Hello,  
  
My name is [YOUR NAME] and I am writing from [CITY, STATE, ZIP]. In light of the severe and racist police violence we have witnessed, I am contacting you today to request the enactment of the following demands:  
  
By July 15th, 2020, develop a community survey with community input on the parameters of the survey, to asses the level of trust between the community and the LEA (Law Enforcement Agency).  
  
By August 15th, 2020, create and publish procedures that provide transparency for the community regarding misconduct investigations.  
  
Immediately mandate independent investigation and prosecution of officer-involved shootings and in-custody deaths. Special Prosecutors must be appointed at the State or Federal level.  
  
Within 4-6 months, reevaluate training, hiring, and LEA employment evaluation standards and practices to ensure procedural justice, remove implicit bias, enhance cultural proficiency, and teach how to de-escalate situations without the use of deadly force. These new standards and practices should be published in all local newspapers and e-papers on the Harford County website, individual jurisdictions’ websites, and on all relevant social media platforms.  
  
Within 4-6 months, abolish the “double standards” that shield police accused of misconduct.  
  
Revise the Law Enforcement Officers’ Bill of Rights to eliminate the 5 day waiting period before an officer is interviewed.  
  
Immediately implement effective data collection on all use-of-force incidents. There is a proposed bill in the Maryland legislature called the “Law Enforcement Trust and Transparency Act”; use this bill as a blueprint for implementation of effective data collection.  
  
By January 2022 (the next election cycle year), establish an independent Civilian Review Board to address and respond to any complaints of bias, discrimination, or misconduct by police and sheriffs.  
  
By January 2022 (the next election cycle year), add funding for the implementation of body and vehicle cameras to the budgets of Harford County and all local municipalities to the extent not presently in place. Also, develop privacy, storage, and review and release policies around the use of these cameras in anticipation of their implementation.  
  
By 2023 (within three years), increase the diversity hiring of women and underrepresented minorities so that the personnel makeup of Law Enforcement Agencies is representative of the demographics of Harford County.  
  
Immediately abolish the use of chokeholds and strangle holds for all members of the Law Enforcement Agency.  
  
I strongly encourage you to take the proper action and make our community safer.  
  
Sincerely,  
[YOUR NAME]