

From: [Ivor Edmonds](#)
To: [DOJ: Commission on Law Enforcement Accountability](#)
Subject: Serious Critique of the Draft Final Report
Date: Wednesday, August 5, 2020 5:02:36 PM

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To the members of the Commission,

I have reviewed the proposed plan for police accountability and it is lacking several key elements. Your plan relies on training rooted in Harvard's obsolete implicit bias doctrine and models. To change behavior we have to go further. In a nutshell, implicit bias training doesn't change institutional, systemwide behavior. This is the subject of our article, "[Diversity Trainings Usually Fail](#)" which appeared in *Forbes* in 2019. In addition, your trainings fail to bring the community (survivors of police brutality) together with officers in any meaningful or productive way.

Secondly, your plan fails to put any power into the hands of the survivors of police brutality over law enforcement officers. Without this, your efforts are in vain as there is no true accountability. We won a suit against the Internal Affairs Department (IAD) of the Oakland Police Department (ODP) in 2011 that resulted in:

1. Finding IAD incompetent;
2. Shutting down IAD;
3. Reallocating IAD's \$1.4 million dollar annual budget to a Civilian Police Review Board, who have the power to fire the Chief of Police and any law enforcement officer (i.e. actual accountability);
"On March 7, 2011 where the Mayor Jean Quan later casted the deciding vote to take IAD's \$1,468,158 budget and use it to fund the Civilian Police Review Board, which was replaced by the Police Commission in 2016 with the passing of Measure LL." (excerpt from *Best Practices in Community Conscious Policing*)
4. Implementing Community Conscious Policing™ throughout ODP.

Our Civilian Review Board has since been strengthened through two rounds of legislation and serves as the Gold Standard for Police Accountability in the United States. Governors in Oregon and Washington are already working with us to implement Community Conscious Policing in their states and communities.

Lastly, it is not enough to ban chokeholds. Officers must be trained (via funding reallocation) in arrest techniques that don't rely on "pain compliance," "pulmonary constriction," or "respiratory compression." A team of non law-enforcement martial arts experts must be convened to audit and rewrite the police academy's curriculum in this area.

I have Master's level credentials in addition to 20 years experience in Wellness, Public Health, Trauma-Informed System, and martial arts. The next edition of our book *Best Practices in Community Conscious Policing* is coming in September. As a resident of, and business owner within, the state of New Hampshire, I am available and willing to assist the Commission in these crucial

efforts for our state. Please contact me so we can work together to make sure your efforts are strengthened.

Sincerely,

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