



Est. 1992

Coalition of Bar Associations of Color

## **RESOLUTION SUPPORTING FEDERAL LEGISLATION REQUIRING DE-ESCALATION OF FORCE TRAINING OF LAW ENFORCEMENT OFFICERS**

March 2015

**WHEREAS**, the Coalition of Bar Associations of Color (CBAC), organized in 1992, is a coalition created to act as a collective voice for issues of common concern to its member organizations; and

**WHEREAS**, the member organizations of CBAC are the Hispanic National Bar Association (HNBA), the National Asian Pacific American Bar Association (NAPABA), the National Bar Association (NBA), and the National Native American Bar Association (NNABA); and

**WHEREAS**, as the member organizations of CBAC are the national voices of their respective legal communities in the United States and its territories and possessions; and

**WHEREAS**, due to the killings by law enforcement officers of unarmed people of color throughout the United States, the federal government must take a role in ensuring that law enforcement agencies at all levels take significant and ongoing steps to ensure that its personnel engage in de-escalation training, which shall include training to teach law enforcement officers how to approach conflict in a manner that prioritizes de-escalation of violence and the use of appropriate and proportionate force;

**NOW THEREFORE BE IT RESOLVED**, that Congress should develop and pass legislation to require every law enforcement agency to have a publicly written policy and said policy shall be signed and/or witnessed by each law enforcement officer employed by the law enforcement agency as confirmation of receipt regarding required regular de-escalation training; and

**NOW THEREFORE BE IT RESOLVED**, that each policy described above shall require regular de-escalation trainings by licensed trainers in this area of knowledge in a number sufficient to adequately train law enforcement officers and that the trainer may not be employed by the law enforcement agency which receives training; and

**NOW THEREFORE BE IT RESOLVED**, that each law enforcement officer shall be tested and graded by the external licensed trainer that conducts training, and results and scores which

reflect the officer's performance, knowledge and skills on de-escalating confrontation, violence or threats shall be maintained in the officer's personnel file; and

**NOW THEREFORE BE IT RESOLVED**, that each policy described above may allow internal trainings to be conducted by the law enforcement agency, but such internal trainings do not satisfy the requirement of receiving four trainings per year from an external licensed trainer; and

**NOW THEREFORE BE IT RESOLVED**, that compensation for trainings described above may be determined in a manner consistent with mutual aid agreements and/or memorandums of understanding and may be paid from funds obtained from asset forfeitures; and

**NOW THEREFORE BE IT RESOLVED**, that failure of law enforcement officers to maintain required regular de-escalation trainings will result in penalties including, but not limited to, cap on pay and promotion, and limited ability to transfer between or be employed by law enforcement agencies, as determined by an authorized body established to review conduct of law enforcement officers; and

**NOW THEREFORE BE IT RESOLVED**, that failure of law enforcement officers to comply with required regular de-escalation trainings shall be considered by the Attorney General in any criminal investigation of an officer-involved death or officer-involved shooting; and

**NOW THEREFORE BE IT RESOLVED**, that CBAC also supports other efforts and laws that are consistent with this resolution; and

**NOW THEREFORE BE IT FURTHER RESOLVED**, that CBAC authorizes its officers and staff to communicate the content of this resolution to other minority bar association members, members of the U.S. Congress, the Executive Office of the President, the press, and to whomever else CBAC board deems suitable to receive the information; and

**NOW BE IT FINALLY RESOLVED**, that this resolution shall be the policy of CBAC until it is withdrawn or modified by subsequent resolution.

### **CERTIFICATION**

We, the duly-elected Presidents of the Hispanic National Bar Association (HNBA), the National Asian Pacific American Bar Association (NAPABA), the National Bar Association (NBA), and the National Native American Bar Association (NNABA), hereby certify that the foregoing Resolution was duly enacted by a duly-noticed meeting of the Coalition Bar Associations of Color.



*Cynthia Mares*

Cynthia Mares  
President, Hispanic National Bar Association

3/2/2015

Date

*George C. Chen*

George C. Chen  
President, National Asian Pacific American Bar Association

3/2/2015

Date

*Pamela Meanes*

Pamela Meanes  
President, National Bar Association

3/2/2015

Date

*Mary Smith*

Mary Smith  
President, National Native American Bar Association

3/2/2015

Date