



NATIONAL ORGANIZATION OF BLACK LAW ENFORCEMENT EXECUTIVES

National President
LYNDA R. WILLIAMS
Deputy Assistant Director (Retired), U.S. Secret Service/
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March 2, 2021

DWAYNE CRAWFORD
Executive Director

National First Vice President
FREDERICK THOMAS
Captain/Commander
East Baton Rouge Parish Sheriff's Office

House Speaker Nancy Pelosi
The Capitol H-232
Washington DC, 20515

House Minority Leader Rep. McCarthy
The Capitol H-204
Washington, DC 20515

National Second Vice President
BRENDA GOSS ANDREWS
Deputy Chief of Police (Retired)
Detroit Police Department

Immediate Past President
CERELYN J. DAVIS
Chief of Police
Durham Police Department

Dear House Speaker Pelosi and House Minority Leader McCarthy:

Treasurer
GINA V. HAWKINS
Chief of Police
Fayetteville City Police Department

On behalf of the National Organization of Black Law Enforcement Executives (NOBLE), I want to first thank each of you for your leadership and service to our nation. Since 1976, NOBLE has served as the conscience of law enforcement by being committed to justice by action. NOBLE represents over 3,800 members internationally, who are primarily African American chief executive officers of law enforcement agencies at federal, state, county and municipal levels, other law enforcement administrators, and criminal justice practitioners. Our members lead these agencies in over half of America's major cities.

Recording Secretary
JUDITH HARRISON
Assistant Chief of Police
New York Police Department

Law enforcement agencies and their leaders have a responsibility to ensure that justice is administered fairly in all communities. NOBLE joins the nation (and the world) in condemning the policing tactics, actions, and inactions that led to the death of Mr. George Floyd. We are also alarmed and mourn with the nation the horrific killings of Breonna Taylor, Ahmad Aubrey, and Rashard Brooks. These names represent just a few in a much longer list of tragedies impacting communities of color. We offer our heartfelt condolences and prayers to these families and to our grieving nation. The senseless death of George Floyd has gained unprecedented attention around the globe, and people from every walk of life are collectively demanding that Justice be fair, transparent, and equal.

Financial Secretary
QUOVELLA M. SPRUILL
Public Safety Director
Franklin Township New Jersey

Sergeant-at-Arms
KEVIN GRANVILLE
Major
Broward County Sheriff's Office

Now is the time to press for real changes in the relationship between law enforcement and all our community members, as the present circumstances do not appear to be life-affirming for anyone involved. Statistics reveal that three people lose their lives to a police officer's use of force almost every day in the United States. Black Americans are twice as likely to die at the hands of the police as are white Americans. At the same time, police investigations continue to yield fewer and fewer charges for the most serious crimes against life, depriving victims of justice, families of closure, and communities of safer streets. Moreover, it would appear the current state of policing could offer better support to officers themselves. A record number of police died by suicide in 2019. The risk of suicide among police officers is 54 percent greater than among American workers in general. In short, it is clear that there is room for significant improvement in the system of policing in this country today.

Parliamentarian
DR. ROSALYNDE M. FENNER
Supervisory Special Agent (Retired)
Drug Enforcement Administration

Associate Members Representative
MICHELLE L. TÈGE
Detective
New York Police Department

Region One Vice President
GERALD NELSON
Chief (Retired)
New York Police Department

Region Two Vice President
ESTELLE J. THOMAS
Supervisor (Retired)
Transportation Security Administration

Region Three Vice President
ROBERT FORD
Assistant Chief
Lumpkin Police Department

Region Four Vice President
TIFFANY TIMS
Chief of Police
Hocking College Police Department

Region Five Vice President
EDWIN DEBIEW
Assistant Special Agent in Charge
U.S. Environmental Protection Agency

Region Six Vice President
ANTHONY APRIL
Captain
Alaska State Troopers

Federal Assistant to the National President
JEFFREY FOBBS
Postal Inspector
U.S. Postal Inspection Service

Special Assistant to the National President
LOU E. DIXON
Principle Assistant Inspector (Retired)
U.S. Department of Transportation

Special Assistant to the National President
JOHN E. PEARSON
Director of Police Services
DeKalb County Police Department

Special Assistant to the President for International Affairs
MELODY JACKSON
Special Agent in Charge (Retired)
Health and Human Services-Office of Inspector General

National Chaplain
REVEREND DR. BARBARA WILLIAMS HARRIS
Inspector-Chaplain
New York Police Department

Thus, we recommend immediate and significant effort be devoted to advocating for federal policy changes. NOBLE endorses the George Floyd Justice in Policing Act of 2020, which touches on many of the important changes NOBLE has advanced to improve the system of policing in this country today and strongly calls for additional changes via executive action.

Such changes include the following:

- Create a national police misconduct registry, as the Justice in Policing Act of 2020 proposes, covering all Federal, State, Tribal, and local law enforcement officers. In addition to the data tracked by the National Police Misconduct Registry proposed by the Justice in Policing Act of 2020 (e.g., complaints and/or disciplinary records regarding use of force and/or racial profiling), this registry should also include officers who have been credibly accused of any of the following: sexual assault or harassment, domestic violence, assault and harassment, criminal offenses against minors or elders, violation of 18 U.S.C. § 242 (deprivation of rights under color of law), racial or sexual discrimination, membership in hate groups, perjury, falsifying a police report or planting or destroying evidence. NOBLE proposes that officers be included as part of the misconduct registry when found to be in violation of registry criteria or have their law enforcement license suspended or revoked.
- Mandate federal collection of statistics on certain practices that have been historically associated with disparate treatment of civilians by the police along racial, sexual, or intersectional lines. In addition to the data encompassed under the Justice in Policing Act of 2020 (e.g., traffic violation stops, pedestrian stops, frisk and body searches, deadly force), law enforcement agencies should be required to track and report incidents of use of less-than-deadly force, credible accusations of officer-involved sexual assault or harassment, domestic violence, assault and harassment, criminal offenses against minors or elders, violations of 18 U.S.C. § 242 (deprivation of rights under color of law), racial or sexual discrimination, and hate-group membership. Analyses of this data will empower police departments and communities to collaborate on next steps and strategies to reduce racial [and sexual] disparities.
- Require the national accreditation of police departments as a condition for receiving federal funds or being able to seize forfeited assets. NOBLE endorses the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA) as the official police accreditation body for the nation. CALEA's Accreditation Programs will improve the delivery of public safety services, primarily by maintaining a body of standards, developed by public safety practitioners, covering a wide range of up-to-date public safety initiatives, and recognizing professional excellence.
- Revisit qualified immunity at the State and local level, as the George Floyd Justice In Policing Act does with respect to Federal law. This judge-made doctrine prevents police from being held legally accountable when they break the law. Widespread indemnification will ensure that municipalities rather than officers bear the primary burden of increased liability, putting pressure to reform on actors who most influence officers. In addition, revisiting qualified immunity may force courts that now sometimes avoid constitutional questions to reach decisions that clearly establish the constitutional standards governing policing.
- Advocate to end racial and religious profiling at the State and local level, as the End Racial and Religious Profiling Act of 2020 does with respect to Federal law. Racial profiling involves the unwarranted screening of certain groups of people, assumed by the police and other law enforcement agents to be predisposed to criminal behavior. Multiple studies have proven that racial profiling does not prevent crime.
- Require immediate intervention by State and local law enforcement officers where another officer is applying excessive force against a civilian, as the George Floyd Justice In Policing Act of 2020 does for Federal law enforcement officers.
- Banning the use of chokeholds and carotid holds by State and local law enforcement. Specifically, all maneuvers that restrict the flow of blood or oxygen to the brain, including neck holds, chokeholds, and similar excessive force, should be prohibited. NOBLE urges the Senate to pass the Eric Garner Excessive Use of Force Prevention Act, which amends 18 U.S.C. § 242 to designate the use of chokeholds as a federal civil rights violation.

- Modify the use-of-force standard applied at the State and local level from the standard of “reasonableness” to “necessary,” as the Police Exercising Absolute Care With Everyone Act of 2020 does at the Federal level. Use of force by police against civilians should be “necessary,” not simply “reasonable,” in order to underscore law enforcement’s obligation to “protect and serve” all members of the community.
- Enact legislation at the Federal, State, and local level that requires police officers to receive adequate training and establishes accountability and transparency mechanisms for officers using military equipment.
- Enact the Federal Police Camera and Accountability Act, which requires Federal law enforcement officers to wear body worn cameras. Advocate for State and local law enforcement to acquire and implement the use of body worn cameras. NOBLE further endorses the Community Policing Initiative Body Worn Camera Partnership Program, which would provide a 50 percent match to States/localities that purchase body worn cameras and requisite storage. In addition, in order for body cameras to act as an accountability mechanism, NOBLE advocates in favor of a sound policy for their use and release of the video to the public after critical incidents.

In closing, NOBLE endorses the George Floyd Justice in Policing Act of 2020 but encourages your consideration in reviewing the above recommendations that we feel address the shortcomings of this legislation.

I welcome your thoughts and feedback.

Sincerely,



Lynda R. Williams
National President