

## Police Accountability Now! Talking Points

**Law enforcement agencies must be held accountable** for abusing their power, especially in ways that disproportionately impact the Black Community. The death of George Floyd, and other Black lives stolen because of police violence, demand we **approach police accountability as a holistic transformation**.

This moment calls on us to be bold in our policy-making if we truly want **#JusticeforGeorgeFloyd** and to show actions towards dismantling Anti-Black Racism. We call on local governments to adopt these policy reforms in their entirety. **We need to pass the following policy reforms:**

- **Pass PrOTECT, a model policy that would** end invasive policing practices used disproportionately to search and interrogate Black people. PrOTECT would require officers to have probable cause in order to stop, ask for identification, question and/or search an individual.
- **Strengthen community oversight to ensure police are held accountable. (CRB)** We need an oversight board that is independent, community-led, has real powers to conduct independent investigations, subpoena powers, and more.
- **Adopt strong de-escalation policies.** Having strong de-escalation requirements have been shown to significantly reduce the use of deadly force.
- **Immediately implement the H.E.A.T. process in the San Diego region:**

We need to reimagine how police are hired, the equipment they use, how they are held accountable, and the training they are given. We demand the public safety servants who are best positioned to understand and be responsive to the diversity that many of our neighborhoods reflect.

- **Hiring (THE WHO)** - Communities are seeking public safety servants who are best positioned to understand and be responsive to the diversity that many of our neighborhoods reflect. Far gone are the days where a monolithic group is expected to be successful in culturally competent service that is constitutional and experienced as legitimate by the public. We believe we are at a moment when we need to consider, together, how our hiring practices around public safety need to be rebooted out of strategic partnership of community voice and those currently sworn to protect them.
- **EQUIPMENT (THE HOW)** - The procedures and tactics used to provide public safety must be reimaged with a commitment to ensuring that personal security is provided for all in ways that don't dehumanize or terrorize the public.

- **ACCOUNTABILITY (THE WHY)** -Trust is achievable when we, as a shared community, can expect transparency in our relationship. Determining, on local levels, how transparency can be implemented in practice will create a much needed culture to move the conversation forward. We believe that determining the necessary mechanisms for ensuring neutrality and transparency are core to pioneering a new narrative around community to public safety system relationship.
- **TRAINING (THE WHAT)** - Community members have a valid perspective on what the public safety system should know about providing their service to them. Procedural Justice focuses on respect, fairness, listening, and building trust as pathways to public safety officials to be seen as legitimate with communities who have a historical reason to mistrust. This concept, along with other educational tools, should serve as opportunities to discover the kinds of trainings the public safety system is currently using and what new ideas we should all be considering to serve an ever-changing public narrative. We believe that providing better education about practice and each other's stories will empower a different relationship over time.

---

## General/Values/Faith Talking Points

- ***“They have treated the wound of my people carelessly, saying ‘Peace, Peace’ when there is no peace” - Jeremiah 6:14, Hebrew Scriptures***
- **We call the faith community to reflect on our inherited legacy of state-sanctioned murder based on the systematic exclusion of our Black brothers and sisters, and to dismantle those systems.**
  - *“Ours must not be an episodic response that seeks to calm the waters of racial turmoil and then return to normalcy. The only authentic moral response to this moment in our nation’s history is a sustained conversion of heart and soul to genuinely comprehend the overwhelming evil of racism in our society, and to refuse to rest until we have rooted it out.”*  
- Bishop McElroy
  - *“As people of faith who affirm and promote the interdependence of all life and the inherent dignity and worth of each person, we are called by Love to act.”*  
- Reverend Kathleen Owens
- **White faith leaders and clergy take responsibility for our part in the struggle against anti-blackness and for racial justice.**

- Many of us, and particularly our white Christian traditions, have been complicit with racism through colonization, slavery, segregation, lynching, and racialized mass incarceration.
- White faith leaders must uproot theologies and practices that promote and accommodate interpersonal, structural, and systemic racism, and replace them with life-giving ways of making meaning, building relationships, and reconstructing just systems and structures.
- White faith leaders commit to build redemptive power with black colleagues and bring systemic and structural change to our nation.