Mayor Jim Strickland

125 North Main Street

Memphis, TN 38103

The Honorable Mayor Jim Strickland,

The recent death of George Floyd has genuinely concerned me, particularly with regard to unacceptable police conduct. As a resident of Memphis, I share your concern for the safety and wellbeing of all our citizens. We acknowledge and thank you for the steps you have taken toward police reform and accountability, and more must be done.

Excessive force and racial bias must stop now. In Memphis alone, there have been 22 officer-involved deaths from 2013 - 2019. I believe this number is as troubling to you as it is to me.

I respectfully request that you work with Michael Rallings, Director of Police Servicesto put in place the **8 Can’t Wait** ([www.8cantwait.org](http://www.8cantwait.org)) reforms. When in place, the data proves the **8 Can’t Wait** policies have led to a reduction in officer involved deaths and an increase in public trust.

The Memphispolice department has adopted 3of the 8 Can’t Wait guidelines. Thank you for your contribution to this progress. *But the work is not done.* I want you to spearhead the adoption of the other 5 policies in conjunction with our police department.

Currently, this is the scorecard for our city:

1. Ban Chokeholds and Strangleholds **Not Implemented**

2. Require De-Escalation **Not Implemented**

3. Require Warning Before Shooting **Implemented**

4. Requires Exhausting All Alternatives Before Shooting **Implemented**

5. Duty to Intervene **Not Implemented**

6. Ban Shooting at Moving Vehicles **Not Implemented**

7. Require Use of Force Continuum **Implemented**

8. Require Comprehensive Reporting **Not Implemented**

No one wants to see one more person in our city needlessly injured or killed by police officers, and I know you agree. I call on you to produce a public, transparent, and comprehensive plan of action to implement the **8 Can’t Wait** policies by August 31, 2020. Please inform me of your progress on or before this date.

Respectfully,

Your Fellow Citizen\_\_\_\_\_\_\_\_\_\_\_\_\_.