

**From:** [Laura Cutrona](#)  
**To:** [Tony Daysog](#); [Jim Oddie](#); [Malia Vella](#); [John Knox White](#); [Marilyn Ezzy Ashcraft](#)  
**Cc:** [City Clerk](#)  
**Subject:** [EXTERNAL] Article 6-C: Do not support using funds for FIP LLC  
**Date:** Tuesday, September 15, 2020 6:29:51 PM

---

Hello Madame Mayor, Vice Mayor, and City Council,

I do not support the investment of Alameda's public resources into training for APD through Fair and Impartial Policing LLC. As a learning and development professional, I've seen training used as *the* solution to deeper problems, and that is the case here.

Conducting training for individual officers and staff within APD assumes that individual officers have the capacity, as individuals, to shift how they operate within the police system that, at its roots, was built on racist ideas. Instead of spending money with FIP LLC on this incremental reform that didn't prevent the murder of George Floyd or the brutality of protestors in NYC - both cities have contracted with FIP LLC - I implore you to run this large expenditure by the community-led subcommittee. There are so many other ways that a large sum of money like this could be used to address real needs in our community.

The behavior change of individuals operating within a racist system is short-term thinking at best that won't address the root of the problem in the long term.

Thank you,  
Laura

--

**Laura Musser Cutrona** (she/her)

[LinkedIn](#) | [Twitter](#)

*Seeking opportunities to support mission & values-driven organizations*

**From:** [Savanna Cheer](#)  
**To:** [Marilyn Ezzy Ashcraft](#); [Malia Vella](#); [Jim Oddie](#); [Tony Daysog](#); [John Knox White](#)  
**Cc:** [City Clerk](#); [Manager Manager](#); [Eric Levitt](#)  
**Subject:** [EXTERNAL] Public comment for agenda item 6-C 9/15 meeting  
**Date:** Tuesday, September 15, 2020 3:57:52 PM

---

Hi Council and Mr. Levitt,

Tonight it looks like you're going to discuss adopting implicit bias training for APD, delivered by a company called Fair and Impartial Policing LLC. I wanted to bring a couple of important details to your attention about this company and these types of training in general. I hope you'll take a look at this before you have the discussion at the council meeting this evening.

First, in a lengthy and very thorough [interview with Slate](#), the head of this company Laurie Fridell, describes positions that are troubling to say the least. She is quoted as saying that, "no one should believe that just bringing in training is going to turn an organization around," and that she thinks it will be "very difficult to detect behavior change," as a result of these trainings. The article references a number of studies which point to how implicit bias training often reinforces biases by highlighting them. Also, Fridell's company uses retired police officers to conduct the training. Even if this type of training was useful, I can't see how bringing in a person inside a system that needs changing is a good idea.

Second, Fair and Impartial Policing LLC is the company hired to train the Minneapolis police department who employed the officers that murdered George Floyd. This company also has a contract with NYPD, a police department that used some extremely violent tactics against protesters this summer and consistently has a host of issues.

Lastly, the concept of these trainings is that somehow it's all on the individual officers to amend or adjust their behavior. This type of training takes no steps to address the function of policing, the role police take in our society and why we have them. If we're looking to truly examine this element of our city (which you have all said publicly that you want to do), shouldn't we actually take a look rather than just throw some money towards a solution that we don't even know works and cannot show results from?

Please do not spend Alameda's money on this. Think bigger and connect the dots to larger systems of harm in our society so that we may actually, finally, build a city where everyone belongs.

Thank you,  
Savanna Cheer