



# LATINO ACTION NETWORK

## LAN POLICY STATEMENT ON POLICE REFORM 2022

The murder of George Floyd by a Minnesota police officer in what should have been a routine arrest has ignited a national debate over the practices of police departments across the country and in New Jersey. One year after Floyd's death, an [AP-NORC](#) poll shows 45% of Americans believe police violence against the public is extreme or very serious. The shooting death of 14-year-old Adam Toledo by Chicago police has now brought police violence against Latinos to the forefront and UnidosUS (formerly the National Council of La Raza) is partnering with Black Lives Matter groups to call attention to the disproportionate rate of Latino deaths at the hands of police officers ([27 deaths per million residents for Latinos](#)) versus 36 per million for African Americans and 15 per million for whites). While many local departments continue to cling to and defend outmoded policing practices, the NJ Latino Action Network recommends the following actions, which we believe will substantially reduce police violence and bring law enforcement strategies into the 21<sup>st</sup> century:

- Increase diversity of police personnel at all levels through statewide mandates that prioritize diversity in recruitment and hiring practices.
- Conduct psychological screening of recruits and officers and perform periodic reviews and retraining, as needed.
- Review and update currently available trainings/regulations on de-escalation techniques.
- Develop guidelines for tiered disciplinary actions for misconduct.
- Enforce mandatory use of body cameras and discipline officers who turn off or manipulate the device in order to obscure an interaction.
- Provide greater and more effective supervision of officers in the field.
- Emphasize use of non-lethal methods to immobilize and restrain suspects and control crowds.
- Increase funding for research into the development of new methods for non-lethal methods of subduing violent or dangerous suspects.
- Establish police-mental health collaborations to minimize the use of police officers in situations involving people with mental health or substance use disorders.
- Reverse the militarization of police department weapons, vehicles, tactics and equipment.
- Pass laws that require forfeiture of pension for public servants who commit egregious violent acts or felonies and use forfeited funds to improve community/law enforcement relations.
- Provide "active bystander" training to encourage officers to intervene when witnessing misconduct by another officer and build safe reporting systems to protect officers who report misconduct.
- Update licensing and decertification standards to increase the professionalization of law enforcement personnel.
- Provide public outreach to increase awareness of, and public participation in, Civilian Complaint and Review Boards.
- Eliminate "qualified immunity" for all local and state law enforcement officers.