RACIAL JUSTICE POLICY RECOMMENDATIONS

June 5, 2020

BUILD MUTUAL TRUST AND ACCOUNTABILITY BETWEEN RESIDENTS AND LAW ENFORCEMENT

- Mandate training and require the use of de-escalation and crisis intervention techniques
- Establish an independent, community-led review board for police shootings and resident complaints, with publicly available data and broad investigatory and disciplinary authority
- Request external agency review of all police-involved shootings
- Increase community policing, community engagement, and cultural competency that includes additional training on implicit bias and a truth-telling and reconciliation initiative
- Mandate the wearing and usage of body cameras in all interactions with residents
- Institutionalize a “Use of Force” Continuum to ensure the response is appropriate to the actual threat and ban the use of chokeholds and “no knock” warrants and entry
- Require and publicly share comprehensive reporting of police interactions with residents, including any incidents where force or weapons were used
- Encourage hiring, professional development, retention, and promotion of officers of color
- Promote reporting and internal training thru after-action reviews of any “near misses”
- Establish local control for the Kansas City (MO) Police Department
- Restore funding for the U.S. Department of Justice’s Civil Rights Division for their work on “Pattern or Practice” and increase funding to the U.S. Commission on Civil Rights

PROMOTE EQUITY IN OUR PUBLIC AND PRIVATE INSTITUTIONS

- Create a Chief Equity Officer position within local governments with broad authority to review and address departmental budgets, contracts, and employment that fail to reduce disparities in our community
- Expand existing Diversity & Inclusion efforts in private companies to ensure employees reflect the diversity of the community and create youth mentorship and paid internship opportunities for students in underserved neighborhoods
- Secure resources for public, nonprofit, and educational entities to drastically reduce the digital divide that exists in our community and in our school systems
- Encourage public, private, and philanthropic funding and contracts be focused on equity

CREATE A MORE INCLUSIVE AND RESILIENT ECONOMY AND COMMUNITY

- Support financial empowerment thru increased efficacy in community ownership
- Invest in minority entrepreneurs, businesses, and organizations to create sustained wealth generation
- Protect access and availability of quality, affordable housing for low- and moderate-income individuals and families
- Prioritize development opportunities and public incentives that target investments in neighborhoods that have suffered from historic disinvestment