

# FINDINGS AND RECOMMENDATIONS



In November 2020, the Council on Criminal Justice convened the [Task Force on Policing](#) to answer a critical question: of the most commonly proposed reforms, which will have the greatest impact on preventing police use of excessive force, reducing racial biases, increasing police accountability, and improving the relationship between law enforcement and communities?

The result was a package of [16 assessments](#) to help police agencies provide effective, equitable, and respectful services to all of those they are sworn to protect.

## **Chokeholds and Other Neck Restraints**

**Prohibit all types of neck restraints**, which can cause serious harm and erode police legitimacy

## **Duty to Intervene**

**Require officers to intervene** upon witnessing excessive force and report peer misconduct and proscribed behaviors

## **No-Knock Warrants and Police Raids**

**Severely restrict no-knock and quick-knock warrants** and require comprehensive risk assessments and data transparency

## **Effectiveness of Police Training**

**Implement national training and certification standards**

## **De-escalation Policies and Training**

**Fully integrate de-escalation training** into all aspects of curriculum and policy

## **Procedural Justice Training**

**Train officers in communications skills** and procedurally just interactions with community members

## **Implicit Bias Training**

**Conduct further research on impact of implicit bias training** on officer behaviors/actions

## **Governmental Oversight and Reform Measures**

**Revise legal definitions of excessive and deadly use of force** and expand consent decree and collaborative reform efforts

## **Decertification**

**Implement national decertification registry** to bar those who are unfit for duty from continued service

## **Body-Worn Cameras**

**Employ body-worn cameras** for accountability, transparency, investigations, training, and supervision purposes

## **Civilian Oversight**

**Employ government-supported models of police oversight** in lieu of civilian oversight boards

## **Qualified Immunity**

**Revise qualified and sovereign immunity** to enable more victims to have their cases heard and enhance local governmental accountability

## **Recruitment, Diversity, and Retention**

**Overhaul recruitment and retention practices** to increase the pool of diverse and qualified applicants and minimize attrition

## **Officer Wellness**

**Invest in officer wellness programs** to address mental health issues, trauma, and the underlying culture that stigmatizes help-seeking by officers

## **Early Intervention Systems**

**Employ statistical-based early intervention systems** to identify officers in need of the supports and supervisory corrections that can prevent adverse events

## **Shifting Police Functions**

To **identify which police functions may be safely offloaded** to other actors and entities, agencies should analyze how officers spend their time and researchers should conduct more rigorous evaluations of alternative response models.

To create a foundation for its work, the Council produced [Policing by the Numbers](#), a digital chartbook of policing statistics that traces key trends underlying public debates about the future of law enforcement. Guided by empirical evidence gathered by Council staff and its partners at the University of Chicago's [Crime Lab](#), Task Force members then weighed the relative value of proposed reforms based on the best available research and their professional expertise and lived experiences.

While essential, these policies will not promote change without a transformation of police culture and accountability mechanisms. To help agencies accomplish that broader mission, the Task Force put forth [eight foundational principles](#) that should undergird reform.

## FIVE PRIORITIES FOR REFORM

From among its many policy assessments, the Task Force also identified [five key priorities](#) for future reform.

- 1 Develop national training standards
- 2 Establish a federal decertification database
- 3 Adopt duty-to-intervene and mandatory reporting policies
- 4 Promote trauma-informed policing
- 5 Increase data collection and transparency

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### Task Force Members

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