

**Black Student Justice Coalition**  
**List of Demands for San Diego City Council**  
**January 15, 2014**

**SUMMARIAL OVERVIEW:**

In meeting with Chief Zimmerman about the BSJC list of demands we find the she is an officer of conviction and high standards. We have confidence that she has a very genuine conviction to uphold the honor of the badge at all cost. Nevertheless we still find that despite her many valiant efforts issues of institutional racism, racial profiling, police abuse and overuse of force still exist within the SDPD. While the BSJC appreciates the response to the demands by the SDPD we believe that stating the existing policy is not enough to protect the community from the above mentioned grievances. Below in red are the original BSJC demands, in blue the SDPD response, and in green the BSJC response to the SDPD response.

**BSJC DEMAND:**

- A. Special Prosecutor for All Deadly Force Cases: We believe that a special prosecutor must be appointed in every incident that involves an officer's use of deadly force.
- a. Establish local measures necessitating the appointment of a special prosecutor in any case wherein a police officer used deadly force.

**SDPD RESPONSE:**

This matter is not handled by SDPD and should be directed to the San Diego District Attorney's Office.

**BSJC RESPONSE TO SDPD:** The BSJC has already reached out through meetings with Council Members to request a meeting with the District Attorney's Office.

**BSJC DEMAND:**

- B. Police Held Accountable for Use of Deadly Force: We believe that officers should be accountable for the use of deadly force in every encounter.
- a. Establish local measures establishing clear process for the response to any officer involved deadly-force situation wherein including collection of facts, establishing timeline and all issues related to release of information.
  - b. Establish local measures mandating the release of the name of each police officer involved in an incident wherein deadly force was used within 48 hours of the incident.
  - c. Establish local measures requiring an annual report on the use of deadly force by all San Diego Police Departments.

**SDPD RESPONSE:**

- a. See DP 1.04, 1.05, 1.06, 1.07, 1.08, 1.10. See Homicide Division officer involved shootings section IV including shooting review board process.
- b. The United States Supreme Court has ruled recently that all police agencies have to release the name(s) of officers in officer involved shootings within 72 hours of the incident. See Homicide Unit Section IV page 10.
- c. SDPD is mandated by California DOJ to report use of deadly force resulting in death within 72 hours of the incident (see form CJ-11A) . SDPD reports all other use of deadly force not resulting in death to the FBI.

#### **BSJC RESPONSE TO SDPD:**

- a: This does not make the process clear to the community and we also believe that this process is apparently not very clear to many police officers. Measures such as the upcoming Feb 7<sup>th</sup> Community Use of Force Scenarios is a good example of the type of measures necessary to inform the public of existing use of force policies. We need more awareness of exactly when officers are allowed to use force to subdue a CRIMINAL, and it needs to be broken down in terms that the community can understand.
- b. We accept this.
- c. We accept this.

#### **BSJC DEMAND:**

- C. Representative Police Force and Intentional Officer Training: We believe that a police force should be representative of those citizens that it is designed to serve and protect.
  - a. Develop San Diego County wide sensitivity training program for all districts and the City
  - b. Develop local diversity recruiting plan for all law enforcement roles and remove non-violent crimes, child support, and instances such as juvenile records as disqualifying actions for law enforcement eligibility.
  - c. End practice of allowing police officers fired from one municipality for cause from working in any other San Diego County capacity.

#### **SDPD RESPONSE:**

a. SDPD is mandated by California POST to conduct 24 hours of academy training covering culture awareness, diversity, and discrimination. SDPD provides 47 hours of academy training. SDPD also provides 7 hours of training for these subjects at AOT (See attached syllabus of 2015 A.O.T. diversity training). See memorandum from Sergeant Landman with breakdown of total diversity hours taught. See attached media release from Earl Gilliam Bar Association in regards to partnership with SDPD and racial profiling public service announcement video. See AB 60 procedure bulletin and D.P. 6.18.

b. See D.P. 5.03, Background and Recruiting Mission Statement , and recruiter duties. See California POST and SDPD minimum hiring requirements. See 2015 recruiting events and venues.

c. The San Diego Police Department does not hire police officers that were fired from another law enforcement agency within San Diego County.

#### **BSJC RESPONSE TO SDPD:**

a: It is incumbent upon the entire community that the cultural awareness training that exist is obviously not enough. The data shows that the San Diego Police Department is still racially profiling African American despite a crackdown and no tolerance policy by Chief Zimmerman. The new lawsuit against the SDPD being brought via Sgt. Scott also proves that there are training practices that are indicative of the institutional racism that plagues the SDPD. The civil lawsuit being brought against the SDPD by African American members of the community also point to the problem at hand.

b: Far too often African Americans that do want to join the police force are excluded due to petty misdemeanors and juvenile records. We are asking that these police recruiting methods be amended so that more African Americans can join the SDPD.

c: We accept this.

#### **BSJC DEMAND:**

D. Comprehensive Review of Systemic Abuses by Local Police Departments: We believe that there is systemic and structural racism present in policing practices nationwide and that these practices undermine the foundation of democracy.

a. Comprehensive review by the council of abuses by local police departments.

b. Development of use of force standards and accompanying training best practices, and standards for the use of excessive force.

c. Comprehensive local review of police departments' data collection that allows for reporting on the rates of stops, frisks, searches, summonses and arrests by race, age, and gender.

#### **SDPD RESPONSE:**

- a. Request should be directed to City Council.
- b. See DP 1.04, 1.05, 1.06, 1.07, 1.08.
- c. See DP 7.01 with OR 11-29.

**BSJC RESPONSE TO SDPD:**

a: We accept this.

b: No reply

c: We accept this

**BSJC DEMAND:**

E. End Over Policing and Abusive Use of Force.

- a. Establish a Police Oversight Committee in San Diego City and San Diego County with a range of real power, including that of being able to remove officers from duty
- b. Enforce strict limits on the transfer and use of military equipment to local law enforcement and adopt the Stop Militarizing Law Enforcement Act of 2014.

**SDPD RESPONSE:**

- a. Police Executive Research Forum study to come
- b. Explain process for requesting equipment from Federal agencies. See attached application.

**BSJC RESPONSE TO SDPD:**

a: As we await the data from PERF to come out in talking with Chief Zimmerman about the possible outcomes, she has pledged to follow the recommendations of the report. This does not really address the issue of what the community feels is a less than effective Civilian Review Board. We spoke in length about the board and how it is not meeting the needs of the community because they lack a real range of power to enforce what Chief Zimmerman referred to as the discipline matrix for officers that do commit some public grievance. The PERF study will reveal data and recommendations but will not help this community to feel safer from Police Brutality.

In Response the BSJC officially request meeting in a private and then public session with the Mayor's Office, The new Executive Director of the CRB Sharmaine Moseley and the current Civilian Review Board.