



## **Allocation of Resources for Law Enforcement and Alternatives A Position Paper of the RocACTS Criminal Justice Task Force**

**Summary  
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The Criminal Justice Task Force has prepared a position paper recommending the position of the CJTF on the issue of re-allocation of police resources. This summary includes the recommendations within the template of "Bring the H.E.A.T." Please see the full paper for additional context and background.

### **CJTF Recommendations**

1. **Hiring:** We recommend that the Rochester Police Department (RPD) adhere to the following hiring practices:
  - Ensure that police services focus on community safety, responsiveness, service and protection such that harassment, racial profiling and use of excessive force is minimized and eliminated.
  - Officers who have resigned or been terminated for misconduct in any police agency should not be hired at RPD.
  - Emphasize hiring BBPOC (black, brown, people of color) and female personnel so that RPD becomes more closely aligned with the community composition.
  - Emphasize hiring officers who live in or near the communities they serve.
  - Implement United Christian Leadership Ministry's (UCLM) suggested Citizen Public Safety Interview Panel to interview police applicants before they are hired to provide input on whether the candidate is prepared to work effectively with communities of color.
  - Create response units that provide trained mental health intervention workers who can respond to routine mental health calls, homelessness, truancy and assist officers in responding to other situations that have potential to escalate without such supportive crisis services.
  - Ensure that candidates for the police force receive psychological screening with appropriate and accurate instruments designed to help assure that the candidate demonstrates the capacity to perform his/her/their duties and meet all other conditions of employment.
2. **Equipment:**
  - Review and assess all military-style equipment that has been accumulated through the federal government distribution of surplus goods to determine whether this equipment enhances a militarized approach to community policing that results in a higher likelihood of use of force, militaristic displays, "warrior" culture and related effects that endanger citizens and communities.
  - Divest from utilizing military-style equipment and refrain from acquiring additional material of this nature.



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- Review the policies and procedures governing the use of SWAT teams and other potentially higher intensity intervention approaches to assure that their deployment and utilization is clearly defined and in line with community safety needs.
- Require consistent use of body cameras and make the records readily available to the Police Accountability Board and other citizens.
- Avoid the use of facial recognition technology which appears to inappropriately mistakenly target black people.

### 3. Accountability:

- Support and cooperate with the Police Accountability Board, accepting civilian disciplinary powers as part of the process.
- Closely monitor and publicly report demographic information about police contacts and the nature of the charges generated.
- Establish clear standards for use of force and ensure that all officers are regularly trained and reviewed on these standards.
- Eliminate policies, procedures, laws and regulations that provide police with qualified immunity.
- Uphold the provisions on the Civil Rights Act of 1871 that established a citizen's right to sue police officials for damages resulting from misconduct, which have been abrogated by qualified immunity and court precedent rulings.
- Undertake an objective study of what the citizens in communities most affected by policing want from their police, make the findings public and include these findings in actionable accountability measures.

### 4. Training:

- Establish restorative programs such as the Juvenile Accountability Conferencing program that provided a police employee (not an officer) trained in restorative community conferencing available to assist with conflict resolution in RCSD and other community settings.
- Ensure that training programs in de-escalation, racial justice and anti-bias have been evaluated for effectiveness, required to be completed annually and delivered by qualified trainers.
- Consider requiring police candidates to have completed post high school degrees.

### 5. Additional:

- Consider structural changes, such as developing a dedicated focus on solving crimes involving gun violence and repeat offenders.
- Consider involving the larger community surrounding Rochester, including other local police agencies and the County Sheriff department in addressing problems that may disproportionately affect the city but have developed as a result of area-wide decisions, policies and practices.
- Establish an ongoing academic research relationship to ensure that changes in policies, procedures and practices are evaluated for effectiveness and possible unintended consequences, particularly on the communities most impacted by crime and policing.
- Ensure that reallocation of funds is thoroughly considered and that the process is transparent and accountable to the public.

## Conclusion

The Criminal Justice Task Force is committed to engaging with and joining community groups to provide input to planning and assist with implementation of changes to community police policy. We welcome participation from those who are interested in working on this and other concerns in justice and prison reform. We continue to focus on the Police Accountability Board, ending prolonged solitary confinement in New York State by passing the H.A.L.T. legislation (Humane Alternatives to Long Term Solitary Confinement) and citizen advocacy work, among other interests. Please visit the RocACTS website at [www.rochesteracts.org](http://www.rochesteracts.org) for more information.