

RIVERSIDE COMMUNITY POLICE REFORM TASK FORCE

FINAL REPORT - SEPTEMBER 2020

Executive Summary

Background

The blatant murder of George Floyd at the hands of Minneapolis police officers has shaken the nation and our community to the core, and has brought into focus the systemic racism that continues to plague many aspects of American life, and that persists in the very institutions that are meant to protect and serve the people. This single injustice once again laid bare the reality that many in our society choose to ignore: the racism that remains entrenched in the institutions foundational to our communities, including public safety. This reality has, for far too long, resulted in countless unjustified deaths, irreversible trauma, and fear of police within communities of color.

The Riverside Police Department (RPD) is no stranger to incidents of police brutality. In 1998, a woman called 911 because her friend, Tyisha Miller, was foaming at the mouth and locked in her car. Upon arriving, the responding RPD officers noted that the unresponsive woman had a firearm in her possession and responded by firing over 60 bullets into the car, immediately killing Tyisha Miller.

In 1999, after the officers were acquitted by the Riverside County District Attorney, California Attorney General Bill Lockyer launched a civil rights investigation into the policies and practices of the RPD. The investigation revealed that the Department had a longstanding pattern of violating the statutory and civil rights of the public and had failed to uniformly and adequately enforce the law. This prompted the California Attorney General to file the first court-enforced judgement to reform a police department by a state attorney in the history of the United States.

While the Mayor's Use of Force Panel, made up of a cross-section of community members, came forth with a set of 12 recommendations that were subsequently adopted by the City Council, the Attorney General's investigation resulted in a five-year stipulated judgment between the State of California and the City. Both mandates required the City of Riverside and its police department to initiate far-reaching reforms in its operations, training, and organizational culture.

Pursuant to the stipulated judgment, the RPD agreed to implement a series of reforms which included: changes to the citizen complaint procedures, increased training and supervision of officers, installation of audio and video recorders in patrol cars, and creation of a community-oriented policing program. The AG appointed Joseph Brann, a nationally known police expert, to

serve as the monitor. Monitor Brann issued several reports during the five-year monitoring period.

In a 2006 press release, then California Attorney General Bill Lockyer said, “No judgement alone can or ever will create a perfect police department, but it can create a solid foundation for growth. The future success of the RPD will depend upon the willingness of the department and local policymakers to build upon these reforms and fully implement community policing.”

This moment, as international attention is focused on and demanding reform and justice in United States law enforcement practices, is the opportune time for the Riverside community and its leaders to revisit our history of policing, the progress we have made over time, and the issues that persist and need to be more deeply addressed.

Our city has made some positive progress in reforming its policing practices since 1998, including the establishment of the Community Police Review Commission (CPRC) in 2000 based on recommendations from the Mayor’s Use of Force Review Panel. However, time has a way of easing urgency, clouding memories, and changing priorities, and today we recognize that we still have a long way to go to create the type of community where all members feel safe and protected. It is our duty to continue analyzing and innovating our practices to fully embrace community health, safety, and public trust in the institutions that exist to serve our entire community.

To that end, Riverside City Council Members Ronaldo Fierro and Steven Hemenway brought together a broad cross section of residents and community leaders to establish the *Riverside Community Policy Reform Task Force* in July 2020. The mission of this *Task Force* was to gather information about current police policies and practices, learn about reform models being adopted around our state and country, and develop recommendations, rooted in research and best practices, that can be implemented in Riverside to achieve better community outcomes. We meet at this moment, more than 20 years after the anniversary of Tyisha Miller’s death, and we still feel the reverberations of that moment in 1998. Through this work, we aim to honor the lessons learned and ensure that this type of blatant abuse of power and disregard for human life never happen again in our community.

Task Force Membership

The *Riverside Community Police Reform Task Force* is comprised of the following members:

Dex Alexander – Founder & CEO, Black Roses

Jalani Bakari - Community activist and leader, NAACP Riverside Chapter

Justin Hudson – Chief Creative Officer, 1LoveIE

Maury Jackson – Associate Professor of Practical Theology, La Sierra University

Michael Kelly – Pastor, Mt. Rubidoux Seventh-Day Adventist Church

Gabriel Maldonado – Founder & CEO, TruEvolution

Benita Ramsey – Pastor, Unity Fellowship Church/Executive Director, Rainbow Pride Youth Alliance

Suzanne Singer – Rabbi, Temple Beth El

Eddie Thomas – Secretary-Treasurer, Inland Empire Labor Council

Nosente Uhuti - Black Women's Leadership Forum-Riverside/Sistahs of SAGE (Sistahs Aging Gracefully & Enthusiastically)

Darrell Wesley – Pastor, Amos Temple Christian Methodist Episcopal Church

Launa Wilson – Executive Director, Riverside Community College District Foundation

Leni Zarate – Special Districts Administrator, Riverside County Business and Community Services

Timeline and Discussion Topics

The *Task Force* followed the following meeting timeline to facilitate its information gathering and learning process:

July 1, 2020

Introduction and background on historical events and developments in Riverside policing

Guest(s): Dr. Ronald Loveridge, former Riverside mayor.

Dr. Loveridge provided general information about the historical relationships between the City, the Riverside Police Department, and the broader community.

July 8, 2020:

Discussion about Tyisha Miller incident and aftermath.

Guest(s): Mr. Jack Clarke, Jr., prominent Riverside attorney, Chair of 1999 Mayor's Use of Force Panel; Ms. Nosente Uhuti, Black Women's Leadership Forum-Riverside

Mr. Clarke and Ms. Uhuti offered background and perspective about the death of Tyisha Miller at the hands of Riverside police, and an overview of the aftermath and resulting police reforms.

July 15, 2020:

Discussion about various models of police reform.

Guest(s): Dr. Dylan Rodriguez, UC Riverside professor of media & cultural studies

Dr. Rodriguez offered information on a broad range of policy positions and reforms, based in research and practice, that are being implemented around the country. Dr. Rodriguez made a helpful distinction between reform and real, systemic change.

July 22, 2020:

Discussion of Riverside City Budget Process

Guest(s): Council Member Ronaldo Fierro

Council Member Fierro provided a basic overview of the City of Riverside's priority-based budget allocation process, including details about how budget reallocations may occur.

July 29, 2020:

Discussion about current Riverside Police Department policies and practices

Guest(s): Riverside Police Department Chief Larry Gonzalez

This meeting gave the Task Force members the opportunity to engage directly with RPD Chief Gonzalez and receive information and answers to a variety of specific questions about RPD policies, procedures, challenges, and opportunities for reform.

Summary of Recommendations

Riverside Police Department Policies & Procedures. The *Task Force* recommends updates to Chapter 10 (Personnel) to add detailed language regarding specific disciplinary actions that will be taken by the department for policy violations.

Riverside Police Department Hiring and Screening. The *Task Force* recommends more community involvement in the police hiring process, increasing the minimum age requirements for trainees and officers, and increasing the minimum education requirements for trainees and officers.

New Approaches to Non-Violent Crimes and Quality-of-Life Issues. The *Task Force* recommends that the City of Riverside commit to establishing partnerships with community-based organizations and providing funding for alternative approaches to community public safety.

City of Riverside Budget Re-allocation for Improved Community Outcomes. The *Task Force* recommends a reallocation of a portion of the police department budget to the Community Police Review Commission and to the expansion of social services, mental health and homeless services professionals as responders to non-criminal and non-violent incidents.

Complete Overhaul of the Community Police Review Commission (CPRC). The *Task Force* recommends a complete restructure of the CPRC to empower its purpose and improve its effectiveness. This overhaul will include a permanent annual budget allocation for staff support, enhancement of CPRC membership criteria to better represent the community at large, and an expansion of the CPRC scope of work, oversight, and reporting.

Overview of Task Force Research

The task set before the *Riverside Community Police Reform Task Force* is timely, pivotal, and substantial. The question we set out to answer is:

In light of this historic national reckoning, what work can be done in Riverside to ensure justice is accessible to all citizens, especially those for whom justice has been historically denied?

With this in mind, the 13-member *Task Force* committed to listen, read, and research policing strategies employed in Riverside and cities like it. We were fortunate to have heard from community leaders, the former mayor, and a prior policing oversight panel member, a professor currently undertaking the work of police abolition, current council members, and the current Chief of Police himself.

While illuminating, these conversations and research efforts revealed recurring themes of failed Riverside Police Department (RPD) transparency efforts, low public accountability, over-policing in our K-12 schools and colleges, and stubborn reliance on police unions, standardized policy manuals, and qualified immunity as a way of protecting officers while citizens have been left to fend for themselves.

We were puzzled by the lack of specificity and desire for innovation in the areas of police funding, policies, and procedures. We recognize that our current Chief of Police has made some efforts to improve RPD accessibility and community relations. Steps taken include replacing two police officer positions with nurse positions, eliminating the use of carotid artery restraints, and ensuring no-knock warrants are not permitted. Yet, we were troubled by the lack of transparency, the internal RPD oversight loop that limits visibility of potential trouble spots, the expansion of early warning system allowances, the defunding and reductionist approach to the responsibilities of the current Community Police Review Commission (CPRC), and the many grey areas the Chief admitted were allowable in “8 Can’t Wait” scenarios.

The *Task Force* is one of many civic committees assembled at this time, recognizing our moral obligation to do what is achievable on behalf of, in obligation to, and by the power of the people of our amazing city. While we acknowledge the diversity of thought regarding policing, and the efforts currently in place to improve police/community relations, we also acknowledge that constructive action to achieve true equality, police accountability, and community focused public safety policy is only possible when we, the people, demand that our elected, appointed, and hired officials uphold the values we all hold dear as Americans and residents of Riverside. More than verbal commitments, public posturing and fruitless debate, we have endeavored to generate informed, vetted, and actionable items that advance the efforts of reformers before us, create a foundation for an improved public and police partnership in our time, and inspire future efforts towards a better Riverside for all citizens. Adoption of these recommendations will be seen as a

step towards, not a completion of, our desire for community focused public safety policies and efforts that acknowledge the responsibility of our public servants to truly protect and serve the diverse, dignified, and equal citizens of the City of Riverside.

Final Recommendations

I. Policies and Procedures Recommendation

During a thorough review of the Riverside Police Department Policy Manual, the *Riverside Community Police Reform Task Force* observed a lack of consistency between the *Law Enforcement Code of Ethics* and the remaining sections of the Manual. Specifically, it is unclear to what degree de-escalation and public safety are truly top priorities for the Department. Additionally, the Manual fails to include details on disciplinary procedures for police malpractice and policy violations. The *Task Force* was not at all surprised by the vagueness or absence of this language in the Manual, especially given the Department's practice of purchasing standardized policy manuals like so many other police agencies around the nation. In light of the national awakening of consciousness regarding policing policies and practices, the *Task Force* would like to see the Riverside Police Department Policy Manual align with the values stated in the *Law Enforcement Code of Ethics* by including specific consequences for officer violation of policies and penalties for officer malpractice that reflect the community's values on police professionalism.

Recommendation #1. Update the RPD Policy Manual to include a section entitled *Discipline in Chapter 10 – Personnel* that details explicit disciplinary actions that will be taken by the Department for policy violations.

II. Hiring and Screening Recommendation

In addition to stating specific consequences for officer misconduct in the RPD Policy Manual, the *Task Force* urges the Department to increase the minimum age requirements for all ranks of trainees and officers. The current *Recruitment and Selection* section in the Manual specifies 18 as the minimum age requirement for officer candidacy. Furthermore, the minimum level of formal schooling is no more than a high school equivalency test. These standards represent a time when the work of law enforcement did not necessarily require understanding of the many complexities in our current society and the diversity our communities now reflect. At a time when communities around the nation are demanding higher expectations and standards in policing, the *Task Force* recommends that the Riverside Police Department embrace much higher standards of professionalism for the officers who serve our community.

Recommendation #2. Increase community involvement in the police hiring process, and increase the minimum age and education requirements for trainees and officers as follows:

Age Requirements

- Increase **Trainee Testing** age requirement to a minimum age of **21.5 years**.
- Increase **Entry Level** age requirement to a minimum age of **23.5 years**.
- Increase **Lateral Police Officer** age requirement to a minimum of **28.5 years**.

Education requirements

- Increase Trainee Testing education requirement to include enrollment in a minimum of (12) semester units in an accredited college or university, with combined courses in police science, sociology, critical thinking or related courses.
- Increase Entry Level education requirement to include completion of an AA degree from an accredited college or university, or in process of completion within (6) months of testing. Preferred major course work in police science and/or sociology.
- Increase Lateral Police Officer education requirement to include completion of a BA or BS degree in police science, sociology or closely related field from an accredited college or university.
- Require that Commanders, above the rank of Sergeant, possess a minimum of an MA or MS degree prior to any administrative appointments.

III. Recommendation for a New Approach to Non-violent and Quality of Life Interventions

We have seen the progress made around the country with various collaborative models of public safety, including C.A.H.O.O.T.S. in Eugene, Oregon, the STAR model in Denver, and the re-assembled Camden County Police Department in New Jersey. Each of these models has in common a deliberate focus on shifting from a culture of enforcement to one of safety for everyone in the community. Recruiting and deploying social workers, mental health professionals, and homeless services advocates, among others, has proven in many areas to add an additional layer of safety for the community and peace officers alike. As the City of Arts and Innovation, the *Task Force* would like Riverside to be at the forefront of re-thinking our model of policing and helping the RPD fulfill its stated mission of improving our quality of life in partnership with the people the Department serves.

Recommendation #3. The City of Riverside should establish community partnerships aimed at preventing violence, de-escalating volatile situations, protecting property, reducing police use of force, and ensuring health and safety while reducing the community's reliance on law enforcement for non-violent, quality of life situations. Suggested next steps include:

- Plan for and fund alternative approaches to community public safety.
- Immediate outreach to citizen led community organizations encouraging applications for funds from the C.R.I.S.E.S. Act Grant Pilot Program.
- Coordination of public safety planning with the organizations who receive grant funds through this program.

IV. Budget Recommendation

A thorough review of the City of Riverside operating budget revealed that the Riverside Police Department draws 89.10% of its \$139.1 million dollar budget from the City's General Fund and the remaining 10.9% from Measure Z funds. The City's budget history reveals that the RPD budget is on the same trajectory as the Inland Empire; that is, allocated budget dollars are rising as crime rates are dropping. This trend is due, in part, to the complicated and, at times, problematic influence of police unions in negotiating with municipalities. We believe that it is time to revisit the City's budgeting process and priorities for the Riverside Police Department to ensure that it reflects our shared community values.

Recommendation #4. Reallocate a portion of the RPD budget to the restructured Community Police Review Commission (see Recommendation #5) and to the City's effort at adding social services, mental health, and homeless services professionals as responders to non-criminal and non-violent incidents (see Recommendation #3).

V. Community Police Review Commission Recommendation

The Riverside Community Police Review Commission (CPRC) was established in 2000 through the California Attorney General's court-enforced judgement against the City of Riverside and the Riverside Police Department. Unfortunately, once the five-year judgment and its monitoring requirements expired in 2005, the City's investment in the CPRC slowly waned. In the subsequent years, the CPRC has been defunded and disempowered through budget and personnel reductions. Today, the CPRC is merely a symbol of accountability without any substantial influence in developing innovative solutions to public safety.

The *Task Force's* fifth and final recommendation is by far the most important recommendation to come out of our collective effort. We view this recommendation as both required and non-negotiable, as the residents of our city demand and deserve increased transparency, oversight, and community involvement in our own public safety.

Recommendation #5. Completely restructure the *Community Police Review Commission* (CPRC) and clearly specify its duties, responsibilities, and resources as follows:

CPRC Reporting and Funding Structure

- Remove CPRC reporting and budget dependence from the Riverside Police Department. We demand a total separation of powers and funding to empower the CPRC to perform its duties without dependence on the Police Department. Instead, the CPRC should come under the purview of the City Council, which will appoint CPRC members, assist with the maintenance of relevant research and policy partners, and allocate budgetary resources for the body.

CPRC Composition, Staffing, and Auxiliary Partners

- Appointment of the following CPRC members by the Riverside City Council:
 - Up to two Citizen Representatives from each Ward.
 - Representatives from newly developed UCR community policing analysis partnership.
 - A representative from Riverside DA's office.

Additional notes on CPRC membership:

- CPRC members should be recruited to reflect our city's diversity and with priority given to members with experience in public health and safety, social work, and individuals from LGTBQ, black, brown, youth and rural communities.
- To maintain full independence, the CPRC must not include any currently sworn police officers or police department staff members, and no more than one former police officer or police department staff member.
- At least three full time staff positions to include:
 - An Executive Director responsible for executing the directives of the CPRC, implementing CPRC goals and objectives, and providing leadership to other CPRC designated staff.
 - An Administrative Assistant responsible for sending and receiving correspondence, maintaining CPRC calendar, and providing other administrative support.
 - A Community Liaison responsible for outreach and relationship building with the broader Riverside community to further the cause of community focused policing through forums and town hall events to encourage constructive dialogue.
- Auxiliary Partnership(s) to Support the CPRC:
 - A research partnership with UCR to audit current policies, institute reporting best practices, and generate innovative public safety solutions. This partnership should fall under the authority and purview of the City Council, not the RPD, and a representative from the research agency at UCR will be an essential member of the CPRC.

General Duties and Responsibilities of the CPRC

- We demand that the efforts of the restructured CPRC be the detailed undertaking of this (but not limited to only this) ongoing work:

- Request, develop and oversee regular surveys, reports, and studies into Riverside policing policies and practices
- Form and fill independent sub-committees composed of current members or additional volunteers, as necessary. Note: additional volunteer selection should follow the CPRC diversity recommendations and include no current or former police officers or police department staff.
- Independently register criminal complaints with the DA.
- Independently receive & review body cam video immediately, at the same time as Internal Affairs, without delay or interference.
- Submit Notice to FBI Office of Civil Rights for all officer-involved shooting.
- Review, standardize and innovate Early Warning System compliance, infractions, and ongoing maintenance.
- Review & faithfully act on all citizen complaints.
- Gather, execute and disseminate ongoing policy research for best practices in community policing and constitutional rights of citizens regarding law enforcement

Specific Auditing and Archival Functions of the CPRC

- We demand that the CPRC be fully empowered to serve as an independent auditor and archivist of RPD activity to conduct research and suggest policy and procedural updates regarding (but not limited to) the following:

Policies and Procedures

- Duty to intervene policy.
- Warning before shooting policy.
- Policies ending consent searches.
- Detail of specific cases where qualified immunity doesn't apply to RPD officers.
- Use of Force protocols to formally state de-escalation as a priority.
- Crowd control policy to eliminate tear gas and rubber bullets.
- Military weapons and tactics employed without cause.
- Creation of more clarity in "probable cause" AND "evaluation of reasonableness" in use of force definition that is both specific to the Riverside Police Department and in compliance with Supreme Court rulings.
- Requirements for probable cause for every search and detention.
- Disciplinary actions, including but not limited to suspensions, that are a result of police misuse of force, also include loss of pay.
- Research of innovative community involvement in peace officer hiring process.

Minimum Age and Education Requirements

- Increase Trainee Testing age requirement to a minimum age of 21.5 years.
- Increase Entry Level age requirement to a minimum age of 23.5 years.
- Increase Lateral Police Officer age requirement to a minimum of 28.5 years.
- Increase Trainee Testing education requirement to include enrollment in a minimum of (12) semester units in an accredited college or university with

combined courses in police science, sociology, critical thinking or related courses.

- Increase Entry Level education requirement to include completion of an AA degree from an accredited college or university, or in process of completion within (6) months of testing. Preferred major course work in police science and/or sociology.
- Increase Lateral Police Officer education requirement to include completion of a BA or BS degree in police science, sociology or closely related field from an accredited college or university.
- Increase education requirements for Commanders, above the rank of Sergeant, to a minimum of an MA or MS degree prior to any administrative appointments.

CPRC Reporting Responsibilities

- We demand that the CPRC be empowered to independently compile and present an annual report on police/community interactions and identify opportunities to re-fund community policing. This includes (but is not limited to):
 - Re-allocate funds to community-based organizations to provide required minimum training on mental health and homelessness for RPD officers.
 - Re-allocate portion of RPD budget to research ongoing community policing policies and procedures.
 - Establish an accountability-based correlation between the RPD budget and positive policing outcomes agreed upon by RPD, the CPRC, the City Council and community representatives.
 - Identify opportunities to end RPD involvement in non-violent and non-criminal activity including non-emergency dispatch and community-focused intervention agencies.

Conclusion

In closing, it has been the honor of every *Task Force* member to serve and represent the hopes and dreams of a unified city on the path towards community based public safety. During these difficult times we are facing in our nation, we want the City of Riverside to be a model for how community and law enforcement can work together to bring about a thriving environment for all. We envision a city where students receive excellent education in a safe environment, a city that attracts business because of its quality of life, and a city where all residents are confident in the institutions that exist to serve them.

We know that Riverside, the City of Arts and Innovation, can be a beacon to the rest of the country. We believe it is possible for the police and the community to share the burden of law and order, and to partner in the promise of community-based policing. Although we are calling for improved integrity of the RPD policies and procedures, we trust in the integrity of Chief Gonzalez and the men and women who comprise the RPD, as well as in their overarching desire for a safe community for all.

Appendix A: References

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Appendix B. – Table of Deliberated Recommendations

Category	Recommendation	Supporting Info
Police Policy & Procedure	Update and Innovate Use of Force protocols and formally state de-escalation as a priority.	De-escalation is only mentioned 3 times in the 700 page policy manual
	Innovative crowd control policies to eliminate tear gas and rubber bullets	
	Audit and removal of military language from common use and training manuals.	
	Add greater specificity when defining "probable cause" AND "evaluation of reasonableness" in use of force definition (p 57)	
	Adopt Constitutional Policing Priorities and Adapt Policy Manual to Add Constitutional Principles	https://cops.usdoj.gov/RIC/Publications/cops-p324-pub.pdf https://www.montpelier.org/learn/law-enforcement-the-constitution https://vimeopro.com/montpelier/constitutional-foundations-for-law-enforcement
	Implementation of: “duty to intervene” policy; “warning before shooting” policy; release and review of body cam video process; taser training and certification; notice to FBI Office of Civil Rights for all officer involved shootings, as per reforms in Dallas	http://www.dallascitynews.net/city-dallas-implements-immediate-police-reforms

	Adopt policies ending consent searches. Officers should have probable cause for every search and detention; shall not question people about offenses beyond the one for which they were stopped unless they have probable cause.	
	Stop enforcing low-level, "quality of life," and vice offenses	
	Disciplinary actions, including but not limited to suspensions, that are a result of police misuse of force, also include loss of pay.	
Police Hiring & Promotion	Community members present in hiring process and all officer trainings	
	Recruit Ward Specific Officers from Wards they currently live in and assign them to Wards they currently live in. Set an initial goal of 50% of officers assigned to the Ward they reside in.	
	Move toward a 2025 goal that requires all new officers to hold BA or BS degrees and all new promotions to positions above lieutenant to hold post-baccalaureate education (preferably in humanities or social science education not in criminal justice).	

	<p>Increase Trainee Testing age requirement from “20.5 to participate in the testing process and 21 at time of appointment” to a minimum age of 21.5 to participate in the process.</p> <p>Increase Entry Level age requirement from “20.5 years of age to participate in the testing process and 21 years of age at the time of appointment” to a minimum age of 23.5 to participate in the process.</p> <p>Increase Lateral Police Officer age requirement from “20.5 years of age to participate in the testing process and 21 years of age at the time of appointment” to a minimum of 28.5 years of age to participate in the testing process.</p>	
	<p>Increase Trainee Testing education requirement to include enrollment in a minimum of (12) semester units in an accredited college or university with combined courses in Police Science, Sociology, critical thinking or related courses.</p> <p>Increase Entry Level education requirement to include completion of AA degree from an accredited college or university, or in process of completion within (6) months of testing. (major course work in Police Science and Sociology.)</p> <p>Increase Lateral Police Officer education requirement to include completion of a BS degree in Police Science minor Sociology or closely related field from an accredited college or university.</p> <p>Commanders, above the rank of Sargent, should possess master level or higher degree prior to ANY & ALL administrative appointments.</p>	
	<p>Extend community involvement to include: Establish community engagement policy for non-criminal response team (ie. noise complaints, vehicle registration and non-moving traffic violations, etc.)</p>	

Community Involvement	<p>Fund an Independent Council to: Investigate Internal Affairs, Early Warning System, body cam footage and citizen complaints.</p> <p>Empower council to provide ongoing research and act as auditor and archivist of police activity.</p> <p>Council should compile independent yearly police interaction report, not the RPD.</p>	
	Prioritize community engagement.	<p>Example from Camden, NJ: https://www.bloomberg.com/news/articles/2020-06-04/how-camden-new-jersey-reformed-its-police-department </p>
	Finance city-wide billboard Advertisement campaign to encourage citizen residents to report complaints of police abuse and harassment to an appointed city agency.	
	Empower the CPRC with the ability to register criminal complaints with the DA; ensure that the CPRC fairly represents the community, e.g., fewer former law enforcement, more representation from grassroots orgs.	
	In order to reestablish trust with the community, engage in an Equal Justice USA type program as implemented by Baton Rouge, LA and Newark, NJ	https://thecrimereport.org/2020/07/29/an-anti-racist-vision-of-police-accountability/

Supportive Services (outside RPD)	Marketing Campaign highlighting city services and other places to call instead of RPD for non-violent intervention Crisis hotlines LGBTGIA? Resources Mental health resources Youth resources Substance abuse resources Elder care resources	
	Ending police involvement in non-violent and non-criminal activity. Coordinate police 911 dispatch to push non-emergency calls to more appropriate agency/department.	
	Switch response to 911 calls from police to crisis assistance teams along the lines of CAHOOTS in Eugene, OR	https://www.npr.org/2020/06/10/874339977/cahoots-how-social-workers-and-police-share-responsibilities-in-eugene-oregon
	Provide funding to community-based organizations to provide required minimum training on mental health and homelessness for Riverside police officers	
Supportive Services (inside RPD)	Increased Commitment to Officer Care Including regular on duty counseling, marriage counseling and trauma care. Mental health, stress, anxiety and aggression assessments and roll call reminders of self care Develop Office Care Code that details the commitment of PD, the community and city officials to healthy, engaged and responsible officers	
	Launch a poster campaign that decors the precincts with images of bad policing contrasted with images of best practices.	

Police Budget	Create correlation between budget increases and positive policing goals agreed upon by police and community representatives.	
	Commitment to a Demilitarized Police Force Commitment to not spend on armored personnel carriers, machine guns, flash bang grenades Commitment to not spend on drones or military surveillance	
	Reallocate some \$\$ from Police Department to social services, as per Minneapolis Police Dept. and others https://www.brookings.edu/blog/fixgov/2020/06/19/what-does-defund-the-police-mean-and-does-it-have-merit/	https://www.brookings.edu/blog/fixgov/2020/06/19/what-does-defund-the-police-mean-and-does-it-have-merit/
Systems Change	Create Commission to Investigate and Generate Broad Strategy for Ongoing Justice and Equality Reform	
	Include local justice system, poverty, education, public health, women's health, entrepreneurship, quality of life	
	Remove police from schools	https://www.8toabolition.com/remove-police-from-schools
	Embark on Equity project for all city departments as per Dallas reforms:	https://dallascityhall.com/departments/office-of-equity/DCH%20Documents/equality-indicators-booklet-2019.pdf