



League of United Latin American Citizens

STOP POLICE VIOLENCE: LULAC RESOLUTION TO IMPLEMENT COMMUNITY AND POLICE TRUST INITIATIVE RECOMMENDATIONS FOR CITY OF PHOENIX POLICE DEPARTMENT

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 most successful Hispanic civil rights and service organization in the United States, and

Whereas, the mission of the LULAC, is to advance the political influence and civil rights of the Hispanic population of the United States, and

Whereas, the relationship between the City of Phoenix Latino Community and the Phoenix police will improve when public transparency and implementation of the 21st Century Presidents Report on Community Policing is implemented by the City of Phoenix Police Department;

Whereas, 1. Require documentation/report any aggregate data any time any officer draws and trains a weapon on subjects. Provide quarterly and annual reports to the City Council, PPD Advisory Boards, Human Relations Commission and post to the Phoenix Police Department (PPD) website on the following areas:

- a. Situation or circumstances surrounding incident
- b. Demographics of subject(s): age, race, gender, ethnicity, disability if any (mental, physical)
- c. Demographics of officer(s): age, race, gender, ethnicity
- d. Other tactics that could have been used if the weapon was discharged (i.e. de-escalation or non-lethal tactics employed in the situation)

Whereas, (Pillar: Reporting) 2. Adopt preferences for seeking "least harm" solutions such as warnings and or citations in lieu of detention for minor infractions, especially for juveniles. *(Pillar: Policy & Oversight)*

Whereas, 3. Add a requirement to the Use of Force Policy that PPD will collect, maintain and report data on all officer involved shootings, whether fatal or non-fatal, as well as any in-custody deaths. This should be reported annually to the City Council, Human Relations Commission, PPD Advisory Boards and to the community. *(Pillar: Policy & Oversight)*

Whereas, 4. Monitor and assess best practices that are forthcoming from the

National Initiative for Building Community Trust and Justice as administered through the Department of Justice's award to the National Network for Safe Communities Jay College of Criminal Justice. Bi-annual reports should be made to the City Council, PPD Advisory Boards, Human Relations Commission and to the community and the PPD website on these best practices for implementation by the Department. *(Pillar: Policy & Oversight)*

Whereas, The National Initiative will highlight three areas that hold great promise for concrete, rapid progress:

- a. Reconciliation facilitates frank conversations between communities and law enforcement that allow them to address historic tensions, grievances, and misconceptions between them and reset relationships.
- b. Procedural justice focuses on how the characteristics of law enforcement interactions with the public shape the public's views of the police, their willingness to obey the law, and actual crime rates.
- c. Implicit bias focuses on how largely unconscious psychological processes can shape authorities' actions and lead to disparate outcomes even where actual bias is not present.

Whereas, Convene a diverse panel of community members and at least one outside expert (City Manager) to explore the implementation of a civilian review body to hear and review complaints against PPD with investigative powers to the extent permitted by A.R.S. with auditing authority and the ability to make substantive and binding judgments in connection with complaints. Within six months of being convened, a panel would provide a report on best practice models for a PPD civilian review board. *(Pillar: Community Engagement)*

Whereas, 6. Implement Community Listening Sessions at least twice a year working closely with all communities including young adults of the communities. *(Pillar: Community Engagement)*

Whereas, 7. Track and report information about traffic stop data, summonses, arrests, reported crime and other law enforcement data aggregated by demographics, geographies, and precincts. Reports should be posted on PPD's website and in annual reports. The following data should be reported:

- a. Incident type
- b. Date/time
- c. Suspicious vehicles
- d. Traffic
- e. Pedestrians
- f. Location
- g. Ethnicity
- h. Gender
- i. Bicyclists

Whereas, (Pillar: Reporting)

8. Provide leadership crisis intervention, cultural competency, disability (physical and mental), diversity and community engagement training throughout the careers for all levels of sworn personnel and civilians with public contact annually. Report to the City Council, PPD Advisory Boards, Human Relations Commission and the community annually. *(Pillar: Training)*

Whereas, 9. Partner with the community to facilitate a train-the-trainer initiative to enlist a cadre of citizen volunteers who will train the community, especially children, youth and young adults, and parents/guardians on how to appropriately interface with law enforcement. *(Pillar: Training)*

Whereas, 10. Report on PP D's composition including race, gender, age and other relevant demographic data and make comparisons to Census data. Also report on diversity in hiring and promotions, occupational categories, recruitment, outreach and training. PPD should strive to reflect the community that it serves. Provide quarterly and annual reports to the City Council, PPD Advisory Boards, Human Relations Commission and post to the PPD website. *(Pillar: Reporting)*

Whereas, 11. Report and dialogue with the community on the May 2015 Final Report of the President's Task Force on 21st Century Policing best practices and metrics underway in the department, in the areas of Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Training and Education, and Officer Wellness and Safety. This public engagement process should include the solicitation of feedback from the community. PPD should host bi-annual community meetings to report on its results. *(Pillar: Reporting)*

Whereas, 12. Implement formal feedback tools including community surveys using best practices indicators. Track and report the level of trust, respect, transparency, and accountability for the PPD monthly, quarterly, and annually to the Phoenix City Council, PPD Advisory Boards, Human Relations Commission and post on dashboards and on the PPD website. *(Pillar: Reporting)*

Whereas, 13. Provide a plain language statement on the PPD's website summarizing the Department's Use of Force Policy. *(Pillar: Policy & Oversight)*

Whereas, 14. Encourage continuous engagement of PPD with places of worship and the community (e.g. schools, festivals, participate in youth based programs, interact with single mothers, involvement in high crime impacted communities). Report to the City Council, PPD Advisory Boards, Human Relations and the community on the PPD website and on dashboards. *(Pillar: Community Engagement)*

Whereas, 15. Track and report employee commendations and recognition to the City Council, Human Relations Commission, and PPD Advisory Boards. Report data monthly and in annual reports posted to the PPD website. *(Pillar: Reporting)*

Now, Therefore Be it Resolved, that LULAC National mandates the City of Phoenix to implement Community and Police Trust Initiative Recommendations for City of Phoenix Police Department.

Voted and approved at the 2016 National LULAC Convention - July 16, 2016.

Roger C. Rocha, Jr.
LULAC National President