Good Morning Honorable members of City Council,

I'm Speaking before you this morning to ask you to actively take the steps to support police data transparency in Alexandria. I share the concern of many of my fellow Alexandrians of color and of minority communities about profiling at traffic stops and over-policing. We need to know that we can trust that our police department is following the best practices, and applying the highest standards when it comes to policing and traffic stops. Please don't take my request as if I'm insinuating that this is not the case, but how can we be certain unless there is transparency, unless we know who is being stopped and why, unless we know who is being searched based on "hunches", and if racial profiling is playing a role. There has been outcry from communities across the nation about the need for deliberate community policing and engagement, robust training efforts, and police data transparency. Data transparency was also one of the recommendations of former president Obama's Task Force on 21st Century Policing, released in May 2015. According to a CATO institute survey, 65% of Americans believe that an officer would stop motorists or pedestrians of certain racial or ethnic groups because the officer believes that these groups are more likely than others to commit certain types of crimes. Lately, the Attorney General of the unites states Jeff Sessions decided to re-invigorate the "war on Drugs". This means that the Justice department will increasingly charge individuals for drug crimes that carry a minimum mandatory sentence, a policy that the Obama administration had been proactively discouraging. The so-called "war on drugs" is what caused the prison population to increase 500% in the past thirty years, and fill prisons with mostly people of color. The "war on drugs" isseen by many as a way to mass incarcerate people of color, fueling the for profit prison complex, and to disenfranchise minorities and deny them in some states (including Virginia) their right to vote. As Alexandrians we need to make sure our police department is not taking part (knowingly or un-knowingly) in this vicious war that is destroying many families and communities across the US. We need to know that Alexandrians aren't being profiled or stopped based on race or skin color, which is the very first step to denying citizens their civil rights and equal protection under the law, in a country where our constitution guarantees every one liberty and justice. Dear honorable city council members, the bestway you can take progressive steps towards building that trust between our minority communities and our police department, is to pass an ordinance that has our police department make data related to police stops, searches, and arrests broken down by race, ethnicity, and age available to the public. This will enable our community to engage with the police department and work collectively on fixing any problems we might find . This willassure all stakeholders that real steps are being taken to guarantee best policing practice in Alexandria and create a model to the nation.

The Alexandria Police Foundation

invites you to

Celebrate National Police Week

COMMUNITY FOR COPS

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Thursday, May 18, 2017

5PM - 9PM at Vola's Dockside Grill

From 5-9PM meet members of the Alexandria Police Foundation

● Join the **Alexandria Police Foundation (APF)** to celebrate and support the Alexandria Police Department's Community Oriented Policing Section (COPS). Meet your local police officers, as well as retired and active K9s and their handlers.

● Enjoy a fun evening at Vola's Dockside Grill (101 N. Union Street). You might even be served by local community-leaders (guest bartenders)!

● FREE Admission

● 25% of the proceeds from all food and beverage sales throughout the day will be donated to the APF to support COPS programs!

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703.746.1909 • www.alexandriapolicefoundation.org
Email: Ginny@alexandriapolicefoundation.org

3/16/17

Madam Mayor and members of City Council,

Thank you for the opportunity to speak this morning. I will start by making it clear that while I am a member of the Alexandria City School Board, I am here today in my own individual capacity and my views do not represent the views of the School Board.

I join you this morning in support of the idea of crafting a city ordinance around improving data collection and transparency for police stops in the city. I urge the Council to move forward with an ordinance for two main reasons: To continue to build trust among city residents of all backgrounds, and to be a leader in what I believe Alexandria prides itself in, our commitment to a diverse city that treats all its residents equitably.

First when it comes to trust:

- There are some in our city who report anecdotal concerns about bias policing and worry about fair treatment, including myself from personal experiences outside the City of Alexandria. The increased national focus on biased police interactions and stops that have led to unnecessary killings by police, including local incidents in the northern Virginia area, all point to this as a life and death concern among people of color, the disabled, and vulnerable citizens who worry about the quality of their interactions with police. This ordinance could help build trust by creating a resource for dialogue about these concerns, based on fact and data.
- I remember over two years ago participating in a community forum following one of the many national incidents with former Mayor Euille and former Police Chief Cook. There, police officials spoke of a forthcoming system of tracking stops. It's not clear two years later if or how that technology has been implemented, but an ordinance would fulfill the promises made at that forum and give them the force of law so Alexandrians can trust that it will never be take away or phased out.
- Also, an ordinance could mandate the use of the police stop receipts in all stops. A simple receipt builds trust by providing residents, during the interaction, with information to report anecdotal concerns. Let's not dismiss these anecdotes, but instead address them in a spirit of service that shows we take the fears and concerns of each Alexandrian seriously.

On the point of leadership and our commitment to diversity:

- As a member of school board, you know that I know quite a bit about the diverse community we live in. It is something we are proud of.
- Nationally and locally, there are documented trends of bias in school discipline just as there are in policing. ACPS has taken difficult but proactive steps to track our discipline data and make changes in our practices based on it. The data shows it is working as we see less disparity in suspensions and we continue to make this a focus of our training with staff. Our police should do the same, but it doesn't work if it is not done with publicly available transparency so that the community can be shown that its expectations are being met.
- If there is a concern about cost to implementing an ordinance, it is the responsibility of the city to detail those costs so Alexandrians can make informed decisions in next year's budget on whether this is a priority for them.
- I have not yet had the pleasure of meeting our new Chief of Police, but I look forward to it. Calls for an ordinance are not meant to slight him or the brave officers he leads. In our

ACPS cultural competency training, we learn that bias comes with all people, and police are people just like the rest of us. We must set high expectations for their work and have a system that allows our police to work towards the community's expectation with accountability.
- An ordinance on police data and transparency is an opportunity to track the quality of our work. If data shows non-bias, let's celebrate it and figure out how we can promote how Alexandria does policing the right way. If it shows some bias in stops, lets get out in front of it and show that we have the courage and leadership to set practices and training to eliminate bias in interactions.

Thank you for your time and consideration.

Sincerely,

Chris Lewis
5500 Holmes Run Parkway #1518
Alexandria, VA 22304

May 13, 2017

Dear Honorable Members of City Council:

2
5-13-17
Michelle Manto

I am a youth member of Tenants and Workers United. I am also a student at T.C. Williams High School.

Over the past couple years, I have seen racial profiling and police brutality become a national issue. Cities across the country are re-examining and reforming their local policies to improve transparency and eliminate bias in policing.

But we have also witnessed and heard the experiences from Alexandria residents of color – who are the most directly impacted.

Since 2015, TWU and the NAACP of Alexandria has been organizing in trying to achieve police data transparency in our city. We have drafted an ordinance along with the legal support of Advancement Project.

The ordinance would help the city better organize existing police data and make it available online for the public to examine in order to achieve transparency. But most importantly, this policy would strengthen trust between our community and the police, because it would ensure that the police department's existing data collection properly tracks police interactions with members of our community.

It is unfortunate that our community has been so civically engaged the past two years over this concerning issue and have yet to see any movement. We have gone through all the steps recommended to us, meeting individually with each city council member, meeting with city staff and other officials yet Alexandria still has not begun to change its policies on data transparency.

As a youth of color, it is disappointing that we are not being heard. We shouldn't be waiting for a local tragedy to happen. I don't want my peers to feel as though they are being targeted by local law enforcement based on their race, ethnicity, age, etc.

Although, I do have hope because Chief Brown has been in many public discussions and has mentioned he believes in community policing and data transparency.

This is an opportunity for Chief Brown and Council to be proactive. In December, TWU and the NAACP were promised data and we are still waiting, this is why we urge city council to please take active steps in increasing data transparency at the Alexandria Police Department, setting our community on a path for increased trust, stronger relationships, and true community policing.

Thank you for listening to my concern.

Mayor, Vice Mayor, Members of City Council,

My name is Jonathan Krall. I am here as a representative of Grassroots Alexandria to ask that we work together to pass a police data transparency ordinance. One of our key aims is to have demographic data on stops and arrests made by the Alexandria Police Department.

As you know, requests for police reform have been made in communities across the United States. Studies suggest that, rather than data-driven enforcement, many communities are experiencing enforcement that disproportionately targets poor and minority communities. Some might say that these communities have more crime and deserve extra attention. But the data, on a national level, suggests that these poor and minority communities are being subject to over-policing.

Is this happening in Alexandria? The fact is that we do not know for sure. I will say that this effort, which Grassroots Alexandria is proud to support, is being led by Tenants and Workers United and by NAACP Alexandria. The two organizations represent minority communities here in Alexandria. In their conversations with me, members of these organizations have hinted that this is a problem.

Because Grassroots Alexandria is a new organization, I feel I should say a few words to introduce ourselves. We are non-partisan. We are composed of citizens who were prompted to action by the recent election. We have 400 members on our facebook page. We have 60 active members on our 6 teams, with each team being focused on a particular mission. One of our teams is focused on Vulnerable Communities. Our small contribution to this data transparency effort is a project of that team.

We in Grassroots Alexandria also have an Anti-Fascist Team. That team has been holding protests and writing letters. One message of that team is that the dangerous times in which we live demand significant action. Specifically, we as citizens are called upon to recognize and dismantle White Supremacy. Please make no mistake, White Supremacy is very real. In polite society, we call it "white privilege."

We are proud to support tenants and Workers United and NAACP Alexandria. We are proud to stand with the many other organizations and individuals that are requesting this small step towards improved police and community relations. We ask that you each stand with us in sisterhood and in brotherhood.

STATEMENT OF PAUL M. RUDEN
BEFORE THE
ALEXANDRIA VIRGINIA CITY COUNCIL
MAY 13, 2017

Mayor Silberberg and Council Members, my name is Paul Ruden. Prior to retiring in 2015, I worked in Alexandria for 25 years and have lived here for 18 years. I am here as one of many individual residents looking to assure that Alexandria remains a humane community, a model for other communities facing serious institutional issues. The question we bring before the City of Alexandria is whether the conduct of our police department is exhibiting Implicit Bias in its conduct toward citizens.

Hidden or Implicit Bias is the concept that people have biases in their intuitive attitudes that subconsciously influence their behavior.

One major study is the Harvard-developed Implicit Association Test (IAT), created to detect bias based on factors such as race, gender, sexual orientation and national origin. The highest levels of detected bias—70 percent or more—were directed at blacks, the elderly, the disabled, the overweight and other stigmatized groups. Moreover, minorities showed the same biases as majority groups. No one is immune. Implicit Bias can only be detected by using data analytics to tease out of large data pools the presence of biased behavior of which the actors are not conscious.

I hasten to state my strong belief that Chief of Police Brown is a right-thinking person who does not want his officers to engage in biased behaviors toward anyone. Having discussed with the Chief the relationship of his department with the community, I have no doubt about his commitment.

At the same time, we remain aware of the news, repeated every few weeks somewhere, of another unarmed man, usually African-American, being shot by police officers. Beyond violence, there is a concern in some parts of the community that the police are "against" the immigrant citizenry. This is wrong, but the fear inhibits trust in our law enforcement. We should do everything possible to quell those concerns. We can't prevent every misunderstanding or conflict but we can lower the odds.

Evaluation of police engagements with citizens requires deep analysis of data, such as perceived racial identity of the involved citizen, to determine whether Implicit Bias in traffic stops, use of violence and other elements of interaction is occurring. We would all like to think it is not. But we can't know unless we get the facts. As stated by one member of the Implicit Association Test research team,

> "The challenge is to identify those situations in which our implicit biases contradict our explicit values. Those are the ones that individuals, organizations and cultures will likely want to confront and curtail."

https://www.shrm.org/hr-today/news/hr-magazine/pages/0206cover.aspx

If there is no Implicit Bias in Alexandria's police behavior, we will have cause to celebrate. If there is evidence of Implicit Bias, then we will have a rational basis for addressing the issue to mitigate the problem, help law enforcement do an even better job and reassure the community.

For that reason, I support adoption of a formal city ordinance that will provide for the collection and analysis of the necessary data, with full and immediate public disclosure of the findings.

I have attached to my formal statement given to the Clerk some citations to Internet sites that may have useful information.

Thank you.

Paul M. Ruden
2251 Eisenhower Avenue
Apt. 1507
Alexandria, VA 22314
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pmruden@comcast.net
Blog: ShiningSeaUSA.com

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ADDITIONAL INFORMATION

https://www.laits.utexas.edu/~anorman/BUS.FOR/course.mat/Alex/ [excerpts]

Data Mining

by Doug Alexander
dea@tracor.com

What is Data Mining?

Data mining, or knowledge discovery, is the computer-assisted process of digging through and analyzing enormous sets of data and then extracting the meaning of the data. Data mining tools predict behaviors and future trends, allowing businesses to make proactive, knowledge-driven decisions. Data mining tools can answer business questions that traditionally were too time consuming to resolve. They scour databases for hidden patterns, finding predictive information that experts may miss because it lies outside their expectations.

Data mining derives its name from the similarities between searching for valuable information in a large database and mining a mountain for a vein of valuable ore. Both processes require either sifting through an immense amount of material, or intelligently probing it to find where the value resides.

Introduction to Data Mining

http://www-pcc.qub.ac.uk/tec/courses/datamining/stu_notes/dm_book_1.html

Information about data mining research, applications, and tools:

http://info.gte.com/kdd/

http://www.kdnuggets.com

http://www.ultragem.com/

http://www.cs.bham.ac.uk/~anp/TheDataMine.html

http://www.think.com/html/data_min/data_min.htm

http://direct.boulder.ibm.com/bi/

http://www.software.ibm.com/data/

http://coral.postech.ac.kr/~swkim/software.html

http://www.cs.uah.edu/~infotech/mineproj.html

http://info.gte.com/~kdd/index.html

http://info.gte.com/~kdd/siftware.html

http://iris.cs.uml.edu:8080/

http://www.datamining.com/datamine/welcome.htm

Data Sets to test data mining algorithms:

http://www.scs.unr.edu/~cbmr/research/data.html

Data mining journal (Read Usama M. Fayyad's editorial.):

http://www.research.microsoft.com/research/datamine/

Interesting application of data mining:

http://www.nba.com/allstar97/asgame/beyond.html

Data mining papers:

http://www.satafe.edu/~kurt/index.shtml

http://www.cs.bham.ac.uk/~anp/papers.html

http://coral.postech.ac.kr/~swkim/old_papers.html

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Https://www.broadinstitute.org/news/tool-detects-patterns-hidden-vast-data-sets

PRESS RELEASES / 12.16.11
Tool detects patterns hidden in vast data sets

December 16th, 2011
Researchers from the Broad Institute and Harvard University have developed a tool that can tackle large data sets in a way that no other software program can. Part of a suite of statistical tools called MINE, it can tease out multiple patterns hidden in health information from around the globe, statistics amassed from a season of major league baseball, data on the changing bacterial landscape of the gut, and much more. The researchers report their findings in a paper appearing in the December 16 issue of the journal *Science*.

From Facebook to physics to the global economy, the world is filled with data sets that could take a person hundreds of years to analyze by eye. Sophisticated computer programs can search these data sets with great speed, but fall short when researchers attempt to even-handedly detect different kinds of patterns in large data collections.

"There are massive data sets that we want to explore, and within them, there may be many relationships that we want to understand," said Broad Institute associate member Pardis Sabeti, senior author of the paper and an assistant professor at the Center for Systems Biology at Harvard University. "The human eye is the best way to find these relationships, but these data sets are so vast that we can't do that. This toolkit gives us a way of mining the data to look for relationships."

The researchers tested their analytical toolkit on several large data sets, including one provided by Harvard colleague Peter Turnbaugh who is interested in the trillions of microorganisms that live in the gut. Working with Turnbaugh, the research team harnessed MINE to make more than 22 million comparisons and narrowed in on a few hundred patterns of interest that had not been observed before.

"The goal of this statistic is to take data with a lot of different dimensions and many possible correlations and pick out the top ones," said Michael Mitzenmacher, a senior

5

author of the paper and professor of computer science at Harvard University. "We view this as an exploration tool – it can find patterns and rank them in an equitable way."

One of the tool's greatest strengths is that it can detect a wide range of patterns and characterize them according to a number of different parameters a researcher might be interested in. Other statistical tools work well for searching for a specific pattern in a large data set, but cannot score and compare different kinds of possible relationships. MINE, which stands for Maximal Information-based Nonparametric Exploration, is able to analyze a broad spectrum of patterns.

"Standard methods will see one pattern as signal and others as noise," said David Reshef, a co-first author of the paper who is currently a graduate student in the Harvard-MIT Health Sciences and Technology program and also worked on this project as a graduate student in the department of statistics at the University of Oxford. "There can potentially be a variety of different types of relationships in a given data set. What's exciting about our method is that it looks for any type of clear structure within the data, attempting to find all of them."

Not only does MINE attempt to identify any pattern within the data, but it also attempts to do so with an eye toward capturing different types of patterns equally well. "This ability to search for patterns in an equitable way offers tremendous exploratory potential in terms of searching for patterns without having to know ahead of time what to search for," said David Reshef.

MINE is especially powerful in exploring data sets with relationships that may harbor more than one important pattern. As a proof of concept, the researchers applied MINE to social, economic, health, and political data from the World Health Organization (WHO) and its partners. When they compared the relationship between household income and female obesity, they found two contrasting trends in the data. Many countries follow a parabolic rate, with obesity rates rising with income but peaking and tapering off after income reaches a certain level. But in the Pacific Islands, where female obesity is a sign of status, countries follow a steep trend, with the rate of obesity climbing as income increases.

"Many data sets will contain these types of complicated relationships that are guided by multiple drivers," said Sabeti. MINE is able to identify these. "This greatly extends our capability to find interesting relationships in data."

Researchers can use MINE to generate new ideas and connections that no one has thought to look for before.

"Our tool is a hypothesis generator," said Yakir Reshef, a co-first author of the paper and a Fulbright scholar at the Weizmann Institute of Science. "The standard paradigm is hypothesis-driven science, where you come up with a hypothesis based on your personal observations. But by exploring the data, you get ideas for hypotheses that would never have occurred to you otherwise."

In addition to testing the ability of the suite of tools to detect patterns in biological and health data, the researchers examined data collected from the 2008 baseball season.

"One question that we thought would be particularly interesting would be to see what things were most strongly associated with salary," said David Reshef. The researchers generated a list of relationships, finding that the strongest associations with salary were hits, total bases, and an aggregate statistic that reflects how many runs a player generated for a team. "Given the stakes, baseball is so well documented. We're curious to see what can be done in this realm with tools like MINE."

Researchers from many different fields, including systems biology, computer science, statistics, and mathematics, all contributed to this project. "People are getting better at combining data from different sources, and in some ways, this project is in the spirit of that," said Yakir Reshef. "The project brought together authors from many disciplines. It symbolizes the kind of collaborations that we hope people will use this for in the future."

Other authors who contributed to this work include Hilary Finucane, Sharon Grossman, Gilean McVean, and Eric Lander. Funding for this work was provided by the Packard Foundation, Marshall Aid Commemoration Commission, National Science Foundation, European Research Council, and the National Institutes of Health.

A video about this work is available at here.

About the Broad Institute of Harvard and MIT
The Eli and Edythe L. Broad Institute of Harvard and MIT was launched in 2004 to empower this generation of creative scientists to transform medicine. The Broad Institute seeks to describe all the molecular components of life and their connections; discover the molecular basis of major human diseases; develop effective new approaches to diagnostics and therapeutics; and disseminate discoveries, tools, methods and data openly to the entire scientific community.

Founded by MIT, Harvard and its affiliated hospitals, and the visionary Los Angeles philanthropists Eli and Edythe L. Broad, the Broad Institute includes faculty, professional staff and students from throughout the MIT and Harvard biomedical research communities and beyond, with collaborations spanning over a hundred private and public institutions in more than 40 countries worldwide. For further information about the Broad Institute, go to http://www.broadinstitute.org.
Paper(s) cited:

Reshef, DN et al., Detecting novel associations in large data sets Science DOI: 10.1126/Science1205438

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Professional Bio of Paul M. Ruden

At the time of retirement in October, 2015, Paul M. Ruden was Executive Vice President for Legal & Industry Affairs for the American Society of Travel Agents. His responsibilities included all of ASTA's internal and external legal activities, industry policy issues, state and federal legislation, consumer affairs and extensive media activity. Ruden served as Acting Chief Operating Officer of ASTA for periods in 1992 and 1998-1999.

In June, 2001, the Speaker of the House of Representatives appointed Ruden one of the nine commissioners of the National Commission to Ensure Consumer Information and Choice in the Airline Industry. In 2001, he served on the Department of Transportation Air Carrier On-time Reporting Advisory Committee. In 2008, by appointment of the Secretary of Transportation, he served on the DOT National Task Force to Develop Model Contingency Plans to Deal with Lengthy Airline On-Board Ground Delays.

Prior to joining ASTA in 1990, Ruden was in private law practice in Washington, DC for nineteen years. He was retained by ASTA in 1979 for the final deregulation case directed at the travel agency-airline relationship, the *Investigation into the Competitive Marketing of Air Transportation*. Ruden worked as a Trial Attorney at the Civil Aeronautics Board from 1967 to 1969. Ruden graduated from Yale University in 1964 with a Bachelor of Arts *cum laude* degree and earned a J.D. degree from the Harvard Law School in 1967.

Ruden now writes a monthly column for the online Travel Market Report and teaches at industry events.

May 12, 2017

Good Morning Mayor Silverberg, vice mayor Wilson, and members of City Council. My name is LaDonna Sanders and I am the past president of the Alexandria Chapter of the NAACP.

Today, I stand before you on behalf of our President Chris Harris, our executive board, NAACP membership, and communities of color living in Alexandria asking for your support of a data transparency ordinance. I have had the opportunity to meet with most of you in collaboration with TWU regarding the ordinance at which time, some of you personally acknowledged your support.

As other have mentioned, the climate across the county between communities of color and the police department have be strained for a significant period of time. As a result, communities have triedn multiple things to alleviate the tensions. Some cities have gotten body cameras, citizen review boards, and other have adopted ordinances. While Alexandria has not been in the news there are many segments of our coummities that don't feel safe when interacting with the police. At the request of those residents and our membership, the NAACP has facilitated severl community conversations, held teach-ins addressing best practices when interacting with the police, and have been in constant collaboration with APD to work collectively with to address problems.

As a part of that continuum, we believe it is in the best interest of Alexandria to adopt a data transparency ordinace. We believe while the talks amogst our organzitions and APD have been fruitful, in an effort to better understand areas of improvement and areas to highlight of success it is necessary to create a more permeant way for the data to be collected and discussed. APD's partnership with George Mason University complete a study on traffic stops and implicit bias training this year were great steps for best practices but we believe a more permeant approach is necessary and would demonstrate the chief's and council's committmnt to transparency and is an opportunity to educate the community.

We believe this action step is necessary and will provide more opportunities for civic engagement and for Alexandria and APD to be proactive instead of reactive to a potential situatiion.

Thank you

LaDonna Sanders

From:	Jonathan Krall via Call.Click.Connect. <CallClickConnect@alexandriava.gov>
Sent:	Friday, May 12, 2017 9:49 AM
To:	City Council; City Council Aides; Jackie Henderson; Call Click Connect; Gloria Sitton
Subject:	Call.Click.Connect. #120914: Mayor, Vice Mayor, City Council Please see attached letter concerning po

Dear *Call.Click.Connect.* User

A request was just created using *Call.Click.Connect.* The request ID is 120914.

Request Details:

This is a "public" request. Information may be provided to anyone who requests it.

- Name: Jonathan Krall
- Approximate Address: No Address Specified
- Phone Number: 703 477 4186
- Email: jonathan@jonathankrall.net
- Service Type: Mayor, Vice Mayor, City Council
- Request Description: Please see attached letter concerning police data transparency. We plan to talk about this at the May 13 public hearing, docket item 2.
- Attachment: GrassrootsAlexandria_police_data_City_Council.pdf
- Expected Response Date: Friday, May 19

Please take the necessary actions in responding, handling and/or updating this request at the *Call.Click.Connect.* staff interface.

If you need assistance with handling this request, please contact CallClickConnect@alexandriava.gov or call 703.746.HELP.

This is an automated email notification of a *Call.Click.Connect.* request. Please do not reply to this email.

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May 10, 2017

Dear Mayor, Vice Mayor, and Honorable Members of City Council,

Over the last year, a group of Alexandria residents have gathered to discuss steps that should be taken to strengthen community trust with local law enforcement. This effort has been led by Tenants and Workers United and NAACP Alexandria. Grassroots Alexandria, a non-partisan organization that works on long term solutions for local problems, fully supports this coalition effort. In collaboration with the other organizations, Grassroots Alexandria we are writing to advocate for the passage of the Police Data Transparency Ordinance.

As you know, trust is the backbone of community policing, a method the Alexandria Police Department (APD) embraces. Transparency is a key pillar in strengthening trust among the community, local law enforcement and city leadership. The call for increased trust and transparency stems from testimonies of adverse interactions between local law enforcement and members of the community, many of whom are youth.

Some Alexandrians feel as though they are being targeted by local law enforcement based on their race, ethnicity, age, neighborhood, etc. Many times, these community members are uninformed with respect to the process of filing complaints or distrustful of the process. Disproportionate policing of areas concentrated with minority residents supports a false narrative of minority criminality that has measurable negative effects for all Alexandrians.

Under the leadership of Tenants and Workers United, representatives from our coalition have met with each member of City Council, along with members of the APD, to discuss the growing concerns around the lack of transparency and discuss ways to which we can work together to improve policing in Alexandria. Members of our coalition have taken recommendations from the (former) President's Task Force on 21st Century Policing, released in May 2015.

This effort was established primarily due to events in many US cities, stemming from racial profiling and police brutality. These issues came home to us when the Alexandria Police Department was put on notice about possible deployment to Baltimore during protests following the death of Freddie Gray. There has been an outcry across the nation, demanding more deliberate community policing and engagement, robust training efforts, and police data transparency. We are urging City Council and the Alexandria Police Department to be proactive in establishing stronger ties between the APD and the community.

We urge City Council and APD to learn a vital lesson from our neighboring jurisdiction, Fairfax County. Following the shooting of John Geer, the Ad Hoc Police Practices Review Commission was established. After extensive staff resources, negative press, and raised concerns about policing in Fairfax, the Commission released a report of 142 recommendations that grew to 202 after County review. The consequences of not addressing tough issues proactively can have severe and lasting consequences. Let us please take action before a preventable incident forces our hand.

Through our community engagement, we have developed a coalition of community leaders and residents that are focused on a collaborative approach with the APD that yields better results for our community.

The members of our coalition want to work with the APD to:
• understand what the data is reflecting
• identify potential root causes or gaps in training efforts
• highlight what is working well and continue building on those successes
• develop strategic approaches and action planning to address areas of concern
• educate the community on the Department's nonbiased policing policy, use of force policy, and reporting of citizen's complaints

To that end, Our coalition hopes to work with the Department on a collaborative approach to increasing transparency in traffic stops, use of force, civilian complaints, and referrals from the Alexandria City Public Schools.

Members of Grassroots Alexandria understand the burden City Council is facing with the FY18 Budget cycle. Luckily, the passage of an ordinance has nominal cost implications. The Alexandria Police Department currently collects substantial information on crimes and its interactions with the members of the public. The APD compiles Annual Reports that are presented to the Human Rights Commission and the Federal Government. Although some police stop information is collected by APD, that information is not shared. We are simply requesting that information already collected be provided to the public.

We commend APD for taking steps to commence a study with George Mason University and for initiating an implicit bias training across the Department and the community. These are important steps towards improving community policing approaches, but these efforts should not be substituted nor overshadow community engagement and collaboration.

We urge city council to take active steps in increasing data transparency at the Alexandria Police Department, setting our community on a path for increased trust, stronger relationships, and true community policing. We urge you to enact a data transparency ordinance.

Sincerely,

Grassroots Alexandria Steering Committee
Zeina Azzam, 1058 N. Royal St. , Alexandria, VA 22314
Megan Chaplin, 1204 S. Washington St., Apt. 813, Alexandria, VA 22314
Danny Clark, 1204 S. Washington St., Apt. 813, Alexandria, VA 22314
Glenn Klaus, 802 Junior St Alexandria VA 22301
Jonathan Krall, 6a E Mason Ave, Alexandria, VA 22301
Sarah Stott, 809 Chetworth Place, Alexandria, VA 22314
Kate Watters, 8 E Mason Ave, Alexandria, VA 22301