



May 11, 2021

Chair Floyd Prozanski
Vice-Chair Kim Thatcher
Senate Committee on Judiciary and

Ballot Measure 110 Implementation
Oregon State Capitol
Salem, OR 97301

Dear Chair, Prozanski, Vice-Chair Thatcher, and Committee Members,

My name is Dr. Reginald Richardson, and I am the president of the Salem-Keizer NAACP. I am writing in support of **House Bill 2936A**, which requires the Department of Public Safety Standards and Training to investigate an applicant's character before accepting that person for training and certification as a police officer or reserve officer.

Given the history of violence against people of color by police, this law's investigatory aspects will help to determine whether those seeking important roles of power in our state have affiliations with groups promoting hate, those using militant force, and those whose white supremacist beliefs threaten the safety of all Americans, particular people of color.

Given that the State of California passed a similar law last year, I'd like you to keep in mind the following things when passing this bill into law:

- Implementing this law comes with some potential challenges. If done haphazardly and without care, it can have the unintended consequence of keeping qualified people out of the police force.
- The tools and measurements used, and the expertise and professionalism of those administering evaluations of applicants, is important. According to UCLA School of Law professor Jerry Kang, "(the law may assume) there is an easy way to identify emotional and mental conditions that include implicit bias on specific individuals."
- Since racial bias is widespread, it may be as important to help police departments better handle incidents involving bias as it is to reject applicants who demonstrate bias.
- And, as important as this law is on its own, interventions and ongoing implicit bias training will help to build a culture of fairness and equity in all law enforcement agencies.

As our local chapter lives in the same community as the state's Public Safety and Standards Training academy, it would be my pleasure to offer our support in rolling out the law, helping to define amendments as experience dictates, and working with local law enforcement as a partner in guiding the effective use of the law.

Sincerely,

A handwritten signature in black ink, appearing to read "Reginald C. Richardson, Sr." with a stylized flourish at the end.

Dr. Reginald C. Richardson, Sr.
President
Salem-Keizer NAACP