Director of Police Services Michael Rallings

Memphis Police Department

170 N. Main Street

Memphis, Tennessee 38103

Re: Citizen Demand for Implementation of ***8 Can’t Wait*** *Reforms*

Dear Director Rallings,

The recent death of George Floyd deeply distresses me. As a resident of Memphis, I share your concern for the safety and wellbeing of our citizens.

I thank you for the steps you and the officers under your command have already taken toward police reform and accountability.

Still, more must be done.

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.

Excessive force and racial bias in all police departments must stop NOW, before another person is injured or killed.

I respectfully request that you put in place the **8 Can’t Wait** ([www.8cantwait.org](http://www.8cantwait.org)) reforms that have not yet been implemented in Memphis. The data proves the **8 Can’t Wait** policies have led to a reduction in officer involved deaths and an increase in public trust.

Currently, this is the **8 Can’t Wait** scorecard for Memphis:

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

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

3. Require Warning Before Shooting **Implemented Successfully**

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

5. Duty to Intervene **Not Implemented**

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

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

8. Require Comprehensive Reporting **Not Implemented**

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.

Thank you,