

Bureau of Police
City of Pittsburgh
1203 Western Avenue
Pittsburgh, PA 15233

Dear Chief McLay,

With the situation in Ferguson and New York still evolving along with recent tragedies in Dayton and Cleveland, there is increased attention on the role that the police play in our communities. Citizens, including myself, are becoming increasingly frustrated with the unnecessary injuries and deaths at the hands of the police. We are also frustrated by the lack of accountability of police. While we deeply respect the mission of police departments nationwide and the role that they play in society, we see increasing evidence that they are exacerbating many of the problems they are attempting to address.

In Pittsburgh, relations between the police and the community (especially communities of color) are at an all time low. With the Jordan Miles and Leon Ford cases still casting a long shadow over the Bureau of Police, your hiring sparked some optimism that we had the opportunity to enact needed reforms. I am urging you to take a look not only at how your officers and administrators can better interact with the public, but hope you will become an advocate for radical changes to the justice system. We need leaders within law enforcement to step up and work with community coalitions to address the racial inequities and other problems that plague our justice system.

I write to ask you to work to enact significant reforms to address racial profiling, discrimination, and police brutality. More specifically, I ask you to:

- End racial discrimination in police hiring and take steps to remedy the effects of past discrimination.
- Work with community leaders to identify priorities and strategies for reform that will repair mistrust, reduce officers' resort to violent methods, cultivate respectful police-community relations, and allow effective policing in our neighborhoods.
- Implement the Federal Consent Decree of 1997 which called on City officials to "adopt and implement policies and procedures to prevent Pittsburgh Bureau of Police officers from depriving persons of rights, privileges, or immunities secured or protected by the Constitution or laws of the United States."

Thank you for your time and attention. I wish you the best as you work to make our city truly a Human Rights City.

Sincerely,