Dear \_\_\_\_\_\_ City Council,

Although \_\_\_\_\_ is overwhelmingly white, it is not insulated from police violence and systemic racism. The murders of George Floyd or Breonna Taylor or numerous others—those could happen here.

As \_\_\_\_ grows—seemingly by the day—our community will become home to more Black, Indigenous, and People of Color (BIPOC). It is our responsibility as a community to ensure that \_\_\_\_\_\_ is safe, welcoming, and committed to dismantling the racist structures that have oppressed BIPOC and taken away their livelihood and lives. It’s in all of our best interests to build a more inclusive community and we all must take the responsibility to do so.

We are in a moment of nationwide action to fundamentally redesign our public institutions. Voicing concern about recent acts of police brutality or showing support for Black Lives Matter is not enough. Citizens of \_\_\_\_\_, your constituents, expect that our community leaders will rise to the occasion.

Here are some actions that the \_\_\_\_\_\_ City Council can take to dismantle systemic racism in our community:

* Make racial bias education and training mandatory for all City employees and coordinate community trainings and regular forums for \_\_\_\_\_\_ businesses, nonprofits, and the public
* Conduct an independent review of all government programs and procedures to identify those that disregard or disproportionately affect BIPOC
* Redesign police training to emphasize de-escalation and eliminate the use of force in all but the most extreme situations while establishing a more stringent policy to remove officers that abuse their power
* Thoroughly evaluate past behavior of all hires, especially in the police department, for any signs of toxic actions or attitudes toward BIPOC
* Re-allocate City funding to a wider range of community programs that address drug addiction, mental health, affordable housing, and inequality in \_\_\_\_\_\_ and seek out community partnerships that can leverage funding to do the same

In this time of action, these steps are the minimum for any municipality. \_\_\_\_\_\_\_\_\_ is not too small, too rural, nor too white to address the racist policies and practices that pervade policing and American government at all levels.

We all need to do more to make our community better. The time is now.

Sincerely,

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