



Dear Organizers,

Many of you have asked us for resources and thinking to deepen your organizing around police brutality. As a start, please take a close look at the [Bring the H.E.A.T.](#) framework developed by Pastor Ben McBride and LIVE FREE leaders and clergy in California and now shared nationally as a framework for transforming policing.

As Pastor Ben has said, this work needs to be anchored in the narrative truth that a warped police system that defines Black people, and people of color of all races as threats and kills them with impunity is an expression of anti-Black hate and racism on which this country was founded and still has not rectified.

Bring the H.E.A.T. focuses on Hiring (including challenging the idea that police need to be men who carry toxic masculinity into communities of color), Equipment (including practices such as chokeholds that cops are taught to use), Accountability (transparency and consequences for abuse) and Training (led by the community). It is a proven framework for making concrete demands that end police killings and begin to build a new system focused on safety and peace. The starting point is challenging your city council people, mayors and police chiefs to sign our pledge to [#FireAllRacistCops](#).

To help fuel more and deeper organizing we want to share some of what we are learning together from the young Black and Latino activists leading this movement and from your organizing.

1. Police union contracts shield officers from accountability for brutality and killings. Look up what provisions have been included in your city's contract with the police union [here](#). Find out when the contract is up for renewal and work with Black and Brown organizers and activists to make removing these provisions a citizen demand in the negotiations. We can also demand that Departments [rewrite](#) their use of force policies.
2. So-called Police Bill of Rights in [15 states](#) passed as a result of police union lobbying have similar protections shielding police when they abuse their power. These laws need to be repealed as part of state legislation to raise standards for use of force and require transparency in police use of force and racist communication.
3. White supremacist groups have infiltrated your police department. For decades neo-Nazi, Klan and other White Supremacist, Islamophobic, anti-government, immigrant-hating groups like the [Oathkeepers](#) have worked to get their members hired as police officers and recruited officers into their organizations. The Bring the H.E.A.T. demands to [#FireAllRacistCops](#) are critical because there is so much explicit racism and recruitment of police into White Power groups. Organizations should also demand that police leaders audit all police issued phones,

lockers, emails, chat rooms to assess explicit bias of law enforcement officers and fire those officers who are spreading hate.

4. Police contracts with school districts, colleges and universities and transit systems can be terminated. Organizers successfully pushed the Minneapolis Public Schools, the Parks and Rec Department and the University of Minnesota to [cut ties](#) with the Minneapolis Police Department. Groups in other cities could demand the end to similar contracts as part of replacing police with unarmed civilian staff responsible for safety and violence prevention. Organizers are making similar demands for public transit.

5. Follow the Money. Pressure is growing to [defund](#) police departments and shift resources to civilian anti-violence programs (such as violence-intervention street workers), drug treatment, jobs, health care and housing. [Freedom to Thrive: Reimagining Safety and Security in Our Communities](#) by @CPDAction @byp100 @Law4BlackLives documents cities spending 30-40% of every tax dollar on policing. The report provides resources for local divest/invest organizing. The cycle of creating a municipal budget begins a year before it is passed, so it is never too early (or too late) to make demands to shift funding from police to more effective ways to bring peace and safety to our communities. We also need to end funding for policing and jails that comes from fees and fines.

It is also possible to demand that police departments be disbanded and replaced by smaller public safety departments that have been purged of racist police and practices. Note that the Camden, NJ police department was [shut down](#) in 2013 due to police brutality and its failure to provide safety to city residents, and replaced by a new smaller department with a focus on community policing.

Over the coming days we're committed to sharing popular education materials and stories of success with organizers, leaders, and clergy that help us make structural change in our police departments. We will also be working together to integrate national demands to end anti-Black police brutality with our federal organizing for a racially equitable response to COVID-19.

Please share your wisdom, organizing campaigns, victories, and questions so we can live up to the fierceness that God expects from us in this moment.

In struggle,

Phyllis Hill  
National Organizing Director  
Faith in Action

P.S. [Click here](#) to join Pastor Ben every Thursday at 7 p.m. EST via LIVE FREE's Facebook page.