



**Los Angeles County Commission on Human Relations**  
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## **Policing and Human Relations Project Update**

At the time of the 50<sup>th</sup> anniversary of the 1965 Watts Rebellion, the Commission decided to review the current state of policing and human relations in our county. The intention is to recognize accomplishments and identify issues that need attention and possible reforms to improve equity and strengthen trust between law enforcement and communities.

From September 2016 to September 2018, 7 public hearings were conducted to allow community organizations, constituents, and policing professionals to relate for the public record their experiences and suggestions regarding policing in the county. Five of these hearings were held in each of the five Supervisorial Districts. A sixth hearing focused on experiences of members of LGBTQ communities and women of color. The final hearing obtained input from law enforcement partners in dialogue with subject matter experts. During this time, also, research was conducted to identify examples, models, promising practices, and suggestions from other groups and locales. When the final report with recommendations is completed, we will collaborate with community and law enforcement partners for implementation of needed changes.

Community partners for the hearings included:

Antelope Valley Human Relations Task Force  
 Antelope Valley Latino Education  
 Black Lives Matter  
 California Conference for Equality and Justice  
 Centro Community Service Organization  
 Coalition for Police Reform  
 Committee for Racial Justice  
 Community Action League  
 Dignity and Power Now  
 Gender Justice LA  
 Greater Long Beach Interfaith Community Organization

Legacy LA  
 Long Beach Immigrant Rights Coalition  
 Los Angeles Community Action Network  
 NAACP  
 National Day Laborer Organizing Network  
 Social Justice Advocacy Network  
 Somos Familia Valle  
 Trans Latin@ Coalition  
 Transgender Advisory Council  
 Venice Justice Committee  
 Watts Labor Community Action Committee  
 Women’s Policy Institute  
 Youth Justice Coalition

Law enforcement partners represented in the final hearing included:

Inglewood Police Department  
 Long Beach Police Department  
 Los Angeles County Sheriff’s Department  
 Los Angeles Police Department

LAUSD Police Department  
 Pasadena Police Department  
 San Gabriel Police Department  
 West Covina Police Department

On the following pages are lists of issues identified during the various hearings and from published documents along with reforms suggested for consideration.

## Issues that Need Attention to Advance Criminal Justice Equity in the County of Los Angeles

	Identified in Hearing Testimony							Identified in Published Materials <sup>4</sup>
	SD1 <sup>1</sup>	SD2 <sup>1</sup>	SD3 <sup>1</sup>	SD4 <sup>1</sup>	SD5 <sup>1</sup>	LGBTQ <sup>2</sup>	WoC <sup>3</sup>	
Addressing Complaints from Community Members	✓	✓	✓	✓	✓	✓	✓	Caceres-Monroy; City, 2016; Kolts, 1992; National, 2015; Office, 2015; U.S....Guide
Addressing Officer Misconduct	✓	✓	✓	✓	✓	✓	✓	City, 2016; Kolts, 1992; National, 2015; Office, 2015; U.S....Guide
Administration	✓	✓	✓	✓	✓	✓	✓	Caceres-Monroy; City, 2016; Johnson, 1971; Kolts, 1992; National, 2015; Office, 2015; Police, 2016; U.S....Guide; U.S....Importance
Community Advice and Oversight	✓	✓	✓	✓	✓	✓	✓	City, 2016; Johnson, 1971; Kolts, 1992; National, 2015; Office, 2015; U.S....Guide, U.S....Importance
Custody Placement of Detained Persons	✓	✓		✓	✓	✓		Caceres-Monroy; Kolts, 1992
Dealing with History	✓	✓	✓	✓	✓	✓	✓	Office, 2015; U.S....Importance
Family Communication and Assistance	✓	✓	✓	✓	✓	✓	✓	Caceres-Monroy; Johnson, 1971; Office, 2015; Police, 2016
Hiring Standards and Procedures	✓	✓	✓	✓	✓	✓	✓	City, 2016; Kolts, 1992; Office, 2015; U.S....Importance
Interface with Federal Immigration Authorities	✓	✓	✓	✓	✓	✓	✓	Office, 2015
Patrol Engagement with Community Members	✓	✓	✓	✓	✓	✓	✓	City, 2016; Johnson, 1971; Kolts, 1992; National, 2015; Office, 2015; Police, 2016; U.S....Guide; U.S....Importance
Policing in Schools	✓	✓		✓		✓	✓	Office, 2015
Procedures and Conditions in Jail Facilities	✓	✓		✓	✓	✓	✓	Caceres-Monroy; Johnson, 1971; Kolts, 1992; Office, 2015
Responding to and Investigating Possible Hate Crimes		✓	✓	✓		✓		U.S....Bureau, 2017
Responding to Gang Involvement	✓	✓	✓	✓				Allan, 2002
Surveillance and Body-Worn Cameras	✓	✓	✓	✓	✓			City, 2016; Office, 2015
Training	✓		✓	✓	✓	✓	✓	Johnson, 1971; Kolts, 1992; National, 2015; Office, 2015; Police, 2016; U.S....Importance
Use of Force	✓	✓	✓	✓	✓	✓	✓	City, 2016; Johnson, 1971; Kolts, 1992; National, 2015; Office, 2015; Police, 2016; U.S....Guide

<sup>1</sup>SD=LA County Supervisorial District

<sup>2</sup>LGBTQ=Lesbian, Gay, Bisexual, Transgender, Queer

<sup>3</sup>WoC=Women of Color

<sup>4</sup>List of materials cited is at the end of this document

## Reforms Suggested for Consideration

### Addressing Complaints from Community Members

- Ensure that processing of complaints is transparent
- Promptly and thoroughly investigate complaints
- Promptly, transparently, and publicly report results of complaint investigations

### Addressing Officer Misconduct

- Conduct timely, thorough review and documentation of new officers' performance
- Execute prompt discipline and/or dismissal of problematic officers
- Oversight bodies review officers with repeated misconduct allegations

### Administration

- Implement procedures for monitoring and reducing racial and ethnic bias
- Create and execute policies and procedures for culturally competent community policing to build relationships of trust with local communities and populations
- Evaluate officers' emotional intelligence (EQ) and deploy those with stronger EQ scores with communities with greatest tensions in law enforcement-community relations
- Assign new recruits to patrol rather than custody deployments
- Establish and use performance and outcome metrics that emphasize community engagement rather than suppression actions
- Deploy officers to support and protect rather than intimidate peaceful demonstrators
- Ensure that checkpoints are equitably located in all kinds of communities rather than only in lower income areas and places with high concentrations of marginalized populations
- Ensure that criminal investigations are thorough and transparent regardless of the status or influence of alleged perpetrators
- Prohibit questioning about legal status

### Community Advice and Oversight

- Engage law enforcement leaders and community leaders, both supportive and critical, in ongoing relationships of regular dialogue and periodic consultation
- Establish and maintain collaboration between local law enforcement leaders and community leaders to assess policing activities and outcomes and identify priorities

- Establish and maintain accessible LGBTQ liaison individuals and units in police departments
- Ensure that membership of oversight bodies reflects the diversity of communities served
- Include elected members on oversight bodies
- Include formerly incarcerated persons as members of oversight bodies
- Grant full investigative authority, including subpoena power, to oversight bodies
- Oversight bodies review officers with repeated misconduct allegations
- Conduct meetings of oversight bodies in locations and at times that are accessible to community members
- Grant authority to oversight bodies to approve budgets before final submissions and to review candidates before hiring
- Include monitoring of compliance with the Trust Act in the authority of oversight bodies
- Ensure that members of oversight bodies engage with community members in ways that demonstrate genuine respect and concern

#### Custody Placement of Detained Persons

- Place persons detained due to substance abuse or mental health conditions in treatment instead of incarceration
- Place detained persons according to their self-identified gender rather than biological sex

#### Dealing with History

- Acknowledge roots of policing structures and their continued influence
- Repair relationships damaged by entrenched enmity

#### Family Communication and Assistance

- Promptly and respectfully provide family members information about and access to detained individuals

#### Hiring Standards and Procedures

- Conduct thorough background checks that include identifying biases and experiences of trauma
- Establish and adhere to evidence-based standards for levels of bias and trauma that disqualify candidates
- Establish minimum requirement of associate level degree
- Ensure that police forces reflect the gender and cultural diversity of communities they serve

#### Interface with Federal Immigration Authorities

- Prohibit immigration referrals unless individuals have been convicted of violent criminal offense

### Patrol Engagement with Community Members

- End traffic stops and other confrontations of community members without probable cause
- Frequently participate in community events
- Help organize and participate with community members in recreation activities
- Interact with all community members, even those who are detained, as persons of dignity, worthy of respect for their cultural, gender, and religious identity, mental capacity, and economic condition
- Refrain from blaming victims

### Policing in Schools

- End deployment of police officers on school campuses
- End the inequitable implementation of random searches on school campuses

### Procedures and Conditions in Jail Facilities

- End demeaning strip searches
- Increase availability of hand-washing facilities and adhere to basic health practices
- Establish procedures for ensuring sanitary conditions
- Provide clear and widespread communication with detained persons regarding their rights
- Communicate available services to detained persons prior to release

### Responding to and Investigating Possible Hate Crimes

- Provide information to people targeted by hate crimes regarding available support services
- Take seriously allegations of hate crime from members of LGBTQ communities

### Responding to Gang Involvement

- Focus on youth development programming rather than merely on suppression of criminal activity by gangs
- Provide effective means by which people can challenge being placed on law enforcement's gang databases
- End use of gang injunctions

### Surveillance and Body-Worn Cameras

- Require uninterrupted use of body-worn cameras
- Release footage from body-worn and facility cameras promptly following use of force incidents

## Training

- Teach ongoing attention to awareness and management of implicit bias and track outcomes
- Train in use of de-escalation techniques
- Develop ardent respect for civil rights of all community members, including those suspected of criminal activity
- Require ethnic studies classes and studies in psychology
- Require learning histories of communities and populations officers serve
- Cultivate community protector rather than military occupying force mentality
- Conduct thorough training in legally required and best practices regarding contacts with persons facing mental health challenges
- Conduct thorough training in respectful interaction with frequently marginalized populations, including homeless persons, members of LGBTQ communities, and women of color
- Enlist members of marginalized populations to design and lead portions of training
- Require officers to complete training in, and demonstrate, cultural competence in serving diverse populations in terms of race, ethnicity, religion, gender, gender identity, and sexual orientation

## Use of Force

- Establish and adhere to protocols for using least lethal forms of control necessary in each situation
- Conduct videoed interviews of involved officers following use of force incidents
- Release footage from body-worn and facility cameras promptly following use of force incidents

## Public Policy

- Reinvest law enforcement funds in public health, mental health, housing, and community intervention services, peacebuilding initiatives, youth development, education, cultural arts, and environmental justice
- Appoint independent prosecutors to investigate use of lethal force incidents
- Adequately resource and deploy mental health professionals to intervene in calls involving persons with mental health challenges
- Review and revise as needed the Public Safety Officers Procedural Bill of Rights Act to ensure rights of community members are not jeopardized by protections granted to officers
- End limitation of access to education opportunities and driver's licenses for young adults because of status offenses
- Decriminalize fare evasion, including removing law enforcement from this task, and make free Metro passes available to youth
- Provide public space for day laborers to procure work
- Increase resources for organizations and groups providing support to hate crime targets

- End use by law enforcement of equipment designed for use by the military
- Incorporate restorative justice circles as an alternative to formal charges and prosecution
- Stop criminalizing homelessness
- End confiscation and destruction of property belonging to homeless persons
- Establish, resource, and maintain a UN-style rights abuse review body
- Change the practice of impounding vehicles of persons with limited incomes and charging them exorbitant fees

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