

## The Women of Color for Change “21<sup>st</sup> Century Justice in Policing Act” Pledge

Women of Color for Change is a coalition of mothers, daughters, leaders, and organizations led by Black women and their allies. We are dedicated to justice and the Principles laid out within the pledge. WOCFC is asking its local, state, and federal officials in positions of power and authority to influence and enact reforms to sign this pledge to not turn a blind eye to injustice. S/he will adopt and support the doctrine from the 2015 President Obama Task Force on 21st Century and Justice in Policing Act and any policy that will work to enact equality in all communities that encounter law enforcement.

**WOCFC is asking for your dedication to justice and equity for all by signing the attached pledge.**

Through your commitment to justice and the community, we will finally have a working process to ensure justice under the law for all. *WOCFC's goal is for our supporters to present this pledge to all elected officials and decision-makers in their community responsible for the reforms laid out in the pledge.* The Pledge will be presented to the leadership at the local, state and federal levels as a promise to the American people to honor their oath to the communities they serve. Please sign the Pledge along with many of the other Americans who want justice for all.

“When any part of the American family does not feel like it is being treated fairly, that’s a problem for all of us. It means that we are not as strong as a country as we can be. And when applied to the criminal justice system, it means we’re not as effective in fighting crime as we could be.” —President Barack Obama

Sincerely,

The Women of Color for Change

Action Together New Jersey

## The Women of Color for Change “21st Century Justice in Policing Act” Pledge

I \_\_\_\_\_ pledge to adapt the Justice in Policing Act 2020 and not turn a blind eye to injustice. I will adopt and support the doctrine from the 2015 President Obama Task Force on 21<sup>st</sup> Century Policing and any policy that will work to enact equality in all communities that encounter law enforcement.

**I will support and require:**

### **Institutional and Structural Reforms:**

- Efforts to have elected officials support the creation of a National Crime and Justice Task Force to examine all areas of criminal justice and propose reforms.
- Collaboration between law enforcement agencies and community members, especially in communities and neighborhoods disproportionately affected by crime.
- Periodic review of policies and procedures conduct nonpunitive peer reviews of critical incidents separate from criminal and administrative investigations and establish civilian oversight mechanisms with their communities to ensure they are current.
- National Cultural Competency training for all law enforcement personnel.
- National independent oversight review board.
- Eliminate Qualified Immunity.
- National Police Registry.
- National Criminal Justice Commission to conduct a comprehensive review of the criminal justice system by a bipartisan panel of stakeholders, policymakers, and experts that would make thoughtful, evidence-based recommendations for reform.
- Development of partnerships with training facilities across the country to promote consistent standards for high quality training and establish training innovation hubs.
- Enhancement and promotion of the U.S. Department of Justice’s multifaceted officer safety and wellness initiative.
- Establishment of a task force to study mental health issues unique to officers and recommend tailored treatments.
- Eliminate Qualified Immunity.
- National Police Registry.
- National ban on chokeholds.
- National ban on lynching.
- National training on de-escalation and alternatives to arrest or summons in situations where appropriate.
- National law enforcement mindset to build public trust and legitimacy.
- Adoption of comprehensive policies on the use of force that include training, investigations, prosecutions, data collection, and information sharing. These policies must be clear, concise, and openly available for public inspection.
- Procedural justice and impartial policing.
- Establishment of a workforce that contains a broad range of diversity including race, gender, language, life experience, and cultural background to improve understanding and effectiveness in dealing with all communities.

### Cultural and Systemic Reforms:

- A focus on the training and education needs of law enforcement.
- Treating people with dignity and respect.
- Giving individuals “voice” during encounters.
- A culture of transparency and accountability.
- The consideration of the spectrum of mental and physical health issues faced by police officers from the day-to-day stress of the job.
- Community policing and problem-solving principles.
- Interpersonal and communication skills.
- Bias awareness (scenario-based/situational decision making)
- Crisis intervention (trauma and victim services, mental health)
- Analytical research and technology.
- Languages and cultural responsiveness.
- Basic recruit and in-service training which incorporates content that includes recognizing and confronting implicit bias and cultural responsiveness.
- Implement ongoing, top down training for all officers in cultural diversity and related topics that can build trust and legitimacy in diverse communities. This should be accomplished with the assistance of advocacy groups that represent the viewpoints of communities that have traditionally had adversarial relationships with law enforcement.
- Continued research into the efficacy of an annual mental health check for officers, as well as fitness, resilience, and nutrition.

**Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

To take the 21<sup>st</sup> Century Policing Pledge:

1. Take a photo or video of yourself signing the pledge (printable copy: <https://>) OR create a graphic that includes your name, office, and the full text of the pledge.
2. Post the photo, video, or graphic on your social media accounts and/or website with the hashtag #womenofcolorforchange.

Please visit the \_\_\_\_\_ website for more information about the pledge: <http://> \_\_\_\_\_ .org/

If you have any additional questions, please email [womenofcolorforchange2020@gmail.com](mailto:womenofcolorforchange2020@gmail.com).

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Reference:

President’s Task Force on 21st Century Policing. 2015. Final Report of the President’s Task Force on 21st Century Policing. Washington, DC: Office of Community Oriented Policing Services.



# WOMEN OF COLOR FOR CHANGE

## "21st Century Justice in Policing Act" Pledge

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(Your Name)

I pledge to adapt the Justice in Policing Act 2020 and to not turn a blind eye to injustice. I will adopt and support the doctrine from the 2015 President Obama Task Force on 21st Century Policing and any policy that will work to enact equality in all communities that encounter law enforcement.

*Rachel Green*

**RACHEL GREEN**

ATNJ Civil Rights Director

*Nhu-Uyen Khuong*

**NHU-UYEN KHUONG**

Executive Director, ATNJ

