

**A Statement from Quakers re: Selection of a Police Chief for Ann Arbor 11/02/2015**

As individual Quakers we (the undersigned) hold a strong conviction that racial justice must be a concern for all people, including those of us who are white and live with relative privilege. We know this concern is shared widely within Ann Arbor, and stand ready to support continuing efforts by our political leaders to make sure our police force is held to the highest standards, beginning with the selection of a new Chief of Police.

**We hope the new police chief will have the following values and goals, and at regular intervals will communicate progress toward these goals at public meetings of the City Council:**

1. The preservation of human life and dignity needs to be the first priority of every police officer. We recommend that all officers be professionally trained in de-escalating conflict, in nonviolent communication, and in ways to develop the maturity and self-control necessary to respond respectfully, calmly, and with a minimum of force when intervention is required.
2. All policies relevant to use of force when a community member questions or resists an officer's orders should require that in such encounters, officers remain courteous, restrained, fair, and alert to the safety of all. Performance evaluations should place a high priority on this demonstrated skill.
3. Police intervention in mental health crises should be done in full communication and cooperation with community mental health professionals. All officers should be trained in effective ways to de-escalate such crises, and work cooperatively at such moments with mental health professionals.
4. Non-discriminatory policing requires a deep understanding of how our country's history of racism continues to affect all of us today, including police officers, elected officials, members of the community and we ourselves. We hope the new police chief will understand how institutional racism, racialized assumptions and implicit bias against traditionally targeted minorities affect everyone, despite our best intentions, and will have ideas about effective ways to communicate this to all of us, including to police officers, along with standards for evaluating police practices that stress non-discrimination, respect for human dignity, self-control, and a minimum use of force.

**We recommend using the following practices to help implement these policies and goals:**

5. Minimize use of military equipment by local police, with the possible exception of protective vests or similar gear. Require officers to wear body cameras, knowing this video record will be analyzed if public complaints about an officer's conduct are received. We ask the city to inventory any surplus military equipment the city might have acquired, to refuse future offers of such equipment, and to communicate these actions to the public.
6. We hope the new Chief of Police will be asked to undertake a thorough review of all policies and practices that affect low-income and other minority communities, and ensure that members of these communities, including children, are not singled out for surveillance, unnecessary stops, racial profiling, or unwarranted intervention of any kind. We expect people in all communities to be safeguarded with the same level of respect and restraint.
7. The new Police Chief should have a thorough knowledge of, and a commitment to secure resources for a variety of training for police and civilian officers in the Department, ranging from cultural sensitivity and implicit bias mitigation training to Crisis Intervention Training (CIT) for all officers. S/he should have demonstrated ability to screen new police recruits, make hires and promotions based on skills and capabilities to police in a non-violent, de-escalating, and culturally sensitive manner.
8. The Michigan Police Academy certifies police officers and graduates 97% white males. The new Chief for Ann Arbor should have interest and ability to seek, recruit, screen and hire minority and female applicants qualified to become potential police officers and sponsor them at the Academy.

The Undersigned are Members/Attendees of Ann Arbor Friends Meeting (Quakers)  
1420 Hill St., Ann Arbor, MI, 48104

Lisa Klopfer  
Jeff Cooper  
James Crowfoot  
Max Heirich  
Helen Fox  
Nancy Taylor  
John Deikis  
Phil Volk  
Thomas Taylor  
Lynn Drickamer  
Jan Wright  
Ruth Zweifler  
Amy Burgess  
Karen Connor  
Tom Blackwell  
Ruth Carey  
Christa Williams  
John Williams  
Cassie Cammann  
Barbara Brodsky Rothbart  
Karla Taylor  
Andrew Zweifler  
Cynthia Lempert  
Lydia Ahlum Hanson  
Susan D. Hartman  
Lori Saginaw  
Laoma Beck  
Keleigh Lee  
Anne Remley  
Claire Tinkerhess  
Marilyn Wedenoja  
Sally K. Ryon  
Anne Carpenter  
Art Wolfe  
Shirley Wolfe  
Gary Beckman  
Richard Tucker  
Judith Becker  
Nancy T. L. Stoll  
Julie Frick  
Michael Merrick  
Jennifer Chapin-Smith

John A. Rasmussen  
Neil Shadle  
Lauren Ungar  
Jane Pollock  
Pat Micks  
Messon Gbah  
Lillie Shadle  
Anne Ogren  
May Watenabe  
Madeline Diehl  
Johanna Kowitz  
Jim Koopman  
Clarke Taylor  
Lisa Pearson  
Eric Engel  
Polly Laird  
Pam Hoffer  
Joan Sampieri  
Rick Plewa  
Patricia McLaughlin  
Susan Davenport-Geer  
Dina Greenway  
Karen Deslierres