



National Association for the Advancement of Colored People
Lima Unit #3170 – 2945 Wells Drive – Lima, Ohio 45804 – 419-516-1122
“Where There is Unity, There is Strength”

June 26, 2020

Lima Police Department
Allen County Sheriff Department
Ohio State Highway Patrol

Dear Law Enforcement Agencies:

In alliance with the national protests concerning the systemic legal and judicial systems within our communities, the NAACP Lima Unit request that your law enforcement agencies, work toward developing a concrete plan on how to build and sustain safety, employment opportunities, and equity within our communities.

We are submitting the following proposals that will assist with Criminal Justice Reform in your departments:

1. Modify and/or implement a citizen’s review board, empowered with subpoena powers, to investigate complaints by members of the public concerning misconduct by police officers. This review board should be a diverse independent representation of our community that reflects all ethnicities, Black, White, and Latino.
2. Create a more transparent process around the accountability of officers who violate citizens constitutional rights, canons of police ethics, and departmental policies and procedures by making their names and disciplinary records available to the public.
3. Create a policy whereby police officers who discharge their weapon and/or use excessive force on an unarmed person be suspended without pay pending further investigation. Make their names, policing history and additional information outlined in the Freedom of Information Act (FOIA) available to the public upon the disposition of the investigation in a reasonable amount of time.
4. Embrace the governor’s proposal for law enforcement that all departments should be equipped with body cameras and fully operational with reference to dealing with the public. Ensure at least two cruiser cameras are utilized in every police car, one facing toward the street and the other facing toward the person in custody.

Lima Police Department
Allen County Sheriff Department
Ohio State Highway Patrol
June 26, 2020
Page: 2

5. Include in the training of law enforcement officers an emphasis on diversity training, mental health assessments, de-escalating conflicts and improving community relations. Psychological evaluations shall be used in the hiring of police officers
6. Ban the use of knee holds and choke holds as an acceptable practice for police officers.
7. Actively vet and recruit officers that are reflective and a proportionate representation of the community they serve. The number of applicants for available positions should be hired with regards to diversity and inclusion.
8. Provide video footage of all shootings and arrests resulting in loss of life, as well as alleged police brutality, in a reasonable amount of time.
9. Ensure an end to racial profiling within the community.
10. Ensure a jury pool that represents the diversity of our community, African Americans, Latinos, working toward eliminating all White jurors. An all-white jury does not reflect the diversity of our community.

On behalf of our community, we demand to work in partnership to develop tools, resources, training, policy and strategic communication. The desired outcome is to advance racial equity and justice within your departments.

We look forward to your response.

Sincerely,

Ronald Fails, President
NAAP Lima Unit

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"One Nation Working together, For Justice and Equality Everywhere"