

## Police Reform

For the last 8 years, I have fought for social justice as the chair of the Palo Alto Human Relations Commission and as chair of the Justice Review Committee of the Santa Clara County Human Rights Commission. In the wake of the Black Lives Matter movement, we are confronted with the fierce urgency to take action now, and we cannot let this moment simply pass by. As a councilmember, I will work to enact meaningful police reform, starting with the following proposals.

- Enact the 8 *Can't Wait* reforms not already implemented
- Revise hiring policies to recruit officers with no misconduct allegations
- Promote the hiring of more diversity of women and minorities
- Ensure greater transparency and accountability
- Require an independent auditor's reporting of officer complaints rather than the department's own Human Resources
- Re-imagine community policing by having mental health professionals respond to noncriminal matters

