

REIMAGINING PUBLIC SAFETY

Urban Peace Institute's Recommendations for Police Reform, Accountability, and Embracing Community Based Alternatives



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UPI seeks to dismantle the economy of mass incarceration and invest in building a community-based public safety and health infrastructure that allows people of color to thrive. Public leaders across the country are looking for a quick fix, but there is no quick fix. Change is only going to come from a seismic shift in power away from police, police unions, and the justice system towards a transformative investment in community-led safety and health solutions. Public safety should be redefined by communities that experience over-policing and violence.



**POLICE REFORM:
REDEFINE THE MISSION
OF AMERICAN POLICING**

**END OVER-POLICING
OF COMMUNITIES OF
COLOR**

**END POLICE VIOLENCE
& BRUTALITY**

**REIMAGINE POLICING
FOR PUBLIC TRUST**



**ACCOUNTABILITY: CREATE
PUBLIC ACCOUNTABILITY AND
LEADERSHIP**

**ENSURE COMMUNITY-LED
POLICE ACCOUNTABILITY**



**INVEST IN COMMUNITY-BASED
SOLUTIONS TO PUBLIC SAFETY**

**INVEST IN COMMUNITY-BASED
ALTERNATIVES TO PUBLIC
SAFETY**

POLICE REFORM: REDEFINE THE MISSION OF AMERICAN POLICING

1. End Over-Policing of Communities of Color

- End and divest funding from law enforcement practices that support systemic racism, use of force, and warrior style policing
- End stop and frisk practices
- End racial and gang profiling
- End use of gang databases and injunctions
- End police in schools
- End police collaboration with Immigration and Customs Enforcement (ICE)
- Decriminalize and de-prioritize enforcement of minor crimes
- End for-profit policing and eliminate fines and fees for low-income people



2. End Police Violence & Brutality

- End use of adversarial policing and aggressive suppression tactics
- Transform use of force policies
- Require police departments to bear the cost of misconduct; settlements should be paid out of police budgets

3. Reimagine Policing for Public Trust

- Embrace policing that focuses on community well-being and building public trust as core value in communities of color
- Transform policing approach from warrior-style to guardian-style policing
- Recognize officers for exercising restraint and embracing relationship-based policing
- Change promotional criteria and incentives for officers

- Institutionalize and fund community-based pre-arrest diversion practices
- Require relationship-based policing training for all officers
- Require public agencies and police departments to engage with community-based training organizations and resident leaders
- Require officers responding to school incidents have advanced training to work with youth
- Law enforcement should embrace community-based alternatives to addressing safety for non-criminal offenses



ACCOUNTABILITY: CREATE PUBLIC ACCOUNTABILITY AND LEADERSHIP

4. Ensure Community-Led Police Accountability

- Create police commission and civilian complaints offices including community oversight with subpoena power
- Invest in community leadership training to ensure police accountability is driven by communities of color most impacted by over policing
- Ensure expedient officer discipline and prosecution without pay when under investigation of an alleged crime or improper use of force
- Assign independent prosecutors for use of force cases
- Ensure citizens' rights to record and film police is respected by law enforcement agencies





- Establish policies that allow individuals to review police video and audio footage of their interaction with police without a court order
- Require the use of body cameras and dashboard cameras, and require the expedient release of footage to the public
- Enact consent decrees with strict oversight and accountability (federal and/or state)
- End the application of qualified immunity doctrine to police accused of use of excessive and/or deadly force
- End application of SLAPP motions by government agencies to discourage lawsuits seeking accountability
- Require policing data publication for arrests, diversion, officer-involved shootings with disaggregation by race, age, and zip code

- Ensure data transparency and make data available on officer misconduct, lawsuits, disciplinary actions, etc.
- End police union interference in the oversight and crafting of police accountability
- State legislatures must separate negotiation of contracts on police wages and benefits from law enforcement disciplinary procedures
- State legislators must ensure transparency and public involvement in the negotiation of collective bargaining agreements for law enforcement
- Revise state “Officer Bill of Rights” to ensure it does not interfere with officer accountability
- Increase budget transparency for law enforcement agencies



INVEST IN COMMUNITY-BASED SOLUTIONS TO PUBLIC SAFETY

5. Invest in Community-Based Alternatives to Public Safety

- Divest funding from law enforcement practices that support systemic racism, use of force, and warrior style policing to fund alternative community-based public safety strategies
- Build a comprehensive community-based public safety infrastructure focused on non-law enforcement approaches to neighborhood health and safety
- Review public safety budgets at the state, county, and city level to reprioritize funding to improve community health and safety; redistribute public safety funding responsibilities between city, county, and state
- End the use of police in schools and divest funding to support school mental health counselors, gang intervention and outreach workers, nurses, psychologists, social workers, and public health workers
- Increase public and private investment in gang and street outreach
- Expand the role of gang intervention and outreach workers to respond and de-escalate violence as an alternative to law enforcement

- Increase investment and expand community leadership development to guide public safety initiatives
- Increase investment in and expand the role of community-based mental health responders
- Expand community-led and operated pre-arrest diversion alternatives
- Expand behavioral health and addiction infrastructure with harm reduction approaches



A Project of Community Partners

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Looking for more information on our programs or technical assistance services?

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