

# AAPR

## A 12-Step Program Ending America's Addiction to Police Racism

Similar to the 12-Step program by Alcoholics Anonymous to end addiction to alcohol, drugs, gambling, and other vices, police must end their addiction to racism where racism is culturally endemic in some, but not all, police forces. Below is a 12-Step program to end police brutality fueled by racism, white supremacy and an ignorance to history. Black Americans know police history and culture all too well, but police have little knowledge of Black history and culture nor their own history in the Black American experience. Police have been on the wrong side of history starting in 1706 when slave patrols circled tobacco and rice plantations preventing Blacks from running to freedom. History hurts, when told truthfully, but it can also heal if learned to educate, rectify, and empower. Telling truth to power, will, in fact, set us free. Unfortunately, a lack of a truth-telling of American history and culture is endemic to all Americans, not just the police.

1. **End Male-Toxicity Culture:** Police forces must be at least 50% women officers. End the male-toxicity and warrior-mentality of police culture.
2. **Criminal Accountability:** End police union control of immunity of police misconduct. Police accountability must rise to the civilian level of other government employee accountability. All police union contracts must be re-negotiated to stop police immunity if charged with misconduct. Police departments must be scrutinized by national peer review commissions for bi-annual accreditation.
3. **\*Study Black History & Culture:** Police must study Black history and culture like the DC police have been doing since 2018. Police must know their own history and culture in the American Black experience within the framework of Critical Race Theory which examines American history from the African American viewpoint not from the "Great-Dead-White-Men's viewpoint. (See Critical Race Theory Timeline).
4. **Implicit Bias Training:** All police must study implicit bias and engage in implicit bias training.
5. **De-escalation of Force:** All police must study and practice de-escalation of force for more hours than firearms training. Police must practice the rhetoric of dialogue, talking, non-threatening body language and civil

negotiation.

6. **Stop Para-Military Training:** Police training must end their militaristic training and shift their training to more service-oriented police work. Yes, police work can be violent, but more talk can lead to less violence.
7. **Every BWC Must Be On:** Every police officer must wear and turn-on their Body Worn Cameras when engaging citizens at all times.
8. **Civilian Review Boards Must Have Teeth:** Civilian review boards must have the authority and legal backing to discipline police abusing their authority. Those records must be open to public accountability.
9. **NEAR Act in Every Community:** The Neighborhood Engagement Achieves Results (NEAR Act) is a law passed by the city council of Washington, DC that provides comprehensive framework to enhance public safety and reduce crime. Each local jurisdiction should adopt this progressive, higher level of community policing. DC police have been working diligently to comply with this new, yet rigorous, form of *accountable community policing*.
10. **Police Must Live-in and Reflect their Jurisdiction:** At least 50% of police officers must live-in the jurisdiction where they work and should be offered monetary incentives from local governments to live where they work. Police forces must develop “Cadet Programs” in Middle & High Schools preparing youth for law enforcement jobs so that local police can recruit local citizens into police departments. The Washington, DC police force has a model “Cadet Program.”
11. **Economic Justice:** America must start an Economic Rights Movement in 2020s as effective as the Civil Rights Movement in the 1960s focusing on eliminating wealth disparities between Black and White America. “It’s the economy, stupid.” Economic stress begets social stress, alcoholism, drugs, guns, crime and violence. It’s the economy!
12. **Anti-racism Dialogues:** White people must begin to have dialogues in their schools, houses of worship, sports teams, living rooms, civic and community organizations about white privilege, racism and the history of white supremacy and white nationalism and the role of police propping up these historic realities. There are numerous organizations in every rural and urban center that can help facilitate these dialogues. It is not enough not to not be a racist, it is imperative that we actively become anti-racist. Take down the symbols to white supremacy that defended slavery, Jim Crow

domestic terrorism and the 350 year history of racism and anti-semitism in America\*.

\*See essay, *History hurts, but it can also heal*, by Drs. Bernard Demczuk and Sharita Jacobs-Thompson.

Bernard Demczuk, Ph.D. - 202.251.1975 / [bernie@benschilibowl.com](mailto:bernie@benschilibowl.com)  
Sharita Jacobs-Thompson Ph.D. - 301.938.9973 / [slt7207@yahoo.com](mailto:slt7207@yahoo.com)