



TO POLICE CHIEFS OF THE MAJOR CITY CHIEFS ASSOCIATION:

We are a group of civil rights organizations, elected officials, faith leaders, academics, public defenders, and community led organizers who are writing to ask you to take immediate action to heal our American cities. As police chiefs, you have unique power to not only change policy within the police department, but to work with city and county stakeholders to dramatically change how policing is done in your city. We implore you to take immediate action on the below policies so we can move forward.

The current protests across the nation—in the aftermath of the killings of George Floyd and Breonna Taylor and Tony McDade—are just the latest signs of racism and of the all-too-apparent crisis in policing in America. But it would be a mistake to focus on policing as an institution, and then to contemplate the reforms to the profession that could be made. We've made that mistake before.

Eric Garner. Michael Brown. Laquan McDonald. Sandra Bland. Jessica Williams. These police killings six years ago sparked protests across the country and birthed the Black Lives Matter movement and flood of reform efforts. Six years later, though, not enough has changed. More police killings, more protests.

The solutions we need right now both to protect our safety and to rescue our democracy are ones that meet the scale of the problem. To respond to George Floyd's death, or Breonna Taylor's death, we must replace the questions about how to reform policing with questions about what a broader vision for safety and justice in America should look like and what role policing should play in it.

We are at a point in our history when the global pandemic has precipitated the highest unemployment levels since the Great Depression, left tens of millions of Americans unable to pay rent or their mortgage, and exposed how a lack of universal health care jeopardizes the health and safety not only the uninsured but all of us as a virus spreads through communities. More people have died in New York City alone from the coronavirus since April than all of the people in the state of New York that died by homicide in the past two decades combined. As with the policing crisis and so many problems in our country, even this virus has punished Black and brown communities more harshly.

This is a time when we need to ask ourselves what public safety means and whether our laws and our budgets reflect those priorities. Any clear-eyed assessment will produce a resounding no in response.

So, today our solutions must change the ways our communities work by shrinking the police footprint in our country—and by investing the savings in areas that truly will make us safer. Here are some specific ideas to start with, but these are just a few among many:

- ▶ **Fix Local Budget. We are asking you to take the immediate step of cutting programs, equipment, and officers within your own budget so that cities can use those resources to help people in need.** Police budgets have ballooned so much that in many cities across the country policing gobbles up 40% or more of the city budget. Even small changes in police budgets can mean large changes for other departments. For example, in many cities, a 5% cut in police budgets would allow cities to double their spending on social services or public health. Due to the coronavirus pandemic, unemployment levels are higher than at any point since the Great Depression, hundreds of thousands of people are at risk of losing their homes, and frontline workers do not have the equipment they need to do their jobs and protect themselves. The time is now to cut back your budget and return the money to your community.

- ▶ **Get The Right Experts Responding To The Right Problems.** When cutting the budget, we ask that you request the city reallocate money from the police and to non-law enforcement experts who are better equipped than the police to solve problems in the community.
 - **Request your city shifts most first-responder responsibilities away from your department because most problems arising from substance use disorders, mental health diagnoses, and poverty require medical professionals and social workers, not criminal enforcement or armed officers.** Law enforcement officers are not trained and equipped to be experts in responding to mental health crises. We shouldn't send armed law enforcement to respond to a mental health crisis any more than we'd send a social worker to respond to a burglary in progress.

 - **Diversify violence prevention resources by shifting dollars from your police budgets to violence interruptions programs.** Public safety budgets reflect a belief that law enforcement is the primary way to reduce violence, in large part because police officers solve serious crimes like homicides. However, clearance rates for homicides are near or at all time lows in cities across the country. We need to invest resources in a public health approach to violence prevention that stops fatal violence before it occurs and stops its spread by interrupting ongoing conflicts, working with community members at the highest risk to change behavior related to violence and community norms. Under the Cure Violence model, for example, violence is seen as a contagious problem that is transmitted through exposure that can be effectively treated and prevented using health methods.

- ▶ **Stop The Militarization Of The Police:**
 - **End no knock warrants and violent, military style raids.** No knock warrants are dangerous and unnecessary, and you should ban them to protect both officers and the communities they serve. When police use force to enter into homes unannounced, people believe their home is being broken into and often defend themselves, leading to civilian and officer deaths. Any forced entry into a home, especially at night, should be banned in all but the most extreme cases, and measures should be adopted to deter/sanction violations of restrictions on forced entry into homes.

- **Restrict the flow of military equipment to local law enforcement.** You must return all military equipment purchased from the US military or military contractors, and stop any contracts for future procurement of military weapons. Policing has changed since we started the war on drugs; police are now armed with weapons and equipment that were designed to be used again against warring countries. Instead, the police are using those weapons in their own communities. The equipment is dangerous, dehumanizing, and unnecessary for officer safety. If anything, it escalates the situation.
- **Ban the use of military equipment and tactics on protestors.** In the last few days, we have seen pictures of protestors who have lost their eyes after being shot by rubber bullets; elected officials peacefully protesting who have been tear-gassed, and grieving community members coming face to face with police officers in riot gear. The goal of the police during times of unrest should be to allow peaceful protests, and to take any/all measures necessary to avoid a violent confrontation between the police and protestors. To achieve that goal, all military equipment and tactics must be banned.

► **Curtail The Corrosive Power of Police Unions:**

- **Make police contracts and the negotiations around them public and open to community comment.** The police have long used the contract process to enlarge their budgets, often behind closed doors. Instead, the process of asking for more money for the police should be done openly, and the public should be aware that when money is given to the police for more police officers, it may mean that a mental health center or a food bank will lose funding. When the process is out in the open, it means that the police will also have to justify their requests and produce data shows that things like enlarging the police force or procuring military equipment is linked to public safety.

SIGNED

LINDSAY N. SABADOSA

*1st Hampshire District State Representative
Massachusetts House of Representatives*

REV. JAY LEACH

Unitarian Universalist Church of Charlotte

CHAS MOORE

*Executive Director
Austin Justice Coalition*

KARMA LEKSHE TSOMO

*Professor
University of San Diego*

REV. DR. MARVIN M ELLISON

Religious Coalition Against Discrimination

MARK SMITH

*Helena Professor of Old Testament Literature and Exegesis
Princeton Theological Seminary*

JOANNE D'ARCANGELO

*Owner
JD'A Consulting, Inc.*

ALEX BUNIN

*Chief Public Defender
Harris County Public Defender's Office*

ANNE UNDERWOOD

Mediator/Lawyer/Ethics Counsel

MICHAEL YOUNG

*Chief Public Defender
Bexar County Public Defender's Office*

GREGORY R. JARRELL

*Co-Founder
QC Family Tree*

EVE STEVENS

*Minister
Unitarian Universalist Church of Charlotte*

MEREDITH JORDAN

*Founder and Facilitator
The Living Spiritual Elders Project*

ALEX ROAN

*Founder
MaineTransNet (Marine Transgender Network)*

SUSAN TALVE

*Founding Rabbi
Central Reform Congregation*

SIGNED

HUSSEIN RASHID

Adjunct Faculty
Columbia University, Department
of Religion

ZAYN KASSAM

*John Knox McLean Professor
of Religious Studies*
Pomona College, Claremont,
California

LEE KOVARSKY

Professor of Law
University of Maryland Francis
King Carey School of Law

RUTH BUFFALO

*District 27 State House
Representative*
North Dakota House of
Representatives

CYRUS O'BRIEN

Postdoctoral Research Associate
Washington University in St. Louis

STEPHEN HARPER

Clinical Law Professor
Florida International University
College of Law

CHARLES PRESS

Clinical Professor
University of Texas School of Law

ALEX S. VITALE

Coordinator
Policing and Social Justice Project,
Brooklyn College

THEA POSEL

Professor of Law and Social Work
University of Texas School of Law

SHEENA JOHNSON

*Vice President of Programs
& Partnerships*
Organize Florida

KATIE TINTO

Clinical Professor of Law
University of California Irvine
School of Law

MARIE MAZZONE

Bend the Arc

KRISTINE CHONG

Chaplain

LEX STEPPLING

Director of Campaigns and Policy
Dignity & Power Now

ALIZA B. KAPLAN

Professor
Lewis & Clark Law School

SHARMIN HOSSAIN

Digital Security Trainer
Equality Labs

DAVID HARRIS

*Managing Director of the Charles
Hamilton Houston Institute for
Race and Justice*
Harvard Law School

EMILY LANGOWITZ

Rabbi
Temple Solel

WAYNE SANDHOLTZ

*John A. McCone Chair in
International Relations and
Professor of International
Relations and Law*
University of Southern California

ARIELA GROSS

*John B. & Alice R. Sharp Professor
of Law & History*
University of Southern California
Gould School of Law

KATHRYN DYER

Clinical Professor
University of Texas School of Law

ARMEN MERJANIAN

Attorney

EUNISSES HERNANDEZ

Executive Director
La Defensa

LISA SCHREIBERSDORF

Executive Director
Brooklyn Defender Services

MERCEDES MONTAGNES

Executive Director
Promise of Justice

JERRY ADER

Public Defender
Genesee County Public Defender,
NY

NANCY HURLBERT

Chair
Lake County Democratic Party, FL

TIAWANA BROWN

Founder
Beauty after the Bars

KIM TAYLOR-THOMPSON

Professor of Clinical Law
New York University School of Law

CARRIE BLEAKLEY

Conflict Defender
Ontario County, NY

DEBORAH AHRENS

Associate Professor of Law
Seattle University School of Law

KAMERON D. JOHNSON

Juvenile Public Defender
Travis County Juvenile Public
Defender's Office, TX

DAVID LEE

President
Texas Signal

STEVEN GREENWALD, ESQ.

Chief Public Defender
Luzerne County Public Defender's
Office, PA

BREANNA DIAZ

Policy Director
Positive Women's Network-USA

LUPA MARLENE BRANDT

Community Outreach Coordinator
TRANScending Barriers Atlanta

JONATHAN SIMON

Professor of Law
University of California Berkeley
School of Law

DAVID JOHNS

Executive Director
National Black Justice Coalition

SUZANNE A. LUBAN

*Clinical Supervising Attorney
and Lecturer in Law, Criminal
Defense Clinic*
Stanford Law School

ZAKIYA SANKARA-JABAR

Co-Founder
Racial Justice NOW!

MOHAMMED MISSOURI

Executive Director
Jetpac (Justice Education
Technology Political Advocacy
Center)

ROB KAHN

Professor of Law
University of St. Thomas,
Minneapolis

DAVID CAICEDO

*Florida Student Power Network
Co-Director*
Organize Florida

AZIZ RANA

Professor of Law
Cornell Law School

CYNTHIA GODSOE

Professor of Law
Brooklyn Law School

RONALD TYLER

Professor of Law
Stanford Law School

STEPHANIE KOLLMANN

*Policy Director of the Children
and Family Justice Center*
Northwestern University Pritzker
School of Law

REVEREND JEN BAILEY

Founder and Executive Director
Faith Matters Network

LESLIE ROSE

Professor Emerita
Golden Gate University

IAN STRINGHAM

Executive Director
California Legal Research

HEATHER VARANINI

*Associate Director of Academic
Achievement and Adjunct Professor*
Golden Gate University School
of Law

ERIC MILLER

Professor of Law and Leo J. O'Brien Fellow
Loyola Law School at Loyola Marymount University

AMBROSIO SILVA

Assistant Public Defender
Travis County Juvenile Public Defender's Office

TANYA M. WASHINGTON

Professor of Law
Georgia State University College of Law

ANNALISE BUTH

MR Bauer Fellow in Dispute Resolution at the Center on Negotiation and Mediation, Bluhm Legal Clinic
Northwestern Pritzker School of Law

KATE MOGULESCU

Assistant Professor of Clinical Law
Brooklyn Law School

KAREN BAKER-FLETCHER

Professor of Systematic Theology
Southern Methodist University Perkins School of Theology

KATE D'ADAMO

Partner
Reframe Health and Justice

PATTY BERGER

Local Organizer
All of Us or None - St. Louis Chapter

TIM BLACK

CAHOOTS Operations Coordinator
White Bird Clinic

OLIVIA BENNETT

District 13 Council Representative
Allegheny County Council, PA

JOHANNA MUSTAFA

Steering Committee Member
Yalla Indivisible

BETHANY HALLAM

At Large Council Representative
Allegheny County Council, PA

REV. VALERIE MANSFIELD

Senior Minister
Unity of Louisville, Inc.

NORMAN SOLOMON

Co-Founder and National Director
RootsAction

CASSANDRA BENSABIH

Senior Organizer
Massachusetts Against Solitary Confinement

ANGELA DAVIS

Professor of Law
American University's Washington College of Law

MARY PAT TREUTHART

Professor
Gonzaga University School of Law

ISABELLE GUNNING

Professor of Law
Southwestern Law School

AMY JACKS DEAN

Co-Pastor
Park Road Baptist

RUSS DEAN

Co-Pastor
Park Road Baptist

BENJAMIN DAVIS

Professor of Law
University of Toledo College of Law

ANITA PRIZIO

District 3 Council Representative
Allegheny County Council, PA

ISSA KOHLER-HAUSMANN

Professor of Law
Yale Law School

MACARENA SAEZ

Director of the Center for Human Rights & Humanitarian Law
American University Washington College of Law

MARTÍN QUEZADA

State Senator
District 29, AZ

MEDELLIN HUGO

Catholic Priest, Reverend, Father

NICOLE MORRIS

Professor in Practice
Emory University School of Law

REBECCA HAMILTON

Associate Professor of Law
American University Washington College of Law

DONNA HYLTON

Author of "A Little Piece Of Light"

NIKOLAS GUGGENBERGER

Executive Director of the Yale Information Society Project
Yale Law School

MARGARET BARRY

Visiting Professor of Law
American University Washington College of Law

JESSICA L. MILLWARD

Practitioner-in-Residence
American University Washington College of Law

MARITZA PEREZ

Director of National Affairs
Drug Policy Alliance

ADNAN ZULFIQAR

Associate Professor of Law
Rutgers Law School

MICHELLE PHELPS

Associate Professor of Sociology
University of Minnesota

DAVID HUNTER

Professor of Law
American University Washington College of Law

SYLVIA LETT

Assoc. Prof. of Legal Writing
University of Arizona James E. Rogers College of Law

NADIA AHMAD

Associate Professor of Law
Barry University School of Law

ALICIA VIRANI

Criminal Justice Program
UCLA School of Law

NICK RATHOD

President
Virginia Peoples PAC

NANCY E. ALLISON

Pastor
United Church of Christ

IVETTE ALÉ

Senior Policy Lead at Dignity and Power Now
Coordinator of JusticeLA Coalition

DEANNA HOSKINS

President
JustLeadershipUSA

W. DAVID BALL

Associate Professor
Santa Clara University School of Law

LINDSAY JARRELL BLOUIN

Deputy Chief
Baton Rouge Office of the Public Defender, LA

ELLEN KREITZBERG

Professor of Law
Santa Clara University School of Law

DEIRDRE FULLER

Chief Public Defender
Rapides Parish Public Defender, LA

ANAND SUBRAMANIAN

Managing Director
PolicyLink

SAMANTHA BUCKINGHAM

Clinical Professor and Director of the Juvenile Justice Clinic
Loyola Law School at Loyola Marymount University

MONA LYNCH

Professor of Criminology, Law and Society and Law
University of California, Irvine

LYDIA KIVES

Senior Staff Attorney
The Bail Project

NIELS FRENZEN

Sydney and Audrey Irmas Endowed Clinical Professor of Law
University of Southern California Gould School of Law

SIGNED

CRAIG KONNOTH

Associate Professor Law
University of Colorado School
of Law

BRIAN GARCIA

Vice President
Tempe Union High School District

FAWN WALKER-MONTGOMERY

Co-Founder and Executive Director
Take Action Mon Valley

COLLEEN SHANAHAN

Associate Clinical Professor of Law
Columbia Law School

TRISHA WARD

13th Judicial District Public
Defender

RANJANA NATARAJAN

Clinical Professor
University of Texas School of Law

ALTHEA SPENCER MILLER

Professor
Drew Theological School

BENNETT CAPERS

Professor of Law and Director of the
Center of Race, Law, and Justice
Fordham University School of Law

SUE UDRY

Executive Director
Defending Rights & Dissent

JESSICA DIXON WEAVER

Associate Professor
Southern Methodist University
Dedman School of Law

JOSEPH PILERI

Practitioner in Residence
American University Washington
College of Law

VINCENT SOUTHERLAND

Executive Director of the Center on
Race, Inequality, and the Law
New York University School of Law

JOBETH HAMON

Ward 6 Councilwoman
Oklahoma City City Council

KAHLIL SEREN

Vice Mayor
City of Cleveland Heights, OH

CHASE FOSTER

Rabbi for Engagement and Learning
jHUB

JANET F. KORN

Sister of Mercy
Sisters of Mercy Community of New
York Pennsylvania West

VALERIE TRAUB

Adrienne Rich Distinguished
Professor of English & Women's
Studies and Frederick G. L.
Huetwell Professor of English and
Women's Studies
University Of Michigan

ALVIN BRAGG

Visiting Professor and Co-Director
of the Racial Justice Project
New York Law School

MARYANN SCALI

Executive Director
National Juvenile Defender Center

MAGGIE LEBLANC

District Defender of 16th Judicial
District Public Defenders' Office, LA

IBRAHEEM S. SAMIRAH

86th District Delegate Member
Virginia House of Delegates

DAN SIMON

Professor of Law & Psychology
University of Southern California

TAMAR BIRCKHEAD

Attorney

SONG RICHARDSON

Dean
University of California Irvine
School of Law

EMILIE TOWNES

Dean
Vanderbilt University Divinity
School

JODY ARMOUR

Roy P. Crocker Professor of Law
University of Southern California
Gould School of Law

ALISON MIKKOR

Assistant Professor of
Lawyering Skills
University of California Irvine
School of Law

STEVEN ZEIDMAN

Professor
City University of New York
School of Law

BARBARA GREEN

Church of the Assumption,
Fairport, NY

DAVID L. WALLACE

36th Judicial District Chief Public
Defender, LA

ENID TRUCIOS-HAYNES

Professor of Law
University of Louisville Brandeis
School of Law

CAITLIN CLERKIN

David and Mary Hunting Graduate
Fellow at the Institute for the
Humanities
University of Michigan

HENRY WEINSTEIN

Professor of Law
University of California Irvine
School of Law

DAYLIN LEACH

District 17 State Senator
Pennsylvania State Senate

SARA JACOBSON

Associate Professor of Law and
Director of Trial Advocacy
Temple University School of Law

CLAUDIA MUNOZ

Interim Executive Co-Director
Grassroots Leadership

ROSEMARY B. MCNATT

President
Starr King School for the Ministry

CHARLES S. BOBIS

Professor of Law (Ret.)
St. John's University School of Law

MICHELLE OBERMAN

Katharine and George Alexander
Professor of Law
Santa Clara University School
of Law

LESLIE CREDLE

Founder and Director
Justice For Housing

MICHAEL HARRIS

Pastor

KEVIN BIRD

President
Michigan State University Graduate
Employees Union - AFT Local 6196

COLLEEN CHIEN

Professor
Santa Clara University School
of Law

MIKE SYLVESTER

District 39 State Representative
Maine House of Representatives

EMILY SHETTY

District 18 Delegate
Maryland House of Delegates

KATHERYN RUSSELL-BROWN

Professor, Levin, Mabie, and Levin
Professor and Director for the
Center for the Study of Race and
Race Relations
University of Florida Levin
College of Law

TSEMING YANG

Professor of Law and Director of the
Center for Global Law and Policy
Santa Clara University School
of Law

THEA SEBASTIAN

Policy Counsel
Civil Rights Corps

KATHLEEN KIM

Professor of Law
Loyola Law School at Loyola
Marymount University

AARON KOLLER

Professor
Yeshiva University

SIGNED

MATIANGAI SIRLEAF

Associate Professor of Law
University of Pittsburgh School
of Law

VANESSA SPINAZOLA

Executive Director
Justice & Accountability Center
of Louisiana

DENISE GILMAN

Co-Director, Immigration
University of Texas School of Law

MICHAEL MELTSNER

Professor of Law
Northeastern University School
of Law

LIYAH BROWN

*Director of Criminal Injustice
Reform*
Texas Civil Rights Project

GABRIEL J. CHIN

Edward L. Barrett Jr. Chair
University of California, Davis
School of Law

EZAK PEREZ

Director of Programs
Gender Justice LA

JEFF HOROWITZ

Professor
University of Michigan

PRIYA BASKARAN

Assistant Professor
Washington College of Law

DARRYL C. WILSON

Associate Dean & Professor of Law
Stetson University College of Law

LAURA RILEY

Director of Experiential Learning
USC Gould School of Law

BINNY MILLER

*Professor of Law and Co-Director,
Criminal Justice Clinic*
American University Washington
College of Law

DANIEL MEDWED

University Distinguished Professor
Northeastern University

MONA CADENA

*Director of Campaigns and
Organizing*
Equal Justice USA

**TABITHA ST. BERNARD-
JACOBS**

Organizer
Women's March

BRENDON WOODS

Public Defender
Alameda County Public Defenders
Office

AMANDA WOOG

Executive Director
Texas Fair Defense Project

LINDSEY HORTENSTINE

*Director of Communications
and Development*
Orleans Public Defenders

MAHNOOR HUSSAIN

Policy Associate
South Asian Americans Leading
Together

JUSTIN LEVINSON

Professor of Law
University of Hawaii

JULES EPSTEIN

Professor
Temple University

SUSAN CARLE

Professor
American University Washington
College of Law

JOY BLACKWOOD

Director of DC Strategy
People's Action

SHARON MCGOWAN

Legal Director
Lambda Legal

KATIE KRONICK

Practitioner in Residence
American University Washington
College of Law

MICHAEL CARROLL

Professor of Law
American University of Washington
College of Law

JAMES MACLEOD

Assistant Professor
Brooklyn Law School

SHIRLEY LIN

Acting Assistant Professor
New York University School of Law

KUMAR RAO

Director, Justice Transformation
Center for Popular Democracy

SAKIRA COOK

Director, Justice Reform Program
The Leadership Conference of Civil
and Human Rights

PATRISSE CULLORS

*Political strategist, Co-founder
of Black Lives Matter & Founder
of Reform LA Jails*

MARIA RODRIGUEZ

Executive Director
Florida Immigrant Coalition

VAUGHN STEWART

Delegate
Maryland House of Delegates

DAN MCCLINTOCK

Minister of Mission and Family Life
Park Road Baptist Church

JACQUELINE HIDALGO

*Associate Professor of Latina/o/x
Studies and Religion*
Williams College

CHESA BOUDIN

San Francisco District Attorney

BRANT T LEE

Professor of Law
University of Akron School of Law

JULIA SALAZAR

State Senator
New York State, District 18

MELINA ABDULLAH

*Professor, Pan African Studies
at California State University
Los Angeles and Co-Founder
Black Lives Matter-LA*

ZACH NORRIS

Executive Director
Ella Baker Center for
Human Rights

KATIE EYER

Professor of Law
Rutgers Law School

CAROL ANNE LAWLER

Reverend

TAREK MAASSARANI

Founding Coordinator
DC Alliance for Restorative
Practices

AARON LITTMAN

Binder Clinical Teaching Fellow
UCLA School of Law

CHANTAL COUDOUX

Co-Director
Success Stories Program

ELLA BOURLAND

Journalist

DENI MACK

Founding Member
RocACTS

KELLYANN MORGAN

Institutional Advancement
Teachers College

STACEY RUTLAND

Founder
Income Movement

INGRID WALDRON

Professor
University of Pennsylvania

ALESSANDRA BIAGGI

State Senator
New York State, District 34

KRISTEN BELL

Assistant Professor
University of Oregon School of Law

WILLIAM NEUHEISEL

*Human Rights & Civil
Liberties Advocate*
ExposeFacts

EMILY TIMM

Co-Executive Director
Workers Defense Project