25 Plus Point Plan for "Police Reform" Revised by BLM B-town
-updated April 2023

Shaun King initially wrote this plan on Facebook 09-10-16 it outlined necessary steps for so called "police reform". While BLM Btown openly acknowledges the long standing issues Shaun King has had in the BLM national movement we can not deny that the original 25 points had merit BUT we wish to also acknowledge that Shaun King was not the first Black or Brown person to write about these ideas or the last and we did find the need to expand and elaborate on the initial 25 points. We additionally put "police reform" in quotations as we are not in agreement on the term. We believe that IF we implement many of these changes we will NO LONGER have what we refer to as police or law enforcement.

Below is the original 25 Point Plan by Shaun King and below that is BLM Btown's addendums for each point.

Shaun King's 25 Point Plan -to reduce police brutality & overhaul the police
From Shaun King's Facebook page 09-10-16:

"Daily, I hear friend and foe alike ask what the SOLUTIONS are to the problems of police brutality. They see our protests and assume that we haven't thought this through. We have. Here they are. SCROLL DOWN for the whole list.

For the past 6 weeks I have mapped out 25 reasonable, practical, achievable solutions for police brutality and even spelled out HOW we make them a reality.

Below, I have listed the WEB link and the FACEBOOK link for each solution. Read them, share them, refine them, then...let's plan on getting to work and making them a reality.

We can do this. We WILL do this."

Here's the introduction to the series

LINK: http://www.nydailynews.com/news/national/king-introducing-25-part-series-reducing-police-brutality-article-1.2722096

Facebook: https://www.facebook.com/shaunking/posts/1094157720623145

NOTE: The whole plan with the links to each individual solution will be emailed and added to the FB page.

BLM Btown's Addendums for each solution offered by Shaun King

SOLUTION #1: Radically diversify America's Police Departments

BLM Btown's Addendum -Diversity cannot just be color diversity, but also gender and sexuality, age & ableism. Racial Parity is a need in all aspects of our government and law enforcement but so is gender, sexuality, age and ableism. Any study out there looking at so-called diversity shows much better results when groups reach parity. Meaning instead of tokenism there is an overbalance for marginalized people in all positions in a group. Policing and law enforcement is no different.

SOLUTION #2: Require American Police to have more training than cosmetologists

BLM Btown's Addendum -This training should not stop once an officer is placed in a department. They need continuing education, in intensive training courses regularly as well as incentivizing career advancement education. It also should not be training done by other police agencies or former police agents, because pulling from the same tainted well of information will not transform a failing institution. Trainers should be from the social services, from non-police community defense groups, from skilled de-escalation trainers, from harm reduction specialists. We need to enter into more nuanced training plans that aren't just militaristic tactics disguised as policing.

SOLUTION #3: Police must be routinely and randomly tested for steroids and other illegal drugs

BLM Btown's Addendum -Impaired officers should not be allowed anywhere near crime scenes or investigations, but departments should offer harm reduction for officers as well as help with treatment programs & or facilities for officers. Just because an officer has issues with drugs and alcohol does not mean they should be fired, BUT they need to be kept from active duty & in until they can maintain sobriety. Impaired officers do not make good decisions, and in fact harm not only themselves but also their fellow officers and the community they serve. Shame should be taken out of the equation and care and compassion for officers should replace it. Additionally home care checks should be made to officers' families as addiction of any sort has a large impact on families. Given police officers currently have staggering numbers of domestic violence cases this is also a higher factor with drug & alcohol use.

SOLUTION #4: Bad Apples MUST Be Fired - they are toxic and dangerous

BLM Btown's Addendum -We know this narrative of the "few bad apples" is flawed and there are intrinsic issues with singling out 1 or 2 officers who murder Black people or get caught committing other crimes. In the current police culture there is little difference between the cops profiling and harming Black people and those who sit back say nothing and let it happen. All are complicit. BUT those "bad apples" still need to be dealt with. They should be fired and made stark examples of why corruption in the police ranks cannot be tolerated. They should be arrested for the crimes caused and harm done & in arrest, charging, trial & sentencing; they should be stripped of any privilege as a police officer affords them. While maintaining their human rights & civil rights that should not be trampled on because of their crimes. No one should suffer that.

SOLUTION #5: Police must be required to earn 4 year degrees - it changes everything

BLM Btown's Addendum - Education and matriculation in multicultural schools are important building blocks for better police. Those willing to become police could get financial help with their education, if they stay in the policing field for a period of time. All policing based higher education should be focused on and geared towards a multilevel understanding of intersectional and institutional racism and how police engage and perpetuate it, as well as solutions to the problems of policing.

SOLUTION #6: Policing for profit must become a banned practice. A profit motive must never undergird law enforcement.

BLM Btown's Addendum - This includes paid security work, often security guards have much less regulation than even the police and some cities like Bloomington IN require events to either hire the police or security firms putting organizations into hard situations where they either hire untrained non professionals who have a legal but dubious certification OR hire and pay off duty police to do the job of protecting community events. Additionally there should be early retirement, job rotation or reeducation programs for police officers. So that burnt out officers do not stay in jobs they are no longer qualified for due to economic or social reasons. We need to create chances to move up ranks OR completely re-train officers for other careers. No police officer who is just cashing a paycheck can be effective and careful in their jobs.

SOLUTION #7: We must overhaul 911 - particularly for calls made about the mentally ill. It is the rotary phone of emergency services.
BLM Btown's Addendum -Separating out emergency services from criminal services for Police Dept. creating an emergency non-police 311 number is needed to address the needs of communities. Separating out the emergency services would automatically deescalate any emergent situation and place it in the hands of more qualified and trained responders. Those 1st responders should include trained therapists, psychologists, counselors, social workers, harm reduction specialist, family services and community defense groups.

SOLUTION #8: Take women from 12% of police to 50% of police - they are more professional, less brutal, and just as effective

BLM Btown's Addendum - Here Shaun King is using policing data that shows officers that identify as women are statistically less brutal and more effective in de-escalation tactics. This goes back to the racial parity of Solution 1. Diversification is not just color but gender, sexuality, age, ableism and more. We would say to not only increase women in police but also put them in positions of power and management. Increase gender equality on police forces and gender sensitivity training for cis male officers working with cis female officers. Increase harassment and sex based discrimination awareness among officers & management. Increase awareness of gender variant people by employing more non-binary or genderqueer officers. As well as increasing training and awareness of harassment & sex based discrimination of gender variant officers & community members.

SOLUTION #9: Require cops to live in or near the areas they police. It's too easy to mistreat strangers.

BLM Btown's Addendum -Police should not come from outside of our community IF we can not recruit police within our community it might be an indication that our community is more interested in social services, community defense and social workers than police. Therefore we should lean into these services until there are those willing to be police in our community. Community Support Officers that live in town should not be social workers as we wish to separate out criminal work and social work from the police. We do not want people to think that social workers are informants to the police. We need our social workers to do what they do best and help people with social issues of housing, domestic abuse, substance abuse and parenting. If we had more unarmed officers that would be better for our community in general.

SOLUTION #10: Communities of color actually need less policing. Start by decriminalizing

addiction and petty offenses.
BLM Btown's Addendum - Removing nuisance laws, noise laws, pretense laws from our legal system is a big step to unclog our court systems, our jails and prisons and to lower recidivism. These laws incur debts for people in poverty forcing them into more poverty and soon they are jailed or imprisoned for being poor not for crime. Just like many public libraries stopped fining people for late books therefore ensuring a loss of library goers we need to stop fining our community into debt. Parking tickets or violations, tinted windows, noise violations, public intoxication with no violence, etc are all ways people in poverty incur debt. We need to work with harm reduction agencies to increase their work & help them reach out to those they service without police criminal implications. Encourage BIPOC community based protection and prevention programs. This also works with the separating out of Emergency services from criminal investigations.

SOLUTION #11: American Police must be regularly tested for racial bias

BLM Btown's Addendum - MUCH discussion has happened around any sort of bias testing/training and the consensus is that bias testing/training does not alleviate the problem. IF the point of the test is to weed out officers who commit racial biases and move them on to other careers then it can work but if it is merely being used to show that bias is happening and then train them against doing it the statistics say it will fail. Why? because acknowledging bias is not the same as learning to dismantle it. That can only be done via intersectional anti-racism that is continued during the entire time the officer works in the police and that all levels of the police are doing this work alongside the officer. Intersectionality is the key.

SOLUTION #12: American Police must be regularly tested and treated for PTSD
BLM Btown's Addendum -Demilitarizing the police will help reduce police with PTSD. We should as a society be helping our police and military with PTSD, but keeping the police community based rather than ex-military is in the best interest of decreasing police violence as well as keeping those with PTSD out of the line of fire or causing jeopardy to others. Currently ex-military make up a significant portion of the civilian police force; this means that military trained officers, many of whom have seen active duty in hostile countries, are policing communities of color with little to no mental health help. Mental health assessments on ALL police officers of all ranks should be ongoing at all times helping them balance work and life. Former military perhaps should not be allowed to police until they've worked in other non police non military non security sectors and have full mental health reviews.

SOLUTION #13: Why we must take bad laws on policing all the way to the Supreme Court.
BLM Btown's Addendum - The history of the police in the US is rooted in the slave patrols and of people as property protection. There are laws on the books now that allow the police to engage with citizens and community members that are in direct conflict with our bill of rights. Specifically the "No-Knock Warrants." These warrants are tied to many deaths of unarmed BIPOC and white people in our country every year. Nearly every shootout between police and armed people are due to "No-Knock Warrants" as well. In a country where everyone is armed, police not identifying themselves will always lead to harm. Also we mentioned nuisance laws that incur debt, but there are also laws in our health departments, our housing, our schools & our environment that have ties and roots to racism. We need to trace these all back with the help of

historians and remove them from our books for a more equitable society.

SOLUTION #14: Good police officers must actually speak out on bad cops

BLM Btown's Addendum - Again we ask; "Are there any 'good cops' IF they know about the 'bad cops' and do and say nothing?" We must bust up the "Thin Blue Line" or "Blue Brotherhood" is imperative to reforming the police. Civilian review boards would help to do this, using those who work in social work, harm reduction, children's services and marginalized communities to have review over police departments and have rule of law to change things within those departments. Good officers would be officers who are not shamed into silence but instead respect their community enough to help keep "bad apples" out of it.

SOLUTION #15: We must decriminalize mental illness

BLM Btown's Addendum - While this phase perhaps says it all we need to know that that means FULLY funding mental health services. Dedicating the massive amounts of money that we have given to the police to social services especially mental and emotional health services to ensure that those in need of treatment can have access to it and that they are clothed, fed and have safe places to sleep.

Here's SOLUTION #16: We need to unleash the full power of body cameras

BLM Btown's Addendum -A report came out in 2016 claiming that body cameras don't work BUT they were referring to a limited and chained system. The body cams and dash cams need to be cameras that the officer can not turn off or stop recording at any time. Additionally the footage of those body cams and dash cams should be made available to the public for FREE and in a 24hr cycle. Freeing up the body camera system legally will ensure that police will be held accountable.

SOLUTION #17: Police departments must create and enforce reasonable new use of force standards

BLM Btown's Addendum -This concept of reasonable force should be reviewed by an independent civilian panel constantly and consistently so that new developments in tech as well as society are taken into account. Use of force while having basic standards should not be an equation that is calculated but instead a case by case basis when an incident occurs so that civilian reviews can be made and assess each situation without having to meet a threshold standard that may not fit every situation.

SOLUTION #18: Police must always carry 3 less lethal weapons other than firearms

BLM Btown's Addendum -While a move towards non-lethal weapons would be good we would suggest that guns be removed from all police, especially beat cops, community officers, and investigators. Non lethal weapons can be turned lethal when used in ways they were unintended OR on certain people like tasers should not be used on people of size, people experiencing a mental health crisis or those with medical issues such as asthma or other chronic breathing issues. This is where having emergency non-police first responders is really a necessity so that they can assess situations better than police and see if so-called non lethal weapons can be "safely" used to subdue someone in crisis.

SOLUTION #19: Police must be banned from using violence based on their imagination of a threat

BLM Btown's Addendum - This speaks to the need for the separation of services for mental health and other crises that are non-criminal in nature as well as the need for more and better training for police via 4 year universities, continuing intersectional anti-racism and many of the things already mentioned. Banning them from using violence essentially means holding them responsible for when they mess up especially when the threat was imaginary. This also links back to the demilitarization of the police and dealing with police with PTSD.

SOLUTION #20: Every city and state in America must ban racial profiling

BLM Btown's Addendum -Racial Profiling is baked into what the police currently look like and do. Many of the other suggestions and solutions offered by both Shaun King and elaborated on by BLM Btown here are about mitigating that type of racial profiling from the side of the police. But every state, town, city and county should have a working definition and rubric on what racial profiling is and how to identify when it is happening, and how to stop it as well as an anti-profiling law on the books. This is the transformation of the legal and justice system that has to happen side by side of the overhauling of policing in America.

SOLUTION #21: Police must be immediately filmed making a statement after each use of force incident

BLM Btown's Addendum -Independent review boards/panels in charge of these filmed statements and are housed outside of the police themselves. See next solution.

SOLUTION #22: Independent review boards must oversee investigations of police misconduct
BLM Btown's Addendum -These independent civilian review oversight boards should be separate from the police, military, intelligence agencies, and local. State and federal government as possible. Preferably a diverse group of normal/average citizens. Selection process for this type of board should also be scrutinized via established practices that are peer reviewed & legally sound. This could be done by a non-funded election. Organizations that should have members or be stakeholders in these boards are: social workers, harm reduction specialists, local BIPOC activists and care organizations, children's care organizations, incarcerated and formerly incarcerated support workers, those working in reducing recidivism and those working in homelessness causes as well as those representing more marginalized groups in any given community.

SOLUTION #23: Police misconduct cases must be tried by special/independent prosecutors

BLM Btown's Addendum -These special/independent prosecutors should also be selected by an independent board separate from police, military, intelligence agencies, local, state and federal government. Possibly the Board mentioned above.

SOLUTION #24: Police departments which fail to obey the Death in Custody Reporting Act should be cut off from all federal funding.

BLM Btown's Addendum -As well as all personnel connected from top brass down fired immediately. Additionally besides doing the bare minimum there needs to be much more transparency in policing, incarceration in general about jail and prison conditions, arrest rates, use of force, deaths of any sort. Along with easy to access data on police brutality, police officer deaths, and criminal activity. This isn't something an independent review board should have to hunt and peck for, it should be stats that each police department does as a matter of practice and shares publicly. Then the stats should be reviewed by an independent review board much like the one mentioned above.

SOLUTION #25: We must focus our fight against police brutality on the local and state level

BLM Btown's Addendum -We must focus in particular on the local where real critical changes can occur working with elected officials who are like minded. Working with organizations who can take on the social service work that the police are currently doing and failing at. We must use all efforts to fully fund those programs locally and ask our states to help too, moving the local social needles on these issues to then move on to national stages. We must look at prioritization or care for our community and not arrests and incarceration. IF our local elected officials do not meet the community where they stand on these issues we need to vote them out, recall them and remove them from office. Equally we must do the same to police officers of all ranks if they do not want to move to a more safe and caring community by doing this work.