

CPCA Platform: CA Leading the Way

June 18, 2020



Statements of purpose:

- CPCA condemns all acts of excessive force and racially biased policing in the country.
- Our country suffers from a history of racism, and although peace officers are not the root cause of this, we are also not immune from the impacts of our shared past.
- In order to listen to each other, we cannot imbue generalizations of any culture, race, or group of people.
- Police work is a noble and honorable profession, and now more than ever, we recognize the ongoing need to continue recruiting the next generation of peace officers who are diverse, representative of their communities, and have the mindset to uphold our laws with fairness and impartiality.
- Police reform, in and of itself, will not resolve the socio-economic and racial divides in our country. Rather, a holistic approach that incorporates equal education, mental health services, substance abuse treatment, rehabilitation and re-entry services, housing, and vocational opportunities must be adopted in tandem.
- The policies and goals listed below are meant to be part of an inclusive and dynamic strategy to move forward with law enforcement, community leaders, elected officials, and social justice organizations working together.

Department policies:

- Use of force policies
 - o Support nationwide requirements that officers de-escalate when safe and feasible, as required currently in California following CPCA sponsored legislation.
 - o Support national requirements that officers intercede against excessive force, modeled after California law that CPCA sponsored.
 - o Support, as required by California law, nationwide requirements that officers, as trained, render medical aid following a use of force.
 - o Support comprehensive nationwide reporting requirements on use of force incidents, as currently standardized by California law.
 - o Support national requirements modeled after California law, which CPCA sponsored, that officers only use force proportional to resistance.
 - o Support comprehensive and specific guidelines on application of force, including use of less lethal force (tasers, kinetic energy projectiles, tear gas, etc.), and prevent the authorization of the carotid restraint.
- Protests and First Amendment Protections
 - o CPCA supports the development of policies to facilitate free and lawful expression, de-escalate violence and resolve conflict peacefully with the overall goal of ensuring public safety and protecting First Amendment rights of free speech and assembly.

Accountability and disciplinary actions:

- CPCA supports the de-certification of officers under specified conditions, including:
 - o Officers convicted of any felonies.

- As determined by the certifying agency based on a history of egregious misconduct including multiple sustained complaints/violations, or conviction of specified misdemeanors.
- Review and determinations about certification should be handled by an impartial authority made up of subject matter experts with relevant experience outside of the employing agency.
- Every officer should be afforded due process in a decertification proceeding in order to maintain fairness and justice.
- Support tracking information related to officers that resign in lieu of discipline or termination, or those with multiple sustained complaints/violations.
- Support, upon the request of a local agency, mandating the Attorney General investigate deadly force incidents.

Transparency:

- Support the public disclosure of police personnel files related to serious use of force resulting in death or great bodily injury, sexual assault, and job-related dishonesty. CPCA supported this legislation in California (SB 1421, Skinner).
- Support having all law enforcement policies made available to the public.

Recruitment and retention:

- Support ongoing efforts to recruit diverse police candidates.
- Support reviews and audits of hiring process, psychological screening process, and other standards currently utilized to identify worthy candidates.
- Support all reasonable efforts to retain existing officers who serve with integrity and honor.

Peace officers' mental health and wellness:

- Support funding for programs to improve peace officers' mental health and wellness.
- Support regular mandatory mental health and wellness checks for peace officers.

Training

- Support mandated and regular implicit and racial bias training for all law enforcement.
- Support de-escalation training that focuses on alternatives to deadly force.
- Support changes in overall training that focus more on cultural and community awareness.

Reforms outside policing:

- Support efforts to close educational achievement gaps by increasing resources to areas historically disadvantaged.
- Support efforts to increase access to vocational training and job opportunities, including careers in public safety.
- Improve our response to those in crisis – individuals with severe mental illness and substance abuse disorders. Police are not always the appropriate response, and we should look to our service providers in many of these cases. When police do respond, they should be highly trained co-deployment teams with capabilities that match the need.
- Support access to fair housing, which will create core stability for those in need and help reduce the homeless population.
- Support rehabilitative and re-entry programs.