



**The demands listed below represent collective efforts by Danville citizens to address inequality in our city. We demand real change NOW. Change that increases transparency in policing and city government decisions. Change that calls for fair treatment in healthcare and banking. Change that molds our young people. Change that's led by the citizens of Danville. Let's set the standard in the state. Let's show why we are a city of firsts.**

## **POLICING**

We the citizens of Danville DEMAND:

- A statement from DPD committing to the fair treatment of ALL citizens.
- A review of the DPD department's Code of Ethics and Business Conduct, ensuring that it includes a designated section for Respect of Individuals that commits to a workplace free of discrimination, offensive, and harassing behaviors to be signed acknowledged by ALL employees.
- Establishment of a Citizen's Review Board for public safety departments giving citizen oversight to complaints and misconduct accusations against DPD.
- ALL formal and informal DPD complaints AND personnel files be reviewed by an independent company approved by the Citizen's Review Board.
- A review of the DPD no-knock and lethal force policies.

- Address issues with racial profiling. We are demanding updates every 3 months on traffic stops to include race, gender, reason for stop and outcome, ALL complaints DPD. These will be reviewed by the Citizens review Board.
- Create a plan to address drug trafficking problems and Rehab to include collaborating with ASAP.
- Body and dash cameras for ALL officers.
- Implementation of annual implicit bias training facilitated by a third-party approved by the Citizen's Review Board. • Strategic recruiting to attract diverse deputies and officers.
- Yearly Mental health screenings for DPD and to make Mental Health easily accessible.
- Review DPD pay to comparable police departments like Danville to ensure compatible compensation and quality of life.
- DPD to take part in healing and fostering good relationships with the community it serves.

## **DIVERSITY COUNCIL**

**We the citizens of Danville DEMAND:**

- Creation of a Diversity Council to advise the Mayor and Board of Commissioners on Diversity & Inclusion strategies and initiatives.
  - Responsible for holding organizations accountable for ensuring diverse representation on leadership boards.
  - Responsible for curating cultural experiences in the city of Danville ▪
  - Addition of significant Black history monuments and signage (Russell House, Old Bate, Negro League Baseball, Constitution Square)
  - Public art celebrating diversity (murals, street art, etc.)

**We want Danville to be the best small town in America for Black, Brown, poor, and marginalized people too.**