



October 10, 2014

Dear Chief McLay:

We write this open letter to offer our congratulations on your becoming the new chief of the Pittsburgh Bureau of Police and we welcome you to our city. We wish you well in your effort to rebuild public's trust in our police force, and we offer our support in your work to combat the problems we've seen in the past.

As you may have learned, in 2011 Pittsburgh's City Council passed the [Human Rights City Proclamation](#) making Pittsburgh the 5th Human Rights City in the United States. We represent a growing network of residents who are organizing a [Human Rights City Alliance](#) to move this vision forward. We look forward to working with you and other public officials and community members to bring about changes that reflect our status as a Human Rights City in all areas of governance.

Building on lessons from [Human Rights City initiatives](#) around the world, human rights defenders in our city are developing a Human Rights City Action Plan that we will make public on Human Rights Day (December 10th). The Action Plan identifies specific policy and community objectives and timetables that advance our Human Rights City.

A high priority is improving the work of our police force and enhancing its representativeness and responsiveness to the needs of all residents. Given your record, we are optimistic about your tenure in Pittsburgh. The fact that you worked transparently with the community to examine their concerns regarding police abuses, despite the possibility that it could have revealed some hard truths, is demonstrative of the type of leader we feel Pittsburgh needs to implement needed reforms and make the police force responsive to the needs of its citizens.

We look forward to working with you to identify priorities and strategies for improving community relations, ending racial profiling and discriminatory practices that affect some of our most underrepresented, underserved and underutilized residents. We look forward to discussing these ideas with you and welcome you as a partner in our work to bring about a more just and equitable society that serves the needs of all people in our region.

Best of luck to you as you begin your duties here in our great city.

Sincerely,

Human Rights City Alliance www.pghrights.org