



CRITERIA FOR OUR NEXT POLICE CHIEF

Albuquerque is at a critical juncture. Crime has been on the rise and Albuquerque has had to endure a police department in desperate need of change for decades. If we care about our city, then we have to care about the future of the Albuquerque Police Department.

To guide the new mayor in selecting a qualified police chief, APD Forward consulted experts and advocates from around the country to come up with the following criteria. Picking the right chief will put APD on track to embrace the kind of top-to-bottom culture change it so desperately needs.

A new chief must commit to:

DEPARTMENT OF JUSTICE REFORMS

- Publicly acknowledge the obstructive stance APD has taken to date toward key aspects of reform.
- Demonstrate experience leading institutional reform efforts within a law enforcement agency, with specific examples.
- Develop a collaborative relationship with the Independent Monitoring Team.
- Commit to adopting the reforms mandated by the settlement agreement between the City of Albuquerque and the U.S. Department of Justice.

TRANSPARENCY & ACCOUNTABILITY

- Embrace meaningful civilian oversight of law enforcement.
- Issue strong policies, developing law enforcement training, creating meaningful oversight, and holding officers accountable.
- Promote transparency and protecting the public's right to know.
- Lead institutional reform efforts, including specific instances of disciplining officers.



21ST CENTURY POLICING TACTICS AND POLICIES



- Demilitarize a law enforcement agency.
- Protect the right of free speech and protest.
- Follow 21st century policing best practices, including de-escalation tactics and diversion programs.
- Advocate for reduced incarceration, improved conditions of confinement, rehabilitation.

ADDRESSING BIASED POLICING

- Work with immigrant communities and not using local police resources for federal immigration enforcement.
- Work collaboratively with diverse communities and holding officers accountable for biased policing.



Find our full criteria at www.apdforward.org



APD Forward consists of the following organizations and individuals:

Albuquerque Health Care for the Homeless
American Civil Liberties Union of New Mexico
Common Cause New Mexico
Coalition to Stop Violence Against Native Women
Disability Rights New Mexico
El Centro de Igualdad y Derechos
Episcopal Diocese of the Rio Grande
Equality New Mexico
La Mesa Presbyterian Church
League of Women Voters of Central New Mexico
National Association of Social Workers – NM Chapter
Native American Voters Alliance
New Mexico Conference of Churches
New Mexico Criminal Defense Lawyers Association
Street Safe New Mexico
Strong Families New Mexico
Transgender Resource Center of New Mexico
YWCA of New Mexico
Fabrizio Bertolotti, former Police Oversight Task
Force member
Kenneth Ellis II – father of Kenneth Ellis III
Michael Gomez – father of Alan Gomez
Stephen Torres – father of Christopher Torres