



2020

Annual Report



**LAW ENFORCEMENT
ACTION PARTNERSHIP**
ADVANCING JUSTICE AND PUBLIC SAFETY SOLUTIONS

LawEnforcementActionPartnership.org

Dear LEAP Partner,

2020 was an anomaly of a year. We endured challenges to our health and well-being unlike anything we've seen in several generations. We endured challenges to our communities and our country, as violence and unrest divided us. At times, it may have felt there was no way we could recover from the polarization 2020 exposed.

But the Law Enforcement Action Partnership is an organization that believes in solutions. We believe in doing what's right, even if it's not easy – and most importantly, we believe in building partnerships, sometimes with the unlikely mix of allies, to get where we need to be. Our law enforcement speakers come from the unique place of having carried out the very policies we're working to change. Our speakers are examples of the best of us, police who know that for communities to heal, the justice system needs to fundamentally change. Police need to be a part of our communities: not enforcers, but protectors of peace. Because we know we are unlikely messengers ourselves, we know that people from all ends of the political spectrum can get on board with this statement: **we need to transform policing and we need to do it now.**

We knew, long before the killing of George Floyd, that policing in America is deeply flawed. We knew, long before **COVID-19** brought panic about the spread through correctional facilities, that our prisons are overcrowded, filled with people who shouldn't be there. LEAP hit the ground running in 2020 because we'd been working on solutions to these problems for years. We were built for this. And we've continued to bring those solutions to the forefront in 2021. **Our National Recommendations to Transform Policing and our Community Responder Model, developed with the Center for American Progress, present practical ways to build trust with our communities and remove responsibilities from police that should have never been put on our shoulders in the first place.** This change will benefit both police and the communities they serve, allowing police to focus on serious crime and gaining community trust. That's not only deeply necessary, but also achievable. It will take hard work. But we are ready.

We're at a moment in history where all eyes are on police reform. LEAP is positioned to guide a transformation of the justice system, and as I announced my retirement at the end of 2020, the organization needed a leader who would meet this moment. It was a process our Board took very seriously, and we ultimately found the leader we needed among our own: **Lt. Diane Goldstein (Ret.), a longtime speaker and Board member, stepped down as Board Chair and took the reins as Executive Director.**

In addition to her **impressive professional background** in both policing and advocacy work, Diane deeply understands LEAP's mission. Diane is a champion for treating drug use as a public health issue and making treatment safe and accessible for those who need and want it. She is a committed advocate for public health and safety, believing police transparency and accountability are nonnegotiable and all community stakeholders must have the opportunity to be heard. And she is a shining example of what women in police leadership bring to the table.

Diane's exit as Board Chair also brought another outstanding LEAP speaker into a key position to lead us forward. **Deputy Chief Wayne Harris (Ret.) was elected Board Chair at the end of 2020.** Throughout Wayne's **long and distinguished policing career**, he has focused on strengthening relationships between police and their communities. He is uncompromisingly ethical, thoughtful, steady, and dedicated to building a better way forward.

We are incredibly lucky to have Diane and Wayne guiding LEAP into the future. I'm happy to report that I'm still a part of the team as well, serving as Board Treasurer and remaining available to the team as a source of advice and organizational knowledge.

Thank you for standing with us. You are a vital part of our team, and we need you now more than ever. **To keep LEAP's work at the forefront of justice reform, please make a contribution today.**

The next few years will be critically important for justice reform, and we all need to work together to make it happen. **LEAP will serve as law enforcement validators, working to ensure our communities' needs are prioritized.** We are proud to be a leading voice for transforming policing, but we know that at this moment, the most important thing we can do is listen.

In solidarity,



Major Neill Franklin (Ret.)
Board Treasurer
Executive Director 2010-2020



Lt. Diane Goldstein (Ret.)
Executive Director



Wayne P. Harris (Ret.)
Board Chair



Lt. Diane Goldstein and The Daily Show's Ron Wood at the Conservative Political Action Conference (CPAC).

LEAP attends a national leadership meeting on diversion.

LEAP's Lt. Diane Goldstein (Ret.) and Officer Suzanne Sharkey (Ret.) attend the 63rd session of the Commission on Narcotics Drugs in Vienna, Austria. James Nicholls from Transform moderated the panel.

“It’s time to see a badge and a gun as only one small slice of public safety. It’s time to invest in other professionals who can prevent crime by tackling the root issues. It’s time to restore public trust in police by deploying the entire community in the service of public safety. It’s time to heal our neighborhoods.”

***-Deputy Chief Wayne Harris (Ret.),
LEAP Board Chair***



LEAP by the Numbers: 2020

Speakers: 344 (including 28 new recruits in 2020!)

TV/Radio/Print Appearances: 4,200

Published Op-eds and Letters to the Editor: 149

Legislative Actions: 160+

Social Media Presence: 165,000 Followers Worldwide

2020 New Speakers / Quotes

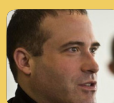
When the community and police share time together, hopefully people will see the 'other' is not so much the 'other.' Most police officers take the job to help others, and sometimes their experiences on the street muddle that, and they need to be reminded of their role in a community.



-- Altovise Love-Craighead

Inspector Altovise Love-Craighead,
Philadelphia Police Department, PA

The thing about qualified immunity is that it's judge-made law. It was never legislated. I think there's a sense when you look at the prevailing case law that ... the bar for reasonableness has been set way too low and the bar for incompetence has been set way too high.



-- Brandon del Pozo

Chief Brandon del Pozo (Fmr.)
Burlington Police Department, VT

We had our regulars. We would constantly be dispatched to a particular address, calls that weren't police matters... these calls should have gone to community responders.



-- Sean Perez (Ret.)

Officer Sean Perez (Ret.)
Hartford Police Department, CT



Officer James (Jamie) Nicholson
Chesapeake Police
Department, VA



Captain Anthony April
Alaska State Police
Anchorage, AK



Special Agent in Charge
Christopher Freeze (Ret.)
Federal Bureau of Investigation
Jackson, MS



Chief Rob Reyes (Fmr.)
US Department of Veterans' Affairs
Police Department
Erie, PA



Captain Michael Garavelli
Gloversville Police Department, NY

You have to meet people where they are at. Taking their self-esteem away, that's counterproductive."

-- Julie Garcia



Julie Garcia
Former District Attorney
Essex County, NY

We cannot arrest our way out of crime. Instead, we as a society must create fewer criminals...

-- Juan Cloy (Ret.)



Assistant Chief Juan Cloy (Ret.)
Canton Police Department, MS

2020 New Speakers / Quotes

Absolutely imperative that officers are trained in highly effective communication.

-- Annie Ramniceanu



Annie Ramniceanu
Special Assistant to the Commissioner
Vermont Department of Corrections

It's an honor to be a part of an organization that is intentional in creating a more equitable and just culture through common sense reform.

-- Thomas N. Thompson



Assistant Chief Thomas N. Thompson (Ret.)
Miamisburg Police Department, OH
Former Chief, Kettering Health Network Police
Department, OH

Back the Blue is tremendously problematic because we don't like to say we got it wrong, so officer misconduct gets hidden and downplayed.

-- Deirdre Jones



Commander Deirdre Jones
Cleveland Division of Police, OH

Drug use is going to happen, we need to give people a place to do it that isn't in our city streets. Make streets safer and allow someone addicted to drugs to use safely.

-- Conor King



Staff Sergeant Conor King
Victoria Police Department
British Columbia, Canada

You have to look past the charge and look at the underlying reason.

-- Michael Botieri



Chief Michael Botieri
Plymouth Police Department, MA

If we are to see meaningful change in our criminal justice system, we as law enforcement professionals need to be part of the solution. We must work with our communities, non-profit partners, and our elected officials to change models that do not work, to institute restorative programs, and give people the tools they need to be successful and live their lives with dignity. LEAP helps bring like-minded leaders together and provides a platform to promote positive change.

-- David Honda



Chief David Honda
Watsonville Police Department, CA

It seems that people are signing up to be warriors instead of public servants. Let's get back to the guardian mentality that we originally took our oath for.

-- Evan Douglas



Officer Evan Douglas (Fmr.)
Metropolitan Police Department
Washington, DC

2020 New Speakers / Quotes

I joined LEAP to amplify and lend my voice to systemic and social justice issues that have plagued the criminal justice system for decades. I am honored to be a part of such a noble and worthy organization.

-- Mike Harvey



Executive Director Mike Harvey
Rappahannock Regional Justice Academy
Fredericksburg, VA
Captain (Ret.) Spotsylvania County Sheriff's Office, VA

Seems that we are overlooking a significant contributing force to bias, oppression and injustice within the system. It's a lack of leadership from the top.

-- Richard Goerling



Lieutenant Richard Goerling (Ret.)
Hillsboro Police Department, OR

Since retirement, I have run for public office as a means to fix things I see fundamentally wrong in our country's politics and with the intention of making positive change on how we as law enforcement officers are trained, conduct ourselves, and are held accountable.

-- Michael Bollentin



Officer Michael Bollentin (Ret.)
West Windsor Township Police Department, NJ

I made the decision to become a speaker with LEAP in order to bring change to an outdated justice system after experiencing the brokenness firsthand with a loved one. The first step in bringing change and hope to those we swore an oath to protect starts with us!

-- Corey Williams



Officer Corey Williams
Lubbock Police Department, TX

Law Enforcement is undertrained on urban unrest, civil disobedience. Police aren't psychologically ready for militarization. Military equipment can be useful when managed properly, but you can't have a dialogue when you're in a tank.

-- Thomas Hyers

Chief Thomas Hyers (Ret.)
Springettsbury Township Police Department, PA

*Captain Jerome Sanchez (Ret.)
Santa Fe Police Department, NM*

*Bryan P. Rose, Former Police Officer
Irving Police Department, TX*

2020 HIGHLIGHTS

Media Presence

LEAP speakers steer criminal justice commentary in the media and in public discourse. Our speakers made headlines throughout 2020, publishing 149 op-eds and appearing in more than 4,200 media outlets including *Police Chief Magazine*, *The New York Times*, *CBS News*, *Fox News*, *NPR*, *Buzzfeed*, *The Wall Street Journal*, *CNN*, *USA Today*, *Now This*, *The Hill*, *Reuters*, *US News and World Report*, *ABC TV*, *Tulsa World*, *VICE*, *the Baltimore Sun*, *The Atlantic*, *The Intercept*, *The Crime Report*, *MSNBC*, *The Appeal*, *the Washington Examiner*, *the Real News Network*, *the New York Daily News*, *the Cincinnati Enquirer*, *the Detroit Metro Times*, *the St. Louis Dispatch*, *the Arizona Mirror*, *Axios*, *San Diego Union-Tribune*, *The Daily Beast*, *Governing Magazine*, *The Seattle Times*, *Minneapolis Star Tribune*, *Chicago Sun-Times*, *South Florida Sun Sentinel*, *The Virginia Pilot*, *Bloomberg TV*, *Milwaukee Journal Sentinel*, *The Portland Tribune*, *Opperman Report*, *Christian Science Monitor*, *Radio New Zealand*, *China Global TV*, *Al Jazeera*, *BBC World News*, *Popular Mechanics*, *Newsweek*, *Netflix*, *NBC Today*, *PBS* and many more.

Key Advocacy Efforts

As our law enforcement representation expands, so does our influence: in 2020, our speakers gave testimony, collaborated with partner organizations in contacting lawmakers, and participated in *amici curiae* more than 160 times – in spite of the limitations created by the pandemic our voice was still being heard and our influence felt. We also worked extensively with legislators – federal, state, and local – to improve the laws governing the way we administer justice in this country.

Recruitment

In 2020 we recruited 28 new law enforcement representatives, including current and former police chiefs in Massachusetts, California, Pennsylvania, and Vermont; a current police commander in Cleveland; current and former police captains in New York, New Mexico, and Alaska; the executive director of a major mid-Atlantic criminal justice training academy; a police inspector from Philadelphia; an FBI Special Agent in Charge; current and retired deputy chiefs in Ohio and Mississippi; and a former district attorney in New York. Our speakers are credible, diverse, and knowledgeable about a wide range of topics within the criminal justice system, always putting public safety at the forefront of our advocacy efforts.

2020 HIGHLIGHTS, cont.

Highlights

- In response to the unprecedented policing crisis our nation is facing, **LEAP released our [National Recommendations to Transform Policing](#)**. It's long past time for law enforcement to enact real, lasting change – prioritizing public safety and equal rights. **We must ensure that transparency and accountability are at the forefront of policing.** Since releasing our recommendations, LEAP has been working to expand our reach with policymakers, key community stakeholders, and the media. LEAP will continue to explore the changing narrative around policing, identify where current policies and practices have failed, and build, along with our partners in law enforcement and other justice reform organizations, on the communication strategy around reinvesting in communities and reprioritizing the narrow safety priorities police should be focused on.
- LEAP released a report on a [new community response model](#), designed with an eye toward community health, wellness, and safety, that dramatically reduces police response to and involvement in health and social conditions. **LEAP's Community Responder Model report calls for cities to dispatch trained civilian responders to many 911 calls, which would help both improve community safety and shift public safety funding away from punitive responses to those that address the root causes of criminality.**

With a focus on long-term solutions, these trained civilian responders can help address today's quality-of-life concerns and low-level community conflicts before they escalate to emergencies. Two broad categories of calls that do not always require police presence are: 1) calls related to homelessness, behavioral health crises, and substance use; and 2) calls related to quality-of-life concerns and nonviolent conflict, such as noise complaints and disorderly conduct.

We have been working with individual cities to move these programs forward, evaluating the current police response system via 911 call data, analyzing which and how many of these calls can be routed to community responders who can resolve problems absent police involvement. LEAP looked at data on 911 calls for service in eight cities with our police members, and we believe between a quarter to a third of these calls could be handled by non-police first responders.

By providing the community with services designed to solve problems rather than punishing people for actions that are often the result of poor economic, environmental, and

2020 HIGHLIGHTS, cont.

mental health conditions, we will see a reduction in crime and improve police community relations. Ultimately, this leads to increased police/community cooperation in which citizens offer valuable information toward solving violent crime. The Community Responder Model will be a major focus for LEAP going forward.

- A significant piece of LEAP's work in [2020 focused on COVID-19](#) and its impact on vulnerable populations – particularly incarcerated people. **LEAP took action on the national level, sending a letter to the International Association of Chiefs of Police and the US Conference of Mayors, endorsing a set of recommendations for how police agencies can best respond to the pandemic.** Thirty-five police chiefs, sheriffs, and officers of all backgrounds signed the letter in the interest of public health and safety. The recommendations include ensuring officers have the authority to give verbal warnings and citations in lieu of arrest; reassigning officers from non-essential departments to emergency services; requiring thorough reporting of new COVID-19 cases up the chain of command; ensuring equipment, work spaces, and vehicles are sanitized regularly; and protecting officers' ability to take sick leave.

LEAP also conducted outreach on the state level, sending recommendations on how to best protect law enforcement and medical professionals, essential service workers, and our communities against this massive public health threat, and hosted two webinars dealing with the pandemic: "Jail in the Age of Coronavirus" and "Police on the Frontlines of COVID-19."

- LEAP was proud to be a part of the education and advocacy efforts supporting a number of successful key state campaigns in 2020. We are working to build a system that holds police accountable to the people they serve. We aim to build our communities up and help them grow. LEAP worked on these significant state efforts in 2020:
 - **Oregon:** LEAP worked to pass Measure 110, making Oregon the first state to decriminalize drug possession and fund treatment services, allowing police to focus on serious crime. We also worked to pass Measure 109, allowing the clinical use of psilocybin therapy, a promising treatment option for mental health conditions when used under the guidance of licensed professionals.
 - **Arizona, New Jersey, Montana, and South Dakota:** LEAP successfully advocated for voters to pass measures to legalize, regulate, and tax adult use of marijuana. These victories move us closer to taking marijuana out of the hands of the justice system.

2020 HIGHLIGHTS, cont.

- **California:** Proposition 17 passed, restoring the right to vote to people on parole. We also successfully defeated Proposition 20, ensuring reforms mitigating years of harsh sentencing and parole penalties and working to ensure that prison overcrowding and racial disparities in the justice system are addressed would live to see another day. LA County's Measure J, which featured LEAP speaker and board member Terry Blevins, passed, amending the county charter to allocate at least 10% of existing locally controlled revenues to community investments and alternatives to incarceration.
- **Ohio:** LEAP worked to pass Columbus Issue 2, creating a civilian review board to carry out independent investigations of police misconduct accusations, an important step in ensuring transparency and accountability in policing, which will remain a top priority for LEAP as we move into 2021 and beyond.
- **Illinois:** in January 2021, the Illinois General Assembly passed the Pretrial Fairness Act, becoming the first state in the nation to completely abolish cash bail. The Law Enforcement Action Partnership proudly endorsed the Act, and our own Officer Dave Franco (Ret.) of the Chicago Police Department campaigned to ensure it passed, telling the *Daily Line*, "This system made my job harder as a police officer. It filled the jail with people who pose little public safety risk, instead of leaving law enforcement time, court resources, and jail space to prioritize serious cases." The Act will end cash bail and empower judges to base their pretrial decisions on whether a person needs to be held for public safety reasons, not their socioeconomic status. It will require the release of people charged with crimes before trial with the exception of a narrow set of felony offenses or if someone poses a specific harm to another individual. In all exceptions, the bill requires judges to impose the least restrictive conditions possible. This is a significant step toward making the justice system more balanced.

Marijuana Policy Project presents

**CANNABIS CRIMINALIZATION & OPPRESSIVE
POLICING IN COMMUNITIES OF COLOR**

JULY 15, 2020 AT 1:15PM EDT

MPP2020SUMMIT.SPLASHTHAT.COM



MAJOR NEILL FRANKLIN
Law Enforcement Action Partnership



NKECHI TAIFA
The Justice Roundtable



PASTOR JAMAL BRYANT
New Birth Missionary Baptist Church



NATALIE PAPILLION
The Equity Organization

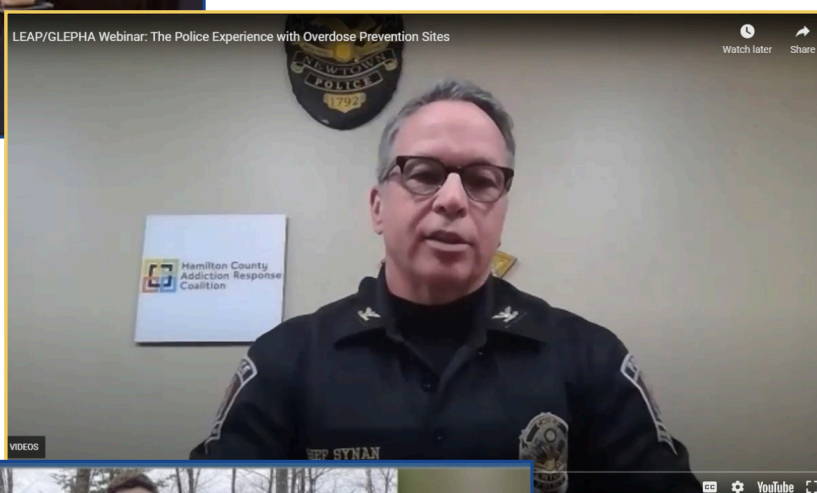


ROLAND MARTIN
*Roland Martin Unfiltered
(Moderator)*



Major Neill Franklin (Ret.) appears on the Marijuana Policy Project's panel about the impact marijuana criminalization has had on communities of color.

New Speaker Captain Michael F. Garavelli, of the Groversville (NY) Police Department.



USC Law Professor and LEAP Board Secretary Jody Armour spoke to the Compton Council about the unintended consequences of a tobacco ban that would disproportionately affect African-Americans by resulting in more traffic stops.

Chief Tom Synan of Newtown, Ohio hosts a webinar on law enforcement and overdose prevention sites, sponsored by LEAP and the Global Law Enforcement & Public Health Association.

Major Neill Franklin (Ret.) talks with CNN's Jake Tapper about what police can do to protect the safety of those they interact with and communities as a whole.



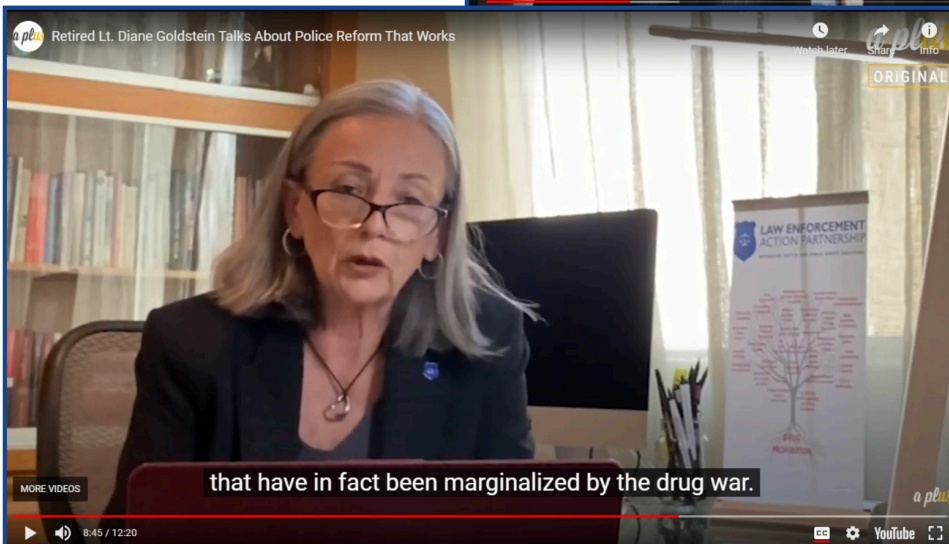
“As a former sheriff with experience dealing with natural disasters, I learned to listen to the experts to save lives. When the epidemiologists tell me this is a crisis, I know we can safely release many people sitting in our jails and prisons to stop the spread.”

- Sheriff Jim Manfre (Ret.)
Flagler County, FL



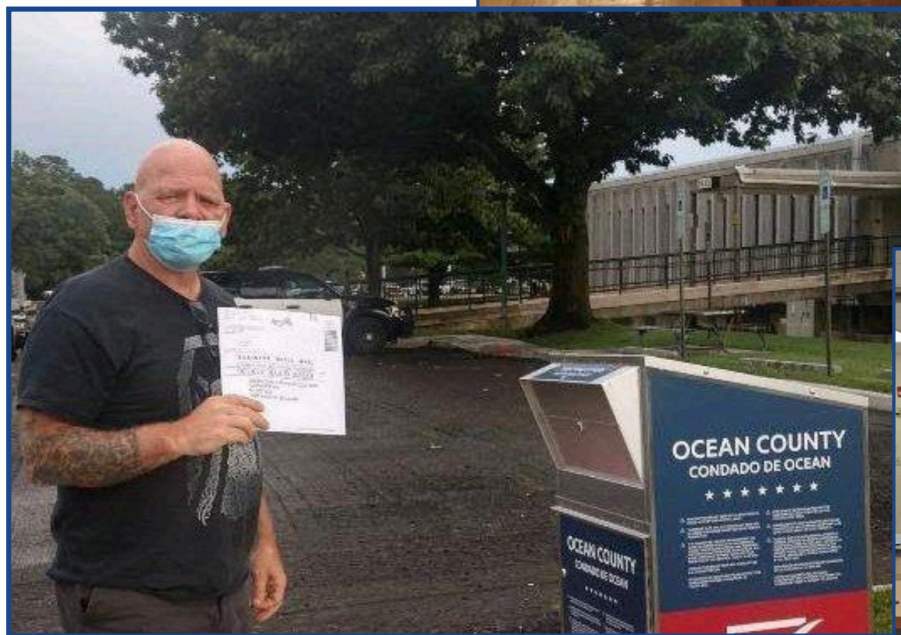
LawEnforcementAction.org

Sheriff Jim Manfre (Ret.) spoke out on the urgency of addressing the impact of COVID-19 on incarcerated people, corrections staff, and the community at large.



Major Neill Franklin (Ret.), Board Treasurer and former Executive Director, talks with CNN's Don Lemon about what "defund the police" really means.

Executive Director Lt. Diane Goldstein (Ret.) speaks on effective police reform (2).




Voting rights are restored in New Jersey (3).

Issues in the Spotlight 2020

Our speakers addressed the most critical topics of the year in true LEAP style: explaining how and why we work for positive changes throughout the justice system. Here, a few of our own speak from the heart, telling us why these issues matter to them personally, and why they should matter to everyone invested in changing our justice system – and our world – for the better.

MAJOR NEILL FRANKLIN (RET.) ON "DEFUND THE POLICE"



We need to face the fact that our communities are – and have long been – overpoliced and undersupported. Our police are being burdened with tasks they haven't been prepared for, and which would be better handled by other service providers or community stakeholders. Incremental change is not good enough anymore. We need to start over. The new way forward for our justice system must begin with meeting communities where we are, and all of us getting on the same page with envisioning where we want to be. We need to have frank, and likely uncomfortable, conversations that include all voices within our communities.

Who doesn't want stronger, more peaceful communities? People need to feel like they can trust the police and trust the justice system. Right now, an unsettling number of our fellow Americans feel targeted and threatened by the police and the justice system. And police trying to reform the broken system from within feel like the people they serve often view them as the enemy. "Defund the Police" is meant to convey an urgent need for change, not the empty promises and inaction we've seen up to this point. But what does it really mean?

For many of us, "defund the police" actually means making more balanced investments in our communities. It means restructuring police budgets and [redistributing responsibilities](#) that should not fall under the realm of policing, but within social services. We need to spark a movement that is significant, thorough, and – most importantly – strategic. We need good police to lead the way toward [policies that prioritize public safety](#) and the implementation of ethical, effective best practices.

What good does a "law and order" approach do if enforcing the law as we have been leads to chaos in our neighborhoods? Fear in communities of color? Displacement of people struggling

Issues in the Spotlight, cont.

with poverty, addiction, or mental health crises? Mass retirement of police dedicated to racial justice and social equality, who we need to lead the next generation?

We need to recalibrate the role of policing in society.

Unless and until we acknowledge the problematic structure that brought us to this point, we won't be able to change the system. And this is a system desperately in need of tangible change, especially for those who are most impacted by the current state of policing and the violence it perpetuates.



Cutting funding for vital community programs in favor of militaristic police programs is why we're in this mess. We need to rethink the necessity of incarceration, engage in restorative and transformative justice whenever possible, and level the system to a place of true justice for all. Let's build up programs that support community well-being instead of fostering a system focused on and enmeshed in punishment. Let's reallocate overinflated police budgets and redistribute funding to practical community services. Let's fund schools, community centers, libraries, affordable housing options. Moving in this direction will make our communities stronger, our police more effective at addressing serious crime, and our people feel safer and more secure. Police should not have unchecked power. We are a part of our communities, protectors of our communities, but we are not dictators or soldiers at war. We should stop thinking of our role as literal "enforcers." We are protectors, public servants, and, ideally, peace officers.

When I hear "Defund the Police," I hear a call for change. I, like many of you, don't want or expect to live in a lawless society. But as a community member and a 34-year police veteran, I don't want things to continue the way they have been. I want us to reimagine policing, reinvest in communities, and find a better way forward. For all of us."

Issues in the Spotlight, cont.

DETECTIVE KENNETH WILLIAMS (RET.) on POLICE MISCONDUCT

It's important that small cases of police misconduct get the same attention as the big cases, because everything starts small and ends up big. It didn't start with the police officer who killed George Floyd in Minneapolis. There were many citizens' complaints and incidents of abuse that led up to that flash point.... Those 'lesser' acts of misconduct should not be ignored by fellow officers... [For they] build up to an excessive force event ending in tragedy and eroding the public trust when a long history of abuse and police misconduct is exposed. Why keep repeating those mistakes?"


In the short film "Beyond the Blue Wall," Williams describes his feeling of dismay when a captain tells him their department has the best policies because they are written in such a way that no one can ever be held accountable. Williams asks himself, "Then who do I report problems to, if that's the captain telling me that?"

Detective Williams's perspective is incredibly important. Conversations around police misconduct, race relations, and accountability are difficult. Officers are compelled to uphold the Blue Wall of Silence, staying silent about issues that could be detrimental to their department.

Detective Kenneth Williams (Ret.) takes action to combat racism within his own department.

Can you imagine struggling between loyalty to your department and loyalty to the community you swore to protect? Ultimately, the best interests of law enforcement and communities are not in opposition. Transparency and accountability reduces the struggle.

Williams urges, "What's happening in the country now is a moment, and it's important for people not to get so caught up in the moment because the movement has been happening way before Mr. George Floyd's death."



We hear you. It is long past time to transform policing. LEAP believes in the potential for a better justice system. Our speakers are seizing the opportunity to build a system that is truly just. It's time to approach every aspect of the criminal justice system from a place of transparency and accountability, knowing that doing so benefits police as much as it benefits those we serve.

Issues in the Spotlight, cont.

CHIEF TOM SYNAN on OVERDOSE PREVENTION DURING A PANDEMIC

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COVID-19 has impacted all of us, our daily lives, and it will continue to do so for the foreseeable future. One of the most difficult aspects of this virus, for many of us, is the isolation it has created. This is particularly true for our most vulnerable, including those who struggle with drug addiction.

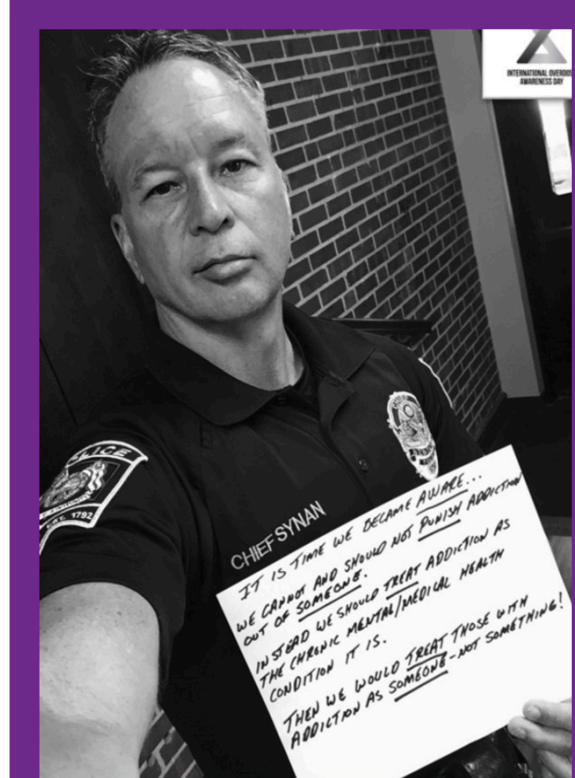
During the pandemic, we've seen a national increase in overdose deaths: an epidemic within a pandemic. We know that isolation is not the way to address drug use, abuse, or addiction. Morality policing only pushes those who need help further into their addiction, preventing

them from reaching out if they do want help.

How can we do better?

It starts with us. Law enforcement professionals have an obligation to our communities. We need to educate ourselves about addiction and use that knowledge to keep our communities safe and healthy. We need to offer those who struggle with misuse or addiction support systems and resources to help them recover safely and successfully. We need, first and foremost, to treat drug addiction as a public health issue, not a justice system problem.

These are unprecedented times. If you know someone who is struggling with addiction, reach out. Let them know that they have support. Listen. And for my fellow police leaders: know that we cannot arrest our way out of this crisis – not during this pandemic, not ever. So do what you can to support more practical and compassionate solutions in your community. Addiction can



Chief of Police Tom Synan

"It is time we became aware we cannot punish addiction out of someone. Instead, we should treat addiction as the chronic mental/medical health condition it is. Then we would treat those with addiction as someone – not something!"

– Chief Tom Synan

Issues in the Spotlight, cont.

be complex. As police leaders, we should be open to discussions, new ideas, or initiatives that don't always fit into traditional policing, but may accomplish our goals of saving lives and making our communities better.

We should listen to other police officials from around the world on how they handle addiction. We should critically evaluate our own ideologies so that we may be open to new pieces that fit into an overall solution.

Let's move away from thinking of addiction as a problem to be addressed by the justice system, and instead encourage treatment, not simply punishment. Support naloxone not just for first responders, but for those we serve, so they can help us save more lives and provide more opportunities to connect to recovery. Prioritize harm reduction.

Addiction is a chronic health condition, and overdose is preventable. Let's make it easier for people who suffer from this condition to seek help. They're part of our families, our communities – in order to build stronger communities, we need to offer support to our most vulnerable and fund programs that prioritize community health and safety.

Issues in the Spotlight, cont.

LT. DIANE GOLDSTEIN (RET.) AND CAPTAIN SONIA PRUITT (RET.) on WOMEN IN POLICE LEADERSHIP



Women are dramatically underrepresented in American policing: we make up less than 13% of all law enforcement officers, and significantly lower in leadership roles. Equity matters: when certain segments of the population aren't represented, trust in law enforcement suffers.

We need to ensure that we are prioritizing and valuing diversity in policing.

This is not to “check the box” with no real commitment to a diverse workforce, as it is crucial for a successful policing model to have different perspectives and life experiences reflected in police decision-making. Our communities expect equal representation within police departments: it helps in understanding the community's needs, and allows police to approach our mission from a place of empathy, partnership, and willingness to learn. Women of color play a particularly significant role in policing, as communities of color are disproportionately targeted by police, and the roles that these women play in their communities as mothers, sisters, and daughters can be a conduit in bridging the ever-widening gap between police and their communities. By building a diverse workforce, we're making both our departments and our communities stronger.

Studies have shown that women in policing are less likely to engage in police misconduct or incur use-of-force and citizens' complaints versus their male colleagues, improving police-community interaction and building trust. When women are leaders in our police departments, we are empowered to influence the culture in a positive way, and that creates a ripple effect that makes its way back to our communities.

It is important to ensure women are represented in all ranks: women should be involved in guiding departmental decisions and setting the tone for ethical policing, as well as being an integral part of creating that culture



It's not an easy road for Black women in the police department. Although, I would say, we're perfect for policing. What we see, and what we say, are important. We have a great vantage point that everybody should want to know about.

Captain Sonia Pruitt (Ret.)
Montgomery County Police Dept.
LEAP Executive Board

Issues in the Spotlight, cont.



What's been lost for many years is that we have not been inclusive to the community relative to how they want to be policed. And what I believe is going to happen is we're going to redefine what public safety means. It needs a holistic approach, and it needs to be renamed 'community health and safety.' Women are in a position to lead that shift.

Lieutenant Diane Goldstein (Ret.)
Redondo Beach Police Dept.
LEAP Executive Board Chair 2018-2020
Incoming Executive Director



shift we know policing needs. Women as role models make a path for women to choose policing as a career who may not have considered it because they did not see themselves represented. Women in police leadership are the catalyst for systemic change, and that change will create more opportunities for women in policing; help our departments grow internally and externally; and build stronger bonds with our communities.

2020 has emphasized that our current system of policing is not working. We have belabored these issues for far too long, and now is the time to make sure what we build from here takes us to a place of trust, integrity, and community health and safety.

We owe it to ourselves and our communities to work in sincere partnership, and women in police leadership are in a position to guide the profession in the direction of more community-focused policing. We are examining and addressing issues that have undermined the integrity of the profession for far too long. Impactful change occurs when police departments build a diverse workforce, thereby engendering trust and respect, building legitimacy, and creating lasting, positive community partnerships.

Issues in the Spotlight, cont.

CHIEF MIKE BUTLER (RET.) ON COMMUNITY POLICING



Chief Mike Butler and two of his grandchildren.

In Longmont, Colorado, we overhauled our entire way of policing. Instead of thinking of our community as a problem to be solved, we began to see our community as full of possibilities. Instead of criminalizing many social and health issues, we started developing a philosophy that emphasized healthy relationships with those who were struggling with addiction, mental health, homelessness, and a variety of other issues.

Instead of utilizing the justice system to deliver services, we leveraged the social capital and goodness within our community. Instead of seeing

ourselves as “The Thin Blue Line” that separates good from evil, we initiated many organizational and human resource development processes within our department so we could expand our role from merely being enforcers to becoming ambassadors, guardians, and partners with our community.

All of these shifts required us to rethink, recalibrate, and reset who we, as police, were within our community, what we did, and how we did it.

It led to a change in the profile of who we hired to serve as police officers, the kind of training and education we implemented, our leadership philosophy, management systems and processes, service delivery, and even the architecture of our organization. All of these philosophical and structural changes shifted the nature of our conversations, supported the kind of police department that could add significantly more value to our community, helped us build and sustain the trust we needed to form a variety of partnerships with our community, allowed us to operate from the perspective of “the whole is greater than the sum of its parts,” and ultimately made our community a healthier, safer place.

Issues in the Spotlight, cont.

A change in philosophy led to a change in policies. New policies led to different practices. Modified practices led to a variety of new programs. Those programs included a significant emphasis on building healthy relationships between police and our community, particularly those residents who lived in the shadows of our community. We also designed practices that surfaced, activated, and coordinated the social capital in our community. The increased social capital led to the development of relationships between thousands of people in our community who wanted to help and those people who needed help. We knew that much of the work a police officer performs involves heart and going the extra mile, and at the same time, judiciously and carefully utilizing the role of enforcement. Restorative justice, Law Enforcement Assisted Diversion (LEAD), and our Angel Initiative were just a few of the programs that reflected our evolving philosophy in Longmont. Over the years, we referred close to 7,000 people to restorative justice, referred hundreds of people per week to CORE and LEAD, and leveraged several million dollars in free addiction services treatment to those who did not have the financial wherewithal to access treatment.

We formed teams of walking police officers, including myself, who would stroll through neighborhoods in our community.

We requested the assistance of those we met to join the police and others in assisting those who could not assist themselves, encouraging everyone we met to feel and believe they belonged to our community. When everyone is welcomed as a part of the community, we are more likely to take care of that community and invest in it.

There has been considerable emphasis on the reimagining of policing in America. Let's make 2021 the year when we bring a new policing philosophy to life in our communities.

2020 Contributors

Chiefs (\$50,000 to \$500,000)

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Rachel B. Flamholz
Wendy and Jim Malcolm

2020 Financial Summary

Total Income:	\$1,536,477.78
Total Expenses:	\$1,090,067.24
Net:	\$446,410.54

Income Details

Unrestricted Grants:	\$1,251,043.25
Restricted Grants:	\$136,117.00
Major Donations (\$10K+):	\$40,446.61
Donations Under \$10K:	\$73,096.56
Honoraria:	\$18,586.75
Interest:	\$3,945.32
Miscellaneous (Including Fiscal Sponsorship Admin Fees)	\$13,242.29

Total: \$1,536,477.78

Expense Details

Programs:

Speakers Bureau:	\$75,919.64
Speakers Bureau Salaries:	\$176,740.29
Media/Promotion:	\$230,620.73
Media/Promotion Salaries:	\$125,696.92
Fundraising:	\$11,366.13
Fundraising Salaries:	\$133,595.38
Conferences:	\$4,763.46
International/Board Projects:	\$4,763.46
Grants:	\$9,000
Board Discretionary Fund:	\$15,000.00

Subtotal: \$807,702.55

Operation:	\$254,498.53
Services & Equipment:	\$27,866.16

Total: \$1,090,067.24

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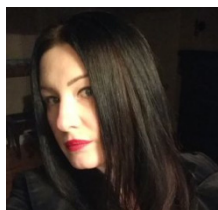
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**LAW
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ADVANCING JUSTICE AND
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**We believe
policing
is more than
a job.**

It is a responsibility.

It is a duty to protect and serve our communities.

It is an obligation to stand up for what's right.

It is a commitment to transparency, accountability, and equity.

We are the **Law Enforcement Action Partnership**, and we're working to create a justice system that works for all of us.

Join us.

LAWENFORCEMENTACTION.ORG

How You Can Help

The Law Enforcement Action Partnership thrives when we all work together to advance justice and public safety solutions. In order for us to accomplish our goals in 2020 and beyond, we need your support.

Here's how you can contribute to the Law Enforcement Action Partnership:


- Visit **LawEnforcementActionPartnership.org/donate** to contribute via credit card, PayPal account, Donor Advised Fund, or Bitcoin.
- For information on estate planning and stock donation, please contact:
info@lawenforcementaction.org.
- By mail, send a check payable to The Law Enforcement Action Partnership:

The Law Enforcement Action Partnership
121 Mystic Avenue
Suite 9
Medford, MA 02155

- By phone, please call (781) 393-6985 to contribute via credit card.

THANK YOU

The **Law Enforcement Action Partnership** extends heartfelt thanks to our dedicated partners, supporters, and volunteers, who devote their time, talents, and resources to building the movement for criminal justice and drug policy reform. Our success is owed in no small part to your contributions. We look forward to a productive future with all of you, knowing that our work is needed now more than ever.





LAW ENFORCEMENT ACTION PARTNERSHIP

ADVANCING JUSTICE AND PUBLIC SAFETY SOLUTIONS

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