UIA and NAACP Community Action Meeting

Agenda
Thursday, September 24, 2020
6:30-8:00pm

Opening Song
Welcome, Purpose, Introductions
Opening Prayer & Reflection
Overview of UIA & NAACP and Roll Call
What Will Happen Tonight and Ground Rules
Why Are We Here: Mini 1:1s

Issue Proposals for Action Together

**Accountability & Representation**
- Frame the Issue
- Testimonies
- Proposals & Asks
- Response and Follow-Up Questions, if needed:
  - Community Representation
    - Would you commit to this [Civil Service Waiver to increase diversity](#), such as more Spanish speaking officers in our Police Department?

**Community Accountability**
- Would you support [the creation of an alternative, civilian complaint process](#) such as filing complaints at City Hall and a specific phone number in the Mayor’s office dedicated to officer complaints? If so, would you work with the City to make those complaints transparent and publicly available?
- Will you support an [Independent Civilian Review Board](#) with subpoena power and the power to hold hearings and investigate claims of misconduct?
- Will you work to reform [police union contracts](#) to allow for transparency in complaints, reforming arbitration, and reforming the process for sanctions and firing for misconduct?
- Will you commit to [revise Use of Force policies to adopt “8 Can’t Wait”](#) and in conjunction with that, mandate the use of body cameras?

**Demilitarizing the Police**
- Frame the Issue
a. Will you commit to supporting the overall development of your officers through training programs: implicit & racial bias, cultural understanding, and de-escalation training and re-training for the PD at least once per year?

Re-envisioning policing, public safety, and community peace-keeping

a. Will you commit to consider alternative peace-keeping models, specifically re-engaging the HUB?

b. Will you commit to evaluate the SRO program, its effectiveness, purpose and training, with a committee of representatives of educators, students, and community members?

Re-Investing Funds & Our Future

What Happened Here Tonight & What Does It Mean

Next Steps and Commitments of Action

Closing Prayer
**DEFINITION OF TERMS**

The “8 Can’t Wait Project” in which law enforcement adopts quick and definitive changes to their policies on use of force. The 8 policy changes: 1) banning chokeholds, 2) requiring de-escalation, 3) requiring verbal warning before shooting, 4) exhausting all non-force and non-lethal alternatives before shooting, 5) requiring other officers to intervene and stop excessive use of force, 6) banning shooting at moving vehicles, 7) restricting extreme use of force to extreme situations, 8) and requiring officers to report when they use or threaten force against a civilian (including pointing a firearm at someone).

**HUB Model of Intensive Intervention to Support Persons in Crisis with Substance Use Disorder and Other Emergency Situations** The HUB approach calls for a team of multi-stakeholders: social service providers, Police & Fire Departments, Hospitals, Health Centers, Housing Authority, Schools, Courts, Mental Health & Addiction support agencies, and Youth and family services to meet weekly and create a collaborative, immediate response plan to help those with substance abuse and other crisis situations with wraparound support.

**Example: Professional rapid response alternatives**
In Eugene, Ore., which pioneered a program in 1989 called Crisis Assistance Helping Out On The Streets program, or CAHOOTS, that dispatches crisis workers rather than police officers to 911 calls with a strong behavioral health component. The program tackles roughly 20 percent of calls in the small city. The crisis workers don’t carry handcuffs or a weapon. Last year, out of a total of about 24,000 calls, they called for police backup just 150 times, according to NPR [https://www.npr.org/2020/06/10/874339977/cahoots-how-social-workers-and-police-share-responsibilities-in-eugene-oregon](https://www.npr.org/2020/06/10/874339977/cahoots-how-social-workers-and-police-share-responsibilities-in-eugene-oregon) Costs $2.1 M for this program out of $70 M Eugene, Oregon police budget and $20 M Springfield, Oregon police budget.