

Appendix H

Examples of Relevant Work from the City of Decatur and Other Communities

- i. Decatur Police Department
- ii. Decatur Community Coalition
- iii. Create Community 4 Decatur: Black Lives Matter
- iv. City of Seattle
- v. City of Portland

The Decatur Police Department finds that the (7) priority items requested in the Community Action Plan are consistent with their beliefs for the future strategic direction of the Department and are compatible with the Strategies expressed in their newly developed 2016-2019 Strategic Plan.

April 21, 2014

Dear Commissioners Baskett, Cunningham, Boykin, Garrett, and Drake:

As promised when I appeared before you on February 18, 2014, I am here tonight to present a formal request for a more appropriate response to my complaint about being racially profiled by the Decatur City Police.

You will recall that I was not satisfied with the complaint investigation and conclusions contained in the January 30, 2014 report that I received from Police Chief J.M. Booker. Chief Booker concluded that the officer whom I claim racially profiled me, Special Investigator Hall, did nothing wrong and that she had a reasonable basis to issue to Officer Brown and her other fellow officers a suspicious person look-out to stop and detain me. In the report, Deputy Chief J.K. Lee stated that my behavior in walking from the rear of my home where no vehicles were visible, bypassing my mailbox, and proceeding to walk away from my residence drew the attention of Special Investigator Hall and caused her to go onto my private property to investigate further. Her "findings" in my backyard led to my public humiliation.

Statements have been made in the press that there is no disagreement regarding the facts that are detailed in the report. However, this is not quite the case. As an example, Deputy Chief Lee's report to Chief Booker states in item # 5 that "The duration of the entire encounter between Mr. Denard and Officer Brown was one minute and four seconds." This alleged statement of fact is directly contradicted by Officer Mack's dashboard video camera recording of the incident. The length of that recording is over 6 minutes, and it is important to point out that Officer Mack arrived late on the scene and was not present when Officer Brown called out to me "Sir, where are you going?" There are more differences, but the important issue is my disagreement with the report's conclusion and the need for us to come together in a problem-solving mode as a community to avoid racial profiling.

I stated at the February 18 meeting that I was not the only Black person in Decatur that had experienced the public humiliation and degradation of being racially profiled by Decatur City Police and that my request for further action on the part of the City Commission would be a request that will be supported by other victims of racial profiling in Decatur. A community organizing meeting was held on April 6 at Oakhurst Presbyterian Church. The meeting was attended by a broad range of citizens from throughout Decatur who decided to form the Decatur Community Coalition. The meeting included members of real estate agent associations and members of community groups such as Quakers for Racial Equality, who all came out in support of this cause. Seven Black men shared their personal stories of having done nothing wrong but yet were racially profiled by police officers on the streets of Decatur. The painful irony of these cases is the fact that the seven victims include a Decatur Hometown Hero, Terry Lecount; the grandson of former Mayor Elizabeth Wilson, Michael Turner; a former elected school board member, Don Denard; and a man who was profiled in his neighborhood twice recently, Thaddeus Nathaniel.

The Decatur Community Coalition was formed for the initial purpose of bringing the community and police onto common ground regarding the need to avoid racial profiling. The coalition agreed to form a working group that developed a set of specific recommendations that have been shared with Chief Booker. We are formally presenting these recommendations to you tonight (see the attached) with the expectation that we can embark upon a process that will ultimately produce a favorable impact in terms of avoiding allegations of racial profiling and preventing unnecessary harm.

On behalf of the Decatur Community Coalition,

Don Denard

Recommendations presented by the Decatur Community Coalition to preserve the dignity and rights of citizens and residents of Decatur, visitors, and commuters who are Black:

1. Provide additional training to ensure officers understand the rights of people and the community standards for police interactions as set by the City of Decatur working in cooperation with the Decatur Community Coalition.
2. Enact a formal policy, proclamation, or ordinance banning racial profiling.
3. Discontinue the use of “numbers of citations/arrests” as a factor in performance evaluations or promotions. Such a practice encourages officers to make suspicion-less stops because such stops serve as a pretext that can allow them to get enough information not previously known to the officer that the officer can thereupon write a ticket or make an arrest.
4. Require officers to record (a) the apparent or perceived ethnicity, gender, and age of motorists or pedestrians stopped by the police, (b) the reason for the stop, and (c) the outcome of the encounter. Whereby “stop” is meant a situation where an officer requests or directs that such person remain in the officer’s presence, including but not limited to situations where officers conduct even brief pat-downs, where officers request identification, and where officers ascertain whether or not the person stopped has any outstanding warrants.
5. Establish procedure for collecting data on stops to identify the law enforcement officer making the stop or causing the stop to be made and give individuals who are stopped a copy of the form indicating why they were stopped.
6. Collect statistical data on motorists or pedestrians who are stopped, detained, and/or searched, regardless of whether the person is cited or arrested, by law enforcement officers and enter the data into a computer database to track the racial and ethnic information collected by officers making stops. [A majority of states have passed legislation requiring law enforcement agencies to collect racial data on traffic stops – Source: Floyd Weatherspoon , “Ending Racial Profiling of African-Americans in the Selective Enforcement of Laws: in Search of Viable Remedies”, 65 *University of Pittsburgh Law Review* 72) (Texas law requires that police departments collect data pertaining to traffic stops, pedestrian stops, searches conducted and citations issued – Source: Data Collection Resource Center – Northeastern University]
7. Determine whether the respective officers have disproportionately stopped any particular racial group.
8. Develop accessible methods, on the Police Department website and on paper, for people to be able to file racial profiling complaints.

9. Create a Community Review Board, made up of the City Manager, two residents, one Black, one White, and a clergy member to monitor racial profiling complaints, which have been received by the City, and compile a summary of such complaints for presentation to the members of City Commission.
10. Provide the Decatur Community Coalition, on a quarterly basis, access to and summaries of the information obtained from the statistics compiled on stops.
11. Implement plans to determine whether the data to be collected is statistically valid, whether the data will be used to support disciplinary actions, and to evaluate the data quarterly in concert with the Decatur Community Coalition.
12. Establish sanctions for non-compliance with the anti-profiling policy, proclamation, or ordinance that result in police disciplinary action, ranging from the requirement of more training, the filing of professional misconduct charges, up to termination of employment.
13. Include on the Police website information for citizens about the importance of providing accurate, complete descriptions in reporting suspicious behavior to the Police; include this information and information on avoiding stereotypes in the effort of citizen education .



Create Community 4 Decatur: Black Lives Matter

We are people from multiple faiths, multiple cultures, and multiple paths working for equality in the justice system, neighborhoods, housing, and education, by challenging structural supremacy, building authentic community and transforming institutional injustices in housing, education, and criminal justice--because black lives matter.

Monthly meetings are held at Oakhurst Baptist Church. For more information or to get involved, contact createcommunity4decatgur@gmail.com.

Excerpt of Minutes from November 17, 2015

TASK GROUPS

Systemic Racism

Facilitators will e-mail pictures and text of the Confederate monument on the courthouse square in Decatur to the group. They will also contact Equal Justice Initiative to invite them to a meeting. One member of the task force will speak to members of the DeKalb Historical Society about whose perspective history is told from and how to expand the narrative. The systemic racism group, including students from Emory School of Public Health, will research access to healthful food options and how to help people navigate access to health care, such as through the Affordable Care Act.

Equality in Education

Four Decatur High School students came to the group. Concerns include ways to report racial profiling/ racist incidents, training for faculty on race, discrimination against black students in relation to the dress code, achievement gap, and self-formed segregation among students. Action items: Find out if there is a system in place for reporting racist incidents- how to report, whom to report to. Schedule a meeting with the principal. Hold student forums to talk about racial incidents, how they could handle an incident with resource officer, or what students can do about self- imposed segregation. Meet with administration to discuss how dress code is enforced.

Equality in Neighborhoods/Housing

Action items: Support the Decatur Housing Authority getting a zoning variance to redevelop 1111 Oakview Rd. into more affordable housing units. Reward landlords who have affordable rental units with a tax credit or other incentive. Build a consortium of universities, faith groups, and other organizations to buy housing for use by Decatur Housing Authority. Ensure that people servicing the community (teachers, police, fire fighters, ministers, etc.) can afford to live here by getting a tax credit. Research other communities facing gentrification (New York City, etc.) for promising models.

Equality in the Criminal Justice System

General concerns: Support the work of Decatur Community Coalition & Better Together Decatur on getting Decatur Police to take Fair & Impartial Policing training, work on education in neighborhoods about calling police in regard to suspicious behavior- not basing calls on stereotypes, share stories to build common ground, use social media to better effect to raise awareness, and support the work of the End New Jim Crow Action

Group Action items: Find out who administers the Create the Community 4 Decatur: Black Lives Matter Facebook page so that the criminal justice group or others can add items and updates. Update a brochure on "Neighborhood Safety and Stereotypes," originally developed by Atlanta Friends Meeting, so that it contains references to cases such as Tamir Rice or Trayvon Martin and current online resources. Modify the brochure content/ format so that it can be used effectively on social media. Inquire with the Decatur High School Media Program about the possibility of doing a "Humans of Decatur" multi-media project similar to "Humans of New York" to share stories and build common ground across differences.



**ADVANCE OPPORTUNITY.
ACHIEVE EQUITY.**

RSJI: Our Approach

Vision, Goals and Strategies of RSJI

A vision of Race and Social Justice: Seattle's Race and Social Justice Initiative (RSJI) is a citywide effort to realize the vision of racial equity. The Initiative works within City government and with the community to get to the root cause of racial inequity: **institutional racism**. RSJI is led by the Seattle Office for Civil Rights and an interdepartmental team of City staff. All elected officials in the City of Seattle have endorsed and promote RSJI.

RSJI's initial goals: When the City of Seattle introduced the Race and Social Justice Initiative in 2005, no U.S. city had ever undertaken an effort that focused explicitly on institutional racism. RSJI began as the City's attempt to "get our own house in order" by focusing on internal programs and operations. Over the last three years, the City of Seattle has joined with other institutions and community organizations. In 2009, RSJI convened the **Race and Social Justice Community Roundtable**, a group of 25 major institutions and community-based organizations working together to achieve racial equity in the community.

RSJI's new three-year plan: In 2011 the Race and Social Justice Initiative finished implementing its first three-year plan. In 2012, RSJI will introduce a new three-year plan that advances the vision of Race and Social Justice beyond Seattle City government to achieve racial equity across Seattle. This plan calls on government, institutions, businesses and the community to work together to achieve racial equity, using **three Equity Strategies**.

Equity Strategies: Over the next three years, the Race and Social Justice Initiative will use three specific strategies:

1. Apply racial equity tools to the City of Seattle's own programs and projects.
2. Build racial equity into City policies and Citywide initiatives.
3. Partner with other institutions and the community to achieve racial equity in key areas such as housing, jobs, education, health, criminal justice, community development and the environment.

Common approaches: All three strategies will use a set of common approaches:

- Develop meaningful measures and set specific targets for eliminating racial equity. We will measure our progress with the same dedication as we measure our problems.
- Use inclusive outreach and public engagement strategies to involve the community.
- Increase the public will to achieve racial equity.

As a community we have made it to this point thanks to the work of those who came before us. We believe that Seattle residents have had enough of the current status quo, and that we are ready to end racial inequity. We must work urgently for racial equity.

How the Race and Social Justice Initiative has evolved

The movement to end racism in Seattle is not new. Since the beginning of white settlement in the region, racial inequity has been part of our reality. At the same time however, organizations and individuals have used legal, legislative and social pressures to fight racial inequity. Local efforts to achieve race and social justice have been an important part of our region's history.

During the 1980s and 1990s, Citywide diversity and cultural competency training created a relatively diverse workplace, but they did little to address the underlying systemic issue: institutional racism. In 2005, Seattle implemented the Race and Social Justice Initiative to address institutional racism throughout City government.

RSJI formulated a new approach that includes:

- Focusing explicitly on race and institutional racism.
- Beginning with ourselves – in other words, “get our own house in order” as a necessary first step before engaging the community more broadly.
- Prioritizing achieving real results in the community.
- Committing to long-term sustainability.
- Using an organizing model to move the work forward, both within City government and in the community.

The Initiative developed an organizational structure to support departments' RSJ responsibilities within their own lines of business, as well as the City's overall commitment:

- Annual RSJI work plans developed and implemented by individual departments.
- Departmental Change Teams to guide departments' work plan implementation.
- A set of issues that cut across all City departments: workforce equity, contracting equity, inclusive outreach and public engagement, immigrant and refugee access to services, and training and education. Departments incorporated these five “Central Concerns” as part of their work plans.
- A Citywide Core Team of 20-30 people representing most City departments, who work with Change Teams, departments, and interdepartmental teams to implement the Initiative.
- The RSJI Sub-cabinet, consisting of department leadership and the Mayor's Office, which develops proposals to address systemic issues, and serves as a forum for sharing RSJI best practices.
- Formal support from elected officials.
- Coordinated training for all City of Seattle employees. All employees participate in a one-day training curriculum based on the PBS series, “*Race: the Power of an Illusion.*” Change Team, Core Team and other key leaders receive additional in-depth training.

Why lead with race?

The RSJ Initiative leads with racism because race has shaped our institutions and policies in the United States in ways that have prevented us from achieving equity. Until now, government typically has responded to inequities – when it has responded at all – by developing programs and services to lessen its effects. To achieve equity, however, we must focus on root causes. Ending institutional racism involves more than simply developing programs to help people of color. RSJI is Seattle's effort to change the underlying system that perpetuates racial and social inequities.

To challenge racism, we have to look beyond individual acts of prejudice to the systematic biases that are built into our institutions and our society. We are not to blame for what happened in the past, but we are responsible – both personally and institutionally – for eliminating racism and its legacy today.



Office of Equity and Human Rights

Realizing Equity. Enhancing the City of Portland.

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Portland, OR 97204

City of Portland, Oregon
Amanda Fritz, Commissioner • Dante J. James, Director

Vision

City services are administered and delivered in a way that gives all Portlanders access to the opportunities necessary to satisfy their essential needs, advance their well-being and achieve their full potential.

Mission

The Office of Equity and Human Rights provides education and technical support to City staff and elected officials, leading to recognition and removal of systemic barriers to fair and just distribution of resources, access and opportunity, starting with issues of race and disability.

What is Equity?

Equity is when everyone has access to the opportunities necessary to satisfy their essential needs, advance their well-being and achieve their full potential. We have a shared fate as individuals within a community and as communities within society. All communities need the ability to shape their own present and future. Equity is both the means to healthy communities and an end that benefits us all. - *From the Portland Plan*

Three Year Goals: Citywide Equity Initiative

- 1. Establish and enhance a cross-bureau collaborative structure to support:**
 - i. Citywide equity strategies and policies
 - ii. Compliance with federal laws, Title II (Americans with Disabilities Act) and Title VI (Civil Rights Act)
 - iii. Sharing of best practices
 - iv. Technical assistance

- 2. Develop a citywide training and professional development program to address:**
 - i. Institutionalized racism
 - ii. Able-ism and disability awareness

- 3. Establish data collection and assessment mechanisms for bureaus to identify, evaluate and report on equity impact measures for:**
 - i. Hiring
 - ii. Contracting
 - iii. Budget expenditures
 - iv. Levels of service
 - v. Infrastructure conditions

- 4. Coordinate community involvement and advisory structures to strengthen the work of the Office and engage Portlanders as valued partners:**
 - i. Bureau Advisory Committee
 - ii. Portland Commission on Disability
 - iii. New Portlander Advisory Council
 - iv. Human Rights Commission

ESSENTIAL ONE-YEAR OUTCOMES OF OEHR PROGRAMS

1. Increased understanding of institutional barriers based on race and disability, resulting in changes in the culture of the City of Portland's government.
2. All bureaus accept responsibility to reduce disparities within their scope of influence.
3. Establish baseline assessment metrics.
4. Development of equity tools to measure individual Bureau success and evaluate the reduction of disparities in the City of Portland.
5. Select bureaus are assisted in developing strategic plans to increase the racial and ethnic diversity of employees in the City of Portland.
6. Select bureaus are assisted in increasing the number of persons with disabilities as employees of the City of Portland.
7. Increased contracting opportunities for minority and women owned businesses.
8. Improved immigrant and refugee access to City services, jobs, and contracts.
9. Strengthened community outreach and public engagement of communities of color, immigrant and refuge communities, and communities with disabilities, to better inform City policies and services, including the work of the Office of Equity and Human Rights.