



San Mateo County Central Labor Council Racial Justice Statement

We of the San Mateo Labor Council, representing over 100 affiliate unions and nearly 80,000 members, stand in solidarity with the Black Lives Matter movement and their mission to eradicate white supremacy. We call upon all in our community to join us in our collective fight to eradicate systemic racism, address racially motivated persecution and prosecution, and to come together to create a world where all are treated with the dignity, respect and humanity they deserve. To that end, we advocate for the following:

Criminal Justice Reform

- That all of our police entities be transparent as to where they currently are on each tenet of the 8 Can't Wait Campaign (<https://8cantwait.org>), as has already been done by San Mateo and Belmont
- Creation of Civilian Oversight Committees/Review Boards by San Mateo County and the cities governing each independent police agency to objectively and independently investigate complaints against officers, rather than having those investigated in house
- Passage of stronger State legislation relative to public safety, such as bills to outlaw the carotid hold, outlaw the use of all excessive force against peaceful protesters including, but not limited to, the use of rubber bullets and tear gas, legislation to expand the criteria for automatic decertification of a peace officer following conviction of certain crimes or termination from employment due to misconduct, and legislation to prohibit the state from seeking or obtaining a criminal conviction or imposing a sentence based on race, ethnicity or national origin
- Passage of the Federal Justice in Policing Act of 2020, which would (amongst other things) require body cameras, hold police accountable in court, and make lynching a federal crime
- Require the use of de-escalation techniques, and the duty to intervene; ban the use of force as a punitive measure or means of retaliation against individuals who only verbally confront officers; and require all officers to accurately report all uses of force by themselves or their partner
- Prohibit all maneuvers that restrict the flow of oxygen to the brain, deeming the use of such force a federal civil rights violation
- Prohibit racial profiling with robust data collection on police-community encounters and law enforcement activities. Data should capture all demographic categories and be disaggregated
- Eliminate programs that provide military equipment to law enforcement
- Prohibit the use of no-knock warrants, especially for drug searches
- End the qualified immunity doctrine that prevents police from being held legally accountable when they break the law

Education

- Encourage adoption of an Ethnic Studies Curriculum by all of our school districts, including courses at the post-secondary level
- Passage of ACA 5, which would repeal Proposition 209 and help address systemic and perpetual inequalities in education
- Ensure that where there are police officers in schools, there are comparable number of counselors and mental/public health professionals retained to serve as the first responders for students in crisis as well as trained to respond in case of a crisis event
- Encourage school districts and schools to implement policies that require students be made aware of their rights prior to any questioning by police on campus. Specifically, ensuring students understand their right to remain silent and giving them an opportunity to speak with a parent or guardian before allowing any questions by police officers or school resource officers, and ensuring that a counselor or a member of the school site leadership stay with the student until a parent or guardian is able to arrive
- Encourage the hiring and promoting of teachers whom are BIPOC (Black, indigenous, and people of color) and/or other marginalized groups that are representative of their students and districts.
- End the educational opportunity gap by ensuring that all schools receive equitable funding, treatment, and maintenance so that every child, especially BIPOC students and students from other marginalized groups, can receive the best possible public education
- End the school-to-prison pipeline

Further, we implore our elected, labor and community organizations to join us in working toward making our leadership structures more representative of those we serve, actively recruit people whom are BIPOC, members of the LGBTQIA community, and/or other marginalized groups; hold trainings on how to identify and address implicit bias; and continue to elevate these issues and have these tough conversations as we embrace this moment in the movement to create a society that is truly equal for all.

Submitted by the San Mateo County Central Labor Council Racial Justice Committee and the Executive Board

Adopted by the San Mateo County Central Labor Council on July 13, 2020