



SANTA CLARA COUNTY ALLIANCE OF BLACK EDUCATORS

To: San Jose City Officials and Community Leaders

From: Leon Beauchman, President, SCCABE

Date: October 25, 2010

This letter is to provide input regarding the upcoming selection of a Police Chief for the City of San Jose. Our members provided their perspective using a survey developed by the Coalition for Justice and Accountability. The feedback from our members confirms that we **feel strongly** about the following:

- It is important for the next SJ Police Chief to believe racial profiling exists in law enforcement, and will work to eliminate it in San Jose.
- It is important for the next SJ Police Chief to have had effective experience working as an officer in neighborhoods, and a history of being respectful of residents in the area.
- It is important for the next SJ Police Chief agree to understand there have been significant problems with the SJPD's use of force and arresting practices for the last 3-4 years.
- It is important for the next Police Chief to have had a history of disciplining officers who have acted improperly.
- It is important for the next Police Chief to have displayed an understanding and sensitivity to working with multi-ethnic communities.
- It is important for the next SJ Police Chief to have demonstrated success in, and a commitment to, diversifying the workforce.
- It is important for the next SJ Police Chief to have a willingness to work collaboratively with the civilian oversight agency that monitors complaints against officers.
- It is important for the next SJ Police Chief to display an understanding that those with mental health needs require a specialized response from officers in law enforcement interactions.

In addition, as educators, we believe that positive relations must be developed over time and our schools should be considered resources for accomplishing this task. We would hope the new police chief would have, experience in and appreciation for, community-based program that build bridges of understanding.