



MAJOR CITIES CHIEFS ASSOCIATION

Atlanta, Georgia
Austin, Texas
Baltimore City, Maryland
Baltimore Co., Maryland
Boston, Massachusetts
Buffalo, New York
Calgary, Alberta
Charlotte-Mecklenburg, North Carolina
Chicago, Illinois
Cincinnati, Ohio
Cleveland, Ohio
Columbus, Ohio
Dallas, Texas
Denver, Colorado
Detroit, Michigan
Edmonton, Alberta
El Paso, Texas
Fairfax County, Virginia
Fort Worth, Texas
Honolulu, Hawaii
Houston, Texas
Indianapolis, Indiana
Jacksonville, Florida
Kansas City, Missouri
Las Vegas Metro, Nevada
Long Beach, California
Los Angeles, California
Los Angeles Co., California
Louisville, Kentucky
Memphis, Tennessee
Miami-Dade, Florida
Milwaukee, Wisconsin
Minneapolis, Minnesota
Montgomery Co., Maryland
Montreal, Quebec
Nashville, Tennessee
Nassau Co., New York
New Orleans, Louisiana
New York City, New York
Newark, New Jersey
Oakland, California
Oklahoma City, Oklahoma
Ottawa, Ontario
Philadelphia, Pennsylvania
Phoenix, Arizona
Pittsburgh, Pennsylvania
Portland, Oregon
Prince George's Co., Maryland
Salt Lake City, Utah
San Antonio, Texas
San Diego, California
San Francisco, California
San Jose, California
Seattle, Washington
St. Louis, Missouri
Suffolk Co., New York
Toronto, Ontario
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Tulsa, Oklahoma
Vancouver, British Columbia
Virginia Beach, Virginia
Washington, DC
Winnipeg, Manitoba

June 29, 2009

Mr. Eric H. Holder, Jr.
Attorney General
United States Department of Justice
950 Pennsylvania Avenue, N.W.
Washington, D.C. 20530-0001

Attorney General Holder:

The purpose of this letter is to bring to your attention the fact that the Major Cities Chiefs Association, at its meeting held in June 2009, voted to provide a letter of formal support for the work of the recently formed Consortium on Police Leadership in Equity (CPLÉ). The CPLÉ is comprised of a group of world-class social science researchers who are willing to conduct objective research on a number of important topics for law enforcement agencies. As detailed on the consortium's website, "At the core of CPLÉ's mission, as well as those [police] departments associated with it, is a deep concern for equity and inclusiveness within the police department itself and between the police department and the community it polices. The CPLÉ serves as a sort of matchmaker, pairing police departments with world-class researchers. Though many CPLÉ researchers specialize in issues surrounding race and gender, a wide swath of research interests are represented and can be harnessed to serve the specific equity issues any given department is combating (<http://cple.psych.ucla.edu/about-the-cple/>)."

Because of CPLÉ's philosophy and approach in addressing racial and gender-equity issues as they pertain to law enforcement, many police departments in our nation's largest cities either have engaged already in joint research with CPLÉ or have signed on to do so. Indeed, when questions continue to be raised in communities across our country about whether or not police departments engage in racial profiling, it is extremely beneficial to have world-class researchers bring their expert research skills to bear in providing objective analysis in addressing such concerns.

The objectivity of these established scholars is further supported by the fact that the CPLÉ will not accept money from participating law enforcement partners. This arrangement insures the independence of CPLÉ research projects, builds community support, and grows our basic understanding of equity in law enforcement. It is a model that deserves the support of funding agencies committed to social equity. It is also a model that has already begun reshaping scholarship and practice related to racial profiling and gender representation in law enforcement, and it has the potential to do much more.



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While CPLE has already proven beneficial in helping to address concerns of racial profiling and organizational equity—particularly in Denver, where Chief Gerry Whitman's leadership allowed the CPLE to be founded—there are additional areas of emphasis for the organization, including the following:

- Police Use of Force
- Immigration Policy Enforcement
- Drug Policy Enforcement
- Organizational Equity
- Youth Offenders
- Media and Community Relations

Considering the gravity and importance of these issues, it is easy to see why chiefs from the Major City Chiefs Association are both supportive of CPLE's mission and anxious to work with it to determine what leadership moves the chiefs can make to ensure that law enforcement policies and procedures work to ensure racial and gender equity within our departments and within our communities.

In conclusion, please accept this letter as a formal letter of support for the efforts of the Consortium on Police Leadership in Equity. To the extent possible, we would encourage support for CPLE from the various agencies residing within the Department of Justice. Please let us know if you have any additional questions regarding the work that CPLE is already engaged in with some of our member police departments. Such questions may be directed to Chief Robert L. Davis of the San Jose, California Police Department, who is currently serving as the First Vice-President of the Major Cities Chiefs Association and has already engaged in a research effort with CPLE. He may be reached at (408) 277-4212, or by e-mail at Robert.Davis@sanjoseca.gov. Thank you in advance for your review of this letter of support.

All the best,

William J. Bratton
Chief of Police, Los Angeles Police Department
President, Major Cities Chiefs' Association

c: Laurie O. Robinson, Assistant Attorney General, Office of Justice Programs
Loretta King, Assistant Attorney General, Civil Rights Division