

THE PRESIDENT'S TASK FORCE ON 21ST CENTURY POLICING

Building Trust & Legitimacy Emails Submitted to the Task Force Through January 13, 2015

Note: Emails are listed alphabetically by last name. Email addresses and phone numbers were removed to protect privacy but are available to the Task Force members upon request.

Source: Merelyn Bates-Mims

Regardless of one's beliefs and personal biases, professionals hired in law enforcement are nonetheless required to follow the standards of behavior mandated by department policies, rules, and regulations. Citizens of particular race, ethnicity, or religious belief are caught between rocks and hard places: crime by thieves and crooks on one end and crime by law enforcement on the other. Where does justice reside?

Source: Cristina Beamud

What do the members of the Task Force view as the role of Civilian Oversight in contemporary policing?

Cristina Beamud
Director, Civilian Investigative Panel
970 S.W. 1st Street, # 305
Miami, FL 33130
<http://www.miamigov.com/cip>

Source: David Davis

Hello,

My name is Dave Davis and I am a professor at Youngstown State University. As you no doubt no, possible use of excessive force has become a big issue here in northeast Ohio.

So I'm very interested in the the panel discussion from yesterday's meeting by the President's Task Force on 21st Century Policing.

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Is there a place where I can download or read the written testimony provided by panel members?
Is there a video capture of the event I can watch?

Thanks so much for your help!

Dave Davis, Instructor
The Anderson Program in Journalism
Youngstown State University

Source: Andrea L Dennis

Dear Sir or Madam:

Today I published an op-ed relating to the Task Force's mission and work. In the op-ed I suggest that, at some point during its information-gathering process, the Task Force should hear from children of all ages who have been directly and indirectly exposed to police violence. The link to the op-ed is here: <http://jjie.org/op-ed-childrens-voices-needed-for-21st-century-policing/108202/>

My contact information is below if you would like more information or thoughts on the matter. Thank you.

ALD

Andrea L. Dennis

Associate Professor of Law

University of Georgia School of Law

<http://www.law.uga.edu/profile/andrea-l-dennis>

<http://ssrn.com/author=685213>

Source: Khadija Diggs

Good afternoon,

Thank you for doing this important work, and thank you for making it available to be seen by the public.

(1). Please double-check the website. I have been unsuccessful locating "bios" for the panel members. If it's there, could you please make it more obvious? If it's not there could you please put it up, including contact information for them and their organizations?

(2). Please consider inviting Professor David Harris as a subject-matter expert for one of your future sessions. He is remarkably knowledgeable, presents very effectively, and is based in Pittsburgh PA, which as you may know seems to stay in a chronically contentious posture between the community and law enforcement.

<http://www.law.pitt.edu/people/david-harris>

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Thank you for your commitment to this important task. ~KTDiggs~

Source: Gabliks Eriks

Greetings

My name is Eriks Gabliks and I am the Director of the State of Oregon Department of Public Safety Standards and Training. Our agency, in partnership with a 24 member Governor appointed Board, sets and upholds standards for employment, training and certification for all law enforcement officers in Oregon. We also operate our state's centralized training academy that all city, county, state, and tribal officers attend. Our campus spans more than 235 acres and has the ability to also host large events. We wanted to make our venue available should the President's Task Force on 21st Century Policing ever look to have a meeting on the west coast in Oregon.

Sincerely,

Eriks Gabliks
Director
DPSST

Source: Mary Grace

I am grateful that there's a task force on policing. I generally like the police, however, I have personally been lied about by police who were on the stand and under oath. I know this happens. Most police are good guys, trying to help, but the reality is that racism doesn't stop just because someone is wearing a badge.

The fact that a black college educated man is TWICE as likely to end up in prison than a white man who's a high school drop out means there is a race problem. It means that black men, even those who are working toward what everyone agrees are laudable goals are, indeed, targeted, set up, lied about and ripped from their families and communities.

Most black people will call the police when there's a problem; however, sometimes even the person who calls the police for help is then harassed.

One important way to address this is by disrupting the school-to-prison pipeline. A significant change could happen if ALL corporate prison industry were required to pay a living wage, NOT to the prisoner necessarily, but into the system which is as corrupt as they come. The 14th Amendment allows for involuntary servitude, which has created a horrific system of demand for cheap prison labor, with our tax money subsidizing it.

If the prison industry were required to pay a living wage into the prison complex, our taxes would be lower, there would be less demand for this cheap labor. and therefore there'd be disincentive for the wholesale targeting of black people and other people of color.

Thank you for caring. I urge you read Michelle Alexander's book, The New Jim Crow.

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May there be peace, which comes more easily with justice.

Source: David Green

Some observers, including scholar Heather Mac Donald, have pointed out that even departments that are comprised primarily of minorities - such as the forces in Detroit and New Orleans - have been subject to federal control due to alleged violations of the Constitution. Given that fact, Mrs. Mac Donald concludes that the race of police officers has little to do with whether they can police fairly.

What is your response to this argument?

Based on the National Crime Victimization Survey, isn't it true that we know that different races commit crimes at different rates? If so, won't it necessarily be true that there will be disparities in law enforcement enforcement statistics, that are not necessarily explained by racism?

Do predictive policing programs have the potential to reduce crime in the United States?

Over the past several years, Congress has substantially cut law enforcement grant programs. How have these cuts affected law enforcement in the United States?

Source: Chandra Gupta

This system does not work.

COPS can intimidate jurors. they have all access, training, power, EVERYTHING.

Make this a public hearing and allow people to vote on the indictment.

Capital punishment for cops committing crimes - murders

Capital Punishment for DA's mis-conduct.

that will solve the problem

Source: Louis Hayes

We in policing can do better. We can hold ourselves to a standard higher than law. But we need REALISTIC training in mental health situations, risk assessment and management, incident strategy, and non-criminal interventions. As a trend we need to be slowing ourselves down in incident response - to gather more information, analyze that information, make better decisions,

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and act more deliberately. This mindset alone can fix so many of the concerns that our community members raise about police search, seizure, force, and intrusion.

We also need the public to understand :

- the differences in law and policy
- how human psychological factors are at play in these stressful events
- justice system at large.

These misunderstandings and misperceptions multiply the perceived awfulness of these tragedies.

Louis Hayes, Police Officer and trainer

Louis Hayes, Jr.

Strategist

The Virtus Group, Inc.

www.virtusleadership.com

Valor. Excellence. Courage. Character. Worth.

It's time to think differently about leadership development.

Source: Kayla Hicks

Hello,

As an African American woman and the the wife of a sworn police officer i am wondering how any of these efforts include police officers, their spouses and children? I rarely here any conversation on how any of this will help families of law enforcement or the officers that want to be apart of the change process. iI understand that some people realize that is not the profession but people in the profession making poor choices but it still appears that ALL parties involved are continuously out to punishing ALL officers. What one says it certainly different from what one does.

Thank you,

Kayla

Source: Christopher Hoina

My name is Christopher Hoina,

With 25 years of service as a Law Enforcement Officer I saw the importance of providing leadership training to all officers and creating a culture of leaders.

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I currently work with the International Academy of Public Safety within the division known as the Institute for Credible Leadership Development (ICLD), we assist law enforcement agencies in building custom leadership academies.

We believe every officer is a leader. In our profession all personnel must lead in their scope of responsibility and be provided with training which increases their intellect and professional competency. The ICLD creates an organizational culture that promotes professionalism and public trust while balancing enforcement practices with compassion.

Since 2010, we have partnered with over seventy (70) public safety organizations comprised of Sheriff's Offices, Police Departments, State Highway Patrol's, State Enforcement Agencies and Departments of Corrections, customizing for each of them an Institute for Credible Leadership Development.

Please click here to learn more about the "[Institute for Credible Leadership Development](#)" offerings and benefits. You may also like to review this latest press release... <http://www.prweb.com/releases/2015/01/prweb12421996.htm>

I look forward to hearing back from you with continued dialogue...

Sincerely, Chris
Christopher Hoina, MA
Executive Director, CJC-CLD
FBINA Session 222
International Academy of Public Safety
338 Raleigh Street, Holly Springs NC 27540

Source: Jennifer A Johnson

Hello,

I am wondering if you are planning to repost the portions of webcast from today's listening session online? If not, would it be possible to obtain a copy of the webcast involving the law enforcement panel? We are particularly interested in Sheriff Stanek's remarks and would like to have a copy of the video for our records if available.

Thank you!

Jennifer Johnson
Public Information Officer
Hennepin County Sheriff's Office

Source: Brian Kauffman

Good morning,

My name is Brian Kauffman and I am the current executive director of the Western Community Policing Institute which was originally formed and funded by the Clinton Administration under the U.S. Department of Justice COPS Office. Over the course of the last several years myself as well as several other regional community policing institute (RCPI's) directors have submitted countless proposals to address many of the issues that the task force is now seeking

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recommendations for. Originally there were over 27 national community policing institutes who were dedicated to supporting community policing efforts and many of the issues the task force is now facing. Today as a result of limited funding support by the U.S. Department of Justice COPS Office the national network of functioning community policing institutes is less than seven. I have attached a sample of one of the several proposals I have personally submitted on behalf of the Western Community Policing Institute to the COPS Office that was rejected either due to funding or other priorities set for the agency. The RCPI's having over 17 years of providing direct support to law enforcement and communities are a valuable resource having a wealth of knowledge in the area of community policing, building trust, and building and maintaining community and police relations. I would urge the task force to reach out to the remaining RCPI directors to gain their feedback, input, and recommendations. Thank you for your time and consideration and please feel free to contact me any time for additional comments. Also attached was a word document with additional information.

Source: Stanley Knee

I have served in law enforcement for 39 years, 19 as a chief of police in three cities, the last 9 as chief of police in Austin Texas. My career began in 1969 and ran through 2006 when I retired and travelled to Afghanistan to work with the Afghanistan National Police. I have been privileged to see policing make great progress in protecting the public from those that would do them harm and improve the quality of their lives.

As I watched the recent events unfold I realized that it was time for major changes in the way police departments hire, train, equip police officers and equally important, develop good leaders that can focus on building community trust and leading the professional men and women of their departments.

In the interest of time, I will not write a thesis on this topic but simply hit some high points.

It is time for the development, funding and implementation of local law enforcement standards at the National level.

For decades we have seen how properly developed federal standards have led to safer air flights, cars and work place safety. Our roads are safer because federal standards regarding vehicle safety devises, and drinking and driving blood /alcohol limits. There is virtually no industry including law enforcement that has not been touched by well thought out standards.

Unfortunately for local police departments these standards are developed without input from local law enforcement leaders and are usually imposed as a result of a DOJ investigation of a department.

Currently most states have peace officer standards and training departments that set minimum standards in a number of areas such as pre-employment testing, academy curriculum, and enforce state post academy training requirements passed by state legislatures. These agencies were developed and training standards mandated because of flaws perceived by the state in local funding and resources provided to their departments. I would suggest that we have not gone far enough in setting and funding the high standards required of policing in the 21st century.

Recommendations

1. **The Office of Community Oriented Policing with input from local law enforcement, scholars and elected officials develop standards for hiring, equipping and training, both new officers, and for supervisors, managers chiefs of police.** In order to receive any federal criminal justice funds these standards would have to be adopted by the state.

- The COPS Office fund regional training centers throughout the country to provide no cost instruction to law enforcement personnel from agencies seeking to meet these standards
- Of special interest is training for supervisors, managers and chiefs of police that provide them with skills and a forum for a review of best practices developed by other agencies
- COPS re-establish the educational assistance program offsetting the cost of law enforcement officers attending college similar to the benefit given our military

2. **The Office of Community Oriented Policing set standards for and assist with funding forensic science laboratories used by law enforcement.**

Law enforcement understands the importance of forensic science in proving the guilt or innocence of individuals. We have also been saddened by local budgets that do not provide funding for the analysis of rape kits and other scientific work on evidence or providing for laboratories that can properly analyze evidence. There are also instances of falsification of results, improper storage of evidence rendering it useless for scientific work. These standards and the dollars that would go with them would significantly increase law enforcements ability to prevent crime and bring those responsible to justice.

We often forget about the struggles of community police departments that have virtually no funds for training, who must drive vehicles with over 150,00 miles on them, cannot get funds to build a proper evidence area, and so forth. We need to rethink the concept of localized independent police departments that because of limited funding cannot be as well trained and resourced. Every chief will tell you stories of budget conflicts where they could not obtain funding to move their department forward to meet the challenges of our changing responsibilities. The establishment of well thought out standards required by the state would go a huge way towards making America safer and police and community as one.

I would ask this committee to not just recommend incremental solutions, rather look to helping local police departments improve themselves by setting clear and effective standards.

Stanley L. Knee
Austin Chief of police (RET)
Director of Security
Seton healthcare Family

Source: R. Paul McCauley

I have served as a police officer, trainer, educator, researcher, consultant, and an expert in some 1,000 litigations in state and federal courts, (United States and Canada) over 40 years. I am convinced that many of the answers to the continuing and current national questions will be found in the very **basics** starting with policy formulation (ex. clarifying that not all written directives are policies and are not mere procedural guidelines-discretionary) and the attendant officer and supervisory training (acquisition of skills). As a former Marine I know many policies-procedures are written in blood and compliance with “minor/basic” points is mandatory.

Finally, if the basic premise of “Broken Windows” is applicable to community “**quality-of-life**,” it is equally applicable to the police service itself. The police service must not accept minor police officer misconduct but rather it must actively address basic “**quality-of-police life**” factors—a key role of the first line supervisor. It is becoming clearer that, if not addressed by management, minor police operational misconduct, such as calling a citizen a mother f-----, not carrying flashlights during daylight hours, approaching an armed suspect without using available cover, not wearing the uniform hat as a means of announcing police presence, or multiple officers acting independently rather than as a coordinated team with a lead officer “communicating-giving direction” can and have created major incidents and patterns of misconduct including the unnecessary use of force and even deadly force. Success is in THE BASICS.

Source: Charlene Moe

Recommendation:

The restructure and reestablishment of the USDOJ COPS National Regional Institutes for Community Policing, an alliance once established to provide comprehensive guidance, trainings and resources to law enforcement agencies and communities across the nation through a coordinated strategy.

This recommendation supports and also provides a venue for many of the recommendation made today by panel members.

Charlene L. Moe
Center for Public Safety and Justice
Institute of Government and Public Affairs
University of Illinois
2930 Montvale Drive Suite B
Springfield, Illinois
CPSJ.uis.edu

Source: toye.nash

Members of the task force, SMEs and additional panel members,

Firstly, kudos to all of you for engaging in these efforts! In listening to many of the testimonies provided I'm hearing a common theme amongst those who represent law enforcement and those representing the community. I have been with my agency for almost 25 years, and as a African-American female I represent a minority within my agency, but I also identify with those mothers who have sons out in the community.

Although I believe all of the comments are hugely beneficial, I believe there needs to be more focus on behavioral studies within law enforcement profession. Dr. Kevin Gilmartin illustrated the behavioral shift that many officers experience in his publication "Emotional Survival in Law Enforcement." However, Dr. Alexander may be able to shed more light on the basic psychology principal of people being motivated by thier lowest psychological need.

As an expert in early intervention systems, what I have found is that officers too will act according to their most basic "behavioral need," some of these behaviors being hugely dysfunctional. That being said, if you enact policy reform, training and even elevated discipline initiatives to mitigate these behaviors, agencies are still missing the opportunity to address the "root cause" of the behaviors. Some of these dysfunctional behaviors manifest themselves differently within the law enforcement enviornment, and when you implement initiatives with the intent of "suppressing" the dysfunctinal behaviors, what we are truely doing is setting the foundation for that behavior to be transferred into a different behavioral manifestation.

Basic psychology is that "people can only give others what they themselves have to give." If an officer comes in functioning with behaviors of distrust, anger, lack of empathy and compassion for others needs and rights, etc..., then that is the service they will provide not only to their communities they serve, but also fellow personnel, as an agent of the organization. Panel members such as Mr. St. Germain and Ms. Perez are indicative of those who bring their rich experiences to the forefront, which they have chosen to manifest as a positive, growth experience for them. We need more communications with people like this, but the truth of the matter is that not everyone processes those "rich experiences" in a positive way (officers included), which is the psychological break-down on both sides of the badge.

The recommendation I would pose to the task force is to expand research initiatives on early intervention systems from a behavioral stance. The DOJ includes these as a mandate condition for those law enforcement agencies under consent decrees. Many more agencies have chosen to be proactive by implementing such systems voluntarily, but struggle in doing so due to lack of consistency in early intervention philosophies and practices.

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*Toye Nash, Sergeant
Phoenix Police Department*

Source: Hafiz Nasiruddin

The officers involved in the Tamir Rice and Mike Brown killings, both had questionable histories at prior departments. Officers in the Tamir Rice and Kaijeme Powell, displayed an inability to assess the situation and an obvious anxiety towards black youth.

In light of the above, there should be a standardized screening that specifically evaluates psychological and diversity coherency. It should test for awareness, anxieties, presumptions and behavior. The test should be nationalized with space for communities and commissions to add local nuanced details. It should also be given periodically as perceptions can change with experience.

Most major companies require similar types of tests that evaluate potential tendencies and values of individuals. Particularly in positions of high responsibility. Policing is a honorable job with high risks and responsibility.

The vetting process should be fair but effective. By including intensive behavioral checks of previous law enforcement employment, questionable histories can be addressed.

Thank you all for your sacrifice and commitment to this monumental task.

God Bless,

Hafiz Nasiruddin
St.Louis, MO

Source: Casimir Peters

I'd like to get on the email list for the future listening sessions
Cas
Casimir Peters

Source Tess Raser

Hi, My name is Tess Raser, I'm a 25 year old teacher in Brooklyn, NY, and I received your information from my friend, Lucas Turner-Owens. I have been very active in community organizing in New York and in the Black Lives Matter movement. I've also been working closely with a lot of parents who have lost their children to police violence.

Here are some ideas I have on policing.

Police Training

- Police chiefs, captains, leaders, etc. should be elected by a board of community members.
- Police training needs to be more rigorous (a model for that, is how teacher training has changed). This training should NOT be costly, as police are frequently working class people who should not be burdened with costly training.
- Police training should not just be tactical. Police need to learn about the communities they serve, the communities' historical relationships with the police, it should be philosophical and focused on policing as a means of supporting and working on behalf of communities.
- Currently in NYC most police are trained to shoot at the chest, stomach and head. Instead, police would be taught to shoot at the legs to avoid fatalities, but this would be seen as a very, last resort.

Community Involvement

- The police would answer to the community. All community members are to hold police accountable. We've been handing out whistles to community members so that they can blow the whistle on everyday police brutality and bullying tactics. The whistles are empowering, as community members will start to blow their whistle once they hear one being blown, and they give people a voice who are scared of the police. Ideally, the police would respect these whistles as an alarm to them not as confrontational.
- There would be community boards focused on police accountability and the police would have to answer to these boards--reports on arrests, stops. So that were not abusing their power to arrest. This would be the opposite of quotas checks.
- There would be community mediating groups (like the Interrupters in Chicago) who would be on call to mediate and deescalate violence between gang members or just any community members. The police's first response would be to use these groups as mediators before any use of violence and aggression.
- The police would not ever have military-grade weapons or equipment.
- The police would serve communities from which they come. Similar to school districting, police members should come from their communities so that they feel a greater sense of obligation to the care of the community.
- In violent situations, the police would sooner risk their own lives before using deadly force.

Policing

- Stop and Frisks and Broken Windows policing would end.
- Arrests would only be made when they were absolutely necessary.
- The mentally ill and homeless would be helped by the police who would have departments just focused on finding shelters, free rehabilitation clinics, and free mental health care for these people who they serve. These costs would possibly have to come from the police.

Police Accountability in their Use of Violence

- If ever a police officer killed anyone (suspect, someone running away, in a struggle, a witness, anyone!) there would be no grand jury case to decide whether or not the case should be brought

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to trial. The officer would immediately be brought to trial. That officer would immediately lose his weapon and badge.

-Reparations would be paid to all families who are victims of police violence at the expense of the police department, in every case.

-All current officers who have murdered people will be fired, jailed and made to pay reparations of those families (this includes people murdered in police care. For example:

-NYPD officer Louis Rivera who murdered Malcolm Ferguson in 2000

-NYPD officer Daniel Pantaleo who murdered Eric Garner in 2014.

-Detroit officer Joseph Weekley who murdered Aiyana Stanley Jones in 2014.

Thanks,
Tess Raser

Source: Rick Scott

There is no doubt that all agencies have had issues of bias, even discrimination, and these issues do need to be addressed. Even so it appears law enforcement is being painted with a broad brush and I don't believe this is fair to agencies that are more progressive in combating these issues. I think the board needs to look at the steps agencies are taking to address these issues. Can Chief Villaseñor comment on his department in general, to include any steps his department has taken to reach out to the community, and any steps his department has taken to address issues of bias within his department?

Source: Ruthie West

It would be nice if kids in school could learn that policemen are there when needed and to not be afraid of them. The children should learn that policemen are human, have families, have bills and don't make a ton of money serving the public. There needs to be a "human face" put on the policemen because the news reports make it seem that policemen are bad.

Thanks for listening,

Ruthie West
Tucson

Source: David Crawley

The UK has a lower crime rate and dramatically fewer police interactions that result in violence I have lived in each country for about 10 years - although I am currently a US resident. What can we learn from UK style policing?

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The UK is much safer than the US. The US murder rate is 4.7 murders per 100,000 population compared with the UK at 1.0. (Reference 1). Other statistics show generally lower crime in the UK.

The most striking statistic however is a inter country comparison of police homicides between the UK and the US. US data * indicates around 1100 police homicides in 2014 (3) (4) (5). Germany has 8 police homicides a year the United Kingdom has zero, I repeat not a single police homicide in the entire country in an entire year.

So why are there so many fewer violent altercations between the police and the public in the UK ? What is the critical difference. Well in the words of one of my US policeman friends US police are trained to "one up" the suspect. If the suspect threatens the police officer with fists, the police officer pulls out a baton. If the suspect pulls out a knife the police pull out a gun. In short US police officers are actually trained to escalate violent situations. This tendency to escalate in some cases ends with police homicides which occur 1100 times a year.

UK police are different, they are trained to de-escalate situations. If a person stands up to use fists a police officer seeks to persuade that individual to sit down. If someone pulls out a knife the police officer seeks to persuade that individual to put the knife away.

US police don't seek to befriend or partner with the public they seek to dominate them. This attitude pervades all aspects of the policing culture. When a suspect is found the police will "crowd" the suspect to intimidate him / her as occurred with Eric Garner. Observations of videos of police encounters in the US seem to indicate police use violence to maximally subdue members of the public, rather than minimal force to achieve a peaceful resolution. I've seen video of police pulling guns on people who throw snowballs (7), police repeatedly tazing naked and intoxicated individuals or otherwise harmless and largely subdued protestors. If we compare this with the UK, the only case I know of a police officer tazing a naked man in the UK resulted in that police officer being charged with assault and misconduct.

Recent events in Ferguson are a classic case of this mentality. Even with peaceful protestors police sought to dominate the situation by appearing on the streets, highly visible and heavily armed, with weapons raised often with highly militarized hardware. Even veterans thought this was an excessive response (8) (9) and it clearly led to an escalation of the situation, a loss of trust and more violence.

Recommendations

- A) Recommend changes to police training and standard operating procedures (SOP), rather than "one up" train police to de-escalate violent scenarios by talking suspects down, seeking to remove weapons from the situation, and seeking to move everyone to a less violent posture.
- B) Recommend changes to police training and SOP rather than crowding and intimidation of suspects seek to move away from the suspect and de-escalate the situation.
- C) Recommend changes to police training and SOP to use minimum force to achieve a peaceful outcome rather than the force necessary to subdue a suspect.

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D) Examine typical police SOP for other instances where the behavior is likely to result in an escalation of tensions

E) Use grants to bring police officers from the UK and insert them in a training roles in US police academies to teach courses on how to de-escalate violent situations and engage in more community oriented, friendship / partnership oriented policing rather than domination oriented policing.

F) Use grants to bring police officers from the UK and insert them in to advisory roles in US police departments to assist both ground level and senior officers in methods to de-escalate situations and engage in more community oriented, friendship / partnership oriented policing rather than domination oriented policing.

G) Create an independent unit that prosecutes police officers for use of excessive force. Seek a number of highly visible prosecutions of police officers, to send a clear message that change is necessary.

H) Create awards for police officers that consistently avoid the use of violence, or have a particularly strong community orientation.

*For the US data is patchy and difficult to analyze with official data suffering from under-reporting (2) however a number of efforts to deliver comprehensive statistics for police homicides have been assembled (3) (4) (5) and these indicate around 1100 police homicides in 2014.

Reference 1) UNODC crime

statistics http://www.unodc.org/documents/gsh/data/GSH2013_Homicide_count_and_rate.xlsx

2) <http://www.wsj.com/articles/hundreds-of-police-killings-are-uncounted-in-federal-statistics-1417577504>

3) <http://www.killedbypolice.net/kbp2014.html>

4) <http://www.fatalencounters.org>

5) <http://fivethirtyeight.com/datalab/another-much-higher-count-of-police-homicides/>

6) <https://www.youtube.com/watch?v=uAgQKJuriIo>

7) <https://www.youtube.com/watch?v=uAgQKJuriIo>

8) <https://storify.com/AthertonKD/veterans-on-ferguson>

9) http://www.huffingtonpost.com/2014/08/14/police-militarization-ferguson_n_5678407.html
