Community Voices Data Walk Policy Recommendations

**Outreach/Community Engagement**

1. Ensure that district representatives as well as patrol officers are actively engaged in outreach and partnership efforts with community members
2. Tailor programs to certain communities to increase community participation
3. Partner with AISD and the Parks and Recreation Department to ensure programs are offered at all recreation centers
4. Bring community members into conversation regarding what department is doing to reduce crime
5. Implement community or neighborhood “buddy walks” with District Representatives and/or patrol officers and community members
6. Rethink ways to reach out and engage members of the community who do not routinely attend outreach/APD events

**Accountability**

1. Use body cameras to assess police-resident interactions to ensure best practices are being implemented. Use footage to train officers with a focus on language (both verbal and non-verbal body language). See [Police Officer Body-Worn Cameras: Assessing the Evidence](https://www.ojpdiagnosticcenter.org/sites/default/files/spotlight/download/Police_Officer_Body-Worn_Cameras.pdf) by Michael D. White
2. Ensure that officers who have received poor feedback or complaints from community members are not back in the field engaging with the same people
3. Utilize the Community Voices findings in trainings for new officers
4. Routinely update community members on new policies
5. Create an anonymous survey for community members to take when they have an interaction with police
6. Ensure that policies and procedures are consistent

**Mental Wellness**

1. Mandate mental health awareness training and evaluations for officers
2. Reduce the stigma of seeking mental health and substance abuse services among officers (example jurisdiction: San Antonio)

**Procedural Justice**

1. Mandate procedural justice training for all officers
2. Allow community members to explain their side of story before taking action
3. Prohibit the use of demeaning and insulting language and document when officers use such language. Take disciplinary action in those instances

**Youth and Young Adults**

1. Engage in more intentional and targeted outreach to young people

**Relatability to Police**

1. Offer Undoing Racism training to all officers
2. Require cultural competency training for all officers
3. Offer incentives for officers to live in communities they patrol

**Enforcement**

1. Reduce arrests for non-jailable/misdemeanor offenses
2. Allocate police presence in various areas by severity of 911 calls rather than just the number of calls
3. Explore alternative policing options
4. Decriminalize marijuana (example jurisdiction: Houston)

**Transparency**

1. Provide public access to police data (e.g., online)
2. Implement civilian oversight
3. Publicly release information surrounding police misconduct investigations

**Use of Force**

1. Revise use of force policy
2. Involve community members in use of force and de-escalation trainings