



SOUTH BAY CHRISTIAN MINISTERS UNION

'Christian Ministers working together effect

God's Purpose in our Community'

2090 Oakland Road • San Jose, California • 95131

TO: San Jose City Officials & Community Leaders

FROM: Dr. Oscar Dace
Pastor, Bible Way Christian Center

As the Social Justice and Community Liaison for the South Bay Christian Ministers Union, I would like to share some of the important key issues we would like considered during the selection process for our new police chief.

San Jose has seen peaks and valleys in an ever changing landscape. We have heard terms like crack down on crime, drugs and gangs. And this, over the years, has exacted a high price – more often than not, a price paid by communities of color. These communities have been the focus of aggressive stop and frisk tactics, racial profiling and police misconduct, committed against law – abiding citizens. The result has been a further eroding of public confidence in law enforcement in communities whose relationship with the police has been defined by a legacy of distrust and resentment, often the same communities that need police services most.

We would like to offer the authorities of our fair city the benefit of our prayer and support. Not only the benefit of prayer, but we want to offer what we believe is wisdom from those of us who live, work, play, and Worship in the South Bay.

What we believe to be some of the most important key issues that should be considered in the hiring of the new police chief are:

1. Someone who has a **record of community policing practices**, and is a problem solver who studies and reviews best practices of departments around the country or even around the world. And who is courageous and will adopt and implement model policies and practices.
2. Someone who will address, understand and more importantly believe that **Racial Profiling** exists and is practiced and understands big city cultural diversity. We should seriously consider a person of color.

Someone who will consider and promote common sense mediation when complaints arise with situations that a more respectful attitude from the officer and or the citizen could have brought a better outcome. (***President Barack Obama, Henry Louis Gates, police officer***)

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SBCMU Officers

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Rev. Johnie Thompson

President
Vice President

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Minister Ken James

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3. Someone who will promote a “zero tolerance” policy concerning **excessive use of force** or what is commonly called **police brutality** (Oscar Grant). Understand and enforce policy on the appropriate use of force by adopting model practices and understands the appropriate use of tasers...6 deaths resulted from the use of tasers.

4. Someone who is willing to respect and support the **Independent Police Auditor's office** and be accountable to the community, whether through oversight committees, citizen boards, police review commissions, etc.

5. Someone who will make a meaningful commitment to **recruit and keep good people**, including promoting to high ranking positions people of color.

6. Someone who will **engage the community** as partners and sees the faith community as an asset not a liability.

7. Someone that has **experience as a patrol officer** and has come up through the ranks.

8. Someone who will be a **fair minded independent thinker** who can stand up to the police union, city council, city manager, etc. And stand with an officer, based upon the facts of the particular situation.

Thank you for your consideration. We look forward to working with you to affect positive change in the South Bay.

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