

Law enforcement agencies must set a new vision for policing that is community-centered, evidence-based, and informed by best practices for meeting the public safety needs of San Diego's many unique neighborhoods and diverse populations. Leadership must have a plan to realize that vision and the public trust to implement it.

The Coalition for Police Accountability and Transparency proposes the following goals:



INSTITUTIONALIZE ACCOUNTABILITY & TRANSPARENCY

Law enforcement agencies must hold officers accountable for their actions and develop ways to communicate this to the public. They must make their policies and training available for public review. They must maintain accurate information about stops, summonses, arrests, reported crime, and other law enforcement activities. This data should be aggregated by relevant demographics and regularly posted to a public website.



CONDUCT RESEARCH ON BEST PRACTICES AND COLLECT DATA

Law enforcement agencies must expand research to identify and implement best practices, and inform the public how their agency compares with national models. Data collection is necessary to identify problems and potential solutions, increase efficiency of resources, build trust with the community, develop evidence-based policies, and to address bias, including racial profiling, within agencies..



ADOPT A SYSTEMIC VISION FOR RESTORATIVE JUSTICE

Restorative justice is an innovative response to crime that alters the fundamental role the police have in the community as agents of social change. It is a process to involve those who have a stake in a specific offense and to collectively identify and address harms, needs, and obligations. Law enforcement agencies should incorporate restorative justice principles in all aspects of policing. This means adopting a systemic vision for policing that include developing restorative resolutions to crime and harm to the greatest extent possible, and promoting community ownership of addressing and identifying problems and solutions.



EMBRACE TRUE COMMUNITY-ORIENTED POLICING

While "Community-Oriented Policing" has become a popular buzzword, agencies must embrace the true spirit of this approach to ensure that police recognize that each neighborhood has unique needs and the community should take the lead in defining what public safety means and what role police play. Police should form partnerships broadly with community stakeholders, not only those that seek greater police enforcement, should develop solutions to public safety problems through collaborative problem-solving, and should work to support community-led public safety solutions that involve alternatives to policing.



ADDRESS BIASED POLICING

Law enforcement leadership must acknowledge the harmful existence of biased policing and the resulting erosion of public trust. Law enforcement leadership must work in concert to correct racial disparities in the criminal justice system and deconstruct systems that discriminates against people of color and other marginalized populations.



END CRIMINALIZATION OF YOUTH

Law enforcement agencies must avoid using tactics that unnecessarily stigmatize youth and undermine their constructive involvement in school (where law enforcement officers should have limited involvement in discipline) and community activities. Law enforcement agencies should adopt policies that limit enforcement of low-level offenses.



END THE CRIMINALIZATION OF VULNERABLE POPULATIONS

Law enforcement agencies must work with communities to adopt a culture and practice of policing that respects the dignity of all San Diegans — especially our most vulnerable residents, including disabled people, poor people, immigrants, people of color, and people experiencing homelessness and/or mental illness.



LIMIT USE OF FORCE

Police officers must exercise the necessary skills, cultural competencies and discipline to protect and serve San Diego's diverse communities without using excessive force. Police officers should use force only when and to the extent necessary. Agencies should institute training and policies elevating the value of all human life and requiring de-escalation, and should evaluate use of force incidents on officers' conduct during the entire encounter in attempting to avoid or minimize force. Agencies should require officers to intervene in other officers' use of force and to provide prompt medical aid.



LIMIT MASS SURVEILLANCE

Law enforcement agencies must have transparent policies about when, how and why surveillance technologies are acquired and used. Too often street cameras, license plate readers, domestic drones, stingray cell phone interceptors and other technologies are deployed in public spaces without the knowledge or consent of local communities. Surveillance technologies can perpetuate systems of abusive policing and further undermine trust in law enforcement, particularly in communities of color where over-policing is rampant and relationships are strained.



RECRUIT AND RETAIN OF A POLICE FORCE THAT REFLECTS AND RESPECTS THE COMMUNITY THEY ARE SERVING

It is important that law enforcement agencies reflect the cultural, racial and gender diversity of the communities they are employed to serve and protect. It is important to note that it is impossible to separate the culture of policing from the context of racial discrimination and racial control from which these agencies were conceived from. Officers of color—like their white counterparts—operate in an atmosphere of suspicion and distrust between communities and law enforcement, and that is why it is important that recruitment of officers focuses on attracting a diverse force, and a force that respects the communities it serves.



PROVIDE TRAININGS, MEASURE PROGRESS AND IMPACT

Law enforcement agencies must provide line officers and leaders with effective trainings and policies on de-escalation, multicultural awareness, and working with people experiencing mental health crises. These trainings and policies must be connected to metrics to measure their impact in the field.



SUPPORT FAIR POLICE CONTRACTS AND POLICE OFFICERS BILL OF RIGHTS

Law enforcement agencies and the bodies that oversee them must support fair police contracts that do not create barriers to accountability and transparency.