



JUSTICE TEAMS
for
TRUTH
&
REINVESTMENT



TOOLKIT

Patrisse Cullors
Director of Truth and Reinvestment

Taina Vargas-Edmond
State Advocate

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INTRODUCTION

In the last four decades, communities at the margins have been challenging America to live up to the democracy it has claimed itself to be. In the last two years, we have seen a growing movement resisting state violence and mass criminalization. From

#BlackLivesMatter to

#Not1More to

#TransLiberationTuesdays

and the **fight for marriage equality**, we are witnessing a new civil rights movement in America—A generation of new leaders challenging many of the traditional methods of fighting against systemic oppression.



PHOTO: BROOKE ANDERSON

This generation has social media, a powerful outlet allowing for decentralized leadership and powerful commentary from younger people who have lived through the war on drugs, war on gangs, the rise of police militarization and the gutting of the social welfare state. Even in the face of mass devastation, this generation has had the most resilient responses.

The Ella Baker Center for Human Rights builds the power of Black, Brown, and poor people to break the cycles of incarceration and poverty and make our communities safe, healthy, and strong. When the organization was founded in 1996, we began with a project called Bay Area Police Watch, a police misconduct hotline and one of the first online databases connected to police brutality. Through that initiative, we successfully helped campaign for San Francisco police officer Marc Andaya to be fired because of his history of violence against people of color.

With the launch of Justice Teams in California, we want to continue to push the boundaries of what is possible and end law enforcement violence by mobilizing communities to respond radically. We have seen how mass incarceration breaks apart families and creates overwhelming debt and health challenges. That struggle begins when the police target Black and Brown communities. To end the cycle of criminalization, incarceration, and poverty faced by low-income communities of color, we must mobilize them to respond quickly and effectively to hold police accountable for racist and violent practices.

The Ella Baker Center will support the development and the implementation of Justice Teams that will build this rapid response infrastructure. Through the creation of toolkits like this one and various trainings, the Ella Baker Center will guide the work of the teams and ensure that they are on track toward fulfilling the goals of Truth and Reinvestment. We are excited to be developing a statewide initiative that supports our most vulnerable communities.



Ella Baker

OVERVIEW: STATE VIOLENCE, MASS CRIMINALIZATION, AND THE NEED FOR TRUTH AND REINVESTMENT

Our nation's long history of racial injustice has created a criminal justice system that targets Black, Brown, and poor people. We must reckon with this truth and reinvest in those communities that have been most harmed by criminalization and incarceration.

What was then:

Millions of Black people were taken from Africa, enslaved and brought to America without any legal rights. They were legally recognized as property. The domestic slave trade separated nearly half of all enslaved people from their families¹. After the Civil War and the formal end of slavery, mobs of southern whites attacked, terrorized, and lynched Black people in the south. Jim Crow laws enforced racial segregation and denied Black people the right to vote and have an education. This led to disinvestment in Black and Brown communities.

What is now:

Racial bias persists in the forms of de facto segregation, disparate opportunity and access to resources, and law enforcement violence against people of color. Currently 2.2 million people are incarcerated in the United States; Blacks are incarcerated at a rate five times that of white people and Latinos are nearly twice as likely to be incarcerated as whites². Forty-six percent of people shot and killed by police in 2015 were from Black or Brown communities³. Incarceration and criminalization has led to widespread disenfranchisement that has resulted in intergenerational poverty and trauma in communities of color: nearly one in thirteen Black adults cannot vote as the result of a felony conviction⁴, there are more than 44,000 services that formerly incarcerated people are restricted from⁵, and nearly one in two Black women have a loved one who is incarcerated⁶.

¹From Slavery to Mass Incarceration." Equal Justice Initiative, Jul 2015. www.eji.org/slaveryevolved.

²Sakata, Leah. "Breaking Down Mass Incarceration in the 2010 Census: State-by-State Incarceration Rates by Race/Ethnicity." Prison Policy Initiative, May 2014. prisonpolicy.org/news/state.html

³The Counted: People killed by the police in the U.S." The Guardian, 2015. www.theguardian.com/us-news/ng-interactive/2015/jun/01/the-counted-police-killing-us-database

⁴Chung, Jean. "Felony Disenfranchisement: A Primer." The Sentencing Project, 2014.

⁵American Bar Association Collateral Consequences of Criminal Conviction.

⁶Lee, Hedwig, et al. "Racial inequalities in connectedness to imprisoned individuals in the United States." Du Bois Review: Social Science Research on Race 12:2 (Fall 2015)

What should be:

We must shift funding away from prisons and police and reinvest those funds in education, access to jobs, healthcare, drug treatment, mental health services, and housing, especially for low-income communities of color who have been most harmed by mass criminalization and incarceration.

See Appendix F for the Truth and Reinvestment Visualization.

JUSTICE TEAMS FOR TRUTH AND REINVESTMENT

What are Justice Teams?

There are various forms of emergency preparedness for natural disasters. From an early age one learns how to put out a fire, board up their home if a hurricane or tornado is coming, or drop under a desk if an earthquake hits. But low-income communities of color have little to no response to more frequent incidences of state violence on the streets and inside of jails.



PHOTO: BROOKE ANDERSON

Justice Teams for Truth and Reinvestment will be local rapid response networks across the state of California that will build infrastructure to support victims and survivors of state violence and mass criminalization. These teams will also work to advance local Truth and Reinvestment campaigns that will raise the visibility of a long history and current reality of state violence and mass criminalization, while advocating for the redirection of resources toward employment, education opportunities, and public health-based responses to drugs and violence.

Each Justice Team will have between 5-20 members and be comprised of four crucial parts:

1. Rapid Responders

These members will participate in step-by-step engagement with community members and be able to guide the victim or survivor on what the necessary steps are after an encounter with law enforcement. Rapid Responders will reach out to the victim/survivor or their family and provide advocacy support by investigating the incident, helping them file a complaints against law enforcement, sending a letters to their local city council or county board of supervisors, contacting press, staging a protest, or other appropriate actions. Rapid Responders will also use the Mobile Justice CA App to film encounters with law enforcement and encourage the communities they work with to do the same.

2. Organizers to Advance Truth and Reinvestment

These members will develop and lead local campaigns toward redirecting law enforcement and jail funds toward healthcare, mental health, employment, and other services in their respective communities. This can include reducing local police or sheriff's department budgets, or being part of a campaign to prevent jail expansion in your county. Justice Teams can lead these campaigns or be part of coalitions who are doing this work as well.

3. Legal Support and Aid

Each team will have multiple lawyers with both civil and criminal law experience who will make themselves available to provide adequate assistance when a family has had an encounter with law enforcement. Local ACLU and National Lawyers Guild (NLG) chapters are good resources.

4. Healing Justice

Each team will have social workers, counselors, alternative and traditional healers, and/or artists to help the community healthily manage the longstanding and devastating consequences of trauma associated with state violence.

Anchor Organization(s)

Each Justice Team will be a project of a local, community-based Anchor Organization. The role of the Anchor Organization is to help with the development of Justice Teams as well as be a local base and host the work that the Justice Teams are doing. Some counties will have more than one Anchor Organization, and Anchor Organizations can contribute in various ways to supporting the Justice Teams.

For example, some Anchor Organizations may provide a space for Justice Teams to meet, or provide members or staff to serve as rapid responders, organizers, legal aides, or healing justice practitioners. The Anchor Organizations will be the primary group responsible for conducting the outreach and policy mapping to develop local Justice Teams, as well as be the primary point of contact between the Ella Baker Center and the Justice Teams.

Timeline

October 3-10, 2015

Caravan for Justice: The Ella Baker Center in partnership with the ACLU travelled to the nine counties where Justice Teams will be developed to launch the Truth and Reinvestment campaign.



October-December, 2015

Toolkit Development: The Ella Baker Center and Anchor Organizations developed this toolkit and tested the Mobile Justice CA app.

January 2016

Justice Teams Development: Anchor Organizations begin policy mapping and outreach to build their Justice Teams. The Ella Baker Center will support this work by conducting a training on the toolkit in January.

February 2016

Justice Teams Convening: Convening held late February in Los Angeles to offer support to Anchor Organizations as they develop their Justice Teams. Training on communications, healing justice, political advocacy, and know your rights will be conducted in order to ensure that Anchor Organizations are prepared to launch their Justice Teams.

March 2016

Launch of the Justice Teams: Justice Teams begin launching their work, including their Rapid Response network and their Truth and Reinvestment organizing campaigns. Healers and legal aid providers will be included as well.

August 2016

Justice Teams Re-Convening: Justice Teams re-convene to share their work and best practices/areas for growth in order to assess their successes and continue to work as effectively as possible moving forward.



PHOTOS: BROOKE ANDERSON

DEVELOPING A JUSTICE TEAM

Conduct Policy Mapping

Before you can officially launch the work of your Justice Team, you must conduct a policy mapping of your community to determine what the needs are for a Rapid Response Network and which Truth and Reinvestment campaign(s) your team will organize around. In order to conduct the policy mapping you should:

1. Conduct a community assessment
2. Develop your demands
3. Identify your target(s) and tactics

Community Assessment

It is important to understand what needs your community has in terms of police violence, incarceration, and where law enforcement funds should be reinvested. Anchor Organizations should also consider what assets your community has, and if there are particular individuals or organizations you should partner with. Discuss some of the following questions with your team to help create your community assessment:

What is the budget of your local police department?
And your county sheriff's department?

What percentage of your city/county's budget is spent on law enforcement?

How many people have been killed by local police in recent years?
How do the department and district attorney's office respond to the killings?

How often do local police use force during interactions with the public?

To what extent do local police engage in racially biased policing?

What are the conditions of your local jail? Is it overcrowded?
What percentage of people are incarcerated pretrial?

Is your county undergoing or planning to undergo jail expansion?

How much does the county pay to run/expand the jail?

Are there organizations who are already doing rapid response work or organizing to reinvest law enforcement funds into low-income communities of color?

Who are the people directly impacted by police violence or mass criminalization in your area? How can you engage them?

How does your community rank in terms of quality education for youth and adults?

What mental health/drug treatment services are available? What needs to be improved?

Does your community have access to living wage jobs and affordable housing?

How do local law enforcement budgets compare with those for community-based services?

What is available in terms of counseling and alternative healing?

Are there restorative justice organizations in your community?
Are they supported by the city/county?

Develop Demands

The answers to these questions should help inform which campaign(s) your Justice Team will focus on, as well as determine what specific needs there are for a Rapid Response Network. Justice Teams can focus on a single campaign or develop a series of demands to be presented to various targets.

Justice Teams' demands should fall in line with the Truth and Reinvestment platform—reinvesting law enforcement funds into employment, education opportunities, and public health-based responses to drugs and violence into the low-income communities of color that have been hardest hit by police violence and mass criminalization. Some Anchor Organizations may already have demands and campaigns that are in place, so Justice Teams can work to continue to advance them.

Examples of demands include, but are not limited to: Reducing your local police department's budget and reallocating those funds into community services, creating civilian review boards over police/sheriff's departments, implementing restorative justice programs over police intervention, halting the expansion of a jail, reducing the number of people in your county who are incarcerated, or increasing transparency around incidences of police violence.

Identify Your Target(s) and Tactics

After you develop your demands, you need to identify who you will be presenting those demands to, and develop tactics to address your target and achieve your goals. Your target may be an elected official/body (such as a sheriff or county board of supervisors), an appointed official (such as a police chief), or various decision makers, depending on what your demands are. You should also anticipate who your opponents will be and develop a strategy to counter their opposition.

See Appendix A for a chart that may be helpful in mapping out your demands, targets, and tactics.

Conduct Outreach to Build Membership

While you are conducting your community assessment, your group should also be conducting outreach in order to build the membership of the Justice Teams and make the community aware of the work you are doing. You should prioritize reaching out to people who are directly impacted by state violence, i.e. formerly incarcerated people, people with incarcerated family members, and victims/survivors of police violence. Remember, each Justice Team should have between 5-20 active members.

Below are some places where you can conduct recruitment and raise community awareness:

- Outside the county jail
- Outside of courthouses
- Community events
- Churches/religious spaces
- Among partner organizations
- Schools/colleges



While conducting your outreach, try to identify how people are interested in participating in a Justice Team (Rapid Responder, Organizer, Legal Aid, Healing Justice). Your group should also develop a one-page flyer that describes what Truth and Reinvestment is and how people can get involved in Justice Teams, or how they can reach out to Justice Teams for assistance.



You can find a sample sign-up sheet and the Ella Baker Center's Justice Teams one-pager in Appendices B and C.

CREATING A HEALING JUSTICE FRAMEWORK

Why is Healing Justice Important?

In the endless journey to annihilate the colonizing systems that work to suppress the integrity of our minds, spirits, and bodies, we can get caught in the crossfire between justice and oppression. The haunted legacies and persistent presence of pain, trauma, and suffering often seep into our abilities to be whole and present in our lives and our communities. The traumatic exposures we experience in our personal lives, our activism, our careers, our relationships, walking down the street, and within the confines of internalized distress inside our hearts and minds leave many of us depressed, disconnected, depleted, and at worst dead, emotionally, mentally, and physically.

Surviving within and fighting against a capitalistic, white supremacist society impacts us—from the stress that fundamentally modifies the makeup of our cells, to the suffering that reshapes entire generations. As we bear witness to our own and our community's suffering, ripple effects extend into the different spaces and relationships we occupy, deep enough to become an intrinsic part of who we are, how we choose to live out our Black brilliance, and the choices we make around making liberation possible.

The impacts of being a social justice warrior fighting against oppression are real and widespread. Offering ourselves the recognition of how oppression, suffering and trauma impacts us can be hard to acknowledge within the intimate settings of our own lives and organizations. Many of us have not inherited effective compasses and tools to holistically guide us through this necessary exploration. We are also not always supported in this important quest and for all of us, oppression creates patterns and paradigm shifts within us that take time and intentional nurturing spaces to name, understand, and transform—time and space we feel we may not have due to the social conditions of our lives.

What is Healing Justice?

According to Cara Page, Executive Director of the Audre Lorde Project, healing justice is “a framework that identifies how we can holistically respond to and intervene on generational trauma and violence and bring collective practices that can impact and transform the consequences of oppression on our bodies, hearts and minds. Through this framework we built two political and philosophical convergences of healing inside of liberation.”

Healing justice recognizes that the consistent, widespread assault on our lives at the hands of state sanctioned violence permeates and impacts our physical, emotional and spiritual well-being on an individual and collective level. Healing justice is dedicated to fortifying the resilience of our individual and collective bodies and supporting our ever-expansive vessels in releasing and transforming how our bodies, minds and spirits holds our direct and indirect experiences of trauma.

Suggestions to practice as a group:

Create time and space to reflect on your team’s experiences, beliefs and definitions of healing, wellness and care. How might your previous and present experiences influence your choices? What biases, assumptions, wisdom, longings, fears, apprehensions, desires do you have?

Develop community agreements as a group that aligns with your values.

Identify what you already know and practice around healing justice, whether or not your group uses this term to define your current and previous healing and wellness processes.

Create and implement a community assessment of group needs and desires around healing. What are community members identifying that they need?

Identify short and long term goals. Examples may include creating safety and wellness plans, identifying additional healers to attend upcoming actions, or integrating a healing justice framework into organizational strategic planning.

Examine what previous and current practices within your group may contribute to violence, harm and/or trauma. Do you often create scenarios where you and/or the community you work with will be stressed, burned out or ineffective in accomplishing their goals? Do you run away from opportunities to take care of yourself?

Explore what your individual and organizational patterns in dealing with violence and trauma are. How are internal and external violence impacting you individually and your organization? What kind of harms, invisible and visible, are present? What tools and practices are being used to support healing?

Identify who in your community has the capacity and wisdom to support your group in leading healing efforts

Identify creative and useful ways to document tools, practices and resources you are implementing with your community. This is helpful when referring back to strategies later and sharing useful processes with community.



More healing justice resources can be found in Appendix D.

MOBILE JUSTICE APP

Justice Teams' Use of the App

The Mobile Justice CA App was created by the ACLU in partnership with the Ella Baker Center in order to equip communities with the tools to record and document encounters with law enforcement. The footage recorded using the app is directly uploaded to the ACLU of California's database where it will be reviewed for possible action. A copy of the video is also saved to your phone to review or share on your own.

Justice Teams should download the app and train their members and the community to use it. They should also use the app in the field of their work when encountering law enforcement, and should encourage members of the community to do the same. The app also contains the ACLU's full library of "Know Your Rights" materials, which will be incorporated into Justice Teams trainings.

How the App Works

The Mobile Justice CA app has three main functions: record, report, and witness:

Record:

To start recording, simply hold down the camera button on the outside of your phone, or open the app and hit the red 'Record' button and the app will use your phone's camera to record both audio and video. To stop recording, simply tap the screen. As soon as you stop recording, the video will be automatically sent to the ACLU.

After each recording you will be prompted to fill out a short survey. You can bypass the survey by simply pressing cancel. However, we encourage you to fill it out, so we can learn more about what you witnessed. Required fields in the survey are marked 'Required.' If you are unsure of the information asked in the survey, simply mark

‘Unsure.’ Finally, press the ‘Submit Incident Report’ button to send your survey to the ACLU.

You can also test the record function by clicking on ‘Test’. The video captured in test mode will not be submitted to the ACLU.

Witness:

This feature allows you to know if people around you are getting stopped by the law enforcement. When others in your area use Mobile Justice CA, you will get a message reporting where the encounter is happening. If the dot by this feature is green, it means the ‘Witness’ feature is activated. If the dot is red it means the ‘Witness’ feature is not activated and you will not receive reports on where officer activity is happening. This feature is especially useful for community groups who monitor law enforcement activity.

Alerts:

This feature allows you to keep up-to-date with important local and statewide alerts and events hosted by your local ACLU affiliate. To enable or disable this function, go to the ‘Settings’ tab of this app.



Further resources regarding the Mobile Justice App can be found in Appendix E.

MIDWEST STRATEGY ORGANIZATIONAL CHART

GOALS	ORGANIZATIONAL CONSIDERATIONS	CONSTITUENTS, ALLIES, OPPONENTS	TARGETS	TACTICS

JUSTICE TEAMS FOR TRUTH AND REINVESTMENT

WHAT

There are various forms of emergency preparedness for natural disasters. From an early age, one learns how to put out a fire, board up their home if a hurricane or tornado is coming, or drop under a desk if an earthquake hits—but low-income communities of color have little to no response to more frequent incidences of state violence in the streets and inside of jails. The Justice Teams for Truth and Reinvestment will be local rapid response networks inside of eight counties across the state of California that will build infrastructure to support victims and survivors of state violence and mass criminalization. These teams will also work to advance “Truth and Reinvestment” campaigns to raise the visibility of a long history and current reality of state violence and mass criminalization in low-income communities of color, while advocating for the re-direction of resources toward employment, education opportunities, and public health-based responses to drugs and violence.

There will be 4 major components to the justice teams:

1. **Trained Rapid Responders**

These members will participate in step by step engagement with community members and be able to guide the victim or survivor on what the necessary steps are after an encounter with law enforcement (i.e., use of Mobile Justice CA app, file a report, send a letter to your local city council or county board of supervisors, ‘ contact press, stage a protest).

2. **Organizers to Advance Truth and Reinvestment**

These members will develop and lead campaigns to redirecting law enforcement and jail funds toward healthcare, mental health,

employment, and other services in their respective counties.

3. Legal Support and Aid

Each team will have multiple lawyers with both civil and criminal experience to provide adequate aid when a family has had an encounter with law enforcement.

4. Healing Justice

Each team will have social workers and alternative healers to help manage the longstanding and devastating consequences of trauma associated with state violence.

HOW

Anchor Organizations

The anchor organizations will be the primary host of the justice team. This means that the justice team will be an official project of this organization.

Justice Teams

Each justice team will have allied attorneys both civil and criminal; healing justice practitioners; partnering grassroots organizations; and anywhere from 5 to 20 individuals supporting the day-to-day operations of the justice teams.

HEALING JUSTICE RESOURCES

Justice Teams Safety and Wellness Plan

This safety and wellness plan is meant to support justice team members, individually and collectively, in facilitating an ongoing process of healing, self-discovery and interdependence. Through this process of intentional reflection and truth speaking, we hope to develop and share creative, compassionate and loving ways of taking care of each other in moments of crisis and through a myriad of situations in our lives.

This wellness plan is grounded in an anti-oppressive understanding of how our experiences are at the edges and centers of multiple sites of intersecting oppressions and privileges. We welcome you to expand this exploration. This is a process that is unique to each person.

One that is unique to each person. We each stem from different definitions of healing, various shades of access, and a wide spectrum of experiences. Safety and wellness planning is meant to minimize current and potential levels of harm and increase our capacities to feel safe and resilient. As we take action to address, reduce, and/or prevent violence, we engage in a radical act of Black love, vast and mighty enough to transform us in the present and carry us into the future we long for and deserve.

Considerations before and/or during the process of filling this out:

1. You are the expert of your own bodies. You know best what you need.
2. Developing a plan takes time. Feel free to fill this out in one or more settings. Preferably, pick a time and place that will offer you the least distractions and the most support.
3. You are not alone! If at any point you need support in thinking through, filling out and/or accessing resources, reach out to the team to support you. We gotchu!

4. Watch for oppressive internalized narratives that might arise as you fill this out. “i am not worthy”, “other things are more important than my care”, “ I am too _____ to do this”, “I am not enough”, “I’m having a hard time and I don’t think anyone can help someone like me because I am _____” These inherited and very well practiced narratives often haunt us as we seek liberation in our vessels. They are all part of the strategic design of racism, sexism, ableism, classism, transphobia, white supremacy, and patriarchy.

5. Some of these questions and/or answers might be hard to reflect on or write down. Remember you are not alone. You can work on this with someone you trust and who loves the shit out of you.

Individual Reflection Questions

1. When I am feeling well (physically, emotionally, spiritually well) I am... (describe yourself when you are feeling well).

2. What daily, weekly, monthly, yearly, or random practices do you do to maintain your wellness?

DAILY	WEEKLY	MONTHLY	YEARLY	RANDOM

3. What has supported you in maintaining self-care practices?

4. Who in your life has supported and/or supports you in being and feeling well?

5. What individual, community, familial and/or systemic challenges have impacted your ability to be well?

6. What triggers impact your wellness? Triggers can be anything you experience that brings your body back to re-living your trauma. These can be sights, smells, people, things people say or do, a place, a type of food, etc)

7. What spaces make me feel safe(r)?

8. How do I support and hold the people I love in times of crisis? Do I know my friend's safety plans?

Collective Reflection Questions

1. When our group is well (physically, emotionally, spiritually well), we are... (describe your team when you are feeling well, balanced, and in your dignity):

2. What daily, weekly, monthly, yearly, or random practices does your group sustain to maintain collective wellness?

DAILY	WEEKLY	MONTHLY	YEARLY	RANDOM

3. What has supported you in maintaining community care practices?

4. Who in your community has supported and/or supports this group in being and feeling well?

5. What individual, community, familial and/or systemic challenges impact our group's capacity ability to be well?

6. What triggers impact our wellness? Triggers can be anything you experience that brings your group back to re-living your trauma. These can be conflict, high turnover, burnout, folks consistently getting sick etc.

7. What spaces make me feel safe(r)?

8. What folks are we missing, who is not fully supported?

In Moments of Crisis

adapted from the Icarus Project (<http://theicarusproject.net/>)

9. What are our group's immediate needs when a crisis occurs? List as many kinds of crisis that you can summon from your memory and list the needs that your group desires with each one.
10. The following symptoms indicate that the collective needs support in nurturing and rebuilding safety, resilience, and healing:
11. We do not want the following people, organizations involved in any way in our care or treatment. List names and (optionally) why you do not want them involved:
12. How do we want disagreements within our group settled?
13. What individuals and/or groups can support us in a moment of crisis? What are our local systems of support (healers, health practitioners, lawyers, psychologists, allied organizations, etc.)
14. What is our aftercare plan, after a crisis has subsided?

Collective Safety Plan Considerations

What can we collectively do if....

1. Someone gets arrested?
2. Someone gets arrested in rallies and protests?
3. A conflict arises in the group?
4. Someone gets hate mail?



MOBILE JUSTICE CA

EMPOWERED BY THE ACLU OF CALIFORNIA

You have the right to film law enforcement. **MOBILE JUSTICE CA**, a smartphone app application empowered by the ACLU of California, makes it easier for community members to hold law enforcement agencies accountable for their actions.

DOWNLOAD FOR FREE & LEARN MORE: MOBILEJUSTICECA.ORG



RECORD

Film an incident by hitting **RECORD**, then simply tap the screen to stop. A copy of the incident will be automatically sent to the ACLU and saved to your Camera Roll.

After a recording ends, you will be prompted to fill out a short incident report. Bypass the incident report by simply pressing cancel; however, we encourage you to fill it out so we can learn more about what you saw.

Use the **TEST** button to ensure your camera is working without sending a video to the ACLU.

REPORT

Submit an incident report directly to the ACLU about an incident with law enforcement – or any other type of interaction with a government official – even if it was not recorded.

WITNESS

Enable push notifications in the **SETTINGS** tab, then hit **WITNESS** to get timely alerts when other users are recording a nearby incident. This allows communities to monitor and track law enforcement activity.

ALERTS

Enable push notifications and stay up-to-date on ACLU issues, campaigns and upcoming events in your community.

RIGHTS

Know your rights at the touch of a button, covering not only encounters with law enforcement but also everything from students' rights and health rights to free speech and the Bill of Rights itself.



TRUTH & REINVESTMENT

Our nation's long history of racial injustice has created a criminal justice system that targets black, brown, and poor people. We must reckon with this truth and reinvest in the communities that have been most harmed.

PAST



MILLIONS OF BLACK PEOPLE ENSLAVED IN AMERICA AFTER BEING TAKEN FROM AFRICA

SLAVERY SEPARATED NEARLY **HALF OF ALL ENSLAVED PEOPLE** FROM THEIR FAMILIES



"From Slavery to Mass Incarceration." Equal Justice Initiative. Jul 2015. www.eji.org/slaveryevolved



WHITE SUPREMACY & ANTI-IMMIGRANT SENTIMENTS LEAD TO **TERRORIZING & LYNCHING OF PEOPLE OF COLOR**

JIM CROW LAWS ENFORCE RACIAL SEGREGATION, LEADING TO DISINVESTMENT IN BLACK & BROWN COMMUNITIES



PRESENT



PEOPLE OF COLOR MAKE UP **60%** OF THOSE IMPRISONED

DESPITE CONSTITUTING LESS THAN 40% OF THE U.S. POPULATION

"United States profile." Prison Policy Initiative. www.prisonpolicy.org/profiles/US.html



NEARLY 1 IN 2 BLACK WOMEN HAS A FAMILY MEMBER IN PRISON

Lee, Hedwig, et al. *"Racial inequalities in connectedness to imprisoned individuals in the United States."* Du Bois Review: Social Science Research on Race 12.2 (Fall 2015)



NEARLY 1/2 OF THOSE KILLED BY POLICE IN 2015 WERE FROM BLACK OR BROWN COMMUNITIES



"The Counted: People killed by the police in the U.S." The Guardian. 2015. www.theguardian.com/us-news/ng-interactive/2015/jun/01/the-counted-police-killings-us-database

2/3 OF PEOPLE IN JAILS REPORT INCOMES BELOW THE POVERTY LINE

James, Doris J. *"Profile of Jail Inmates, 2002."* Bureau of Justice Statistics Special Report: 9. Jul. 2004.



VISION FOR THE FUTURE

A WORLD WHERE **EVERYONE CAN BUILD & BE PART** OF A STRONG AND HEALTHY COMMUNITY



January 15, 2016

In October of 2015 the Ella Baker Center for Human Rights and our nine Anchor Organizations launched an eight-day Caravan for Justice across the state of California to initiate the creation of our Justice Teams for Truth and Reinvestment. Reaching more than 400 people, its goals were to highlight the work of local anti-state violence organizations, uplift the voices of people directly impacted by that violence, raise awareness about the Mobile Justice CA App, and create a global conversation around these issues.

This is the first of many toolkits developed to support the Anchor Organizations: Black Lives Matter Bay Area; The Anti Police-Terror Project; Alliance of Californians for Community Empowerment, Sacramento; Fathers and Families of San Joaquin; Monterey County Justice Team; Black Lives Matter Inland Empire; The Just Love Coalition; Dignity and Power Now; and Black Lives Matter Los Angeles. **Please use this toolkit for your own organization to support the development of your Justice Team. Let's build teams to support our people.**



Alliance of Californians for Community Empowerment
Sacramento, CA



The Anti Police-Terror Project
Oakland, CA



Monterey County Justice Team
Monterey County, CA



Fathers and Families of San Joaquin
San Joaquin, CA



Just Love Coalition
Orange County, CA



Dignity and Power Now
Los Angeles, CA



Black Lives Matter
Bay Area
Inland Empire
Los Angeles, CA



Ella Baker Center for Human Rights

1970 Broadway, Suite 1125

Oakland, CA 94612

510.428.3939

@ellabakercenter

facebook.com/ellabakercenter