

APPROVED

**COMMUNITY POLICE REVIEW COMMISSION
(CPRC)**

**Wednesday, October 7, 2020 – 7:00 PM
Zoom Meeting**

MINUTES

I. CALL TO ORDER, ROLL CALL, PLEDGE

The meeting was called to order at 7:02 p.m. by **Chair David Brown**

Present: David Brown (Chair), Yenny Garcia (Vice-chair), Diego Garcia, Oscar Garcia, Carol Hegstrom, Randy Joseph

Absent: Steven Lacy

Vacancies: 2

Administrative

Staff: Shané Johnson, Staff Liaison – Present

Council Liaison: Jael Myrick, Council Liaison – Present

City Attorney's

Office Representative: Bruce Soublet, Senior Assistant City Attorney – Present

- II. AGENDA REVIEW** – Agenda review and the public forum comments were moved to the beginning of the meeting before the approval of the meeting minutes. Agenda items #A and C under “Old Business” were postponed to the next meeting.

III. PUBLIC FORUM

Cordell Hindler – Refer to attached comment(s)

- IV. APPROVAL OF MINUTES (July 1, 2020)** – Upon motion by R. Joseph and seconded by O. Garcia, the minutes for the meeting of July 1, 2020, were approved by the following vote: Ayes: Chair Brown, Vice-chair Y. Garcia, and Commissioners D. Garcia, O. Garcia, C. Hegstrom, and R. Joseph. Noes: None. Absent: S. Lacy. Abstained: None

- V. COMMENTS BY COUNCIL LIAISON JAELE MYRICK** – Councilmember Myrick began his report with an update on the proposed changes to the CPRC ordinance. The Council removed the item from the public agenda and discussed it during closed session. Councilmember Myrick was limited on the amount of information he could provide, but was confident that the proposed changes would come back on the agenda by the end of November 2020 at the latest.

Councilmember Myrick reported that the Council has also been engaging in conversation with the community about reimagining public safety in the broad sense. During last night's meeting, the Council approved a task force of 21 people with 3 people representing each council person. A list of the task force members can be found on the City Council's meeting agenda. In response to a question about CPRC members on the task force, the councilmember responded that Commissioner R. Joseph is on the

task force. Commissioners expressed their disappointment about not being asked to participate in the task force.

VI. COMMENTS BY CHIEF OF POLICE (Interim Chief Bisa French or designate) – Chief French began her report with a list of things that RPD has done, is doing, or will be doing in their efforts to increase community engagement and transparency. The items include:

- National Night Out event on Saturday, October 3, 2020;
- Virtual community town hall meetings;
- Program to read to kids once per month;
- Halloween event focused on staying safe and discouraging people from trick-or-treating;
- Establishing a Chief Advisory Board to meet once per month;
- Cultural competency training program focused on the history of Richmond and connecting to different community groups;
- Invitation to CPRC for a commissioner to sit on RPD's oral interview panel; and
- Invitation to CPRC for a commissioner to participate in all DUI checkpoints moving forward.

The Chief provided injury stats noting that 15 officers are currently on injured status with four of the officers working modified duty. At least half of the officers are not expected to return back to the workforce.

The crime stats were provided by Captain Timothy Simmons. Captain Simmons reported a sharp increase in gun violence beginning in June 2020. He noted that September had five homicides occurring in a variety of categories making it difficult to address the violence and the motives. In addition to the homicides, September saw 15 targeted shootings which fortunately did not result in homicides. RPD is engaging with the school district and youth community groups to address the violence. The department also started a Community Violence Reduction Project Plan comprised of hand-selected officers with a history of good community relations. During the first week of deploying the new program, seven illegal firearms (two which were assault rifles) were removed from the street. Captain Simmons asked the CPRC to refer any organizations to him that they feel should be at the discussion table. RPD is committed to developing a specialized approach to the different neighborhoods and will be reaching out to the neighborhood council groups to assist.

When asked by commissioners, Captain Simmons responded that RPD focuses on individuals involved in gun violence and the department uses the National Integrated Ballistic Information Network (NIBIN) to connect firearms with shootings during an investigation. The captain responded that cellphone records are used as a tool, but that there are strict rules/laws in place before they can be used. RPD uses Cellbrite in conjunction with GrayKey to access information from phones upon receiving a search warrant. RPD has used other agencies to access the technology, but will have an item on an upcoming City Council agenda to purchase the technology for Richmond.

Lastly, the Chief and Capt. Simmons concluded the report with plans to monitor an upcoming funeral/repass for slain Richmond rapper Tay Way, and the Chief shared her response to incidents involving morality such as the Celeste Guap case.

VII. REPORTS BY RICHMOND POLICE OFFICERS' ASSOCIATION (Ben Therriault, President) –

Detective Therriault expressed his appreciation of Councilmember Myrick's show of respect to the late Sergeant Thomas during a recent council meeting. Det. Therriault then said the RPOA is looking forward to participating in the strategy for reimagining policing before he offered his comments on the items (DUI checkpoints, Celeste Guap, etc.) that the Chief and Captain Simmons spoke about.

Ben Therriault would like to see the CPRC take advantage of any training available to them similar to what RPD officers go through. He also communicated his support of the CPRC commissioners participating in the hiring process. Lastly, Det. Therriault's report concluded with him providing a brief overview of the training he received to deal with mental health crisis and Commissioners Joseph and O. Garcia publicly thanking him for his involvement in saving a suicidal person.

VIII. OLD BUSINESS, DISCUSSION ITEMS

A. Update on reports status (Jerry Threet) – Mr. Threet anticipates being ready to present the Wilson Street officer-involved shooting investigation and the Keyon Williams investigation at the next meeting.

B. Release of AVR footage to the Commission; confidentiality agreements (Commissioner Hegstrom) – Item moved to the next or subsequent meeting.

C. Review, discuss, and vote on approval or otherwise, on draft RPD policy changes (Chair Brown) – Item moved to the next or subsequent meeting.

IX. PRESENTATION: Richmond Reimagining Public Safety Working Group (Commissioner Joseph) – Commissioner Joseph shared a PowerPoint presentation (attached) to introduce the group to the CPRC. Commissioner O. Garcia shared feedback that the presentation could benefit from involving RPD and the DA's office since many of the mentioned items are already being done. Commissioner Joseph invited all to attend the weekly meetings held on Wednesdays (except Task Force meeting date) from 5:30 p.m. – 7:00 p.m. The meetings can be accessed at the following link:
<https://us02web.zoom.us/j/84704218455?pwd=ODhNWFhjb1Z2bUxpYnJXZ2QxMGJpZz09>

X. OPEN FORUM BEFORE CLOSED SESSION

Ben Therriault – He expressed his views of the Eric Reason officer-involved shooting and pointed out to the Commission what he felt were key points.

XI. REPORT OF FINAL ACTIONS TAKEN IN EXECUTIVE SESSION

- Nahur Perez (#2019-3-appeal) – The Commission voted 6-0 to accept the report of their Investigative and Appeals Officer, and a 6-0 vote to accept his recommendation that the allegations were not sustained.

- Eric Reason (#2019-6) – There was a discussion in closed session. The vote was 5-1 to accept the report of the Investigative and Appeals Officer (CIAO). There was a bifurcated recommendation by the CIAO. The first recommendation was on the first set of shots fired by Officer Thomas. The Commission voted 2 yes, 2 no, and 2 abstentions leaving them unable to come to a decision on whether to sustain or not sustain an allegation of use of unreasonable force on the first set of shots. The second recommendation was on the second set of shots including the one which ultimately resulted in the fatality of Eric Reason. The Commission voted 4 yes and 2 abstentions to sustain an allegation of unreasonable force on the second set of shots.

XII. REPORTS OF SUBCOMMITTEES, COMMISSIONERS, CIAO AND STAFF

David Brown – This is his last meeting and marks the end of his term on the CPRC. He offered thanks to staff and his fellow commissioners.

Carol Hegstrom – Thanked David Brown for his time chairing the CPRC.

Shane Johnson – Announced that there are three vacancies with David leaving and three new people anticipated to be appointed.

XIII. ADJOURNMENT

The meeting was adjourned to the public at 10:36 p.m.



Randy Joseph, Chair

Approved by vote of the Commission on December 2, 2020

Shane Johnson

From: Cordell Hindler <cordellhindler@ymail.com>
Sent: Monday, October 05, 2020 7:30 PM
To: Police Commission
Subject: Open Forum

good evening Chair Brown, commissioners and staff. i have a couple of comments for the record

1. as far as the Vacancies goes, i am trying to get onto the Council's Agenda either November or December
2. i would like to invite the Commission to the CC Mayors Conference in Early December

Sincerely
Cordell



Reimagining Public Safety Community Group

City Council Meeting
September 22, 2020



About us

Mission: To improve public safety in Richmond by employing a holistic approach that is grounded in human rights, responsive to human needs, and guided by the best available evidence.

Who we are: Community members, representatives from community organizations (ex: RYSE, Urban Tilth, Healthy Richmond, etc.), and representatives from city groups (ex: Community Police Review Commission, City of Richmond Community Services Department)

Our Methods

1. **Maximize community engagement** in all of the fundamental components of the city's public safety infrastructure.
2. **Increase transparency** by expanding access to information, including program implementation and budgetary allocations.
3. **Ensure accountability** by removing unnecessary barriers to addressing police

Subgroups presenting tonight

Alternatives to Policing

Spending and Funding

Police Policies and Procedures

Alternatives to Policing



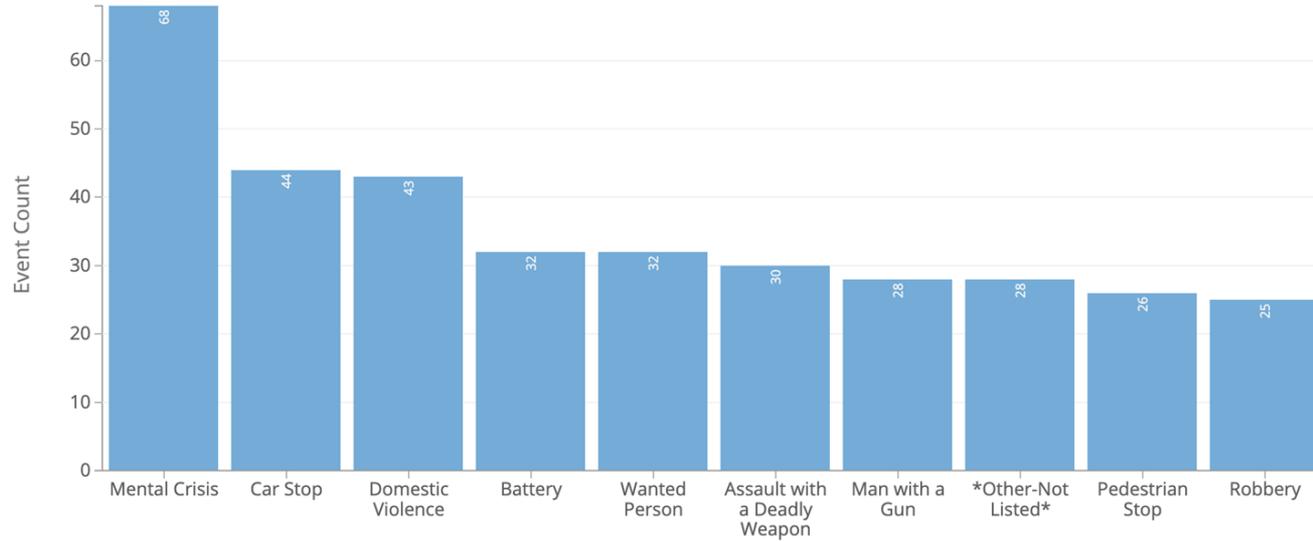
What is safety?

- Safety for whom?
- Safety means public health needs are met
 - Food
 - Housing
 - Healthcare (including mental and behavioral health)
 - Education
 - Employment
 - Responses to harm
- Prevention vs. Response

Use of force in behavioral health crises

Top 10 Call Types Involving Uses of Force (2015 - Present)

This data shows a breakdown of the top 10 call types for incidents that involve use of force by the officers, using data 2015 to present.



source: transparentrichmond.org

Action Item: Non-police response to behavioral health crisis

- What do we mean by behavioral health?
 - Mental health
 - Substance use
 - Impact of mental health and substance use on unhoused communities
- Why non-police response?
 - Police presence creates fear and escalates the situation
 - Policing and behavioral health crisis response are different roles
 - RIP Pedie Perez

Existing models

- **CAHOOTS** - Eugene, OR
 - Medic and crisis worker respond
 - Police are not present but can be called
 - Connected with 911 dispatch
 - 2018: Responded to 20% of police calls, cost \$800,000
- **Mental Health First** - Sacramento, CA (since Jan 2020) and Oakland, CA (brand new)
- **MACRO** - Oakland, CA (piloting this year)
- **PAM** - Stockholm, Sweden
 - Psychiatric ambulance/mobile therapy

Proposed principles of new program

- Responsive
- Focused on de-escalation
- Peer-Run
- Limited in engagement with police
- Supportive, not criminalizing
- Part of a network of care
- Sustainable
- Accountable

Responsive

Immediately responsive to community calls - program staff should respond at least as quickly as the police currently respond to calls.

De-Escalation

Focused on de-escalation - program staff should be trained primarily in de-escalation as a response to harm.

Peer-Run

Staffed by people with **direct experience** of mental health crisis and/or homelessness who are **embedded in their community** - not outsiders with academic credentials.

Limited engagement with police

There should be a **clear protocol** about how and when this new response team will contact the police, so that it does not become another avenue for RPD to access our community. Additionally, the **police should not interfere** in the functioning of the program.

Supportive

Focused on support, not criminalization. The program should focus on providing needed resources to community in an effort to facilitate healing and prevent future harm. It should not work to identify laws that are being broken or attempt to charge residents with crimes.

Network of Care

Connected with existing community services. The program should connect residents with ongoing supports and should have relationships with those services.

Sustainable

The program should receive continuous funding and support from the city, not a one time grant.

Accountable

The program should be transparent about how it works and should provide information to the community about the impact of the work. If program staff or volunteers are found to harm community members, they should be removed from service without pay.

Examples of Richmond Community Services

- Bay Area Community Resources
- Kaiser Crisis Center
- Community Health for Asian Americans
- Catholic Charities of the East Bay
- La Familia Counseling Services
- Healing Circles of Hope
- Ya-Neema Healing Circles
- Native American Health Center
- RYSE
- Community Violence Solutions
- Greater Richmond Interfaith Program
- La Clínica
- Bay Area Rescue Mission
- Brookside Shelter

Proposed Development Process: Defer to Community



source: [facilitatingpower.com](https://www.facilitatingpower.com)

1!

For more info, attend upcoming city workshop October

Spending and Funding



Why look at funding?

- Communities are interested in realizing a collective vision of safety for our city, including the safety of our officers. To do this we are invested in understanding the current budgetary models in order to reinvent the methodology for creating the annual and mid-year budgets.
- Budgets are not just financial documents: they are moral documents that demonstrate the values of our city's leaders.

Goals

- **Learn** from other cities that have already decreased funds for their police department
- **Compare** our budget and decision-making process with those of comparable cities
- **Increase transparency** and access to crucial information - not just raw data
- **Incorporate** diverse opinions and ideas in the budget process

Research Questions

- **Where** does police funding come from? Federal, State, Local, etc.
- **What** is RPD spending money on? Discretionary spending vs. core expenses.
- **How much** of our city's budget goes to policing, in comparison to other services? What does that say about our city's values? (nearly half)
- **How** are overtime hours being used?
- **What impact** does the funding structure (ex: officers being put on paid administrative leave during lengthy investigations) have on police accountability?

Action Items for Council

- City-led budget transparency education sessions
 - Explanation of budget in plain English
 - Community Q&A
 - Comparison of budget, actuals, and call reports
- Mid-year budget review process (open to amendments)
- No RPD budget increases until reimagining public safety process is complete
- Complete analysis of RPD overtime use and spending
- Consideration of implementing liability insurance model for police misconduct settlements
- Implementation of participatory budgeting process for FY22 budget

Police Policies and Procedures



Community Police Review Commission (CPRC) Opportunities

- Provide community control over the police
- Aid the police in communicating to the community
- Increase confidence that the police are liable to the community
 - Transparent pathway to reporting
 - Trust in the process

Action Item: Empower CPRC

- Add Sexual Abuse investigations to CPRC responsibilities
- Grant CPRC right to independently investigate any potential police misconduct of which it becomes aware
- Add CPRC representation to all panels considering hiring and promotion of police officers
- Allow CPRC to investigate confidential (whistleblower) complaints by individual police officers

Action Priority: **Community and Integrity-Based Hiring Practices**

- New officers receive training in Richmond history and culture
- Ban any officer from being hired in Richmond who have been fired from other departments, found to be violent, or affiliated with hate groups
- CPRC representation involved in Hiring Process

Action Priority: Traffic Violation Protocols & Procedures

- Institute moratorium on traffic fees and fines during the COVID-19 pandemic
- Ban Pretextual Stops
- Require written consent for all vehicle searches

Action Item: **Liability and Standards of Conduct**

- Penalties for officers turning off body cameras
- Officers to have guns locked away when out in the community doing patrols, during community engagement, and around young people

Models of substantial policy reform

- Camden, NJ (Reorganizing Police Force)
- Minneapolis, MN (Reform Changes)
- State of Washington (Banning Pretextual Stops)
- Fayetteville, Durham, Chapel Hill (Written Consent to Search Vehicles)

Summary



Summary: Short Term Action Items

- No RPD budget increases until reimagining public safety process is complete
- Empower CPRC
 - Sexual abuse investigations
 - Independent investigations of any misconduct allegations
 - Independent investigation of whistleblower allegations
 - Involvement in hiring process
- Ban previously fired officers, violent officers, those who are part of hate groups
- Penalties for turning off body cameras
- Regulations around open carrying of weapons
- Ban pretextual stops
- Moratorium of traffic fines and fees
- Require written consent for vehicle searches

Summary: Longer Term Action Items

- Budget
 - City-led budget transparency education sessions
 - Mid-year budget review process (open to amendments)
 - Complete analysis of RPD overtime use and spending
 - Liability insurance model for police misconduct settlements
 - Participatory budgeting process for FY22 budget
- Training new officers in Richmond history and culture
- Development of non-police response to behavioral health crises

Community Asks: Get involved!

Visit us on facebook: bit.ly/RRPSfacebook

Complete our survey: bit.ly/RRPSsurvey

Join our Community Forum:

Thursday, October 8 - 6-8pm



Presentación del Pueblo: Reinventando Nuestra Seguridad Pública

Reunión del Consejo Municipal
22 de Septiembre del 2020



Sobre Nosotros

Mission: Mejorar la seguridad pública en Richmond al emplear un enfoque holístico que se basa en los derechos humanos, responda a las necesidades humanas y se informa por la mejor evidencia disponible.

Quienes Somos: Miembros comunitarios, representantes de organizaciones comunitarias (ej: RYSE, Urban Tilth, Healthy Richmond, etc.), y representantes de grupos de la ciudad (ej: Comisión de Revisión de la Policía Comunitaria, Departamento de Servicios Comunitarios de la ciudad de Richmond)

Nuestros Métodos

- 1. Maximizar la participación de la comunidad en todos los componentes fundamentales de la infraestructura de seguridad pública de la ciudad.**
- 2. Aumentar la transparencia ampliando el acceso a la información, incluyendo la ejecución de programas y las asignaciones presupuestarias.**
- 3. Garantizar la transparencia de cuentas eliminando las barreras innecesarias para rectificar la mala conducta policial.**

Subgrupos Presentando Hoy:

Alternativas a la Vigilancia Policial

Gastos y Financiación

Pólizas Policiales y Procedimientos

Alternativas a la Vigilancia Policial

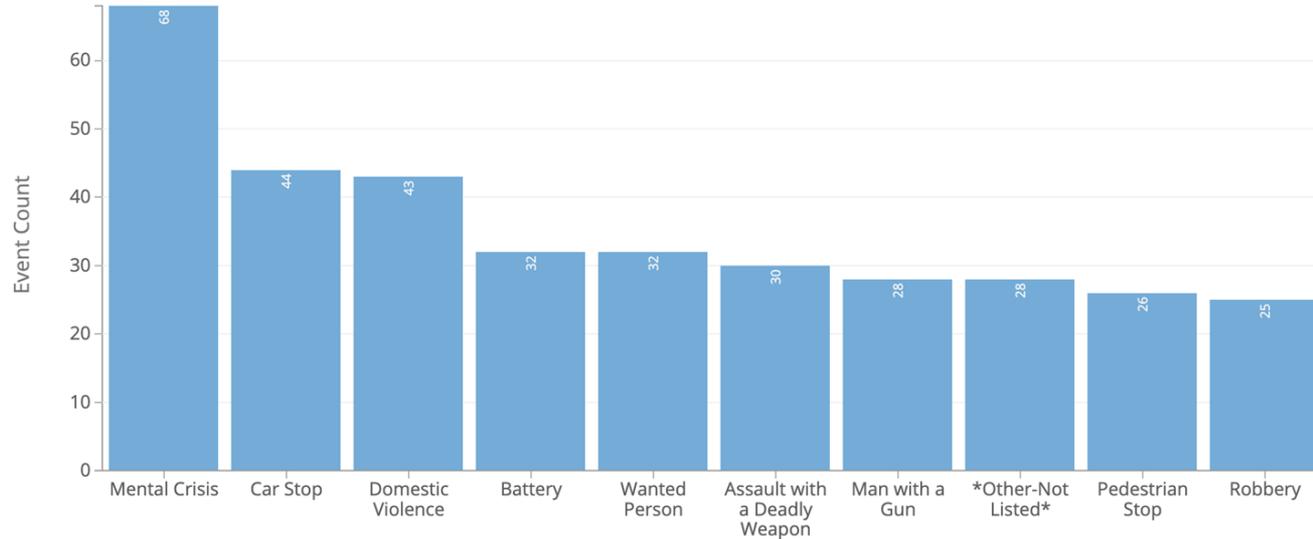
¿Que es la Seguridad ?

- ¿Seguridad para quiénes?
- Seguridad significa que las necesidades públicas sean cumplidas
 - Comida
 - Vivienda
 - Cuidado de Salud (incluyendo salud mental y conductual)
 - Educacion
 - Empleo
 - Respuestas a daños
- Prevencion vs. Respuesta

Uso fuerza durante crisis de salud conductual

Top 10 Call Types Involving Uses of Force (2015 - Present)

This data shows a breakdown of the top 10 call types for incidents that involve use of force by the officers, using data 2015 to present.



fuelle: transparentrichmond.org

Elemento de Acción: Respuesta a crisis de salud conductual sin la Policía

- ¿A qué nos referimos cuando hablamos de salud conductual?
 - Salud mental
 - Uso de sustancia
 - Impacto de salud mental y uso de sustancias dentro la comunidad desahuciada
- ¿Porque responder a este tipo de llamadas sin la policía?
 - La presencia de la policía crea miedo y escala la situación
 - La vigilancia policial y la respuesta a una crisis de salud conductual son roles diferentes
 - RIP Pedie Perez

Ejemplos Existentes

- **CAHOOTS - Eugene, OR**
 - Médico y trabajador de crisis responden
 - La Policía no está presente pero puede ser solicitada
 - En conexión con el centro de despacho del 911
 - 2018: Respondieron al 20% de llamadas, costo \$800,000
- **Mental Health First - Sacramento, CA (desde Enero 2020) y Oakland, CA (nuevo)**
- **MACRO - Oakland, CA (empezando este año)**
- **PAM - Stockholm, Sweden**
 - Ambulancia Psiquiátrica/ terapia móvil

Principios para el nuevo programa

- Sensibles
- Enfoque en de-escalación
- Dirigido por compañeros
- Compromiso limitado con la policía
- Apoyar, no criminalizar
- Formar parte de una red de atención
- Sostenible
- Responsable

Responsivo

Responde inmediatamente a las llamadas de la comunidad: el personal del programa debe responder al menos tan rápido como la policía responde actualmente a las llamadas.

De-Escalacion

Centrado en la reducción de la escalada, el personal del programa debe estar capacitado principalmente en la reducción de la escalada como respuesta al daño.

Dirigido por compañeros

Integrado por personas con experiencia directa de crisis de salud mental y / o personas sin hogar que están arraigadas en su comunidad, no personas externas con credenciales académicas.

Compromiso limitado con la Policía

Debe haber un protocolo claro sobre cómo y cuándo este nuevo equipo de respuesta se pondrá en contacto con la policía, para que no se convierta en otra vía para que RPD acceda a nuestra comunidad. Además, la policía no debe interferir en el funcionamiento del programa.

Apoyo

Centrado en el apoyo, no en la criminalización. El programa debe centrarse en proporcionar los recursos necesarios a la comunidad en un esfuerzo por facilitar la curación y prevenir daños futuros. No debería funcionar para identificar leyes que se están infringiendo o intentar acusar a los residentes de delitos.

Réd de atencion

Conectado con los servicios comunitarios existentes. El programa debe conectar a los residentes con apoyos continuos y debe tener relaciones con esos servicios.

Sostenible

El programa debe recibir financiación y apoyo continuos de la ciudad, no una subvención única.

Responsabilidad

El programa debe ser transparente sobre cómo funciona y debe proporcionar información a la comunidad sobre el impacto del trabajo. Si se descubre que el personal del programa o los voluntarios dañan a los miembros de la comunidad, deben ser retirados del servicio sin paga.

Ejemplos de Servicios Comunitarios de Richmond

- Bay Area Community Resources
- Kaiser Crisis Center
- Community Health for Asian Americans
- Catholic Charities of the East Bay
- La Familia Counseling Services
- Healing Circle of Hope; Ya-Neema Support
- Native American Health Center
- RYSE
- Community Violence Solutions
- Greater Richmond Interfaith Program
- La Clínica
- Bay Area Rescue Mission, Brookside Shelter, Healing Circles

Proceso de desarrollo propuesto: Deferir a la comunidad



fuelle: facilitatingpower.com

Para mas infp, asista al taller October 1!

Gastos y Financiación

¿Por qué interesarnos en financiación?

- Las comunidades están interesadas en hacer realidad una visión colectiva de seguridad para nuestra ciudad, incluyendo por igual la seguridad de nuestros oficiales. Para ello, invertimos en comprender los modelos presupuestarios actuales para reinventar la metodología de creación de los presupuestos anuales y semestrales.
- Los presupuestos no son solo documentos financieros: son documentos morales que muestran los valores de los líderes de nuestra ciudad.

Metas

- **Aprenda de otras ciudades** que ya han reducido los fondos para su departamento de policía.
- **Comparar nuestro presupuesto y proceso de toma de decisiones** con los de ciudades comparables
- **Aumentar la transparencia y el acceso a información crucial**, no solo a datos sin procesar
- **Incorporar opiniones e ideas diversas** en el proceso presupuestario

Preguntas de Investigación

- ¿De dónde proviene la financiación policial? Federal, estatal, local, etc.
- ¿En qué está gastando dinero RPD? Gasto discrecional frente a gastos básicos.
- ¿Cuánto del presupuesto de nuestra ciudad se destina a la vigilancia, en comparación con otros servicios? ¿Qué dice eso sobre los valores de nuestra ciudad? (casi la mitad)
- ¿Cómo se utilizan las horas extraordinarias?
- ¿Qué impacto tiene la estructura de financiación (por ejemplo, los agentes que reciben descanso administrativo con sueldo durante investigaciones prolongadas) sobre la responsabilidad policial?

Elementos de acción para la ciudad

- **Sesiones educativas sobre transparencia presupuestaria dirigidas por la ciudad**
 - Explicación sobre el presupuesto en términos simples
 - Preguntas y respuestas de la comunidad
 - Proceso de revisión del presupuesto de mitad de año (abierto a enmiendas)
 - Ningún aumento al presupuesto de RPD hasta que se cumpla el proceso del grupo de Reinventar Seguridad Pública
- **Análisis completo de uso de horas extra y gastos del RPD**
- **Considerar implementar un modelo de seguro de responsabilidad para acuerdos civiles en corte por mala conducta policial**
- **Implementación del proceso participatorio para el presupuesto del año fiscal 22**

Pólizas Policiales y Procedimientos

Oportunidades de la Comisión de Revisión de la Policía Comunitaria (CPRC)

- Proporcionar control comunitario sobre la policía.
- Ayudar a la policía a comunicarse con la comunidad.
- Aumentar la confianza en que la policía es responsable ante la comunidad.
 - Camino transparente a la presentación de informes
 - Confiar en el proceso

Elemento de Accion: **Empoderar al CPRC**

- **Agregar Investigaciones de Abuso Sexual a las responsabilidades CPRC**
- **Permitir al CPRC el derecho a realizar investigaciones independientes sobre cualquier posible mala conducta del cual sepan**
- **Agregar la representación del CPRC a administraciones considerando contratar empleados nuevos o dar promociones.**
- **Permitir al CPRC que investigue quejas de policías.**

Prioridad de acción: **Prácticas de contratación basadas en la comunidad y la integridad**

- Capacitar a los nuevos oficiales en la historia y la cultura de Richmond
- Prohibir que se contrate en Richmond a cualquier oficial que haya sido despedido de otros departamentos, que sea violento o esté afiliado a grupos de odio.
- Representación de CPRC involucrada en el proceso de contratación

Prioridad de acción: **Protocolos y procedimientos de infracción de tráfico**

- Instituir un moratorio en las tarifas y cuotas de tráfico durante la pandemia de COVID-19
- Eliminar paradas pretextuales de tráfico
- Requerir consentimiento por escrito para todo rastreo vehicular

Elemento de acción: **Responsabilidad y normas de conducta**

- Sanciones para los oficiales que apagan las cámaras corporales
- Los agentes deben tener las armas bajo llave cuando estén patrullando a la comunidad, durante la participación de la comunidad y alrededor de los jóvenes.

Modelos de reforma política sustancial

- Camden, NJ (Organizando Fuerza Policial)
- Minneapolis, MN (Cambios de Reforma)
- State of Washington (Prohibición de las paradas pretextuales)
- Fayetteville, Durham, Chapel Hill (Consentimiento por Escrito para rastrear vehículos)

Resumen



Resumen: Elementos de acción a corto plazo

- Ningún aumento de presupuesto de RPD hasta que se complete la reinversión del proceso de seguridad pública
- Empoderar CPRC
 - Investigaciones de Abuso Sexual
 - Investigación independiente de cualquier alegaciones o mala conducta
 - Investigación independiente de quejas y alegaciones
 - Involucramiento en el proceso de contratar empleados
- Eliminar oficiales violentos, anteriormente despedidos y aquellos afiliados con grupos de odio.
- Sanciones por apagar la cámara corporal de seguridad
- Regulaciones sobre porte abierto de armas
- Eliminar paradas de tráfico pretextuales
- Moratorio de cuotas y tarifas de tráfico
- Requerir consentimiento por escrito para rastrear vehículos

Resumen: Elementos de acción a más largo plazo

- Presupuesto
 - Sesiones dirigidas por la ciudad de transparencia presupuestarias
 - Revisión del presupuesto a medio año (abierto a enmiendas)
 - Análisis completo del uso de horas extra y gastos dentro el RPD
 - El modelo de seguro de responsabilidad para acuerdos civiles por mala conducta
 - Proceso participatorio del Presupuesto para el año fiscal FY22
- Entrenar a nuevos oficiales en la historia y cultura de Richmond
- Desarrollo de respuesta a crisis de salud conductual sin policías

Invitación Comunitaria: ! Participe !

Visitanos en facebook: bit.ly/RRPSfacebook

**Completa nuestra encuesta:
bit.ly/RRPSsurvey**

**Unase al Foro Comunitario:
Thursday, October 8 - 6-8pm**