

Defunding the Evanston Police Department Plan of Action



Compiled by Evanston Fight for Black Lives
Summer 2020



Defunding the Police - Plan of Action

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Background

| *Who We Are & Why Defunding is Necessary*

The Evanston Police Department needs to be defunded. Its budget is astronomically large, and its resources must be redistributed to our community in meaningful ways. For the last three months, Evanston Fight for Black Lives has been working to have this truth realized by politicians and power brokers across the city. We have met with aldermen and citizens, held community forums, raised money, and done the hard work of constructing a plan for defunding our city's police department. Specifically, Evanston Fight for Black Lives held the largest-projected protest in Evanston, garnering over 5,000 supporters on May 31st, 2020. Following this historic event, we introduced more than 20 action items and events for the Evanston community. Those 20 events include: Defunding 101, Defunding 102, Donation Matching for charities, Calls Demanding Justice for Trent Hunt, Promoting Evanston's Black Businesses, Emails to Aldermen, Chalking around the City, Defunding EPD Flyer Campaign, Sit-In at Aldermen's Houses, Calls to Aldermen, 8th Ward Call with Ann Rainey, 3 Reclaim the Block Parties, Donations for Yakez Semark, the website ETHSALUMNI4ABOLITION.ORG, and Two Yard Sales in the 5th Ward. Evanston Fight for Black Lives amassed thousands of dollars in donations that were sent to community organizations and Evanston individuals in need. We mobilized thousands of citizens to be refocused on local politics. We anticipate that the city council received hundreds of emails regarding defunding EPD and demilitarizing our schools from residents. Evanston Fight for Black Lives greatly increased civic engagement in the people of Evanston. We have also garnered over 1,000 signatures for our [Official Statement](#) for defunding, written below. In conjunction with our grassroots organizing, Evanston Fight for Black Lives anticipates a higher voting turnout with the upcoming local and national elections. With thousands of followers on our social media pages, we have created a connection this summer between the residents of Evanston, and placed a heavier responsibility on our elected local officials. All of this work was done by a group of 13 Evanston youth, primarily Black women.

In this document, we hope to show you why we need to defund our police department, how to remodel the current police force, and immediate action steps to take into consideration. We include a thorough model for defunding the police and its impact, alongside real-world alternatives. It is our intention that this document can be used to shape the conversations on defunding occurring at a governmental level, both in the Health and Human Services Committee and in the City Council at large. We, as members of the Evanston community, are asking our City Officials, Mayor, Alderman, and Chief of Police to imagine what shifting funding away from police and into early childhood education and community centers could do to address existing racial



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disparities. Evanston Fight for Black Lives includes discussion on the relationship between the community and the police department in this document, and why we believe that our current model of policing is inherently violent and racist. We are asking that in crafting the 2021 Budget, you consider not only pouring money into community resources but actually finding ways to ensure that under resourced and predominantly Black neighborhoods and families receive the necessary care. This is a living document and can be used by all, whether inside or outside the Evanston Government. Please see our [Official Statement](#) for further information on why defunding the police is an absolute must in the Evanston community.

| *EFBL Mission Statement*

Evanston Fight for Black Lives is an organization that is dedicated to centering Black and Brown voices within the Evanston community. We are an abolitionist organization that believes that policing is an inherently violent and racist institution. We are working to improve the quality of life for Black people in Evanston by defunding the police and providing black communities the resources they require and deserve. We put our community first in everything that we do from talking to government officials, to providing aid. We believe in radically acting and transforming the ways in which public safety within the city of Evanston is conducted, in the hopes to foster a community where radical and intentional love is prioritized.

| [Official Evanston Fight for Black Lives Statement](#)

June 19, 2020

Dear Mayor Hagerty, Alderman Judy Fiske, Alderman Peter Braithwaite, Alderman Melissa Wynne, Alderman Donald Wilson, Alderman Robin Simmons, Alderman Thomas Sufferdin, Alderman Eleanor Revelle, Alderman Ann Rainey, Alderman Cicely Fleming, & Chief of Police Demitrous Cook, and other officials in the Evanston Community:

Our nation is currently grappling with both discussions and action steps to reconcile the remnants of structural racism that exist in the United States today as a result of 400 years of slavery. The national push towards transforming the current system of policing has caused us as Evanstonians to become increasingly aware of how our dollars are being disproportionately spent in our city, where 35% of Evanston's 2020 general fund goes to policing while only 3.5% goes to Community Development. **We demand that an official statement committing to defund the Evanston Police Department be released to the public by no later than July 15th for the reasons stated below, and that this demand be reflected in the fall of 2020 when the Fiscal Year 2021 Evanston Budget is discussed and finalized.**



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We, as members of the Evanston community, are asking you, our officials, Mayor, Aldermen, and Chief of Police to imagine what shifting funding away from police and into early childhood education and community centers could do to address existing racial disparities. We are asking that in crafting the 2021 Budget, you consider not only pouring money into community resources but actually finding ways to ensure that under resourced and predominantly Black neighborhoods and families receive the care that you would provide your own families and your own children. We are very aware that when we talk about reallocating money into community resources many might immediately imagine police funding going towards what Ronald Reagan coined as “The Welfare Queen,” a derogatory term used to describe predominantly Black women in the U.S. who manipulate programs in the welfare system to their benefit. Although almost equal numbers of white and Black women received welfare in the 1990s, the stereotypical face of the welfare mother was Black. We in Evanston ask that when we talk about reallocating funds to community resources in Black communities, that we do so without the pity and criminalization of Black motherhood, but rather with genuine love and an informed understanding. The Black community is not a broken place that needs fixing. Reallocating funds means finally giving a community that was stripped of its hospital, school and local YMCA, the ability to grow and raise families with the same love and freedom that white families have generationally been provided. We are asking that you take the first step as leaders just as the City Council of Minneapolis, and the Mayor of Los Angeles have done, in beginning the process of dismantling the police by placing our beloved City of Evanston’s money in the same place where many of you have professed that “Black Lives Matter.”

Defunding the police is the first step towards a world in which we no longer need police in the traditional sense. Defunding means redistributing city dollars away from the police and toward real forms of community engagement. Anything and everything that the city should be funding, can be paid for with reallocation of the police budget. We in Evanston know that defunding is not the same as abolition and we believe defunding the police is a necessary first step. Because abolition is a gradual process which starts with defunding the police, we understand that reform will need to be implemented simultaneously. In understanding that reform will need to happen in parallel with or even before we begin to defund the police, in no way do we think reform is the solution to a system that was intended to be violent against black people from its inception. Reform cannot stand against the culture of policing. A former police officer in a major metropolitan area in California wrote, “Whether you were my sergeant legally harassing an old woman, me, legally harassing our residents, my fellow trainees bullying the rest of us, or ‘the bad apples’ illegally harassing ‘shitbags’, we were all in it together”.

According to the [City of Evanston’s 2020 budget](#), 14 million dollars, which is 25% percent of the police budget, goes to patrol operations, while collectively 2 million goes to problem solving teams and the Office of Professional Standards (OPS) whose essential role is to “investigate



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allegations of misconduct made against the Department or its employees by citizens or other employees of the Department/City.” In comparison, Gibbs Morrison Center and Fleetwood Jourdain, community centers located in the 5th Ward where 41.5% of the population identifies as Black according to 2010 U.S. Census data, receive under 2 million dollars collectively. Childhood education programs in Evanston ranging from early learning literacy and cultural arts programs receive even less than that of our community centers with a collective budget of just slightly over 1 million dollars. This is appalling considering that based on a 2016 report on Black Student Achievement in D65, “34% of Black students enter District 65 with the level of early literacy skills considered ‘kindergarten-ready.’” How is it that around 13% of the 2020 budget went to policing while under 2% of our Evanston Community budget goes to Health & Human Services? We would like to see a large portion of police funding in Evanston be invested in local community resources such as mental health, marriage counseling, job training, maternal healthcare, and education.

The City of Evanston can begin to fulfill its duty to **ALL** Evanston Community Members by 1) issuing an official statement committing to defund the Evanston Police released to the public by no later than July 15th and 2) honoring that public statement by working with members of the Evanston community to reflect the requested commitments written in this [Detailed Commitment Statement & FAQ](#) through the release of the Fiscal Year 2021 Budget in the fall. With these aforementioned concerns, the organizers of Evanston Fight for Black Lives and the Evanston community request that you take the first step towards transforming the statement “Black Lives Matter” into a reality right here in Evanston.

REQUESTED COMMITMENTS

1. Provide a clear and updated guideline on the steps that the City of Evanston is taking as it begins the process of defunding the police.
2. Full transparency in which community organizations and resources police funds will be reallocated towards.
3. Transparency in police hiring and existing practices.
4. Commit to sending out frequent surveys to communities in Evanston that are most heavily policed asking them which resources in their community they can't afford and may need more of.

Current Amount of Signatures: 1,146

Alderman Stances on Defunding as of August 24th

| *Summary*



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When we wrote our official statement we demanded that the Mayor of Evanston and all the Aldermen publicly commit to defunding the Evanston Police Department by July 15, 2020. We hoped that the elected officials in Evanston, our representatives, would realize the urgency of defunding the police and removing the power of a white supremacist institution. All of us, the organizers of Evanston Fight for Black Lives, call Evanston our home, and were proud to do so. But to know that many elected officials are unwilling to have a truly genuine conversation with us, or any conversation at all, about defunding is disappointing and disheartening. A month and a half is plenty of time to read, to learn, to discuss, and to plan. Evanston's budget process itself is only two or so months long, so a month should be plenty of time to decide what that process will look like, how you, as an elected official will engage with it, how you will vote on the budget come November.

During the time between the release of the official statement and today, we have reached out to the Mayor and all of the aldermen to have meetings and discuss the logistics of defunding in Evanston, and we were only able to meet with four. We have also held two educational defunding events, Defunding 101 and Defunding 102, and hope to hold more in the future. Additionally, we've been mobilizing Evanstonians to put pressure on their aldermen and grow the base of support for defunding in Evanston. On July 13th, we hosted the *Aldermen Sit In*, where Evanston Residents protested on the front steps of the Aldermen's houses who have not publicly committed to defunding. Since that event, we have seen more aldermen come out to converse with their residents about defunding and abolition and some even committed to defund EPD.

As of August 24th, Evanston Fight for Black Lives and community members have been able to vocalize their urge to defund EPD to all the Aldermen. Some of the aldermen have made clear, written commitments to defund EPD, while others have stated their disdain. Currently, EFBL is aware of five Aldermen Revelle, Simmons, Fleming, Braithwaite, and Wilson that have clearly committed to defunding. The other four aldermen, Wynne, Fiske, Rainey, and Sufferdin have either expressed their disagreement in defunding or lacked clarity in their stance. Below we will summarize the stance of all the city officials we have talked to or attempted to engage with to make their positions known and make sure that everyone in the community is on the same page.

| First Ward Alderman Judy Fiske

First Ward Alderman Judy Fiske never replied to our email asking for a meeting to discuss defunding. During the sit-in outside of her house on Monday she never came out to speak with her constituents or organizers. We are left to assume that she does not support defunding the Evanston Police Department, especially because we saw her removing the chalk messages that protesters had created the day before. In fact, Fiske believes that the city's approach to policing is "just enough". Fisk invited EFBL to speak at her first ward meeting, but would rather look at 911 alternatives instead of properly defunding.



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| Second Ward Alderman Peter Braithwaite

After an extensive meeting with Evanston Fight for Black Lives organizers, Alderman Braithwaite committed to defunding the Evanston Police Department. He wrote a public statement, along with a few organizers, that we posted on Facebook and is linked [here](#). In addition to just defunding, Braithwaite recognized his role in educating his constituents and other people in his generation about defunding and the daily impacts of systemic racism in Evanston.

Additionally, Alderman Braithwaite committed to 3 action steps to kick-start the process of defunding. First, holding a ward meeting about defunding co-moderated by Evanston Fight for Black Lives. Second, a series of budget meetings with second ward residents to continue the initial conversation. And third, being an “active listener” to constituents.

We are appreciative of Braithwaite’s transformation in mindset and recognition of our work and the goals that drive it. His commitment only goes to show that this work is necessary and important, and that this battle is winnable. Activism can be a draining endeavor, but tangible change really does come about. We look forward to continuing to work with Alderman Peter Braithwaite in the future.

| Third Ward Alderman Melissa Wynne

Members of Evanston Fight for Black Lives have been able to meet with Alderman Wynne to discuss defunding and has finally sent us her statement. Here is her updated statement below:

As a member of the City of Evanston's Equity and Empowerment Commission for almost 3 years I have been listening and learning about how Evanston as a community needs to change in order to redress our institutional racism. There are many ways we as a City must change but policing is most important.

I support reallocation City funds to address problems that require some other social support solution than the police. We have left too many problems that we are unwilling to deal with to our police department when they are not appropriately trained or equipped to address the true underlying issues. Our Youth and Young Adult Division has had my full support since we created it 10 years ago. The work of those staff demonstrates over and over that providing social services when they are first needed short circuits the path that ends with the police. We must think creatively about the needs and the solutions for our community. Other cities have developed programs that we must study and adapt for Evanston this budget year.



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I support the work of the Human Services Committee in crafting pilot programs to allocate funds for alternative emergency response protocol. This is a beginning of work that is long overdue. I am committed to finding other solutions to make our community safer for all Evanstonians.

Fourth Ward Alderman Don Wilson

In an initial meeting with Evanston Fight for Black Lives organizers, Alderman Wilson conveyed that he understood that the Evanston Police Department needs to change. It wasn't until the sit-in during the city council meeting on Monday, however, that Wilson committed to defunding. In an email to *The Daily Northwestern*, Wilson made it clear that "[he supported redirecting funds from the police to other community services.](#)" We look forward to working with Alderman Don Wilson in the future.

Fifth Ward Alderman Robin Rue-Simmons

Fifth Ward Alderman Robin Rue-Simmons committed to defunding the Evanston Police Department in our initial meeting with her. Alderman Simmons has been a large supporter for many events that Evanston Fight for Black Lives has hosted, and we look forward to continuing to work with Alderman Rue-Simmons in the future.

Sixth Ward Alderman Tom Suffredin

Sixth Ward Alderman Tom Suffredin has not explicitly committed to defunding, but seems interested in doing so. In the initial meeting with Fight for Black Lives organizers Suffredin showed interest in the concept of defunding and altering the police department. Though he was overly focused on how the ordinances surrounding defunding could get passed.

Suffredin also came out to talk to constituents on Monday during the city council meeting. A video can be found [here](#). He implied that he is in favor of defunding, but worries about committing to something nebulous when he's not sure that it can be passed. Until there are five council members in favor of defunding, Suffredin doesn't understand the purpose or power of his commitment to voting with the "minority". But in fact, Suffredin voted against the last three budgets and they *did* pass, so he doesn't care about being in the minority on city council. For him defunding won't be successful without community buy-in, an issue that we are definitely aware of. We will continue to build community buy-in, to educate folks of all ages and all colors, to field community concerns and questions, and to construct a solution to the over policing in Evanston that our community can get behind.

Alderman Suffredin frames his refusal to commitment as a sequencing issue; first we need to build a large base of support, then we need to construct a police budget that reflects the goal of



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defunding, next we need to secure four other aldermen to vote that budget through, and finally *he* will vote on it if it seems all right to him. This understanding of the process places undue burden on constituents, and showcases that Suffredin is not a leader on issues that matter to him and his constituents, but rather a follower of whatever will get passed by the council. Alderman Suffredin, as a city council member, as a representative and elected official, has the power to shape conversations around public safety policy and to take a stance. He has power to reach out to his constituents, to educate them, to learn from them. To be ignorant of this power, to act like it doesn't exist unless he is in the majority of city council, is to fundamentally misunderstand his role as a public servant. In addition to questioning the support of defunding in his ward, Alderman Suffredin attempted to frame the discussion through an economic lens. He insisted that Evanstonians will be more receptive to defunding if they understand it's fiscal benefits as well as it's ethical benefits. While this may be true, it is a deflectionary tactic from Suffredin and a humongous ask of constituents who work jobs, raise families, and do not have the time to comb through every line in the city's hundreds of pages of budgets or research the effect of police on municipal budgets around the country. Currently, Alderman Sufferdin has not made a clear stance on whether he is in support of defunding or not.

Seventh Ward Alderman Eleanor Revelle

Seventh Ward Alderman Eleanor Revelle never replied to our initial request for a meeting. However, she did come out to talk with constituents and organizers during the city council meeting on Monday. In this discussion Revelle explained that she was uncomfortable committing to defunding because she is still learning about what the concept means and why it is necessary. She has had a month and a half to educate herself and find resources about these issues. Evanston Fight for Black Lives has hosted two educational events about defunding that she could have attended (she was explicitly invited to one). It shouldn't take another month and a half of over policing, violence against Black and Brown bodies, and continued implicit and explicit racism in Evanston to realize that defunding is both necessary and possible. If you have a Black Lives Matter sign outside of your house, as Alderman Revelle does, then defunding shouldn't even be a question.

As of August 24th, Alderman Revelle is now in support of defunding the EPD. She has led City Council meetings that investigate the alternatives to police, like social workers and crisis counselors. She is in favor of moving more funding from police to social services. She chairs the Human Services Committee that discusses with the council and community how and where to reallocate police funds to other services. We are happy to see Revelle's change of mindset, in advancement for the true liberation of Black people.

Eighth Ward Alderman Ann Rainey

Eighth Ward Alderman Ann Rainey did not reply to a request from Evanston Fight for Black Lives to meet. We were left to assume that Rainey does not support defunding, and she only made



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this opinion more obvious on Monday when she stated that she does not know what [defunding is and made a truly off-color joke about police shooting protesters outside her home.](#)

After the sit-in on Monday, a ward meeting for Rainey and her constituents was scheduled for yesterday, Tuesday, at 3PM. Co-moderated by Devon Reid, City Clerk, and Jersey Shabazz, an activist with the Chicago Freedom School, the conversation was lively and informative. It seems like Alderman Rainey has been educating herself on the concept of defunding and some likely policy proposals that could begin the process of defunding right here in Evanston. Yet she was still unwilling to commit to defunding and a communal understanding of her role in perpetuating systemic racism in Evanston. [Here](#) is a video of the meeting.

Throughout the conversation Rainey was unaware of how she, as a person in a position of power in the Evanston government for over three decades, is contributing to systemic racism. More than just this, she did not seem willing to take on any labor to educate herself on defunding in Evanston, constantly asking those around her to send her resources or fill her in. After pressure from constituents, Rainey stated that she will find resources on her own, but still, months later, Rainey has ignored all efforts to meet with Evanston Fight for Black Lives. Alderman Rainey just recently on July 26th spoke publicly against defunding and believes that every city service in Evanston is well funded. While speaking to the Daily Northwestern, Ann criticized the defunding movement and stated that we are “a bunch of college students ignorant of the city’s broader issues.” The link to the Daily Northwestern article may be found [here](#).

| Ninth Ward Alderman Cicely Fleming

Ninth Ward Alderman Cicely Fleming was the first elected official to publicly commit to defunding the Evanston Police Department as well as discuss police abolition in a [statement](#). We look forward to continuing to work with Fleming in the future.

| Mayor Hagerty

We’ve had multiple meetings with Mayor Hagerty, and he has made it very clear that he is not in favor of defunding. Most recently, protesters waited outside the Civic Center for two hours to have a *real* community conversation about policing after one of his “Talks on Policing”. When he did finally sit down and talk to protesters, it was a lot of platitudes and deflections. We are pushing the mayor to realize his agency in constructing and continuing the racist institution of the City of Evanston government. Here is a link to a [transcription of the meeting](#), and an article from [The Daily Northwestern](#). Here is a [link](#) to our June 21st statement after a private meeting with the Mayor and members of EFBL, where he expressed his disdain for defunding the police department.

| Chief of Police Demitrous Cook



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Chief of Police Demitrous Cook has made a spectrum of statements as it relates to committing to defund the Evanston Police Department. After “DEFUND EPD” was painted in front of the police station for the first time, Chief Cook made some bizarre and unnecessary comments about those who painted the mural. He implied that protesters should visit Englewood to see why policing is necessary, perpetuating racialized tropes about violent crime. In addition to this incredibly insensitive and uninformed comment Chief Cook has also stated in some interviews that he supports defunding. In a zoom meeting with advocates for action last Saturday, he said: “But I take it that defunding the police means taking a critical look at budgetary resources that are allocated to the police department from public money--and let's make no doubt about it we are funded by the public--and how the public wants to utilize that money creates public value in my estimation. So taking a critical look at our budget and being efficient in the utilization of these public funds and defund any perceived excess of funds--whether it's a program that's not needed or that the public doesn't value any more and putting that money in a way that helps stop over-policing, minimizes the negative interactions between police and the public...So it's putting resources into other avenues, social services, and things of that nature.”

Given the contradictions within Chief Cook's numerous statements it is hard to say where the Chief stands as it relates to truly committing to defund the Evanston Police Department, therefore it is paramount that we continue to hold him accountable to truly support the community that he serves.¹

The City Budget

Breaking Down the City of Evanston Budget

The City of Evanston's 2020 budget is broken down into twenty nine funds, the largest of those being the General Fund. The General Fund, in turn, consists of eleven funds, the largest of those being the police department. In fact, the police department accounts for 13.5% of the total city budget, and 35% of the General Fund. This leaves just under two thirds of the general fund for city council, city clerk, city manager's office, law, administrative services, community development, fire, health, parks and recreation, and public works combined. We will be focusing on the community development, health funds, and parks and recreation fund because we believe that these departments offer the most resources for Evanston's Black community and the most opportunities to expand and create innovative programs to address systemic issues of affordable housing, food insecurity, childcare, public schooling, health, and community building.

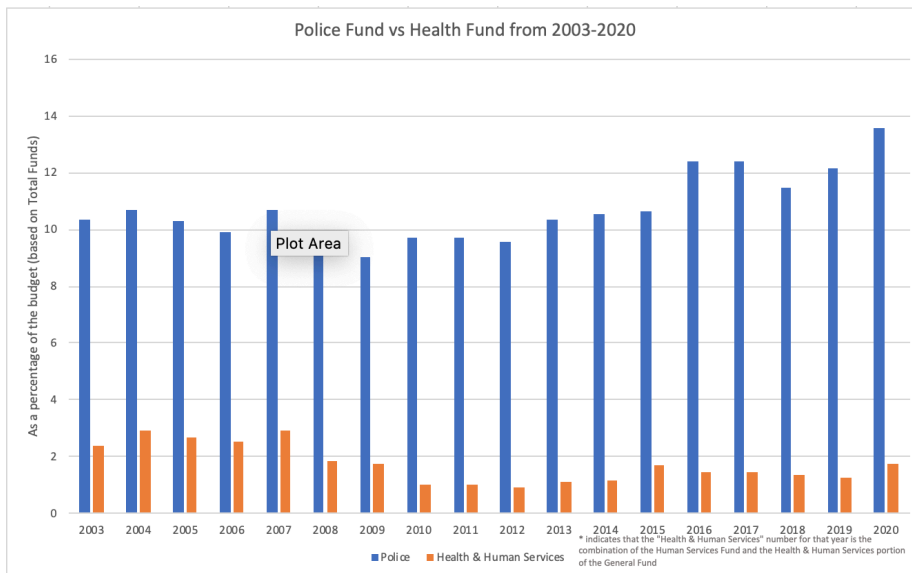
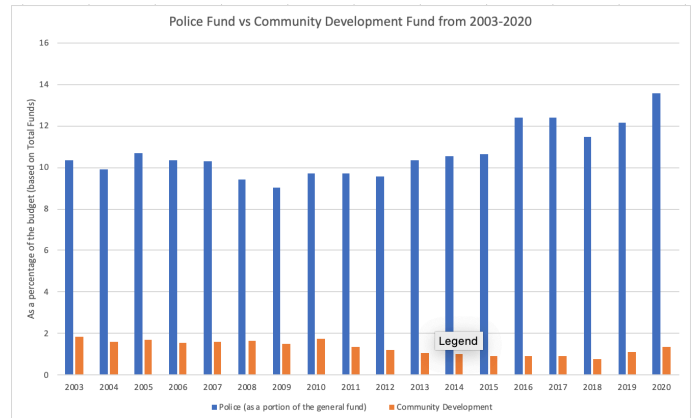
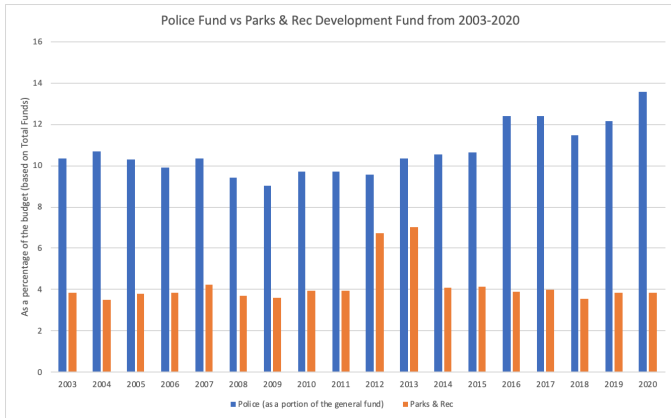
The trend of underfunding in the Parks & Rec, Community Development, and Health funds is evident over time. From 2003 to 2020 the police budget as a percentage of the General Fund

¹ <https://www.dearevanston.org/post/a-community-conversation-with-the-epd>



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shows an average increase, while the health fund and community development fund show an average decrease, and parks & rec stays about flat. We have been trading a more expensive police force for community resources for the last seventeen years.



When funds have smaller budgets, they are less able to support their community, carry out their purposes, and contribute to making Evanston a better and safer place. The Health fund, for example, is supposed “to protect, preserve, and promote wellness for people who live, work, and play in Evanston through creative and sustainable partnerships.”² Along with providing job readiness training and stabilizing housing for Evanstonians in need, this fund is directly committed to increasing equity in our local government. And yet, it only makes up 1.7% of the city’s total budget. The impacts of an underfunded health department are racialized, leading to worse health outcomes for Black Evanstonians. For instance, in the current Coronavirus pandemic “24.6

² <https://www.cityofevanston.org/home/showdocument?id=53967>



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percent of confirmed cases are Black residents, when the same group only constitutes 16.6 percent of the city's population³ (as of 5/22/20). This disproportionate effect on Black communities is a general trend. According to the Harvard school of public health, "Black people have higher rates of diabetes, hypertension, and heart disease than other groups, and black children have a 500% higher death rate from asthma compared with white children."⁴ All of these issues we've raised are manageable, there are tried and true public health solutions to these public health issues. Imagine how much more could be done to improve the health and wellness of *all* Evanstonians if the health department had more funding.

Parks & Recreation department serves an important role in all of our access to the city's natural resources. They "provid[e] a wide range of services that improve the quality of life of those who live, work or play in Evanston,"¹ including parks and recreation, senior services, cultural arts, ecology, and special events. Symptoms of systemic racism in early childhood education, childcare, and housing could be remedied by more programming from the Parks & Rec department. Summer camps, ecology programs, and preschool and after school programming can occur at recreation centers and Evanston's 70 parks¹. When white students at ETHS have a collective mean GPA of 3.4, and their black counterparts have a collective mean GPA of 2.45, drastic changes to education policy from the city council and school board are necessary⁵.

Lastly, the Community Development department can address issues of wealth inequality in Evanston. By expanding entrepreneurship opportunities for women and BIPOC in Evanston¹, the department could only benefit from increased funding for grants and programming. In Evanston 62% of white households are homeowners, compared to 38% of Black households. This discrepancy is related to that in average income, where the average median income for white families is \$93,000 compared to \$50,000 for their Black counterparts. The city government just address these issues of housing and wealth inequality quickly, as the Evanston Black community is slowly shrinking. "According to U.S census data, in 2000, 22.5% of Evanston's population identified themselves as Black compared to an estimated 17%, per the latest American community survey estimate." Reinvestment into the Community Development fund can be used to truly *develop* Evanston's Black community.

The key to utilizing these funds is effectively mobilizing city employees to put these new resources to use. And yet, the most obvious discrepancy between the police department and those of the health, community development, and parks & rec department is the amount of people

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<https://dailynorthwestern.com/2020/05/22/city/evanston-leaders-concerned-with-disproportionate-rates-of-coronavirus-among-black-and-latino-residents/>

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<https://www.hsph.harvard.edu/news/hsph-in-the-news/health-disparities-between-blacks-and-whites-run-deep/>

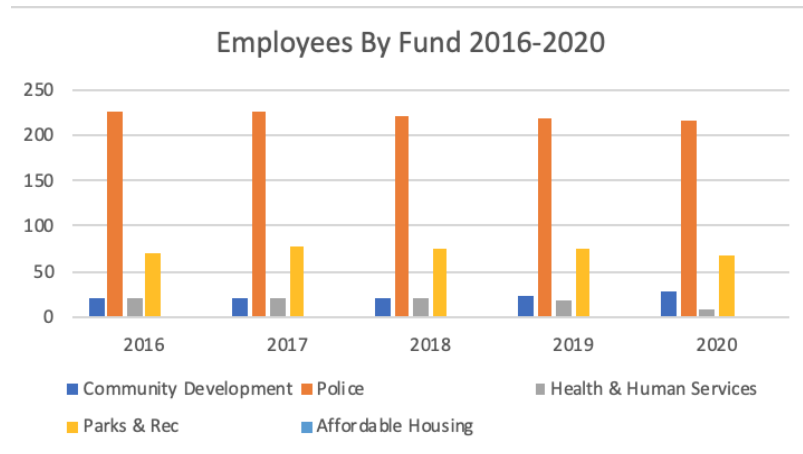
5

https://www.eths.k12.il.us/site/handlers/filedownload.ashx?moduleinstanceid=1489&dataid=6230&FileName=Annual%20Achievement%20Report%202019_FINAL.pdf



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employed by each of the departments. In 2020 the police department employed 216 people, compared to 27.75 at the community development department, 8.75 at the health department, and 69 at the parks & rec department¹. Like funding, this trend of less employment is true over time. Many of the funds we reinvest into the Community Development, Parks & Rec, and Health can go to personnel to increase the number of employees in these departments. We will address new hiring and transfer policies in the “How to Begin Defunding Section”.



Police are Overfunded

Police are overfunded no matter how you look at it. From an economic perspective, the police budget has one of the lower revenue to expenditure ratios compared to other funds we have been focusing on. Thus, the taxpayer dollars going to the police budget are getting less return than they would reinvested somewhere else. The most fiscally responsible thing to do is reallocate taxpayer dollars to places other than the police department. From a criminal justice perspective, community building programs outside of the police have been proven to prevent crime better than police presence. This is true on a national level, as more police doesn't equate to less crime. James McCabe, a police staffing consultant, “says there is little clear connection between staffing numbers and crime.”⁶ In fact, the most policed wards in Evanston, the fourth, fifth, and eighth also see some of the highest levels of crime.⁷

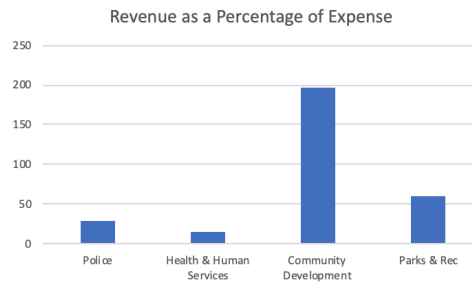
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<https://www.usatoday.com/story/news/investigations/2019/02/13/marshall-project-more-cops-dont-mean-less-crime-experts-say/2818056002/>

⁷ <https://www.cityofevanston.org/government/departments/police/reports/incident-maps>



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City's Obligations

The city of Evanston has responsibilities and duties to the residents. The local government looks after the people and delegates power within the city, with a more direct connection to the people. As all of the authors of this document are residents of Evanston, the City Council and Government staff have a duty to listen to the people and uplift their wants and needs. Without the people, there would be no government. When we have a government that does not listen to the mass calls to action by the citizens, they poorly perform their outlined duty-- to serve the people. Evanston Fight for Black Lives has been working for the past three months on forming a collective of Evanston residents who hold our local government to high standards. This is the same sentiment around the country as well. As more and more people call to defund their police departments, it is the City's obligation to respond and look into what that would look like, by listening to the public. EFBL, alongside many other community members, have held multiple community gatherings that discuss what the *community* wants from the police department. To knowingly neglect what the public wants, is a shameful way to serve the public.

With this document, Evanston Fight for Black Lives has done much of the work for you. We have given substantive rationale for defunding, and a model for how to enact that change. We have come to these solutions through working with community members and listening to their needs. People often forget about the significance of local government, but this summer Evanston Fight for Black Lives has greatly increased civic engagement of the city residents. Never have we seen before the accountability and high standards that constituents are upholding their aldermen to. This is because defunding the police is a life saving measure. As we have created a plan for the ways to go about defunding, it is now on the city council and local government to craft a 2021 budget that reflects the wants of the people.

This means also keeping residents informed about local government issues, through transparency and accessibility. For example, government meetings should be on time not during the standard work hours so more people, specifically working-people are able to contribute to their city's government. This also means consistently interacting with residents to hear what they want from the government. This summer, much of the work of community organizing and higher civic engagement was not due to the work of city council, but due to the work of grassroots organizing. If Black lives truly matter in Evanston, the city government must implement the



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changes the *people* want to see. Much of the work is already done in this document, and Evanston Fight for Black Lives is always open to further discussion and collaboration from the city council and government.

Community & EPD Relations

| *Even in Evanston Policing is Violent*

While many love to claim that police violence does not occur in Evanston in similar ways that we may see in Minneapolis or in Chicago, Evanston Police Department is still a harmful institution. “Since 2016, Black people have made up almost 60% of all arrests, but only take up 17% of our population.”⁸ Black Juveniles make up 65.1% of arrest and are 4.2 times more likely than their white counterparts to be arrested as of 2017.⁹ Interactions with EPD and its Black residents have caused fear, violence and in some cases even death. Our “liberal bubble” is no excuse for an institution that was created with the intentions of the destruction of the Black body.

A little over 10 years ago, Evanston Police Department shot and killed 32-year old Desrick York, father of twin 5 year olds at the time.¹⁰ Police responded to a call stating that Desrick had been in an argument with a landlord and had a knife on hand, resulting in a police response to shoot him 11 times causing his death.¹¹

Michelle Andrewin, the mother of his kids describes Desrick as a loving man who traveled across the country in search of work to provide for his kids. “...and you made it seem like he’s a deadbeat father. Their father got treated worse than a dog. If he was a dog he would have gotten shot once, but the police shot him 11 times.”¹²

Former chief of police, Richard Eddington rubs salt in the wounds of the Andrewin family by saying that the officers actions were vindicated⁸. No death of a Black man at the hands of the police should be justified.

A few years later in 2015¹², a graduate student from Northwestern, Lawrence Crosby was violently arrested by the Evanston Police Department after being falsely accused of stealing a vehicle that was his own. During his arrest, heard in the released dash camera video a police officer

⁸ <https://data.cityofevanston.org/Police/Arrests-Categorized-by-Race/np2f-z8w5>

⁹ Ibid.

¹⁰ <https://evanstonnow.com/police-shooting-the-children-left-behind/>

¹¹ <https://evanstonnow.com/evanston-wins-wrongful-death-suit-over-police-shooting/>

¹² <https://evanstonnow.com/police-shooting-the-children-left-behind/>



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states, "I didn't shoot you... you should feel lucky for that."¹³ Why are we putting so much funding into an institution that tells us we should be grateful that we are alive after simply getting into our own cars? Crosby stated that he suffered from nightmares, post traumatic stress disorder, as well as a fear of police.¹⁴

It took three years for Lawrence Crosby to get his justice after filing a lawsuit against the City of Evanston and the four police officers who arrested him. The settlement of this lawsuit was \$1.25 million¹¹. No amount of money will ever be enough to repay Lawrence for the traumatizing event.

The injustices from our police department continue in 2016 after the wrongful arrest of city clerk, Devon Reid simply for seeking petition signatures in Downtown Evanston¹⁵. Two police officers arrested Devon for not providing them with his birthdate, resulting in a charge of disobeying police. His arrest did not comply with the policies of EPD, forcing them to drop the charges against him.

Mistreatment from our police department can occur at any age, even as young as 12 years old. In 2017, Robert Bady's Black son, Iain was riding on the back of a friend's bike in downtown Evanston¹⁶. The young kids rolled into traffic causing two cars to slam on the breaks. Afterwards, a police officer followed Iain into Starbucks and arrested him, but not the friend who controlled the bike. Iain's older sister who was also downtown was not informed of this situation, and was instead taken into custody for his parents to pick him up at the police station. **There is no way to justify a child being arrested for being a child.**

More recently, just this past summer, 20-year-old Trent Hunt was forcefully arrested for recording the arrest of his friend¹⁷. While standing in the street and recording, officer Shanas tells Trent to move or face arrest which he complies. Four seconds later, Officer Velez reaches for his handcuffs and begins to threaten Hunt of his arrest. Trent backs away further out of the street and onto the sidewalk, but Officer Velez chases Trent and tackles him to the group. At no point was Trent told that he was being placed under arrest, which is against his rights. This event occurred just one day after the tragic death of George Floyd.

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<https://www.chicagotribune.com/opinion/commentary/ct-perspec-police-evanston-racial-profiling-black-man-0704-story.html>

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<https://dailynorthwestern.com/2019/01/21/lateststories/former-nu-graduate-student-settles-case-with-city-following-wrongful-arrest/>

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<https://dailynorthwestern.com/2016/11/28/city/evanston-police-officers-placed-on-leave-after-arresting-city-clerk-candidate/>

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<https://dailynorthwestern.com/2017/08/20/city/evanston-police-undergoing-internal-investigation-following-arrest-black-12-year-old-cyclist/>

¹⁷ <https://patch.com/illinois/evanston/body-camera-footage-controversial-evanston-arrest-released>



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Evanston is not exempt from police violence. Our police department has continued to target and harm it's Black residents. Under the former police chief, a study done by University of North Carolina, Chapel Hill, showed that Evanston police were 7 times more likely to search the car of a black driver than white in 2014. In the same study, 132 police agencies across 16 states were analyzed for traffic stops and Evanston was found to have the highest black to white search ratio compared to the other departments.¹⁸ Evanston prides itself on fixing these problems by hiring a new police chief however the majority of the police roster remains the same, meaning these police were trained under the former chief.

Defunding our police department is the only way to ensure the safety that Evanston residents deserve. We must restructure our entire system of policing to avoid the destruction that it has continued to cause for decades.

How to Begin The Defunding Process

T.S. Mayaki Model, Prioritizing Prevention: A Guide to Saving Black and Brown Lives

About the author: T.S. Mayaki has worked in higher education for 6 years, and during that time she has worked with students who live on campus aiding them in various capacities. Specifically, Mayaki has been an after-hours on call responder to many situations including sexual violence, suicidal ideation, over intoxication, as well as armed robbery. She has worked with these critical responsibilities as an unarmed-urgent responder. Mayaki realized that if she and others in her role can deal with armed robberies without any fatalities, then police can do the same.

Mayaki urges city leaders to find a system that works to balance accountability while focusing on de-escalation and treating Black citizens as people, not inherent criminals. The good news is that this model already exists as higher education has been managing this for years. There are plenty of colleges with armed/deputized police and there's a reason why they are not constantly in the news for murdering their Black students. This is because officers at colleges often work with another unarmed professional staff member at the school, and there's a higher expectation around how emergency response staff deal with the adults on their campus.

Some may argue that colleges are not the same as everyday streets, and in that respect every college fills out the Clery Annual Report publicly posted by law. It's a report that shows the crime statistics for any given campus and includes many crimes that regularly take place on city streets.

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<https://dailynorthwestern.com/2017/03/07/city/study-reveals-racial-discrepancy-in-evanston-police-searches-following-traffic-stops/>



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T.S. Mayaki's Model *Prioritizing Prevention: A Guide to Saving Black and Brown Lives*, should be used by government officials to reference as alternatives to traditional armed policemen. Her lived experiences working in higher education residential life formed these solutions to ultimately save more lives. Direct questions about Mayaki's safety and prevention model can be sent to her via evanstonfight4blacklives@gmail.com, with T.S. Mayaki in the subject line.

Prioritizing Prevention: A Guide to Saving Black and Brown Lives

By: T.S. Mayaki

| Purpose

The purpose of this guide is to save lives.

| Philosophy

As much as accountability in law enforcement is critical to saving Black and Brown lives, it takes place after a member of our community has already died at the hands of law enforcement. As we know, there is no amount of accountability that will bring that person back to their families who are grieving. In addition to holding police officers accountable when they engage in excessive use of force, we need to ensure that prevention is also a priority. In order to achieve this, a fundamental cultural shift in law enforcement is necessary. We believe that defunding/reinvestment in conjunction with the use of the Management Rights provision found in many police union contracts can provide a roadmap to better serve communities of color. This methodology is inspired by the model of community policing prominent in higher education which balances accountability with the reparation of harm and community well-being.

| The Basis for this Model of Community Policing

Higher education has used a specific model of community policing that has been in place for many years. Instead of the focus being on guilt/arrests, the focus is on helping members of the community while ensuring accountability. Many campuses across the United States have deputized police departments that have all of the same rights and privileges as any municipal police department. These officers, often retired from municipal policing, understand that safety doesn't always require the use of force. They have adopted the prevailing mentality that the welfare of students, both socially and academically, are the priority. As a result, they do not assume the worst of those within the community, but rather extend the benefit of the doubt and find ways to resolve problems with a focus on wellbeing as well as accountability. These officers, as well as other professional staff members who respond to critical incidents, deal with a range of issues from suicidal ideation, overintoxication, fighting, drugs and sexual violence just to name a few. Contrary to what many think, the young adults on campus are dealing with all of the problems



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everyone else is. They are not different because they are students in college. When discussing certain aspects of this roadmap, it's important we keep this in mind.

Part One: Defunding/Reinvesting of Police Funding to Programs focused on Mental Health/Drug Misuse/Sexual and Domestic Violence

The first part of this roadmap tackles using funding that is currently going to policing and shifting these funds to the departments within the community that specialize in dealing with sexual violence/domestic violence, drug misuse and addiction, and mental health. The funds that are transferred to these departments would be used to do the critical work that can help support our most vulnerable citizens on a day to day basis. The hope would be that these services would help to mitigate some of the circumstances that lead to emergency calls in the first place. Although we know that these services are crucial, we also recognize the reality that emergency calls are still going to be a reality in our communities. As a result, some of the professionals who serve in this department would also have the responsibility of serving in on-call response rotations to answer emergency calls. Below is what would be expected of these individuals who respond to emergencies:

Sexual Violence Specialists- These professionals will have specialized knowledge and training as it relates to sexual assault, dating violence/domestic violence, and stalking. They should minimally have a bachelor's degree in sociology or a related field. In addition, they should be required to have a certificate from a certified sexual violence training program that prioritizes trauma informed care (e.g. Mutual Ground of Aurora's 60-hour Domestic and Sexual Violence Certification). These professionals will not be armed when responding to calls of this nature, however, many choose to partner with an armed officer as a safety precaution for back up if needed. If an armed officer is assisting, it is expected the sexual violence specialist will function as incident command.

Mental Health/Drug/Alcohol Abuse Specialists- These professionals will have specialized knowledge and training as it relates to drug and alcohol misuse. At a minimum, these individuals should have a master's degree in counseling, drug addiction, etc. These professionals will not be armed when responding to calls of this nature, however, many choose to partner with an armed officer as a safety precaution for back up if needed. If an armed officer is assisting, it is expected the mental health practitioner will function as incident command.

Part Two: Reorganization of Public Safety Departments

The second part of this roadmap focuses on how to fundamentally change police departments to deal with the trauma that the current system of policing causes Black and Brown communities. This is written with the understanding that in general, unions are societal positives that ensure everyday people have crucial protections in their workplaces. With that being said, we



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acknowledge that police unions have taken the values of labor unions in general and misused them to protect problematic officers and departments. The following ideas are meant to tackle this issue head-on using whatever avenues are feasible, depending on the jurisdiction.

If you are able, you may consider dismantling the entire department and/or the police union contract, and require that all interested candidates (including officers currently on the force) apply for jobs within the department as outlined above utilizing the screening criteria outlined. If it is not feasible to dismantle and rebuild the entire police department, it is recommended that city leadership utilize the management rights clause in the union contract to restructure the police department. The City, in coordination with the Police Chief and legal counsel for the City, should complete an audit of the current police force to determine which officers should be assigned to the new units outlined below. In the spirit of shared governance and transparency, city leadership should work with officers currently on the force to evaluate their strengths/interests and assign them accordingly. Depending on the unit in which an officer is assigned, they should be allowed to pursue the education necessary to meet the new minimum requirements for the position. The city should ensure that whatever funds that have not been divested from the police force leave some earmarked for officers to obtain degrees/certifications with little or no out of pocket cost. Timelines for degree/certification completion will vary based on what credentials each officer needs in order to comply with job requirements. It is foreseeable that some officers will react adversely to these changes. In instances where current officers do not want to participate in the new operational design, conversations for coaching those officers into retirement/career transition should begin.

Roles within the new Department

Police Chiefs/Lieutenants/Sergeants/Captains etc. - These individuals oversee the day to day operations of the police department and its officers. They are responsible for all operations and ultimately responsible for what transpires where policing is concerned. In many cases, these individuals have years of experience working in the field. Dealing with community members struggling with domestic violence, self-harm, etc. are things this individual has seen and personally dealt with during his or her career. In order to effectively train and develop officers, these individuals should have sufficient knowledge and skill in the following areas: conflict negotiation and resolution, trauma-informed care (especially as it relates to sexual violence), basic medical triage, common mental health challenges (e.g. anxiety and depression), basic constitutional law, local/state laws and ordinances, and tactical training in addition to any other miscellaneous areas. Assuming this person has several years of experience, she/he should also have at least a bachelor's degree in criminal justice with additional credentials in leadership studies, cultural competency, and conflict resolution if their bachelor's requirements did not already include these courses. These individuals should use discretion when responding to calls and choosing when to carry their firearms. For example, if they receive a call for backup in dealing



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with someone who is overly intoxicated but not armed, they should opt to engage without their weapon. In addition to making these decisions, they are held to the highest standard as it relates to utilizing de-escalation techniques and use of force.

Conflict Resolution Officers-These will be officers who respond to and investigate situations such as noise complaints, traffic accidents, disturbances, protests, etc. These individuals should at minimum have an associate's degree in law enforcement or related field with additional credentials in conflict resolution/peace studies/cultural competency if their associate's degree requirements did not already include these courses. These officers will not be armed when they respond to calls but have the option to have backup support if necessary.

Detectives/Tactical Officers- These police officers will respond to and investigate more serious crimes/incidents, particularly those that include violence. Incidents include anything in which a person is deceased, active violence (e.g. active shooters), illegal distribution of drugs, etc. These individuals should at minimum have an associate's degree in law enforcement or related field. In addition to the standard police academy training, these officers must also have certifications in conflict resolution and cultural competency if not a part of their degree program. These officers will be armed when they respond to calls and provide support to other professionals who are not regularly armed.

Chief Diversity, Equity, and Inclusion Officer- This individual is an expert in the area of DEI. Their role to ensure processes and procedures are created, amended and enacted with an equity lens. This person should have at minimum a bachelor's degree in sociology, psychology, education, or related field. In addition, this person should have extensive experience with social justice theory and pedagogy. This person is not armed and does not fall within the chain of command. Rather, they report directly to the Mayor/City Manager who hires this person from a pool of qualified applicants.

Community Policing in the Interim

While the city works to enact these changes (e.g. hiring new staff, counselors, waiting for officers to obtain updated credentials, etc.), an interim plan needs to be implemented with the goal of reducing the likelihood of unnecessary death when officers respond to calls. It is recommended that police departments pursue agreements/contracts with local professionals/organizations with expertise in mental health, drug addiction, trauma-informed care, conflict resolution, etc. to operate in an interim on-call capacity until the permanent on-call system has been finalized. The individuals who work alongside officers in this temporary relationship should have all of the credentials outlined above and should not carry weapons. They should also have the benefit of armed officers to assist in the event their assistance is needed. Upon arrival at the scene, if no



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immediate threat to safety is detected, the contractors with the expertise should be given latitude to take a leadership role in assessing the situation and responding accordingly.

| Hiring and Recruitment Changes

In addition to updating all of the job descriptions to match the updated job requirements, the hiring process should be revised as well. To ensure a fair and equitable hiring process, the following is recommended:

- All police officer searches should take place with a committee of at least three people including the hiring manager/police chief (if customary)
- Interview questions and scoring rubrics should be created and used for all candidates who are screened. These documents should be made in consultation with the Chief Diversity Officer or outsourced to a contractor who can provide guidance on creating these documents.
- All interviews should include case study scenarios with scoring rubrics that are focused on policing in Black and Brown communities. These case studies should be designed to assess how candidates:
 - Prioritize de-escalation techniques
 - Put their training/education in cultural competency to use
 - Problem-solve when presented with stressful challenges
- All finalists for an open position should be subject to an open forum within the municipal community at large. Candidates will provide answers to a questionnaire focused on diversity, equity, inclusion, and the philosophy of community policing. Once finalists submit their final answers, they will be made available to the public for review no fewer than seven calendar days before an open forum takes place. Finalists will then take questions from the community. The committee is required to consider the community's feedback in making a final decision regarding who gets a job offer. If there's an overwhelming consensus that none of the finalists are favorable to the community, it should be declared a failed search, and the process should start again. Although this is time-consuming, we must remember that ultimately, officers are hired to protect and serve the members of the community. If the taxpayers in your town do not have confidence in the finalists, hiring someone anyway will send the message that their input was not taken seriously and will further damage community/police relations.

Where to Place the Reallocated Funds

| *Life-affirming institutions and their benefit to the community*



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Beyond reimagining a structurally anti-Black institution, defunding the Evanston Police Department serves as an opportunity to invest in historically neglected Black and Brown communities. Instead of investing in the police, a system that inflicts great harm to Evanston's Black and Brown population, the City of Evanston could instead invest in life-affirming solutions to the root of crime and poverty. The process of reallocating policing dollars offers the community the ability to reimagine public safety and equity in Evanston collectively. Safety is less of a matter of control and order, but care. By addressing community needs, individuals are able to engage in the process of social mobility and become less reliant on criminalized industries. To begin this process of addressing the community's needs, we must reallocate police funding to health services, community development, the Parks and Recreation Department, and the Reparations fund, which were discussed prior. In the paragraphs that follow, we will expand on the importance of investment in these governmental sectors, particularly in relation to public safety.

The cost of healthcare is a significant financial burden to low-income households. Investing more in health services would help disrupt the cycle of generational poverty that is linked to crime. Subsidizing healthcare, especially for low-income Black community members, eases the financial stress that the healthcare industry places on the working class. Chronically low-income families who cannot afford to pay medical bills often turn to other, more criminalized forms of income. To break this cycle of poverty and crime, subsidizing healthcare serves as a sustainable solution. In the current moment of COVID-19, the need for investment in Evanston's healthcare industry is urgent. We must take steps towards defunding the police department and reallocating resources to community-centered solutions to crime.

Another sector of the city budget that would benefit immensely from the reallocation of police dollars is Community Development. In Evanston, a deeply gentrified community, investing in affordable housing is central to meeting low-income Black families' needs. The Community Development sector of the city budget is responsible for affordable housing, yet Community Development receives less than two cents for every dollar in the General City Budget. Defunding the police department would serve as an opportunity to invest in affordable housing, allowing low-income families to build wealth and overcome generational poverty. Through doing so, individuals become less reliant on illegal industries that capitalize on limited opportunity, and chronic poverty. Also, this would help diversify more neighborhoods in Evanston and eliminate racial segregation.

The Parks and Recreation Department is responsible for a series of activities and programs for Evanston residents. Summer camps, certain after-school activities, and outdoor activities are all part of the department's jurisdiction. However, these resources are not available to all Evanston residents due to the cost of enrollment. For instance, Evanston summer camps serve as an opportunity for the city's youth to build social-emotional skills and provide childcare for working families. However, due to the cost of programming, not all students have the privilege of attending summer camp. This leads to children being unsupervised in the summer, which not only negatively impacts their social-emotional development but also makes them more vulnerable to gang



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violence. Another essential community service within the department is the management of outdoor recreational spaces. By maintaining parks and other outdoor spaces (such as basketball courts, tennis courts, and baseball fields), the community's youth can access positive energy outlets. Without access to clean, functional spaces that provide safe social connection, youth turn to less safe environments, often leading to increased violence or crime. Because of this, funding the Parks and Recreation department is central to the pursuit of public safety in the community.

The government's final area that would receive funding from the police budget would be the Evanston reparations fund. By investing in reparations and defunding the police, we can take a community-centered approach to public safety. The reparations fund is a response to the historical and enduring marginalization of Black Evanston residents in education, healthcare, housing, policing, and other city systems. While the reparations fund's direction has yet been formally decided, the money will be invested in Evanston's Black community, likely through social services and programs to reduce racial disparities. For example, Northwestern's Project Excite program helps minority students prepare for high school math and science courses. But due to a lack of funds, this program is no longer running at this time. In addition, many other social services and programs could benefit from the reparations fund, regardless of if they aren't receiving current funds. In effect, the reparations fund seeks to eliminate many of the factors that lead to poverty, and by nature, crime. For the city to sustainably reduce crime, it must pivot away from our current policing systems and invest in long-term solutions that center the needs of the community. By seeking to disrupt oppressive systems that breed crime, we can uplift marginalized communities and reduce crime; this is public safety.

Process for Analyzing Existing Cops

How to create a path forward given the existing officers that serve in Evanston

As the Evanston Police Department works to implement the changes described above, it is imperative to have conversations and take actions with the current officers who work for the department. At the minimum, official conversations with current officers need to be had about their willingness to accept the updated qualifications to perform their job without putting Black and Brown bodies at risk. Their attitudes towards the Black Lives Matter movement, and Black people as a whole will also need to be gauged in addition to a thorough analysis of their time working with EPD and other police departments. This can be done in part by interviews from a third party as well as official bias tests. Officers should also be evaluated individually to determine how they currently perform their jobs in Evanston. Officers who are found to have a history of demonstrating repeated racial bias against people of color need to be terminated. The option to be re-hired should be contingent upon further education and willingness to address said biases.



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As stated in Mayaki's defunding model, officers will have to be transferred or terminated with a slash in the police budget. We have since evidence that often younger police officers have a greater understanding of racial dynamics than their older counterparts. EFBL would opt towards momentarily keeping recently hired officers instead of officers who have been on the force for decades. Also, Evanston Fight for Black Lives strives for abolition, but in the interim, with defunding, we advocate for police officers who reside in Evanston. When hiring and keeping officers who are not from the city, Evanston taxpayers are paying for individuals' wellbeing that will ultimately not live in our city limits. The existing relationships between officers and residents could be strengthened by geographical proximity.

With defunding and abolition, it is not only the destruction of inherently violent institutions but also the creation of life-affirming systems. Though there will ultimately be a decrease of personnel on the police force, there would potentially be more jobs in departments like Health Services and Community Development. The potential increase in jobs in these fields would improve the wellbeing and safety of our city.

Requested Commitments

1. We call on the City Council to defund EPD by 75%.
2. We demand a subcommittee of civilians and aldermen to be formed by 9/21/20.
3. We urge this subcommittee to hold a series of meetings once a week from 9/21/20 to 11/23/20.
4. We demand complaints made by citizens against any and all officers and EPD as a whole, as well as any budgetary, disciplinary, and office records that may be necessary be made available to the committee by 9/21/20.