



# Redefining Policing With Our Community

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A Collaborative Report from the Testimony  
of LA County Residents & Stakeholders



County of Los Angeles

Department of Workforce Development, Aging, and Community Services

**Commission on Human Relations**

# Goal: Advance Equity in Law Enforcement in LA County

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AIMS

PROCESS

RESULTS

NEXT  
STEPS



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- ❖ Commemorate the 1965 Watts Rebellion with action beyond words
- ❖ Support and catalyze change in policing policy and practice
- ❖ Host and document community voices for the public record
- ❖ Create and strengthen relationships of trust to support needed collaboration



PROCESS

- ❖ Partnership with 20 anchor community organizations
- ❖ 169 speakers in 17+ hours of testimony during 6 public community hearings in different regions of the county
- ❖ 8 representative law enforcement leaders in dialogue with 13 subject matter experts in the final public hearing
- ❖ 38 stakeholder feedback sessions with 42 groups and organizations
- ❖ Support from 2 academic partners
- ❖ Continuing dialogue, partnership, and collaboration



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## Two Main Themes for Needed Change to Redefine Policing with Our Community

- ❖ Structure policing as one component of community-defined, community-led public safety.
- ❖ Demilitarize, and comprehensively transform, policing culture.



# 9 Strategic Aims



Increase Transparency and Accountability



Improve Policing Training



Establish a Culture of Wellbeing and Harm-Reduction in LA County



Revise Use-of-Force Policies & Practices



Transform Police Culture



Strengthen Civilian Review & Oversight



Enhance Community-Based Alternatives to Law Enforcement



End Overpolicing & Underprotection of Vulnerable Communities



Manage Utilization of Policing Technologies



## Highlights:

- ❖ Eliminate qualified immunity for law enforcement officers
- ❖ Use alternatives other than arrest for quality of life violations and crimes of survival
- ❖ Provide public access to complaint and misconduct records
- ❖ Require special independent prosecutors for use-of-force investigations
- ❖ Reallocate funding to expand and fully resource non-law enforcement community alternatives and crisis response teams
- ❖ Use Racial & Identity Profiling data to end systemic racism



- ❖ Choose Strategic Priorities
- ❖ Support Current and Emerging Initiatives
- ❖ Develop Collaboratives for Changes Requiring New and Sustained Effort



# “Redefining Policing With Our Community”

“We live in a moment that is bigger than any one of us. The struggles we face are rarely about individuals and they are rarely about bad apples. They are structural, they are persistent, and they are historical. Really, the struggles we face today are baked into the DNA of [this place] we call Los Angeles. Therefore, to part with the broken practices of our past and our present we are going to have to be visionary and we’re going to have to be bold... bold enough to fundamentally remake the story of policing in LA.”

*Dr. Kelly Lytle-Hernandez, UCLA*



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# “Redefining Policing With Our Community”

Chair of Ad Hoc Committee on Policing: Isabelle Gunning

Committee members: Dr. Sandra Thomas, Preeti Kulkarni,  
Frederick Sykes, Derric Johnson, Jeannette Ellis-Royston

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