



# NBPA

## NATIONAL CHAIR'S RECOMMENDATIONS

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[www.blackpolice.org](http://www.blackpolice.org)

PRESENTED TO THE TASK FORCE MEMBERS OF  
THE PRESIDENT'S TASK FORCE ON  
21ST CENTURY POLICING

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[www.blackpolice.org](http://www.blackpolice.org)



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## THE PRESIDENT'S TASK FORCE ON 21ST CENTURY POLICING

The National Black Police Association is honored to be a part in this important conversation on community and policing. We extend thanks to President Barack Obama and the august members of *The President's Task Force on 21st Century Policing* for inviting the NBPA to offer our recommendations especially in the areas of Law Enforcement and Diversity.

The National Black Police Association was founded in 1972 by African-American police officers and our history on advocacy and activism is well documented in the history of policing in United States. It is with their struggles, sacrifice, blood, sweat, tears, and pain that thousands of officers, including myself, are able to stand and be counted in the noble profession of policing. The NBPA used their resolve to embrace and reengineer community-police partnerships before it was popular and common word. The snowball effect of negative community-police interactions have brought us to a great divide.

The NBPA will address the very pertinent and most important aspects that we believe will improve the relationship and interactions of citizens and the police.

Our Mission Statement and Bylaws Preamble have been our stable foundation of positive community-police relationships for over four decades.

### **MISSION STATEMENT**

To increase the awareness of the community, to be the conscience of the Criminal Justice System, and to enhance the quality of life in the African American Community.

### **BYLAWS PREAMBLE**

The NATIONAL BLACK POLICE ASSOCIATION, INC. is established to secure for Black people all rights and privileges afforded to citizens of the United States of America by virtue of its Constitution. Further, to work in the Black community for the following purpose:

- To improve the relationship between the police and the Black community;
- To evaluate the Criminal Justice System and its affect upon the Black community and ensure that it operates in its behalf;
- To work for the general welfare of the community as a whole;
- To encourage the enlistment and promotion of Blacks in the law enforcement profession;
- To establish the free and rapid flow of pertinent information and educational opportunities to all members of the corporation and their communities



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The NBPA offers our recommendations to enhance and further positive community-police partnership. The core of each point is ARTT (Accountability, Responsibility, Transparency, & Trust). The intent is not restate numbers or statistics that are well known, well documented, and/or can be easily located in print or electronic media, but to give focused direction that community and police departments can embrace. We believe that police departments should adopt the NBPA National Program *What To Do When Stopped By The Police*.

### **USE OF FORCE**

The NBPA immediately calls for all police involved force incidents resulting in death NOT be handled solely by the involved agency. These incidents should be investigated by a qualified team that includes non involved agencies of the city, county, state, federal (FBI) and District Attorney's Office. The NBPA calls for all police departments to establish a qualified Special Investigations Team that involves two (2) members from the aforementioned agencies two (2) from the agency itself. Regional cooperation is the key for transparency. We believe that adding qualified and vetted civilians of non law enforcement backgrounds to this team would also be beneficial from an oversight and transparency point of view. The NBPA believes that this will provide the best chance for a less biased investigation into police involved deadly force incidents. We believe that the Department of Justice (DOJ) should mandate this as a requirement for all law enforcement agencies to establish the respective teams and a template policy of minimum requirements. All officers should be required to visit a certified counselor within 7 days after a deadly force encounter and a minimum of three times within six (6) months and six (6) times up to one year or longer. Police Departments should work with officers and certified counselors as they may experience PTSD from job related duties over the course of time. The release back to work should be supported by a licensed counselor.

The NBPA calls for all police departments to review their policies and training on deadly force. The guidelines for the review must be mandated by the DOJ and supported by national police associations that serve the diversity in policing. The force continuum must be addressed as it varies across the 18,000 police agencies. Best and/or promising practices must be at the core of all policies especially the deadly force policy.

The NBPA calls for ALL police departments offer Force Science or the similar as a seminar/workshop for a segment of law enforcement officers, citizens, community activist/advocates, district attorneys, criminal justice practitioners, defense attorneys, and media personnel. Force Science or similar training must be implemented on a consistent and regular basis delving into understanding actual deadly force encounters.

The NBPA calls for President Barack Obama and the United States Congress to convene a National Commission to facilitate a National Conversation Series involving Race, Police Brutality, and Violence in the



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Black Community. We believe these National Conversations must be facilitated at the highest level of government and we must address the issues that confront and seek to divide us, painful or not.

*Disciplinary Systems and Early Intervention Programs* should be required for all departments established. The DOJ should establish guidelines with national police associations for a template policy on minimum requirements for officers entering and exiting this program. Progressive discipline and the right to appeal should always be included. The NBPA calls for the DOJ to require departments report terminated officers who travel from police job to police job under the radar with patterns of misconduct on their records. The DOJ must establish consequences for Departments who seek to employ and destroy public confidence.

### **RESEARCH and DATA COLLECTION**

The establishment of a National Repository should collect data on Deadly Encounters, Racial Profiling (vehicles and pedestrians stops), Diversity Demographics of Law Enforcements Agencies, Internal Affairs Investigations, Use of Force Involving Less than Lethal Devices, and Officers Assaulted or Killed in the Line of Duty statistics. This data should be available in one location maintained by the DOJ.

The NBPA Calls for President Obama and the US Congress to mandate that all police departments track all police involved deadly force encounters and report them to the FBI semi-annually. A National Repository must be created in the Department of Justice, FBI or Civil Rights Division, that tracks deadly force encounters involving police. The NBPA believe that departments who fail to offer training and proper follow up should come under the authority of the DOJ by consent decree or mandate. The DOJ should further mandate consequences for non-compliance. This information should be made public immediately. All departments must establish websites that list the basic information and status of each encounter resulting in the death of a citizen in its respective jurisdiction.

The NBPA Calls for the DOJ to develop template policies governing name releases of suspects and officers involved in deadly force encounters and that all police agencies adopt a policy releasing this information. Some states and cities have developed policies and laws that erode the public trust, deny the public the right to public information, or display a double standard.

### **TECHNOLOGY and EQUIPMENT**

The NBPA calls for the ALL police departments to equip all officers engaging the public as daily operations with Tasers and Body Worn Cameras. The ability to record encounters or utilize less than lethal equipment. The NBPA believe all agencies should have established policies based on the most promising practices that not only govern usage, but maintenance, training, and progressive discipline. The high cost of equipment and storage should be funded in part by the Department of Justice (DOJ). The NBPA calls for all police vehicles utilized in engaging the public to be equipped with Audio/Visual Cameras with policies as aforementioned. The NBPA calls specifically for the review of Open Records and the Freedom of



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Information Act as we move forward in a more technological society. The cost and timelines for producing records in a timely manner erodes the public trust.

### **DIVERSITY, IMPLICIT BIAS TRAINING, and POLICE CULTURE CHALLENGES**

The NBPA mandates that all police departments institute Diversity and Implicit Bias Training as part of their certification whether it is annually or multi-year increments. Every Police Academy should offer no less than forty (40) hours of training inclusive of race, religion, and gender and that training should not be solely classroom based. Implicit Bias Training should be part of the hiring program and all officers should all undergo implicit bias retraining yearly. It should also be made available to community activist/advocates, crime watch leaders, and anyone attending a Citizen Police Academy.

The NBPA Calls for all departments to meet the demographics of the community in which they serve and protect. The development of a plan of action should be in place to immediately recruit and retain police officers of color. No academy classes should be allowed to commence unless sincere efforts are made to diversify their respective police force. The NBPA calls for the DOJ to collect the demographic stats annually from the 18,000 police agencies just as they report UCR statistics. It is not enough to mandate diversity, but it becomes necessary to diversify command ranks in departments that have historically failed to develop and/or promote qualified and credentialed officers to executive and command ranks.

### **COMMUNITY POLICING, CIVILIAN OVERSIGHT and GRAND JURIES**

The NBPA calls for all police departments to develop Community Based Policing policies that are concrete in words and practice. The NBPA believes community engagement from the top down should be the proactive norm and not a sound bite when tragedy occurs. The NBPA supports the establishment of Civilian Review Boards or Civilian Commissions that are granted the authority to call citizens and officers to the Board for further clarity on completed investigations that leave some citizens unfulfilled. We believe cities should establish CRBs to enhance the public trust that police departments are investigating cases in a proper, competent, and non-biased manner. We believe these boards should include former non-agency retired law enforcement personnel and internal and external attorneys. The NBPA calls for an immediate end to sealed records of testimony involving police officers in Deadly Force or Criminal Misconduct incidents. The NBPA believes the DOJ, and state and local departments should support officers with incentives to reside in the cities they serve that could include pay, housing, education, and home storage vehicles.

### **DEMILITARIZATION: MASS DEMONSTRATIONS AND THE USE OF MILITARY EQUIPMENT**

The use of military equipment obtained through the 1033 program is of great concern to the NBPA in regards to necessity and deployment. We believe that the government should require proof of why the equipment is needed, the policy that will govern its use, and the ability to maintain the equipment for a period of time. The DOJ must periodically review agencies who have obtained equipment. The type of



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equipment that causes major concern is armored vehicles (MRAPs), aircraft (helicopters), rifles, and grenade launchers. The MRAP is a warfare vehicle meant to serve in a wartime capacity. Our urban streets are not in that type of war. While it has a benefit to police departments the negative perception associated with the design, color, and usage on America's streets negates the benefits of daily operation. *The biggest issue comes with the leadership deploying this type vehicle in peaceful demonstrations should be avoided especially when officers or citizens lives are not at stake.* Most of this equipment is under the authority of special operation teams who are skilled at the duties they perform. The police commander in authority of this equipment should be given specialized training on leadership, deployment methods, and understand the sensitivities involved.

### **POLICE LEADERSHIP**

The NBPA calls for an immediate stop to police departments that have city or state policies that mandate that police chiefs come from within the city, county, or state agency. For police departments that need outside thinking and a culture change this must occur. Police chiefs should have qualifications standards such as a graduate and/or post graduate degree; a certificate from a validated command college; and a minimum years of tenure for smallest to largest cities. The residing chief should be required to attend at least one other command level college and continuing education for senior/executive level government officials from respectable universities and colleges. We believe qualifications for appointed ranks should be established and published. We ask that the DOJ seek to make diversification of the FBI National Academy attendees a priority to lead the way forward.

Every agency should and city should strive to meet 3 officers per 1000 and that at a minimum of 70 percent be assigned to patrol and community based policing. We believe a minimum ratio of one (1) first line supervisor for every seven (7) officers and one (1) lieutenant for every seven (7) first line supervisor should be the minimum standard. We believe that national associations should work together to offer a standard of excellence that city governments should strive to meet. All first line supervisors and lieutenants should be required to take department sponsored leadership, management, diversity, and ethics training.

The NBPA is available to answer any questions for clarity and better community-police relationships.

Respectfully Submitted,

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