

CEO Action for Racial Equity

Who We Are

The CEO Action for Racial Equity Fellowship brings together top talent to advance public policies and corporate engagement strategies that will address systemic racism, social injustice and improve societal well-being. As the largest business coalition of its kind, we use the power and speed of business to forge equitable pathways for the more than 47 million Black Americans.

Our Issue Agenda

Leveraging the resources of Corporate America, we are focused on eight areas that disproportionately affect Black Americans: the digital divide; telehealth; food equity; cash bail, fines and fees in our justice system; early childhood education; supporting the unbanked and underbanked through Community Development Financial Institutions; declaring racism a public health crisis; and efforts to **advance a national police misconduct registry**.

Supporting Police Accountability and Transparency: Advancing a National Police Misconduct Registry

The lack of centralized information on police misconduct and terminations, coupled with state laws and police union contracts that often shield records from view, provide opportunities for officers disciplined or fired for misconduct to find work in other jurisdictions. Police misconduct registries promote transparency and accountability in policing, providing substantial benefits to society. Those benefits include reducing the chance that problem officers will be rehired or promoted thereby safeguarding the lives of Black Americans and providing information that can be used to further improve American policing.

Our businesses prosper where there are thriving communities. As business leaders, we have a responsibility to our employees and customers to help make sure that they live and work in safe, strong and healthy communities. We are choosing to use our voice to stand alongside the millions of Americans calling for meaningful police reform. We are stepping up together because acknowledgement of systemic societal racism is not enough. Action is needed.



The Costs of Police Misconduct

Misconduct settlements divert funding from essential public services and drain budgets.

- The top 30 cities spent **\$3+ billion** on misconduct settlements in the past 10 years.¹
- Settlements are funded through taxpayer paid general funds or police “brutality bonds.”



Tracking Patterns

The lack of data limits research to improve police conduct and accountability.

- Officers previously fired for misconduct and later rehired are **50% more likely** to be fired for future misconduct.²
- **23% of officers** who get fired are reinstated.³
- The voluntary FBI Excessive Force database collects data from only **~40% of agencies**.⁴



The Impact

A national registry will centralize and streamline reporting on police misconduct.

- Eliminate state-by-state discrepancies to streamline record-keeping.
- Create transparency and promote accountability and professionalism.

Taking Action

Mandatory, centralized, standardized national reporting practices that track police misconduct and complaints against police officers do not exist. CEO Action for Racial Equity supports bipartisan legislation that advances transformational police reform, and is focused on transparency and accountability. This includes advancing policy solutions seeking to decriminalize poverty, tackle racial inequities, and establish a national policing misconduct registry. The latter is currently proposed as part of the George Floyd Bill Justice in Policing Act of 2021, pending in the U.S. Senate as of September 2021.

References

¹ Thomson-Devaux, A., Bronner, L., & Sharma, D. (2021). Police Misconduct Costs Cities Millions Every Year, But That's Where The Accountability Ends. <https://www.themarshallproject.org/2021/02/22/police-misconduct-costs-cities-millions-every-year-but-that-s-where-the-accountability-ends>.

² Grunwald, B., & Rappaport, J. (2020). The Wandering Officer. The Yale Law Journal - Home. <https://www.yalelawjournal.org/article/the-wandering-officer>.

³ Miller, J. (2021, May 27). How a national police misconduct registry can help rebuild trust in law enforcement. Retrieved from USC News: <https://news.usc.edu/187367/national-police-misconduct-registry-trust-law-enforcement-eroll-southers-usc/>

⁴ Jackman, T. (2020). FBI launched database on police use of force last year, but only 40 percent of police participated. The Washington Post. <https://www.washingtonpost.com/crime-law/2020/06/17/fbi-launched-database-police-use-force-last-year-only-40-percent-police-participated/>.

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