

September 21, 1964

MEMORANDUM TO: Commission on Community Relations

FROM: Committee on Police-Community Relations

Nicholas Hood, Chairman
Rev. James Sheehan
Henry Szymanski
Stanley Winkelman

SUBJECT: Police-Community Relations Priorities

On June 3, 1964, the Commission's Police-Community Relations Committee submitted a memorandum communicating certain steps believed to be essential in insuring the goal of "fair and impartial enforcement of law and treatment of any person (rich or poor, white or Negro, etc.) by the Police Department."

At that time three specific objectives were outlined. It is now vitally important that we evaluate the steps that have been taken and decide on immediate priorities for Commission action.

1. **EQUAL EMPLOYMENT OPPORTUNITY.** "There must be a fair employment policy which guarantees equality of opportunity and equality of assignment and promotion, and the Police Administration must be committed to a realization of the policy. Concurrently, the pattern of employment must reflect that the policy is a fact at all levels."

Evaluation: The most important changes have occurred in this area. All precincts now have at least one Negro officer and the Detective Division has begun to demonstrate its ability to make non-racial assignments.

2. **TRAINING AND DISCIPLINE.** "The Department has the responsibility to build on the initial training program in the Academy which begins the development of a professional policeman. This includes a positive attitude toward continuous training and growth, as well as recognition for development in all areas of professionalism. Special attention should be given to the understanding of civil liberties and civil rights, and the all important requirements of good day-to-day contact with the public. This is generally known as 'human relations training.' Correspondingly, after showing officers what is expected of them, the Department must establish a system of discipline and self-regulation procedures which implement policy and guarantees community approval."

Evaluation: The essential prerequisite to changing the image of the Police Department throughout our community, particularly where the attitudes are most anxious or negative, is to guarantee impartial investigation of reported discrimination or mistreatment of citizens and a fair review and determination as to discipline proceeding from investigation. The immediate priority requires implementation of our suggestion to modify the name, orders and responsibility of the present Community Relations Bureau to accomplish this objective.

3. COMMUNICATION. "The Department must be in a position to continuously relate to the community so that specific progress can result in increased public support which, in turn, facilitates the functioning of the Department in its necessary role, i.e., the neutral and impartial agent for enforcement of the law and maintenance of order."

Evaluation: Simply increasing interracial communication lines is not alone the magic key to good police-community relations but it is an absolute need in this present period of gross misunderstanding on police procedures and of realistic problems. These communication channels have to exist and they must be productive. Where real problems are communicated, solutions are necessary. As an immediate need and priority we would recommend that our committee extend invitation to various community and civil rights groups to participate with us and schedule regular sessions with the Commissioner and other departmental representatives. This will provide a proper framework and forum for the joint discussion and communication of policy, practice and operating concerns.

RVM:gcc