*RESOLUTION: Affirming City Council’s commitment to police accountability and racial justice in city policing practices and urging the police department to review use of force policies and explore alternatives to use of force, such as de-escalation techniques. (used in San Francisco)*

WHEREAS, The Fourteenth Amendment to the United States Constitution states that no state shall “deny to any person within its jurisdiction the equal protection of the laws; therefore government institutions across the nation have a responsibility to ensure equal protections and outcomes for all people; and

WHEREAS, The Washington Post reported that 963 people were shot and killed by on-duty police officers in 2016, and

WHEREAS, A 2014 analysis by the news organization of ProPublica found that the risk of young Black males being shot and killed by police is 21 times greater than the risk for young white males; and

WHEREAS, The Guardian US reports that 1,138 were killed by police in the United States in 2015; and

WHEREAS, The recent incidents of officer-involved killings of people of color, overwhelmingly impacting young Black and Brown men, has led to sustained, large scale protests across the country and underscored the United States’ centuries-old, failed promise of racial equality; and

WHEREAS, Effective public safety efforts rely on good community-police relations based on mutual trust, transparency, and accountability’’ and

WHEREAS, Despite the belief that our city police department has shown a stronger commitment to community-police relationships, (insert city’s name) is not immune to tensions between communities and police, particularly involving the use of force, officer-involved shootings, racial profiling allegations, and accountability in police investigations; and

WHEREAS, These tensions have their roots in a social, educational and economic system that disproportionately limits the advancement of African-American and Latino residents, showing that one’s race is a major factor in determining the opportunities a person can receive in life and that our society still suffers from racial bias; and

WHEREAS, Despite updates in training, community outreach and attempts to improve police-community relations and create an inclusive police force, the (insert name of police department) is not immune to racial bias; and

WHEREAS, (add any local information about shooting deaths/injuries by police officers within a time period, either a year or multiple years)

WHEREAS, In many cases across the United States, the officers often were found to have acted within policy; however, multiple cases created controversy and tensions between communities and the police; now, therefore, be it

RESOLVED, That the (insert name of government body, council, commission) affirms its commitment to equal justice under the law and pledges to work with the community and public safety departments to review local ordinances, officer training, and policies to address racial profiling and the use of excessive force and to ensure transparency and accountability within public safety departments; and, be it

FURTHER RESOLVED, That the (insert name of government body, council, commission) urges (the appropriate city office, city manager’s office) to conduct a review of the police department’s use of force policies, implementation of crisis intervention training and implicit bias awareness training, and other methods of de-escalation and alternatives to the use of force; and, be it

FURTHER RESOLVED, That the (insert name of government body, council, commission) recognizes that community police relations, institutional police reform and police accountability are founded on trust, transparency and collaboration; and, be it

FURTHER RESOLVED, That the (insert name of government body, council, commission) urges that police reform efforts involve a collaborative, transparent and inclusive bridge-building process involving non-traditional leaders of the African-American and Latino communities who have been critical of policing and whose communities have felt victimized by policing;