

## Amy Harvey

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**From:** Hannah Schanzer <hschanzer@gmail.com>  
**Sent:** Wednesday, June 03, 2020 10:14 PM  
**To:** CHRIS BLUE; Amy Harvey; Carolyn Worsley; Flo Miller; Laura Selmer; Mary Jane Nirdlinger; Maurice Jones; Rae Buckley; Ralph Karpinos; Ran Northam; Ross Tompkins; Sabrina Oliver; Allen Buansi; Amy Ryan; Hongbin Gu; Jeanne Brown; Jess Anderson; Karen Stegman; Michael Parker; Pam Hemminger; Tai Huynh  
**Cc:** Danielle  
**Subject:** Use of Force in Chapel Hill

**External email: Don't click links or attachments from unknown senders. To check or report forward to [reportspam@townofchapelhill.org](mailto:reportspam@townofchapelhill.org)**

Dear Mayor Hemminger and Council members,

Data collected by Campaign Zero indicates that together, eight policies can decrease police violence by 72%.

After reviewing the Chapel Hill Police Department Policy Manual (last updated 2018), we determined that the Chapel Hill Police Department is lacking three of these critical policies.

**1. Chokeholds and Strangleholds:** The Town of Chapel Hill does not explicitly ban chokeholds and strangleholds (including carotid restraints). Allowing officers to choke or strangle civilians, in many cases where less lethal force could be used instead, results in the unnecessary death or serious injury of civilians. These holds should be restricted to situations where deadly force is authorized, or prohibited altogether.

**2. Duty to Intervene:** The Town of Chapel Hill does not explicitly require officers to intervene and stop excessive force used by other officers and report these incidents immediately to a supervisor. According to the Policy Manual, the burden to document the use of force rests solely on the perpetrator. Officers should be required to intervene and report other officers that are using excessive force.

**3. Require Comprehensive Reporting:** In the Town of Chapel Hill, documenting use of force, including the deployment and aiming of a firearm is required, along with threatening the use of an electronic control device or specialty impact munitions. However, according to the Policy Manual, officers are NOT required to report each time they threaten to use a firearm against civilians. Officers should be required to document anytime they threaten to deploy a firearm.

In addition to reducing civilian death by up to 72%, officers in police departments with more restrictive policies in place are also less likely to be killed in the line of duty, less likely to be assaulted, and have similar likelihood of sustaining an injury during an assault. I invite you to read the use of force study found at <https://8cantwait.org/>, for additional information on how and why these policies work.

A commitment to protect and preserve life necessitates the immediate adoption of more restrictive policies governing when and how officers use force in our communities. While these policies alone will not end all violence at the hands of police, the evidence indicates that they can make meaningful progress towards achieving this goal.

I look forward to hearing from you on how we can strengthen Chapel Hill use of force policies and which we will be implementing as soon as possible.

Thank you for your time,  
Hannah Schanzer and Danielle Losos  
*Chapel Hill Residents*

## Amy Harvey

---

**From:** Ballan, Elise Marie <emb472@live.unc.edu>  
**Sent:** Thursday, June 04, 2020 2:35 AM  
**To:** Jeanette Coffin  
**Cc:** CHRIS BLUE; Amy Harvey; Carolyn Worsley; Flo Miller; Laura Selmer; Mary Jane Nirdlinger; Maurice Jones; Rae Buckley; Ralph Karpinos; Ran Northam; Ross Tompkins; Sabrina Oliver; Allen Buansi; Amy Ryan; Hongbin Gu; Jeanne Brown; Jess Anderson; Karen Stegman; Michael Parker; Pam Hemminger; Tai Huynh  
**Subject:** Re: How does Chapel Hill prevent police brutality?

**External email: Don't click links or attachments from unknown senders. To check or report forward to [reportspam@townofchapelhill.org](mailto:reportspam@townofchapelhill.org)**

Dear Mayor Hemminger and Councilpeople Parker, Anderson, Buansi, Gu, Huynh, Ryan, and Stegman, This is Elise Ballan emailing again to continue a conversation about policing in Chapel Hill. I read the police chief's statement and the language resonated with me but ultimately I do not feel satisfied until I see that our town is committed to translating the Chief's words and intentions into actions. Organizations currently working towards the end of racist police violence advocate two approaches to solving the problem: the first are reforms, the second is divesting from the police budget and reinvesting that money into alternatives to policing for our community's health and safety. The two are not mutually exclusive and that our community should be doing both. With that in mind, allow me to direct you to the websites of two organizations, one advocating for police reform, the other for divestment.

[Campaign Zero](#) advocates for the demilitarization of policing, the improvement of training, and body cameras, some of which I mentioned in my prior email.

Upon further research, I realize this is not sufficient. The Minneapolis police implemented numerous reforms including training on implicit bias, mindfulness, de-escalation, and crisis intervention. They diversified the department's leadership, adopted body cameras, and enhanced early-warning systems to identify problem officers. Obviously, [this did not work](#) to prevent another needless and violent death in the city.

The second is [MPD150](#), a Minneapolis organization advocating for divestment from police budgets and reinvestment into alternatives to policing on a variety of issues property crime, domestic violence, drugs, and traffic stops. Domestic violence and traffic stops are two of the major responsibilities of police officers in our town, and I believe both issues are both better addressed through alternatives to policing. Here's why:

The National Center for Women & Policing reports that domestic abuse is 4x as prevalent within police households than within the general population, which further makes me doubt that the money we allocate to combat domestic violence is actually being spent effectively when we spend it on police. Someone who is more likely to commit domestic abuse strikes me as a poor choice of person to respond to a domestic abuse crisis. I'd rather spend on safe houses, crisis counseling, and community support for victims of domestic abuse.

As for traffic violations, I personally have been harassed by traffic police— sometimes in unmarked cars— for doing nothing but driving at night, I consider it a waste of money to fund so much nighttime traffic policing, and it does not make me feel any safer to see armed officers parked around town with bright lights all night. It is also a sign of lazy town budgeting to rely on the income of traffic violations to fill our town budget.

Continuing on the topic of traffic stops, I believe the use of bronze medallions, medallions distributed by police to family that indicate they are part of the police "community," are a clear sign that police are not truly working to keep roads safe from traffic violations. I know several residents personally who use such medallions to get a free pass on violations. This is blatant corruption. Rather than fund the police, I would prefer our tax money go to unarmed traffic monitors who do not give a free pass to family members.

Sarah Jones was [quoted](#) to say, "the punitive impulse [the police] embody saturates nearly every facet of American life," where officers "take the place of social workers and emergency medical personnel and welfare caseworkers, and when they kill, we let them replace judges and juries, too."

New York state Senator Julia Salazar [said](#), "I think we need to consider a divest/invest model. When we look at their resources, and how they're deploying them violently and recklessly, it makes the case even stronger for reducing their budget, and then using those funds for social services, and specifically for things that New Yorkers would want the police to do but the police are not currently doing: harm reduction, community-based public safety."

These things, as well as mental and behavioral health-related dispatch, can be better handled by social workers and mental health clinicians. Dallas has had a lot of success with their mental and behavioral health-related 911 calls [program](#).

Regardless of the police chief's words, Chapel Hill ultimately has a reputation and deep history for being a racist town that is not welcoming to Black people or immigrants. Countless leaders of Color in our community have attested that this reputation is real fact of our community's culture, and I find that unacceptable. If you do not find it unacceptable, your racism disqualifies you from truly serving the community and you should not be working at any level of government.

That is why I believe our community, led by you as our elected leaders, needs to prioritize researching the work of Campaign Zero and MPD150 and implementing it here in our town. If we don't commit to setting an example for racial justice through a combination of police reform, divestment, and anti-racism education efforts for our majority white population about ending racism, then we will continue to be a racist town that wastes its tax money on an unreliable, corrupt, and inadequately trained police department. Since I know these ideas may be new to you, I am happy to guide you in the research that will be necessary to implement the reforms our town—and our state as a whole—desperately needs. Until we do so, not only will our town retain its unfortunate reputation, it will also never truly be a safe community. Thank you for your attention to my words—I hope you take them seriously.

**Signed,**

Elise Ballan, Mariah Evans, Teddy Reese, and K Fadale

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**From:** Jeanette Coffin <jcoffin@townofchapelhill.org>

**Sent:** Monday, June 1, 2020 10:41 AM

**To:** Ballan, Elise Marie <emb472@live.unc.edu>

**Cc:** cblue <cblue@townofchapelhill.org>; Amy Harvey <aharvey@townofchapelhill.org>; Carolyn Worsley <cworsley@townofchapelhill.org>; Flo Miller <fmiller@townofchapelhill.org>; Laura Selmer <lselmer@townofchapelhill.org>; Mary Jane Nirdlinger <mnirdlinger@townofchapelhill.org>; Maurice Jones <mjones@townofchapelhill.org>; Rae Buckley <rbuckley@townofchapelhill.org>; Ralph Karpinos <rkarpinos@townofchapelhill.org>; Ran Northam <rnortham@townofchapelhill.org>; Ross Tompkins

<rtompkins@townofchapelhill.org>; Sabrina Oliver <soliver@townofchapelhill.org>; Allen Buansi <abuansi@townofchapelhill.org>; Amy Ryan <aryan@townofchapelhill.org>; Hongbin Gu <hgu@townofchapelhill.org>; Jeanne Brown <jbrown2@townofchapelhill.org>; Jess Anderson <janderson@townofchapelhill.org>; Karen Stegman <kstegman@townofchapelhill.org>; Michael Parker <mparker@townofchapelhill.org>; Pam Hemminger <phe mminger@townofchapelhill.org>; Tai Huynh <thuynh@townofchapelhill.org>

**Subject:** RE: How does Chapel Hill prevent police brutality?

Thank you for your correspondence with the Town of Chapel Hill. The Mayor and Town Council are interested in what you have to say. By way of this email, I am forwarding your message to the Mayor and each of the Council Members, as well as to the appropriate staff person who may be able to assist in providing additional information or otherwise addressing your concerns.

If your email is related to a development application or a particular issue being addressed by the Council, your comments will be made part of the record. If applicable, we encourage you to attend any public meetings related to the items addressed in your email.

Again, thank you for your message.

Sincerely,

Jeanette Coffin



Jeanette Coffin  
Office Assistant  
[Town of Chapel Hill Manager's Office](#)  
[405 Martin Luther King Jr. Blvd.](#)  
[Chapel Hill, NC 27514](#)  
(o) 919-968-2743 | (f) 919-969-2063

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**From:** Ballan, Elise Marie [mailto:emb472@live.unc.edu]

**Sent:** Saturday, May 30, 2020 12:42 AM

**To:** Town Council <mayorandcouncil@townofchapelhill.org>; Info - CAPA <info@townofchapelhill.org>; Pam Hemminger <phe mminger@townofchapelhill.org>; Michael Parker <mparker@townofchapelhill.org>; Jess Anderson <janderson@townofchapelhill.org>; Allen Buansi <abuansi@townofchapelhill.org>; Hongbin Gu <hgu@townofchapelhill.org>; Tai Huynh <thuynh@townofchapelhill.org>; Amy Ryan <aryan@townofchapelhill.org>; Karen Stegman <kstegman@townofchapelhill.org>

**Subject:** How does Chapel Hill prevent police brutality?

**External email:** Don't click links or attachments from unknown senders. To check or report forward to [reportspam@townofchapelhill.org](mailto:reportspam@townofchapelhill.org)

Dear Mayor Hemminger and Councilpeople Parker, Anderson, Buansi, Gu, Huynh, Ryan, and Stegman,

I am a resident of Chapel Hill and I am getting in touch because I am deeply sickened by the treatment of Black Americans by police in police departments nationwide. I would like to know what kinds of safeguards our town's police department has in place to prevent incidents of racism by police.

Does the Chapel Hill PD currently outfit all on-duty police officers with a body-worn camera? Is it required that the camera be turned on immediately when officers respond to a police call? Does the department perform

anti-racism and non-violent de-escalation training for officers? Are new recruits screened in any way to prevent the hiring of racists, for instance through looking at social media posts? How does internal affairs investigate and respond to reports of discrimination against officers?

If these safeguards are not in place, they certainly should be. I would support my local taxes paying to fund these interventions.

Thank you for your attention to my concerns. I hope to hear back from you soon.

Signed,  
Elise Ballan, Mariah Evans, Teddy Reese, and K Fadale

## Amy Harvey

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**From:** Jeanette Coffin  
**Sent:** Thursday, June 04, 2020 11:26 AM  
**To:** Lizzie Michaelson  
**Cc:** CHRIS BLUE; Amy Harvey; Carolyn Worsley; Flo Miller; Laura Selmer; Mary Jane Nirdlinger; Maurice Jones; Rae Buckley; Ralph Karpinos; Ran Northam; Ross Tompkins; Sabrina Oliver; Allen Buansi; Amy Ryan; Hongbin Gu; Jeanne Brown; Jess Anderson; Karen Stegman; Michael Parker; Pam Hemminger; Tai Huynh  
**Subject:** RE: 8 Can't Wait!

Thank you for your correspondence with the Town of Chapel Hill. The Mayor and Town Council are interested in what you have to say. By way of this email, I am forwarding your message to the Mayor and each of the Council Members, as well as to the appropriate staff person who may be able to assist in providing additional information or otherwise addressing your concerns.

Again, thank you for your message.

Sincerely,

Jeanette Coffin



Jeanette Coffin  
Office Assistant  
[Town of Chapel Hill Manager's Office](#)  
[405 Martin Luther King Jr. Blvd.](#)  
[Chapel Hill, NC 27514](#)  
(o) 919-968-2743 | (f) 919-969-2063

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**From:** Lizzie Michaelson [mailto:lizziemichaelson98@gmail.com]  
**Sent:** Thursday, June 4, 2020 10:34 AM  
**To:** Town Council <mayorandcouncil@townofchapelhill.org>  
**Subject:** 8 Can't Wait!

**External email: Don't click links or attachments from unknown senders. To check or report forward to [reportspam@townofchapelhill.org](mailto:reportspam@townofchapelhill.org)**

Dear Mayor Hemminger,

My Name is Lizzie Michaelson, and I am a resident of North Carolina. I am emailing today to demand that steps are taken immediately to instate policies to end police violence. Campaign Zero has provided 8 policies that, at your discretion, can be enacted today. These 8 policies have demonstrated the ability to decrease police violence by 72%. The 8 policies are as follows: ban chokeholds and strangleholds, require de-escalation, require warning before shooting, exhaust all alternatives before shooting, duty to intervene, ban shooting at moving vehicles, establish use of force continuum, and require ALL force be reported.

The North Carolina Mayor Statement on your Twitter writes, "We pledge to make every effort within our power to fight systematic racism within our police forces, cities and nation." This is one of the many pathways toward reforming our broken system. This is not an "either/or", but a "both/and." We need to see a change in our policing system and you have the power to make a change!

Thank you,  
Lizzie Michaelson



## Amy Harvey

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**From:** Jeanette Coffin  
**Sent:** Thursday, June 04, 2020 11:26 AM  
**To:** julia gibson  
**Cc:** CHRIS BLUE; Amy Harvey; Carolyn Worsley; Flo Miller; Laura Selmer; Mary Jane Nirdlinger; Maurice Jones; Rae Buckley; Ralph Karpinos; Ran Northam; Ross Tompkins; Sabrina Oliver; Allen Buansi; Amy Ryan; Hongbin Gu; Jeanne Brown; Jess Anderson; Karen Stegman; Michael Parker; Pam Hemminger; Tai Huynh  
**Subject:** RE: police body cameras

Thank you for your correspondence with the Town of Chapel Hill. The Mayor and Town Council are interested in what you have to say. By way of this email, I am forwarding your message to the Mayor and each of the Council Members, as well as to the appropriate staff person who may be able to assist in providing additional information or otherwise addressing your concerns.

Again, thank you for your message.

Sincerely,

Jeanette Coffin



Jeanette Coffin  
Office Assistant  
[Town of Chapel Hill Manager's Office](#)  
[405 Martin Luther King Jr. Blvd.](#)  
[Chapel Hill, NC 27514](#)  
(o) 919-968-2743 | (f) 919-969-2063

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**From:** julia gibson [mailto:juliaforgib@gmail.com]  
**Sent:** Thursday, June 4, 2020 9:13 AM  
**To:** Town Council <mayorandcouncil@townofchapelhill.org>  
**Subject:** police body cameras

**External email:** Don't click links or attachments from unknown senders. To check or report forward to [reportspam@townofchapelhill.org](mailto:reportspam@townofchapelhill.org)

I have been unable to easily find up-to-date information on what are current requirements are in Chapel Hill, but police **MUST BE REQUIRED TO WEAR AND USE BODY CAMERAS!!!!!!!!!!!!!!**

it is not enough to have them available and allow it as they choose, it must be mandatory.

enough is enough

thank you

julia gibson

109 hampton court  
chapel hill, nc 27514

## Amy Harvey

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**From:** Jeanette Coffin  
**Sent:** Thursday, June 04, 2020 11:27 AM  
**To:** Suzanna Vogel  
**Cc:** CHRIS BLUE; Amy Harvey; Carolyn Worsley; Flo Miller; Laura Selmer; Mary Jane Nirdlinger; Maurice Jones; Rae Buckley; Ralph Karpinos; Ran Northam; Ross Tompkins; Sabrina Oliver; Allen Buansi; Amy Ryan; Hongbin Gu; Jeanne Brown; Jess Anderson; Karen Stegman; Michael Parker; Pam Hemminger; Tai Huynh  
**Subject:** RE: Policies to reduce police violence

Thank you for your correspondence with the Town of Chapel Hill. The Mayor and Town Council are interested in what you have to say. By way of this email, I am forwarding your message to the Mayor and each of the Council Members, as well as to the appropriate staff person who may be able to assist in providing additional information or otherwise addressing your concerns.

If your email is related to a development application or a particular issue being addressed by the Council, your comments will be made part of the record. If applicable, we encourage you to attend any public meetings related to the items addressed in your email.

Again, thank you for your message.

Sincerely,

Jeanette Coffin



Jeanette Coffin  
Office Assistant  
[Town of Chapel Hill Manager's Office](#)  
[405 Martin Luther King Jr. Blvd.](#)  
[Chapel Hill, NC 27514](#)  
(o) 919-968-2743 | (f) 919-969-2063

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**From:** Suzanna Vogel [mailto:[zannavogel@gmail.com](mailto:zannavogel@gmail.com)]  
**Sent:** Thursday, June 4, 2020 8:23 AM  
**To:** Town Council <[mayorandcouncil@townofchapelhill.org](mailto:mayorandcouncil@townofchapelhill.org)>  
**Subject:** Policies to reduce police violence

**External email:** Don't click links or attachments from unknown senders. To check or report forward to [reportspam@townofchapelhill.org](mailto:reportspam@townofchapelhill.org)

Hi Mayor Hemminger,

I'm a proud longtime Chapel Hill / Carrboro resident and I'm grateful for all you do, especially in these trying times. In light of the death of George Floyd, I'm joining the #8CantWait campaign to urge local mayors to enact 8 policies that have the power to reduce police violence that results in death in our major cities by up to 72%.

The 8 policies are:

- Ban chokeholds and strangleholds
- Require de-escalation
- Require warning before shooting
- Exhaust all other means before shooting
- Duty to intervene and stop excessive force by other officers
- Ban shooting at moving vehicles
- Require use-of-force continuum
- Require comprehensive reporting each time an officer uses forces or threatens to do so

The campaign website (<https://8cantwait.org/>) has a feature that allows folks to select their nearest city and see which of these policies are enacted. Durham and Raleigh are both on the list, I've included their results at the end of my email.

I'd like to be able to share a version with the policies of the Chapel Hill and Carrboro PDs. Can you help by educating me on which policies are in place in Chapel Hill? And can you join me in taking the pledge to enact these crucial 8 policies in our town?

Thank you!

Suzanna Vogel  
[302 W. Poplar Ave](#)

# #8CANTWAIT

BAN CHOKEHOLDS  
& STRANGLEHOLDS



REQUIRE  
DE-ESCALATION



REQUIRE  
WARNING BEFORE  
SHOOTING



EXHAUST ALL  
ALTERNATIVES  
BEFORE SHOOTING



TOGETHER, THESE 8 POLICIES CAN  
DECREASE POLICE VIOLENCE BY **72%**.



DUTY TO  
INTERVENE



BAN SHOOTING AT  
MOVING VEHICLES



ESTABLISH USE OF  
FORCE CONTINUUM



REQUIRE ALL FORCE  
BE REPORTED

VISIT [8CANTWAIT.ORG](https://8cantwait.org) TO FIND YOUR CITY,  
CALL YOUR MAYOR, AND DEMAND CHANGE RIGHT NOW.

CAMPAIGN ZERO

# #8CANTWAIT: 📍 DURHAM

**BAN CHOKEHOLDS  
& STRANGLEHOLDS**



**REQUIRE  
DE-ESCALATION**



**REQUIRE  
WARNING BEFORE  
SHOOTING**



**EXHAUST ALL  
ALTERNATIVES  
BEFORE SHOOTING**



**DURHAM MUST ENACT  
THESE 6 POLICIES.**



**DUTY TO  
INTERVENE**



**BAN SHOOTING AT  
MOVING VEHICLES**



**ESTABLISH USE OF  
FORCE CONTINUUM**



**REQUIRE ALL FORCE  
BE REPORTED**

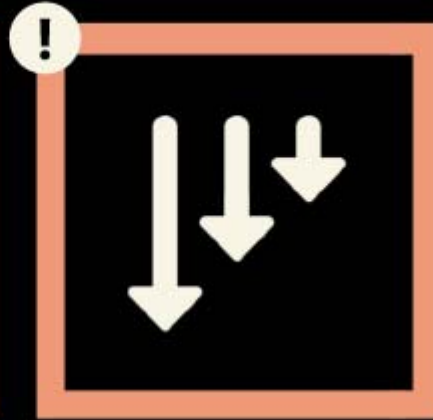
**CALL STEVE SCHEWEL AT 919-560-4333  
TELL THEM TO ENACT ALL 8CANTWAIT.ORG POLICIES RIGHT NOW.**

# #8CANTWAIT: 9 R

**BAN CHOKEHOLDS  
& STRANGLEHOLDS**



**REQUIRE  
DE-ESCALATION**



**REQUIRE  
WARNING BEFORE  
SHOOTING**



**RALEIGH MUST ENACT  
THESE 3 POLICIES**



**DUTY TO  
INTERVENE**



**BAN SHOOTING AT  
MOVING VEHICLES**



**ESTABLISH USE OF  
FORCE CONTROLS**

## Amy Harvey

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**From:** Jeanette Coffin  
**Sent:** Thursday, June 04, 2020 11:27 AM  
**To:** Tyson Hallet  
**Cc:** CHRIS BLUE; Amy Harvey; Carolyn Worsley; Flo Miller; Laura Selmer; Mary Jane Nirdlinger; Maurice Jones; Rae Buckley; Ralph Karpinos; Ran Northam; Ross Tompkins; Sabrina Oliver; Allen Buansi; Amy Ryan; Hongbin Gu; Jeanne Brown; Jess Anderson; Karen Stegman; Michael Parker; Pam Hemminger; Tai Huynh  
**Subject:** RE: Community accountability for police response

Thank you for your correspondence with the Town of Chapel Hill. The Mayor and Town Council are interested in what you have to say. By way of this email, I am forwarding your message to the Mayor and each of the Council Members, as well as to the appropriate staff person who may be able to assist in providing additional information or otherwise addressing your concerns.

If your email is related to a development application or a particular issue being addressed by the Council, your comments will be made part of the record. If applicable, we encourage you to attend any public meetings related to the items addressed in your email.

Again, thank you for your message.

Sincerely,

Jeanette Coffin



Jeanette Coffin  
Office Assistant  
[Town of Chapel Hill Manager's Office](#)  
[405 Martin Luther King Jr. Blvd.](#)  
[Chapel Hill, NC 27514](#)  
(o) 919-968-2743 | (f) 919-969-2063

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**From:** Tyson Hallet [mailto:vtchallet@gmail.com]  
**Sent:** Thursday, June 4, 2020 7:57 AM  
**To:** Town Council <mayorandcouncil@townofchapelhill.org>  
**Subject:** Community accountability for police response

**External email:** Don't click links or attachments from unknown senders. To check or report forward to [reportspam@townofchapelhill.org](mailto:reportspam@townofchapelhill.org)

Dear Mayor Hemminger and members of the Community Policing Advisory Committee,

Many of us are speaking right now about our outrage, and public officials are responding with statements of solidarity. The thing that is needed, however, is real action and change. The routine, consistent practice by law enforcement of targeting black people needs to stop.



There's a lot of talk about police accountability. Body cams, policy changes, internal reviews...the past six years have shown these things aren't effective.

[Watching this video made by an Oakland woman](#) whose non-profit group supplies aid to the homeless brought home to me the helplessness that black citizens feel when police abuse and misuse their power. Who could she call when she saw this abuse of power happening? The police? I'd like to think none of the nice officers my children and I wave to when we pass by them in our car would do something like this. But I know these kinds of encounters happen all the time in Chapel Hill. That's the problem-- the disconnect between how white and black people experience law enforcement.

Police culture has got to change. Qualified immunity must end. The militarization of our police force (my father-in-law, who was visiting from France, was stunned by the amount of equipment and gadgets in the patrol car of a police officer he asked for directions-- nowhere else in the developed world are LEOs geared up like soldiers) needs to be reversed.

And community accountability needs to be built in to the public's interactions with the police.

Surely there is a way to do this. Maybe an imperfect way to start with, but a meaningful beginning. Could the Community Policing Advisory Committee be expanded to include dedicated, *independent* staff-- of color-- who can be contacted by the public to follow up on problematic encounters with Chapel Hill LEOs? Staff who can hold police accountable to the community they are meant to serve, and be dispatched as real-time observers when needed? Could these reports be part of each police officer's evaluation and be made public?

There's got to be some way that is independent and worthy of our community's trust. Right now all people of color have are their phones and social media to show the world what police are doing. And for every George Floyd or Breonna Taylor, how often does the unconstitutional absurdity seen in the video from Oakland happen? Probably a lot. But we don't know. We don't know. And that's a big problem.

Sincerely,  
Tyson Hallet

## Amy Harvey

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**From:** Jeanette Coffin  
**Sent:** Thursday, June 04, 2020 11:28 AM  
**To:** CHRIS BLUE; Amy Harvey; Carolyn Worsley; Flo Miller; Laura Selmer; Mary Jane Nirdlinger; Maurice Jones; Rae Buckley; Ralph Karpinos; Ran Northam; Ross Tompkins; Sabrina Oliver; Allen Buansi; Amy Ryan; Hongbin Gu; Jeanne Brown; Jess Anderson; Karen Stegman; Michael Parker; Pam Hemminger; Tai Huynh  
**Subject:** FW: Message from Website

**Jeanette Coffin**  
Office Assistant  
Manager's Office  
[Town of Chapel Hill](#)  
405 Martin Luther King Jr. Blvd.  
Chapel Hill, NC 27514-5705



Phone: (919) 968-2743  
Fax: (919) 969-2063



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**From:** [info@townofchapelhill.org](mailto:info@townofchapelhill.org) [mailto:[info@townofchapelhill.org](mailto:info@townofchapelhill.org)]  
**Sent:** Thursday, June 4, 2020 7:55 AM  
**To:** Town Council <[mayorandcouncil@townofchapelhill.org](mailto:mayorandcouncil@townofchapelhill.org)>  
**Subject:** Message from Website

**External email:** Don't click links or attachments from unknown senders. To check or report forward to [reportspam@townofchapelhill.org](mailto:reportspam@townofchapelhill.org)

A new entry to a form/survey has been submitted.

**Form Name:** Contact Mayor and Council  
**Date & Time:** 06/04/2020 7:54 AM  
**Response #:** 312  
**Submitter ID:** 11196  
**IP address:** 2601:45:480:5d40:fd35:e192:4cfd:3d98  
**Time to complete:** 4 min. , 6 sec.

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**Survey Details**

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Page 1

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Submit the form below or email [mayorandcouncil@townofchapelhill.org](mailto:mayorandcouncil@townofchapelhill.org).

**1. Name**

Mabel D'Souza

**2. Residency\***

I am a resident of Chapel Hill

**3. Message**

To whom it may concern:

I am asking the Mayor's Office in Chapel Hill to seriously consider implementing the following 8 policies to help end instances of police brutality.

<https://8cantwait.org/>

These policies as well as an use of force study are posted on the linked website.

**4. If you would like us to contact you regarding this issue, please provide an email or telephone number.**

Not answered

**Note: Mail sent to or received from the Town of Chapel Hill is subject to publication under the provisions of the North Carolina public records law.**

Thank you,  
Town of Chapel Hill, NC

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This is an automated message generated by the Vision Content Management System™. Please do not reply directly to this email.

## Amy Harvey

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**From:** Jeanette Coffin  
**Sent:** Thursday, June 04, 2020 11:29 AM  
**To:** Ariane Caguioa  
**Cc:** CHRIS BLUE; Amy Harvey; Carolyn Worsley; Flo Miller; Laura Selmer; Mary Jane Nirdlinger; Maurice Jones; Rae Buckley; Ralph Karpinos; Ran Northam; Ross Tompkins; Sabrina Oliver; Allen Buansi; Amy Ryan; Hongbin Gu; Jeanne Brown; Jess Anderson; Karen Stegman; Michael Parker; Pam Hemminger; Tai Huynh  
**Subject:** RE: I Am Committed to Ending Police Brutality - Are You?

Thank you for your correspondence with the Town of Chapel Hill. The Mayor and Town Council are interested in what you have to say. By way of this email, I am forwarding your message to the Mayor and each of the Council Members, as well as to the appropriate staff person who may be able to assist in providing additional information or otherwise addressing your concerns.

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Again, thank you for your message.

Sincerely,

Jeanette Coffin



Jeanette Coffin  
Office Assistant  
[Town of Chapel Hill Manager's Office](#)  
[405 Martin Luther King Jr. Blvd.](#)  
[Chapel Hill, NC 27514](#)  
(o) 919-968-2743 | (f) 919-969-2063

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**From:** Ariane Caguioa [mailto:[arianecaguioa@gmail.com](mailto:arianecaguioa@gmail.com)]  
**Sent:** Thursday, June 4, 2020 12:35 AM  
**To:** Town Council <[mayorandcouncil@townofchapelhill.org](mailto:mayorandcouncil@townofchapelhill.org)>  
**Subject:** I Am Committed to Ending Police Brutality - Are You?

**External email:** Don't click links or attachments from unknown senders. To check or report forward to [reportspam@townofchapelhill.org](mailto:reportspam@townofchapelhill.org)

Dear Chapel Hill City Council,

My name is Ariane and I am a registered voter in Chapel Hill, NC. I am writing to you today to ask what you are doing, as the Chapel Hill City Council, to ensure that your officers are not abusing their power and are held accountable for their actions.

After witnessing the death of George Floyd at the hands of the Minneapolis Police Department, I feel outraged, frustrated, and hurt. The system has failed yet another black individual, and there have been countless other injustices where the perpetrators have yet to face consequences.

As a resident of your city, I want to make sure that my local police department is taking the necessary preventative measures to ensure that incidents like this will not occur in the future. So I ask:

- Are the police officers in the Chapel Hill Police Department being trained to de-escalate altercations by using peaceful conflict resolution strategies?
- Are the police officers in the Chapel Hill Police Department forbidden from using carotid restraints (chokeholds, strangleholds, etc.) and hog-tying methods? Furthermore, are they forbidden from transporting civilians in uncomfortable positions, such as face down in a vehicle?
- Are the police officers in the Chapel Hill Police Department required to intervene if they witness another officer using excessive force? Will officers be reprimanded if they fail to intervene?
- Are the police officers in the Chapel Hill Police Department forbidden from shooting at moving vehicles?
- Is there a clear and enforced use-of-force continuum that details what weapons and force are acceptable in a wide variety of civilian-police interactions?
- Are the officers in the Chapel Hill Police Department required to exhaust every other possible option before using excessive force?
- Are the officers in the Chapel Hill Police Department required to give a verbal warning to civilians before drawing their weapon or using excessive force?
- Are the officers in the Chapel Hill Police Department required to report each time they threaten to or use force on civilians?
- Are the officers in the Chapel Hill Police Department thoroughly vetted to ensure that they do not have a history with abuse, racism, xenophobia, homophobia / transphobia, or discrimination?
- Are the officers in the Chapel Hill Police Department trained to perform and seek necessary medical action after using excessive force?
- Is there an early intervention system enforced to correct officers who use excessive force? Additionally, how many complaints does an officer have to receive before they are reprimanded? Before they are terminated? More than three complaints are unacceptable.

Statistics have indicated that by enforcing these policies, there is a significant decrease in civilian complaints and injury due to excessive force. If any of the policies are not currently in place, then what is being done to ensure that they are going to be enforced in the near future? What can I do, as a concerned citizen, to set these policies in motion?

I also want to increase the level of trust between the police department and the community. To establish trust, there has to be transparency. I would like to see the Chapel Hill Police Department collect and report data on civilian deaths that occurred in custody and as a result of an officer's use of excessive force. The data should be broken down by demographics and should showcase the race, gender, sexuality, and religion of the civilians. Allowing the public access to this information will show us where we, as a community, fall short.

Thank you for your time and I hope that we can work together to protect the Chapel Hill community. I refuse to let the next hashtag come from here.

Sincerely,  
Ariane Caguioa

## Amy Harvey

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**From:** Jeanette Coffin  
**Sent:** Thursday, June 04, 2020 11:29 AM  
**To:** Doug Halverson  
**Cc:** CHRIS BLUE; Amy Harvey; Carolyn Worsley; Flo Miller; Laura Selmer; Mary Jane Nirdlinger; Maurice Jones; Rae Buckley; Ralph Karpinos; Ran Northam; Ross Tompkins; Sabrina Oliver; Allen Buansi; Amy Ryan; Hongbin Gu; Jeanne Brown; Jess Anderson; Karen Stegman; Michael Parker; Pam Hemminger; Tai Huynh  
**Subject:** RE: Efforts to Prevent Police Violence

Thank you for your correspondence with the Town of Chapel Hill. The Mayor and Town Council are interested in what you have to say. By way of this email, I am forwarding your message to the Mayor and each of the Council Members, as well as to the appropriate staff person who may be able to assist in providing additional information or otherwise addressing your concerns.

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Again, thank you for your message.

Sincerely,

Jeanette Coffin



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Office Assistant  
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[405 Martin Luther King Jr. Blvd.](#)  
[Chapel Hill, NC 27514](#)  
(o) 919-968-2743 | (f) 919-969-2063

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**From:** Doug Halverson [mailto:doug.halverson21@gmail.com]  
**Sent:** Wednesday, June 3, 2020 9:12 PM  
**To:** Town Council <mayorandcouncil@townofchapelhill.org>  
**Subject:** Efforts to Prevent Police Violence

**External email:** Don't click links or attachments from unknown senders. To check or report forward to [reportspam@townofchapelhill.org](mailto:reportspam@townofchapelhill.org)

Mayor Hemminger and City Council,

I am writing to ask if leaders in the town of Chapel Hill have addressed any of the policies and initiatives laid out by Campaign Zero (<https://8cantwait.org/>) in an effort to prevent police violence. The senseless death of George Floyd and many others at the hands of police reinforce our need to set these policies in motion as we attempt to prevent similar tragedies from occurring in our community. Chapel Hill is not included in the

monitoring platform provided by campaign zero so I would appreciate some understanding of where we stand and a commitment to changing these policies if they are not already in place.

Thank you for your time.

Doug Halverson

Sent from my iPhone

## Amy Harvey

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**From:** Jeanette Coffin  
**Sent:** Thursday, June 04, 2020 11:30 AM  
**To:** maggie.moriarty21@gmail.com  
**Cc:** CHRIS BLUE; Amy Harvey; Carolyn Worsley; Flo Miller; Laura Selmer; Mary Jane Nirdlinger; Maurice Jones; Rae Buckley; Ralph Karpinos; Ran Northam; Ross Tompkins; Sabrina Oliver; Allen Buansi; Amy Ryan; Hongbin Gu; Jeanne Brown; Jess Anderson; Karen Stegman; Michael Parker; Pam Hemminger; Tai Huynh  
**Subject:** FW: Message from Website

Thank you for your correspondence with the Town of Chapel Hill. The Mayor and Town Council are interested in what you have to say. By way of this email, I am forwarding your message to the Mayor and each of the Council Members, as well as to the appropriate staff person who may be able to assist in providing additional information or otherwise addressing your concerns.

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Again, thank you for your message.

Sincerely,

Jeanette Coffin



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Office Assistant  
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[405 Martin Luther King Jr. Blvd.](#)  
[Chapel Hill, NC 27514](#)  
(o) 919-968-2743 | (f) 919-969-2063

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**From:** info@townofchapelhill.org [mailto:info@townofchapelhill.org]  
**Sent:** Wednesday, June 3, 2020 6:46 PM  
**To:** Town Council <mayorandcouncil@townofchapelhill.org>  
**Subject:** Message from Website

**External email:** Don't click links or attachments from unknown senders. To check or report forward to [reportspam@townofchapelhill.org](mailto:reportspam@townofchapelhill.org)

A new entry to a form/survey has been submitted.

**Form Name:** Contact Mayor and Council  
**Date & Time:** 06/03/2020 6:46 PM  
**Response #:** 311



**Submitter ID:** 11195  
**IP address:** 2606:a000:4005:6500:483:e960:8ec7:68c2  
**Time to complete:** 2 min. , 29 sec.

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**Survey Details**

Page 1

Submit the form below or email [mayorandcouncil@townofchapelhill.org](mailto:mayorandcouncil@townofchapelhill.org).

**1. Name**

Maggie Moriarty

**2. Residency\***

I am a resident of Chapel Hill

**3. Message**

Hello!

I was wondering if the Town of Chapel Hill could share an update with where our town stands with regard to the 8 policies proven to decrease police violence on <https://8cantwait.org/>? The site was mentioned in Barack Obama's town hall today, so I was wondering. I understand our town is small and therefore we are not already on the site, so I thought a statement from the town might be beneficial.

Thank you!  
-Maggie Moriarty

**4. If you would like us to contact you regarding this issue, please provide an email or telephone number.**

[maggie.moriarty21@gmail.com](mailto:maggie.moriarty21@gmail.com)

**Note: Mail sent to or received from the Town of Chapel Hill is subject to publication under the provisions of the North Carolina public records law.**

Thank you,  
**Town of Chapel Hill, NC**

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**This is an automated message generated by the Vision Content Management System™. Please do not reply directly to this email.**

## Amy Harvey

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**From:** Jeanette Coffin  
**Sent:** Thursday, June 04, 2020 11:30 AM  
**To:** Landry B.  
**Cc:** CHRIS BLUE; Amy Harvey; Carolyn Worsley; Flo Miller; Laura Selmer; Mary Jane Nirdlinger; Maurice Jones; Rae Buckley; Ralph Karpinos; Ran Northam; Ross Tompkins; Sabrina Oliver; Allen Buansi; Amy Ryan; Hongbin Gu; Jeanne Brown; Jess Anderson; Karen Stegman; Michael Parker; Pam Hemminger; Tai Huynh  
**Subject:** RE: Dismantling Systemic Racism, White Supremacy, Police Brutality, and the Disenfranchisement of Black Americans in the Chapel Hill Community

Thank you for your correspondence with the Town of Chapel Hill. The Mayor and Town Council are interested in what you have to say. By way of this email, I am forwarding your message to the Mayor and each of the Council Members, as well as to the appropriate staff person who may be able to assist in providing additional information or otherwise addressing your concerns.

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Again, thank you for your message.

Sincerely,

Jeanette Coffin



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[405 Martin Luther King Jr. Blvd.](#)  
[Chapel Hill, NC 27514](#)  
(o) 919-968-2743 | (f) 919-969-2063

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**From:** Landry B. [mailto:landrytbrown@gmail.com]  
**Sent:** Wednesday, June 3, 2020 6:42 PM  
**To:** Town Council <mayorandcouncil@townofchapelhill.org>  
**Subject:** Dismantling Systemic Racism, White Supremacy, Police Brutality, and the Disenfranchisement of Black Americans in the Chapel Hill Community

**External email:** Don't click links or attachments from unknown senders. To check or report forward to [reportspam@townofchapelhill.org](mailto:reportspam@townofchapelhill.org)

Dear Mayor Hemminger and Council Members,

I am a graduate of the University of North Carolina at Chapel Hill and have been a resident of Chapel Hill for four years.

I am writing today to express my **strong** disdain for the racism that is preventable in our lives and our beautiful community. Our current system has failed us. We have failed to cherish and protect Black lives at the expense of racist policies masqueraded as 'law and order.' Allowing this abuse of power housed in the most important institutions in our community is no longer acceptable. We will and we must do better.

I am unilaterally, unequivocally opposed to the budget increase that would further sustain and spread this disease that has so badly infected our social fabric. I write today to urge you to amend the recommended budget for FY 2020-2021. In light of the continued devaluation of Black life in this country, I am disappointed to see that my town plans to increase the police budget in the coming year.

We have reached a turning point in our country's history. There is the side of righteousness and the side of criminal complacency. We may choose to divert funds from an increasingly militarized police force and instead use those funds to invest in community education, restorative justice, health, employment, and literally ANY other initiative promoting the public good and safety in our communities. Or, like we have for so long, we can criminally and complacently exacerbate the centuries long problem that has robbed the most cherished and vulnerable part of our community from basic, universal human rights and civil liberties.

I'll be frank -- you know what's right. Please do not increase the police budget in 2020-2021. Even a 1% increase in this militarized police force will have decades long ramifications on the Black lives that we are trying so hard to elevate and celebrate in the past week.

History will judge how we will respond to this. We cannot afford even a penny more to fund this toxic white nationalism and the police brutality prevalent in this community. If you vote for this, we will vote you out.

Thanks,  
Landry

--

**Landry Brown**  
*B.S. Business Administration | GLOBE X*  
University of North Carolina at Chapel Hill  
[landrytbrown@gmail.com](mailto:landrytbrown@gmail.com) | (828) 455-7305

## Amy Harvey

---

**From:** Jeanette Coffin  
**Sent:** Thursday, June 11, 2020 10:28 AM  
**To:** Zac Johnson  
**Cc:** Amy Harvey; Carolyn Worsley; Flo Miller; Laura Selmer; Mary Jane Nirdlinger; Maurice Jones; Rae Buckley; Ralph Karpinos; Ran Northam; Ross Tompkins; Sabrina Oliver; Allen Buansi; Amy Ryan; Hongbin Gu; Jeanne Brown; Jess Anderson; Karen Stegman; Michael Parker; Pam Hemminger; Shakera Vaughan; Tai Huynh  
**Subject:** RE: Public Comment: Written

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Jeanette Coffin



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[405 Martin Luther King Jr. Blvd.](#)  
[Chapel Hill, NC 27514](#)  
(o) 919-968-2743 | (f) 919-969-2063

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**From:** Zac Johnson [mailto:[zac.johnson@duke.edu](mailto:zac.johnson@duke.edu)]  
**Sent:** Wednesday, June 10, 2020 6:32 PM  
**To:** All Communications & Public Affairs <[publicaffairs@townofchapelhill.org](mailto:publicaffairs@townofchapelhill.org)>; Town Council <[mayorandcouncil@townofchapelhill.org](mailto:mayorandcouncil@townofchapelhill.org)>  
**Subject:** Public Comment: Written

**External email:** Don't click links or attachments from unknown senders. To check or report forward to [reportspam@townofchapelhill.org](mailto:reportspam@townofchapelhill.org)

Hi all,

I wanted to provide a written comment tonight, as I won't be able to attend the virtual meeting itself anymore.

Here it is:

Hi to everyone on the town council! My name is Zac and I go by he/him/his pronouns. I'm a current Duke student but I graduated from East Chapel Hill high school in 2018. I've spoken to you all a handful of times before - you might remember me from when I spoke before you regarding the two school walkouts that I was apart of after the shooting at Margery Stoneman Douglass High School.

Two years ago you all were more then welcoming to me and a diverse, but still largely white, group of students demanding change on local gun reform - something that honestly doesn't really impact us that directly here in Chapel Hill. Today (and for a long time beforehand) black and brown students are calling for you to halt the funding of the local police, defund them, and abolish it all together. Violent and racist policing is unfortunately an integral aspect of the black experience in chapel hill, but even more so for those that have disabilities, those that experience homelessness, and those that have already survived one trip through such an unjust criminal justice system

It would be heinous to hear the people you hear today and for you to do nothing, especially knowing you were so kind and encouraging to a largely white group of students 2 years ago. You all have the power to make lasting change in Chapel Hill and as people with relatively high privilege, I believe it is your duty. And for those of you who are white and on this board, that duty is only greater. It is time to step up! Or we will vote you out.

---

Zac Johnson (he/him/his)  
DSG | VP of Services and Sustainability  
Duke University | Trinity College '22  
Public Policy | History | Human Rights  
(919) 525-9575