognition and thanks to New Jersey ACLU because LULAC has adapted 10 Point Plan for Police Reform from the ACLU New Jersey 10 Point Plan Police Reform Model.

BE IT FINALLY RESOLVED that LULAC calls for the establishment of LULAC 10 Point Plan for Police Reform for every local, state, and even federal law enforcement agency and government across the nation.

Voted and approved at the 2015 National LULAC Convention - July 11, 2015.

Roger C. Rocha, Jr.
LULAC National President