



## [Santa Rosa/Sonoma County NAACP](#)

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Attention: Mayor of Santa Rosa

The Santa Rosa/ Sonoma County NAACP shares in the frustration expressed by the National NAACP in the state sanctioned murder of Black Americans. As the unrest has reached all corners of this foundational colonial, imperialist, and anti-Black nation, we cannot afford to quell the momentum of righteous anger with demands that maintain these oppressive systems. For example, not firing police officers who have violated their Oath, not investigating allegations of misconduct or avoiding convicting police officers found guilty of allegations, colludes with maintaining the oppressive system. As well, asking companies to speak out, but not demanding that they reorganize their entire employee line up to match the demography of their local community also maintains the oppressive system. This is also reflective of the law enforcement agencies in Sonoma County as they too do not represent our current cultural dynamics. One of the NAACP's objectives is to educate the public on the detrimental effects of racism and to partner with all community members to work to eradicate this ingrained, prejudicial institution of hate and oppression. In order to eradicate, we must understand that white supremacy has informed the white narrative, white culture, and institutionalization built by white people for more than 4 centuries. At the forefront of American culture is this underlying notion that Black Americans are not Americans and we are not due the same safeties and liberties as our white counterparts. We must understand that our circumstances are not due to a failing system that misguidedly allows white supremacy, but a white supremacist system that is functioning as intended. Many generations of freedom fighters have had their movements, their words, and their images co-opted by the state, sanitizing their radical intent -- after all, the average American can recall that Martin Luther King Jr. had dreams of peace and desegregation, but neglect his clear condemnation of capitalism, American imperialism, and the complacency of white moderates. How can we achieve our goals without addressing that purposely racist institutions that continue to get reformed rather than destroyed and completely dismantled? One such institution is that of policing. First it was slave patrols; then it was police departments. Each iteration serves the same purpose: to protect property and racial capitalism. Calls to reform police departments are well-meaning but miss the essential truth -- that inherently racist systems are beyond redemption. Individual cops getting prosecuted is not systemic change and it assumes that police brutality is a personal action and not part of the infrastructure of policing itself. Investing in more police training interprets state violence as a lack of training when the issue lies in the inseparably violent laws. And requiring body cameras does not address that the countless number of police murders on camera do not result in justice or when a camera is turned off to allow unlawful acts towards underrepresented communities.

\*\*Please note when we use the terms "dismantle and defund" in no way are we saying there should not be law enforcement or policing agencies or we should not fund these institutions. We are saying that the current legal system as well as other systems governing Black Americans, that are funded by those same Black Americans being denied their civil liberties, need to be dismantled and reinvented.

As NAACP President and CEO Derrick Johnson recently voiced, “Now is the time to ask ourselves, what does justice look like?” We must invest in community resources that do not rely on the same violence that established this nation. That is why we are demanding the following:

~ We demand the demilitarization, defunding, and dismantling of the Santa Rosa police department to lead to its abolition. Instead of adopting 8Can’tWait, the City of Santa Rosa needs to invest in [#8toAbolition](#).

~We demand that each Mayor of every Sonoma County City set up an unrestricted community platform in which individuals from the local community can create and submit Resolutions directly to our local mayor in order to help influence, and create local governing policies.

- We demand the law enforcement prehire screening process include questions specific to views on race, equality and bias regarding specific groups of people such as black, brown; women, LGBTQ etc. during the lie detector process

-We demand that if the screening in any way shows some bias or prejudice about a race, gender, religion etc., the candidate will be immediately disqualified

-We demand that after the initial prehire process, every two years agencies re-credential the law enforcement officer.

➤ The community will create a committee that reviews a packet of information about the individual who needs to be re-credentialed and his/her past 2 years of service

➤ The committee makes a recommendation to the board and the board and the employer ultimately decide if they will continue to work for the department or if the credentialing packet means they should no longer serve our community.

➤ The committee may suggest probationary periods or even ask for further review.

➤ The committee can request more information from higher ranking officers, Department heads, the Union or HR to determine if the individual is not fit for duty

➤ Law Enforcement officer’s records be made available to the public

➤ Steep fines instituted if found to have violated their oath and found to be guilty of the accusation

➤ Ongoing and encouraged support for emotional resiliency

➤ Incorporate a Cultural equity program within the county and city systems

~We demand Park and Recreation Centers in each district to create positive competition, learning and social development within Sonoma County in order to help implement social cultural activities, culture and ethnicity training, financial literacy, social internet gaming, resolution writing to the mayor and vocational training.

~We demand community housing and development for our 18-24 demographic. This age range is the largest population within Sonoma county next to the senior population when it comes to homelessness, lack of financial resources, vocational and educational training. They are targeted for educational debt due to their buying and lending power which causes the majority of our population is economically oppressed by our society and rightfully should be supported with basic needs.

~We demand the union to start offering vocational training to all Sonoma County high school students that don't have an interest in college. Many students have noticed the trend of the government spending more money on war than on college education. Most college institutions in California only have a success rate of 27 percent, which is a systematic representation of an unequal system that is broken and needs to be corrected. Until then our community and children want more in educational and vocational choices in order to advance financial independence and sustain an above market value career.

~We demand funding from the city, state and local level in order to go directly into our black community services projects, events and community providers that are active allies of positive community

engagements, adolescent development, financial literacy, vocational training as well as mental health and living supportive services. We want to create a board and have a financial trust setup for our community in order to provide financial assistance, resources, social culture activities, transportation, social and character development workshops, educational tools, material and resources, housing assistance, family support, father with families, supportive health and family services.

We want our entire community to have the opportunity to reach and maintain whole wellness. We are due and entitled by the United States Constitution certain liberties and rights we are currently being denied. We are asking our community leaders to ensure these rights are being upheld and honored not only morally but legally.

We are requesting a reasonable time line for you to institute and make change, we are requesting ongoing dialogues and discussions about change happening or not happening and ongoing accountability of those who have taken an oath to protect and serve but have an agenda of oppression and exclusion instead of inclusion

Thank you for your time. I am looking forward to working with you and making effective and long lasting change for all underrepresented Sonoma county residents

Sincerely,

Rubin Scott,  
NAACP  
Chapter President  
Santa Rosa/Sonoma County