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**From:** Richard Tefank  
**Sent:** Friday, September 11, 2020 8:07 AM  
**Subject:** Invitation to Community Forum on Police Reform

**Categories:** responsive

Greetings:

On behalf of the President of the Board of Police Commissioners, you are cordially invited to attend a community forum and present your and your organization's suggestions for police reform. The forums will be held on Zoom Webinar on Thursday evenings. The first of the five forums was held on September 3, 2020 with the others scheduled for September 17 and 24, and October 1, and will begin at 4 p.m. and continue to at least 7 p.m. each evening.

The Board requests that you present on any or all of the following topics:

- Discipline and Accountability
- Current reform proposals (currently being suggested by any organization or individual)
- Past LAPD reform proposals (that were either adopted or were not adopted)
- Recruitment, Hiring, Retention and Training
- Data collection and retention

Please respond by advising whether you or your organization will or will not present, which individual(s) representing your organization will be presenting, which of the above topics will be discussed (and if you wish to present on a different topic please identify such topic – and efforts will be made to accommodate your request); and your preference for the dates and/or times on which the presentation will be made. There will be an effort to accommodate all preferences.

Presentations will be limited to a maximum of 10 minutes. While PowerPoints are not necessary, if you intend to use one it must be submitted 24 hours in advance. If you prefer to not formally present, written statements of a maximum of 2 pages can be sent to: [REDACTED]

Please confirm your attendance via email for one of the above dates as soon as possible to the following email address

[REDACTED] You will be sent a Zoom Webinar invite for the forum date which you select upon your confirmation of attendance.

Thank you and look forward to your participation at one of the above scheduled forums.

Very truly yours,

Richard M. Tefank, Executive Director  
Board of Police Commissioners  
Office – 213-236-1400

Fax – 213-236-1410

Email – [richard.tefank@lapd.online](mailto:richard.tefank@lapd.online)

---

**From:** Richard Tefank  
**Sent:** Wednesday, June 17, 2020 6:15 PM  
**To:** sam@thisisthemovement.org; Deray Mckesson  
**Subject:** Availability for a Zoom Meeting Thursday Morning

**Categories:** responsive

Good evening Gentleman,

Trust you are both well. Commission President Decker is requesting time have a Zoom meeting tomorrow during the morning hours. Meeting would include the two of you, President Decker, Ms. Liz Rhodes and myself.

Please let me know what your availability is for tomorrow morning pacific time.

Thank you and all the best,

Richard

Richard M. Tefank  
Executive Director, Board of Police Commissioners Office 213-236-1400 Fax 213-236-1410 richard.tefank@lapd.online

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**From:** Samuel Sinyangwe <sam@thisisthemovement.org>  
**Sent:** Wednesday, June 17, 2020 5:20 PM  
**To:** Lizabeth Rhodes  
**Cc:** DeRay Mckesson  
**Subject:** Re: LAPD and Use of Force

**Categories:** responsive

**ATTENTION: This email originated outside of LAPD. Do not click on links or open attachments unless you recognize the sender and know the content is safe.**

Hi Lizabeth,

Consistent with our model use of force policy, we recommend the following language for deadly force policies: <https://static1.squarespace.com/static/56996151cbced68b170389f4/t/5deffb38594a9745b936b64/1576009651688/Campaign+Zero+Model+Use+of+Force+Policy.pdf>

### III. USE OF DEADLY FORCE

The most serious act in which a police officer can engage during the course of their official duties is the use of deadly force. The authority to carry and use firearms in the course of public service is an immense power, which comes with great responsibility. It shall be the policy of the [Insert Jurisdiction] Police Department that law enforcement officers shall NOT use deadly force against another person unless ALL of the following conditions are met:

- The law enforcement officer has an objectively reasonable belief that deadly force is necessary to protect themselves or another person from a subject who is posing a current, active, and immediate threat of death AND;
- The law enforcement officer has exhausted all reasonable alternatives to the use of deadly force, including de-escalation, other reasonable means of apprehending the suspect, defending themselves or others AND;
- The law enforcement officer objectively reasonably believes that using deadly force would not unnecessarily endanger innocent people;

**The above circumstances apply to each discharge of a firearm** or application of deadly force. Law enforcement officers shall reassess the situation, when feasible, to determine whether the subject continues to pose a current and active threat. A law enforcement officer is not justified in using deadly force at any point in time when there is no longer an objectively

-Sam

On Jun 17, 2020, at 7:33 PM, Lizabeth Rhodes <N6480@lapd.online> wrote:

Thanks

Sam,

I called and left a message. As I said, we are very eager to making this a policy and would really like to get it posted for public comment.

If either of you can give me a call back I would appreciate it.

Thanks,

*Liz*

---

**From:** DeRay Mckesson <[REDACTED]>

**Sent:** Wednesday, June 17, 2020 2:09 PM

**To:** Lizabeth Rhodes <N6480@lapd.online>

**Subject:** Re: LAPD and Use of Force

**ATTENTION: This email originated outside of LAPD. Do not click on links or open attachments unless you recognize the sender and know the content is safe.**

Lizabeth,

Sam's number is [REDACTED]

DM

On Jun 17, 2020, at 1:15 PM, Lizabeth Rhodes <[N6480@lapd.online](mailto:N6480@lapd.online)> wrote:

Hello and once again thank you for your time these past few days.

My understanding, based on the website and our conversations centers around the below topics. I have inserted our policies in purple for ease of understanding. Both the Chief of Police and Commissioner Decker are eager to post these policies, take public comment and then have a vote to make the proposed policy an actual policy. In that regard, we are hoping to hear your views today on the following.

1. **Verbal warnings** – a requirement that when feasible in all situations, such as when the subject is standing still.

[REDACTED]

We believe this would do several things. First, it would uncouple it from the situation of deadly force and require it for all force. Second it would make clear that it is not just in regard to deadly force to apprehend a fleeing person for any felony that threatened or resulted in death or serious bodily injury, if the officer reasonably believes that the

person will cause death or serious bodily injury to another unless immediately apprehended.

2. **Reporting drawing and threatening** -- LAPD Officers shall report whenever they point a firearm at someone or threaten to point a firearm at someone. Below is the proposed policy

[REDACTED]

A copy of our AFDR policy is attached (and also publicly available) .

3. **Exhaust all Alternatives Prior to using Deadly Force** -- The policy should explicitly require officers to use exhaust every alternative prior to deadly force. We propose having several things in our proposed policy to cover this. They are below:



[Redacted text block]

[Redacted text block]

[Redacted text block]

[Redacted text block]

Again, thank you for your time, and if you could get back to us with your thoughts today, we could move towards posting this for public comment and adopting it as policy.

Please feel free to call me with questions, concerns or comments.

Thanks

Liz

---

**From:** Lizabeth Rhodes

**Sent:** Monday, June 15, 2020 6:05 PM

To: [REDACTED]; Samuel Sinyangwe <[sam@thisisthemovement.org](mailto:sam@thisisthemovement.org)>

Subject: RE: LAPD and Use of Force

Hello,

Here is our current policy and the section I previously quoted (page 3) which says “In determining whether deadly force is necessary, officers shall evaluate each situation in light of the particular circumstances of each case and shall use other available resources and techniques if reasonably safe and feasible.” Please let me know what you think.

Thanks,

*Liz*

Lizbeth Rhodes, Director  
Office of Constitutional Policing and Policy

---

**From:** Lizbeth Rhodes

**Sent:** Monday, June 15, 2020 3:29 PM

**To:** [REDACTED]

**Subject:** LAPD and Use of Force

Mr. MCKesson,

Thank you for taking the time to talk to all of us today. We appreciated your time and insight.

I am currently attempting to work through our policy and I am looking at Stockton’s policy. Would you be available to discuss that policy today?

My office number is 213-486-8730.

Thanks,

*Liz*

Lizbeth Rhodes, Director  
Office of Constitutional Policing and Policy

<AFDR Policy.pdf>

---

**From:** Lizabeth Rhodes  
**Sent:** Wednesday, June 17, 2020 4:33 PM  
**To:** DeRay Mckesson  
**Cc:** Samuel Sinyangwe  
**Subject:** RE: LAPD and Use of Force

**Categories:** responsive

Thanks

Sam,

I called and left a message. As I said, we are very eager to making this a policy and would really like to get it posted for public comment.

If either of you can give me a call back I would appreciate it.

Thanks,

*Liz*

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**From:** DeRay Mckesson <[REDACTED]>  
**Sent:** Wednesday, June 17, 2020 2:09 PM  
**To:** Lizabeth Rhodes <N6480@lapd.online>  
**Subject:** Re: LAPD and Use of Force

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Lizabeth,

Sam's number is [REDACTED].

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[REDACTED]

We believe this would do several things. First, it would uncouple it from the situation of deadly force and require it for all force. Second it would make clear that it is not just in regard to deadly force to apprehend a fleeing person for any felony that threatened or resulted in death or serious

bodily injury, if the officer reasonably believes that the person will cause death or serious bodily injury to another unless immediately apprehended.

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[Redacted text block]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

Again, thank you for your time, and if you could get back to us with your thoughts today, we could move towards posting this for public comment and adopting it as policy.

Please feel free to call me with questions, concerns or comments.

Thanks

Liz

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**From:** Lizabeth Rhodes  
**Sent:** Monday, June 15, 2020 6:05 PM  
**To:** [Redacted]; Samuel Sinyangwe <[sam@thisisthemovement.org](mailto:sam@thisisthemovement.org)>  
**Subject:** RE: LAPD and Use of Force

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Thanks,

*Liz*

Lizbeth Rhodes, Director  
Office of Constitutional Policing and Policy

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**From:** Lizbeth Rhodes  
**Sent:** Monday, June 15, 2020 3:29 PM  
**To:** [REDACTED]  
**Subject:** LAPD and Use of Force

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I am currently attempting to work through our policy and I am looking at Stockton’s policy. Would you be available to discuss that policy today?

My office number is 213-486-8730.

Thanks,

*Liz*

Lizbeth Rhodes, Director  
Office of Constitutional Policing and Policy

<AFDR Policy.pdf>



---

**From:** DeRay Mckesson <[REDACTED]>  
**Sent:** Wednesday, June 17, 2020 2:09 PM  
**To:** Lizabeth Rhodes  
**Subject:** Re: LAPD and Use of Force  
**Categories:** responsive

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Lizabeth,

Sam's number is [REDACTED]

DM

On Jun 17, 2020, at 1:15 PM, Lizabeth Rhodes <[N6480@lapd.online](mailto:N6480@lapd.online)> wrote:

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[REDACTED]

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We believe this would do several things. First, it would uncouple it from the situation of deadly force and require it for all force. Second it would make clear that it is not just in regard to deadly force to apprehend a fleeing person for any felony that threatened or resulted in death or serious bodily injury, if the officer reasonably believes that the person will cause death or serious bodily injury to another unless immediately apprehended.

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[REDACTED]

A copy of our AFDR policy is attached (and also publicly available) .

3. **Exhaust all Alternatives Prior to using Deadly Force** -- The policy should explicitly require officers to use exhaust every alternative prior to deadly force. We propose having several things in our proposed policy to cover this. They are below:

[Redacted text block]

[Redacted text block]

[Redacted text block]

[Redacted text block]

Again, thank you for your time, and if you could get back to us with your thoughts today, we could move towards posting this for public comment and adopting it as policy.

Please feel free to call me with questions, concerns or comments.

Thanks  
Liz

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**From:** Lizabeth Rhodes

**Sent:** Monday, June 15, 2020 6:05 PM

**To:** [REDACTED]; Samuel Sinyangwe <[sam@thisisthemovement.org](mailto:sam@thisisthemovement.org)>

**Subject:** RE: LAPD and Use of Force

Hello,

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Thanks,

*Liz*

Lizabeth Rhodes, Director  
Office of Constitutional Policing and Policy

---

**From:** Lizabeth Rhodes

**Sent:** Monday, June 15, 2020 3:29 PM

**To:** [REDACTED]

**Subject:** LAPD and Use of Force

Mr. MCKesson,

Thank you for taking the time to talk to all of us today. We appreciated your time and insight.

I am currently attempting to work through our policy and I am looking at Stockton’s policy. Would you be available to discuss that policy today?

My office number is 213-486-8730.

Thanks,

*Liz*

Lizabeth Rhodes, Director  
Office of Constitutional Policing and Policy

<AFDR Policy.pdf>

---

**From:** Lizabeth Rhodes  
**Sent:** Wednesday, June 17, 2020 10:16 AM  
**To:** [REDACTED] Samuel Sinyangwe  
**Subject:** RE: LAPD and Use of Force  
**Attachments:** AFDR Policy.pdf  
**Categories:** responsive

Hello and once again thank you for your time these past few days.

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1. **Verbal warnings** – a requirement that when feasible in all situations, such as when the subject is standing still.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

We believe this would do several things. First, it would uncouple it from the situation of deadly force and require it for all force. Second it would make clear that it is not just in regard to deadly force to apprehend a fleeing person for any felony that threatened or resulted in death or serious bodily injury, if the officer reasonably believes that the person will cause death or serious bodily injury to another unless immediately apprehended.

2. **Reporting drawing and threatening** -- LAPD Officers shall report whenever they point a firearm at someone or threaten to point a firearm at someone. Below is the proposed policy

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3. **Exhaust all Alternatives Prior to using Deadly Force** -- The policy should explicitly require officers to exhaust every alternative prior to deadly force. We propose having several things in our proposed policy to cover this. They are below:

[REDACTED]

[REDACTED]

And then later, under deadly force:

[REDACTED]

Again, thank you for your time, and if you could get back to us with your thoughts today, we could move towards posting this for public comment and adopting it as policy.

Please feel free to call me with questions, concerns or comments.

Thanks

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Thanks,



Lizabeth Rhodes, Director  
Office of Constitutional Policing and Policy

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My office number is 213-486-8730.

Thanks,



Lizabeth Rhodes, Director  
Office of Constitutional Policing and Policy

---

**From:** Lizabeth Rhodes  
**Sent:** Monday, June 15, 2020 6:05 PM  
**To:** [REDACTED] Samuel Sinyangwe  
**Subject:** RE: LAPD and Use of Force  
**Attachments:** Special Order 4 - Policy on the Use of Force.pdf  
**Categories:** responsive

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Office of Constitutional Policing and Policy

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**Subject:** LAPD and Use of Force

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Office of Constitutional Policing and Policy

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**Categories:** responsive

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My office number is 213-486-8730.

Thanks,



Lizabeth Rhodes, Director  
Office of Constitutional Policing and Policy

---

**From:** Richard Tefank  
**Sent:** Friday, June 12, 2020 12:50 PM  
**To:** DeRay Mckesson  
**Subject:** RE: E-Mail Attachment from Police Commission President Eileen Decker re "8can't wait campaign"  
**Categories:** responsive

Hi Mr. McKesson,

Will 1130AM, Monday, June 15, 2020 work for a Zoom meeting? If so my staff will send out the invite.

All the best,

Richard

Richard M. Tefank, Executive Director  
Board of Police Commissioners  
Office – 213-236-1400  
Fax – 213-236-1410  
Email – richard.tefank@lapd.online

---

**From:** DeRay Mckesson <[REDACTED]>  
**Sent:** Friday, June 12, 2020 11:31 AM  
**To:** Richard Tefank <n3025@lapd.online>  
**Subject:** Re: E-Mail Attachment from Police Commission President Eileen Decker re "8can't wait campaign"

**ATTENTION: This email originated outside of LAPD. Do not click on links or open attachments unless you recognize the sender and know the content is safe.**

Yes, my number is [REDACTED]

// DeRay

Sent from my iPhone

On Jun 12, 2020, at 2:22 PM, Richard Tefank <[n3025@lapd.online](mailto:n3025@lapd.online)> wrote:

Good Morning Mr. McKesson,

Trust you are well. Could you provide a phone number so I could contact you and work to schedule a meeting hopefully on Monday with Commission President Decker, Chief Moore, Director, Office of Constitutional Policing and Policy, Ms. Lizabeth Rhodes and myself.

Thank you and look forward to hearing back from you.

All the best,

Richard

Richard M. Tefank, Executive Director  
Board of Police Commissioners  
Office – 213-236-1400  
Fax – 213-236-1410  
Email – [richard.tefank@lapd.online](mailto:richard.tefank@lapd.online)

---

**From:** DERAY MCKESSON <[REDACTED]>

**Sent:** Wednesday, June 10, 2020 6:21 PM

**To:** Richard Tefank <[n3025@lapd.online](mailto:n3025@lapd.online)>

**Subject:** Re: E-Mail Attachment from Police Commission President Eileen Decker re "8can't wait campaign"

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Richard,

Thank you for reaching out. We had a productive meeting with Mayor Garcetti and Deputy Mayor Gorell

Below is the requested information:

**Verbal Warning Requirement:**

The current policy requires officers to give a verbal warning to "apprehend a fleeing person for any felony that threatened or resulted in death or serious injury, if the officer reasonably believes that the person will cause death or serious bodily injury." It does not require a verbal warning, when feasible, in other situations where deadly force would be authorized (for example, to defend against an imminent threat of death or serious bodily injury to the officer or another person or in situations where the person isn't fleeing but rather is standing still, etc.).

**Comprehensive Use of Force Reporting:**

The policy does not say that LAPD officers are required to report whenever they point a firearm at someone or threaten to point a firearm at someone.

**Requirement to Exhaust All Alternatives Prior To Using Deadly Force:**

While the policy says they "consider" and "evaluate" the presence of alternatives in the calculation of whether deadly force is justified the polices does not explicitly require officers to use exhaust every alternative prior to deadly force.

Relevant policy text: "The department examines the necessity of deadly force by evaluating each situation in light of the particular circumstances of each case, and whether other available resouces and techniques were reasonably safe and feasible to an objectively reasonable officer. The Department shall also consider the totality of the circumstances including the officer's tactics and decisions leading up to the use of deadly force."

// DeRay

On Jun 10, 2020, at 6:41 PM, Richard Tefank <[n3025@lapd.online](mailto:n3025@lapd.online)> wrote:

Dear Mr. McKesson,

Commission President Decker requested I forward her email to you.

Very truly yours,

Richard M. Tefank, Executive Director  
Board of Police Commissioners  
Office – 213-236-1400  
Fax – 213-236-1410  
Email – [richard.tefank@lapd.online](mailto:richard.tefank@lapd.online)

---

**From:** Eileen Decker

**Sent:** Wednesday, June 10, 2020 3:33 PM

**To:** Richard Tefank <[n3025@lapd.online](mailto:n3025@lapd.online)>

**Subject:**

Dear Mr. McKesson:

I understand that you met with Mayor Garcetti today to discuss LAPD policies, and that you provided the Mayor with specifics relating to your analysis of the policies and how they do not meet the objectives of the 8can'twait campaign. I was advised that you would be able to provide these specifics to me. I would greatly appreciate getting that information for review at your earliest convenience.

Thank you for your attention to this request.

Further, please meet Mr. Richard Tefank, the Executive Director of the Police Commission, who is sending this email on my behalf.

Thank you.

Eileen Decker  
President  
Los Angeles Board of Police Commissioners



---

**From:** DeRay Mckesson <[REDACTED]>  
**Sent:** Friday, June 12, 2020 11:31 AM  
**To:** Richard Tefank  
**Subject:** Re: E-Mail Attachment from Police Commission President Eileen Decker re "8can't wait campaign"  
**Categories:** responsive

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Thank you and look forward to hearing back from you.

All the best,

Richard

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Further, please meet Mr. Richard Tefank, the Executive Director of the Police Commission, who is sending this email on my behalf.

Thank you.

Eileen Decker  
President  
Los Angeles Board of Police Commissioners

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**Sent:** Friday, June 12, 2020 11:32 AM  
**To:** DeRay Mckesson  
**Subject:** RE: E-Mail Attachment from Police Commission President Eileen Decker re "8can't wait campaign"

**Categories:** responsive

Are you available for a call now.

Richard M. Tefank, Executive Director  
Board of Police Commissioners  
Office – 213-236-1400  
Fax – 213-236-1410  
Email – richard.tefank@lapd.online

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**From:** DeRay Mckesson <[REDACTED]>  
**Sent:** Friday, June 12, 2020 11:31 AM  
**To:** Richard Tefank <n3025@lapd.online>  
**Subject:** Re: E-Mail Attachment from Police Commission President Eileen Decker re "8can't wait campaign"

**ATTENTION: This email originated outside of LAPD. Do not click on links or open attachments unless you recognize the sender and know the content is safe.**

Yes, my number is [REDACTED]

// DeRay

Sent from my iPhone

On Jun 12, 2020, at 2:22 PM, Richard Tefank <[n3025@lapd.online](mailto:n3025@lapd.online)> wrote:

Good Morning Mr. McKesson,

Trust you are well. Could you provide a phone number so I could contact you and work to schedule a meeting hopefully on Monday with Commission President Decker, Chief Moore, Director, Office of Constitutional Policing and Policy, Ms. Lizabeth Rhodes and myself.

Thank you and look forward to hearing back from you.

All the best,

Richard

Richard M. Tefank, Executive Director  
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**From:** DERAY MCKESSON <[REDACTED]>  
**Sent:** Wednesday, June 10, 2020 6:21 PM  
**To:** Richard Tefank <[n3025@lapd.online](mailto:n3025@lapd.online)>  
**Subject:** Re: E-Mail Attachment from Police Commission President Eileen Decker re "8can't wait campaign"

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Richard,

Thank you for reaching out. We had a productive meeting with Mayor Garcetti and Deputy Mayor Gorell

Below is the requested information:

**Verbal Warning Requirement:**

The current policy requires officers to give a verbal warning to "apprehend a fleeing person for any felony that threatened or resulted in death or serious injury, if the officer reasonably believes that the person will cause death or serious bodily injury." It does not require a verbal warning, when feasible, in other situations where deadly force would be authorized (for example, to defend against an imminent threat of death or serious bodily injury to the officer or another person or in situations where the person isn't fleeing but rather is standing still, etc.).

**Comprehensive Use of Force Reporting:**

The policy does not say that LAPD officers are required to report whenever they point a firearm at someone or threaten to point a firearm at someone.

**Requirement to Exhaust All Alternatives Prior To Using Deadly Force:**

While the policy says they “consider” and “evaluate” the presence of alternatives in the calculation of whether deadly force is justified the polices does not explicitly require officers to use exhaust every alternative prior to deadly force.

Relevant policy text: "The department examines the necessity of deadly force by evaluating each situation in light of the particular circumstances of each case, and whether other available resouces and techniques were reasonably safe and feasible to an objectively reasonable officer. The Department shall also consider the totality of the circumstances including the officer's tactics and decisions leading up to the use of deadly force."

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On Jun 10, 2020, at 6:41 PM, Richard Tefank <[n3025@lapd.online](mailto:n3025@lapd.online)> wrote:

Dear Mr. McKesson,

Commission President Decker requested I forward her email to you.

Very truly yours,

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**From:** Eileen Decker  
**Sent:** Wednesday, June 10, 2020 3:33 PM  
**To:** Richard Tefank <[n3025@lapd.online](mailto:n3025@lapd.online)>  
**Subject:**

Dear Mr. McKesson:

I understand that you met with Mayor Garcetti today to discuss LAPD policies, and that you provided the Mayor with specifics relating to your analysis of the policies and how they do not meet the objectives of the 8can'twait campaign. I was advised that

you would be able to provide these specifics to me. I would greatly appreciate getting that information for review at your earliest convenience.

Thank you for your attention to this request.

Further, please meet Mr. Richard Tefank, the Executive Director of the Police Commission, who is sending this email on my behalf.

Thank you.

Eileen Decker  
President  
Los Angeles Board of Police Commissioners

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**Sent:** Friday, June 12, 2020 11:23 AM  
**To:** DERAY MCKESSON  
**Subject:** RE: E-Mail Attachment from Police Commission President Eileen Decker re "8can't wait campaign"  
**Categories:** responsive

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