



# OC Human Relations

Building community by fostering respect, resolving conflict and pursuing equality  
Serving Orange County since 1991

## Policy & Oversight Guidance & Support

**Be Educated. Be Informed. Be Safe!**

2.1 Recommendation: Law enforcement agencies should collaborate with community members to develop policies and strategies in communities and neighborhoods disproportionately affected by crime for deploying resources that aim to reduce crime by improving relationships, greater community engagement, and cooperation.

2.1.1 Action item: The Federal Government should incentivize this collaboration through a variety of programs that focus on public health, education, mental health, and other programs not traditionally part of the criminal justice system.

2.2 Recommendation: Law enforcement agencies should have comprehensive policies on the use of force that include training, investigations, prosecutions, data collection, and information sharing. These policies must be clear, concise, and openly available for public inspection.

2.2.1 Action item: Law enforcement agency policies for training on use of force should emphasize de-escalation and alternatives to arrest or summons in situations where appropriate.

2.2.2 Action item: These policies should also 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.

2.2.3 Action item: The task force encourages policies that mandate the use of external and independent prosecutors in cases of police use of force resulting in death, officer-involved shootings resulting in injury or death, or in-custody deaths.

2.2.4 Action item: Policies on use of force should also require agencies to collect, maintain, and report data to the Federal Government on all officer-involved shootings, whether fatal or nonfatal, as well as any in-custody death.

2.2.5 Action item: Policies on use of force should clearly state what types of information will be released, when, and in what situation, to maintain transparency.

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Citizens have a constitutional right to freedom of expression, including the right to peacefully demonstrate.

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2.2.6 Action item: Law enforcement agencies should establish a Serious Incident Review Board comprising sworn staff and community members to review cases involving officer-involved shootings and other serious incidents that have the potential to damage community trust or confidence in the agency. The purpose of this board should be to identify any administrative, supervisory, training, tactical, or policy issues that need to be addressed.

2.3 Recommendation: Law enforcement agencies are encouraged to implement nonpunitive peer review of critical incidents separate from criminal and administrative investigations.

2.4 Recommendation: Law enforcement agencies are encouraged to adopt identification procedures that implement scientifically supported practices that eliminate or minimize presenter bias or influence.

2.5 Recommendation: All federal, state, local, and tribal law enforcement agencies should report and make available to the public census data regarding the composition of their departments including race, gender, age, and other relevant demographic data.

2.5.1 Action item: The Bureau of Justice Statistics should add additional demographic questions to the Law Enforcement Management and Administrative Statistics (LEMAS) survey in order to meet the intent of this recommendation.

2.6 Recommendation: Law enforcement agencies should be encouraged to collect, maintain, and analyze demographic data on all detentions (stops, frisks, searches, summons, and arrests). This data should be disaggregated by school and non-school contacts.

2.6.1 Action item: The Federal Government could further incentivize universities and other organizations to partner with police departments to collect data and develop knowledge about analysis and benchmarks as well as to develop tools and templates that help departments manage data collection and analysis.

2.7 Recommendation: Law enforcement agencies should create policies and procedures for policing mass demonstrations that employ a continuum of managed tactical resources that are designed to minimize the appearance of a military operation and avoid using provocative tactics and equipment that undermine civilian trust.

“When any part of the American family does not feel like it is being treated fairly, that’s a problem for all of us. It means that we are not as strong as a country as we can be. And when applied to the criminal justice system, it means we’re not as effective in fighting crime as we could be.”

~Barack Obama

2.7.1 Action item: Law enforcement agency policies should address procedures for implementing a layered response to mass demonstrations that prioritize de-escalation and a guardian mindset.

2.7.2 Action item: The Federal Government should create a mechanism for investigating complaints and issuing sanctions regarding the inappropriate use of equipment and tactics during mass demonstrations.

2.8 Recommendation: Some form of civilian oversight of law enforcement is important in order to strengthen trust with the community. Every community should determine the appropriate form and structure of civilian oversight to meet the needs of that community.

**Citation:**

President’s Task Force on 21st Century Policing. 2015. Final Report of the President’s Task Force on 21st Century Policing. Washington, DC: Office of Community Oriented Policing Services.

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U.S. Department of Justice  
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2.8.1 Action item: The U.S. Department of Justice, through its research arm, the National Institute of Justice (NIJ), should expand its research agenda to include civilian oversight.

2.8.2 Action item: The U.S. Department of Justice's Office of Community Oriented Policing Services (COPS Office) should provide technical assistance and collect best practices from existing civilian oversight efforts and be prepared to help cities create this structure, potentially with some matching grants and funding.

2.9 Recommendation: Law enforcement agencies and municipalities should 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.

2.10 Recommendation: Law enforcement officers should be required 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.

2.11 Recommendation: Law enforcement agencies should adopt policies requiring officers to identify themselves by their full name, rank, and command (as applicable) and provide that information in writing to individuals they have stopped. In addition, policies should require officers to state the reason for the stop and the reason for the search if one is conducted.

2.11.1 Action item: One example of how to do this is for law enforcement officers to carry business cards containing their name, rank, command, and contact information that would enable individuals to offer suggestions or commendations or to file complaints with the appropriate individual, office, or board. These cards would be easily distributed in all encounters.

2.12 Recommendation: Law enforcement agencies should 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.

2.13 Recommendation: Law enforcement agencies should adopt and enforce policies prohibiting profiling and discrimination based on race, ethnicity, national origin, religion, age, gender, gender identity/expression, sexual orientation, immigration status, disability, housing status, occupation, or language fluency.

2.13.1 Action item: The Bureau of Justice Statistics should add questions concerning sexual harassment of and misconduct toward community members, and in particular LGBTQ and gender-nonconforming people, by law enforcement officers to the Police Public Contact Survey.

## **OC Human Relations Council**

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**Serving Orange County since 1991**

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**[www.ochumanrelations.org](http://www.ochumanrelations.org)**



**#kNOwCovid19 #kNOwHate #spreadcompassionnotcovid**

**Know it. Understand it. Change it.**  
**Statement of Support from Alison Edwards CEO**

Ahmaud Arbery

There is a history of the lynching of black bodies by white people in the United States of America. There is a history of terrorizing black people with lynching and calling it justice.

There is a history of vigilantism that was condoned and ignored by community leaders. There is a history – more than 4,400 lynchings of Black Americans from 1877-1950.

That history has not gone away. That history, those people, those families and their collective trauma have not gone away, and to pretend otherwise is to ask us to forget history, to pretend otherwise is to deny the blood that has been spilled on our nation's soil. So, when people take it upon themselves to take up arms and track down another human down, that history is evoked – the dehumanization is back, the injustice is fresh once again. When young black men are killed by white men and the justice system drags its feet or grinds to a halt, when young black men are killed, and non-Black people search for reasons that it might have been justified, these things tell us that we have work to do. Tell us that this nation has work to do to face our past and understand its effect, so we can build a future free from discrimination and violence. His name was Ahmaud Arbery, and he was not the first. I have work to do, it starts with me. You have work to do, it starts with you. We have work to do and we need to get to it. Know it. Understand it. Change it.

-OC Human Relations, May 15, 2020

George Floyd

Writing statements is never enough. Writing, what feels like the same statement, each time people are murdered for who they are, without a doubt, is not enough. However, we also cannot be silent and know that we must speak out. eradicating it.

2.13.2 Action item: The Centers for Disease Control should add questions concerning sexual harassment of and misconduct toward community members, and in particular LGBTQ and gender-nonconforming people, by law enforcement officers to the National Intimate Partner and Sexual Violence Survey.  
2.13.3 Action item: The U.S. Department of Justice should promote and disseminate guidance to federal, state, and local law enforcement agencies on documenting, preventing, and addressing sexual harassment and misconduct by local law enforcement agents, consistent with the recommendations of the International Association of Chiefs of Police.

2.14 Recommendation: The U.S. Department of Justice, through the Office of Community Oriented Policing Services and Office of Justice Programs, should provide technical assistance and incentive funding to jurisdictions with small police agencies that take steps towards shared services, regional training, and consolidation.

2.15 Recommendation: The U.S. Department of Justice, through the Office of Community Oriented Policing Services, should partner with the International Association of Directors of Law Enforcement Standards and Training (IADLEST) to expand its National Decertification Index to serve as the National Register of Decertified Officers with the goal of covering all agencies within the United States and its territories.

As the leader of this organization, I know I must speak out. Racism is wrong and those oppressed by it are not responsible for eradicating it. Police brutality is wrong and those who are brutalized by it are not responsible for eradicating it. Murder is wrong and the families who have lost loved ones are not responsible for when the three converge we should all be moved to action wherever we are to prevent it from happening again in our home community or any other. Our collective hurt, outrage, grief must be used in service to the fight for a nation that faces its history, owns its past and lives in the discomfort and pain that is required to for us to reconcile with slavery, Jim Crow Laws, lynching...the list goes on. Our nation's history runs deep with violence, enslavement, genocide. As we face the death of George Floyd, know it is not the responsibility of the Black community to create this change alone. It is our work America. Moving forward, our organization will be doing our own examination of who we are and our commitment to being an anti-racist organization. We stand with Black, Indigenous and Communities of Color. We will do our best to be a learning organization whose work brings the voices and experiences of all the communities who have been pushed to the margins to the center of our understanding. We will engage any and all people of every identity and background who want to make sure that the people of Orange County are safe and included. We know we will make mistakes, I will make mistakes, and we know others that join us will make mistakes. Each time we know better, we will do better. Each time I know better, I will do better. Some of you reading this will also be thinking about how you can move from not being racist to actively being anti-racist. Know that for many of us it will be scary, uncomfortable, painful. For some, leaving these problems for others to solve will feel like an option. Some who don't feel the impact in their everyday lives will be tempted to bow out when it gets messy. Stay engaged in this conversation and the anti-racist work that is born of it, with us or elsewhere. Stay and stand firm with the knowledge that racism is a virus that makes our whole society sick and we must all stay in the struggle. George Floyd was his name and he is not the first.