

BRING THEHEAT



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BRING THE HEAT



HIRING | EQUIPMENT | ACCOUNTABILITY | TRAINING



FIRE ALL RACIST COPS

The original purpose of modern policing in the U.S. was to violently enforce a system of racial control. There has never been a public consensus in the 300+ years of policing that YOU CAN'T BE A RACIST and BE A COP! Today, we change that.



DEFUND AND REPLACE most police functions with community-based services

According to the Prison Policy Initiative, only 5% of police arrests are for serious violent offenses. It is time for police departments to, at minimum, be cut in half.



RECONSTRUCT REMAINING SYSTEMS to continue the defunding of the police department and continue erecting new community based alternatives in its place

The H.E.A.T. framework is based on law enforcement Hiring, Equipment, Accountability, and Training.

1 FIRE ALL
RACIST COPS

A BRIEF HISTORY OF POLICING

- **Slave Patrols in South Carolina (1704)**

“I [patroller’s name], do swear, that I will as searcher for guns, swords, and other weapons among the slaves in my district, faithfully, and as privately as I can, discharge the trust reposed in me as the law directs, to the best of my power. So help me, God.” -*Slave Patroller’s Oath, North Carolina (1828)*

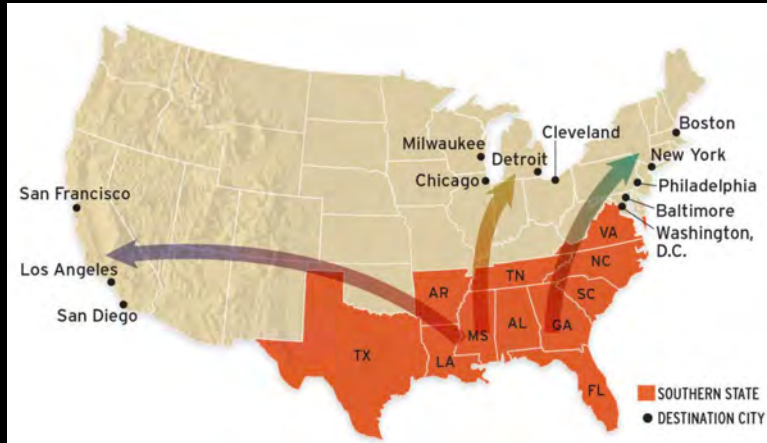
- **London Metropolitan Police (1829)** Sir Robert Peel developed his ideas while managing the British colonial occupation of Ireland—working to suppress riots, uprisings, and political insurrections. Adapted this framework to protect property owners from the poor and working class in London.

- **Boston (1838) and New York (1844)** Instituted to suppress labor unrest, protect business and property owners, and control Irish immigrants (poor, Catholic, of low morals). The Irish later filled policing ranks and helped control subsequent waves of Italian, Polish, Jewish, Latino, and other immigrants.

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- **Post-Slavery (1865 -)** Formal and informal ties between official law enforcement and the KKK and other white supremacist organizations
- **Great Migration (early 1900s)** Blacks arrived to northern cities where a racial caste system was already in place: different immigrant groups strove to become “White.” Blacks immediately found themselves at the bottom of the police-enforced caste system.



- **Hiring Southern Police (1940s)** Northern cities often responded to influx of Black migrants by hiring southern police officers. (e.g., Blacks filled jobs in shipyards in Oakland and other port cities in the 1940s and southern officers were hired to police them.)

Black Panthers founded (1966)



JOHN THE BAPTIST SPOKE AGAINST POLICE ABUSE

“Produce good fruit that shows you have changed your hearts and lives...every tree that doesn’t produce good fruit will be chopped down and tossed into the fire.”

The crowds asked him, “What then should we do?”

He answered, “Whoever has two shirts must share with the one who has none, and whoever has food must do the same...”

Soldiers asked, “What about us? What should we do?”

He answered, “Don’t cheat or harass anyone, and be satisfied with your pay.”

Luke 3:7-14



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**DEFUND AND
REPLACE**

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most police functions with
community-based services**

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**WE WILL NOT ARREST OUR WAY
OUT OF OUR PROBLEMS**

Only 5% of arrests are for serious violent offenses

“We’re asking cops to do too much in this country. Every societal failure, we put it off on the cops to solve. Not enough mental health funding...let the cops handle it. Not enough drug addiction funds...let’s give it to the cops. You got a loose dog problem...let’s have the cops chase loose dogs. Schools fail...give it to the cops. 70% of the African-American community is being raise by single women...let’s give it to the cops to solve as well. That’s too much. Policing was never meant to solve all those problems.”

–Former Dallas Police Chief, David Brown

WHAT COULD THIS LOOK LIKE?

Potential Areas to Defund:

- SWAT
- Narcotics
- Vice
- Recruitment
- School Police

Community-Based Alternatives

- Gun violence (GVI, Advance Peace, Hospital Based, Cure Violence): 50%+ shooting reductions
- Drug use (Portugal Model) 75% reduction in overdoses
- Mental health (social workers, psychologists, etc)
- Domestic disputes (counselors, de-escalation specialists)



**RECONSTRUCT
REMAINING SYSTEMS**
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of the police department
and continue erecting
new community based
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The H.E.A.T. framework is
based on law enforcement
Hiring, Equipment,
Accountability, and Training.

**HIRING + EQUIPMENT + ACCOUNTABILITY +
TRAINING
(H.E.A.T.)**

After the police force is defunded and after racist cops are removed from the force, the remaining force should institute all of the best practices that experts and advocates have been recommending for decades.

[University of Chicago researchers examined the 20 largest police departments in the U.S. and found that none of their policies meet United Nations human rights standards for use of lethal force.](#)

HIRING

- Emphasize hiring of Black officers (who research demonstrates are more willing to push for reforms) and female officers (who research demonstrates are less likely to use excessive force or engage in misconduct).
- Ban hiring of officers who have resigned or been terminated for misconduct

EQUIPMENT

- Require use of available or recycled body cams while on duty and ensure public access to footage. Also prohibit cameras from being used with biometric scanning and other surveillance technologies (e.g., ACLU model body camera policy).
- Prohibit the use of federal funds to purchase military equipment
- Restrict SWAT team use to emergency situations

ACCOUNTABILITY

- Federal Actions:
 - Establish national public database of police fired or resigned for misconduct (CA SB 1421)
 - Require local agencies to report demographic data on police stops, arrests, and use of force (CA AB 953, AB 392)
 - Reinstigate DOJ pattern-or-practice investigations and 21st Century Policing Initiative
 - Remove federal prosecutor requirement to prove *intention* to violate civil rights
 - Establish national standards for deadly force (over and above *Graham v. Connor* standard) which require de-escalation, require exhaustion of all other means before shooting, prohibit maneuvers that restrict blood or oxygen to the brain, require deadly force investigations be conducted by independent prosecutors, and require officer intervention when other officers are using excessive force.
- Failing federal or state action, enact above use of force standards at local level

ACCOUNTABILITY

- Report and publish online data on uses of force, misconduct complaints and resulting disciplinary consequences (e.g., NY use of force reporting; Chicago misconduct dashboard)
- Prohibit warrantless surveillance
- Heavily restrict “no-knock” raids
- Prohibit officers from shooting at vehicles
- Prohibit officers from confiscating cell phones or other recording devices
- Remove state **police bill of rights laws and local contract provisions** that disqualify misconduct complaints if investigations take more than a year; restrict or delay interrogations of officers; give officers the evidence against them and names of their accusers prior to interrogations; allow dismissed officers to be reinstated by arbitrators; require cities to give officers paid leave when they commit misconduct; erase or otherwise limit public access to police conduct records (e.g., Illinois bill).
- Establish **civilian oversight boards** which are independent from law enforcement with authority to discipline or recommend disciplining officers; have subpoena power; have resources and authority to maintain accurate data; have clear application and nominating process with representation from highly-policed neighborhoods; and are publicly noticed and allow community to attend, observe, and testify.

TRAINING

- Provide academy and ongoing annual trainings in the following:
 - Anti-Racism and Implicit bias
 - Procedural justice
 - De-escalation and conflict resolution
 - Officer mindfulness, mental health and self care
 - Strategies for responding to the differently abled and mental health crises
- Include community members in training officers in order to help build officers' cultural proficiency and ensure respectful treatment of community members

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