

**RESOLUTION: Justice In Policing**

WHEREAS, racism is one of the greatest evils of our society. Racial profiling and use of deadly force by police in Black and Brown communities across the US is but one part of that evil. Racial profiling helps to sustain injustice, fear, and oppression.

WHEREAS, the mere use of race or ethnicity as grounds for detaining and questioning an individual, interrogating, inquiring about a person's activity and suspecting someone of having committed a crime based on no evidence should be illegal. Yet, too often, we see videos and hear news articles of Black and Brown people being criminalized solely based on their skin color.

WHEREAS, racial profiling has forever been a permanent feature of policing in our society.

WHEREAS, Black people are 2.5 times more likely to be stopped by police, searched, arrested, and become the victims of police brutality and murder, than non-hispanic white people.

WHEREAS, this is not merely the result of individual racist police officers but of a widespread culture in Law Enforcement, "The thin Blue Line". This helps to hide a systematic disrespect for the lives of Black people and People of color.

WHEREAS, police brutality and state repression continues to deepen and broaden, being further encouraged by Trump allies who still hold power. Qualified immunity helps police that kill and avoid jail time. The absence of a statewide system to track violent and racist behavior of police officers allows suspended and fired police officers to go to other cities and states to get rehired. Such was the case of Illinois State, Sangamon County sheriff's deputy, Sean Grayson.

WHEREAS, On July 6, 2024, a 9-1-1 call was placed to report a possible prowler. The Sangamon County sheriff's deputies arrived at the home of 36 year-old Sonya Massey.

WHEREAS, in the body-camera footage, deputy Sean Grayson and another deputy arrive at the home of Sonya Massey after checking her yard and asking Massey for her ID she was directed by deputy Sean Grayson to remove a pot of water from the stove, while Massey approached the stove to remove the pot from the stove she unexpectedly said, "I rebuke you in the name of Jesus" at which time Grayson yelled at her to drop the presumably hot water before firing three times striking her below the left eye. Ms. Massey was unarmed and following directions at the time of her death.

WHEREAS, at the time of the shooting Deputy Grayson was employed by six Law Enforcement agencies in Illinois over a four-year period. Grayson is part of what experts call our country's legion of "wandering officers" who drift from police department to police department (sometimes even after being fired, forced to resign or convicted of a crime). If the George Floyd "Justice In Policing Act" was in place, Deputy Grayson behavior would have been tracked and Sonya Massey might still be alive.

WHEREAS, in response to continued police violence against Black people, and after the police murders of George Floyd & Breonna Taylor, the Justice in Policing Act was introduced in 2020, aimed to reform US police departments. Since the killing of Sonya Massey entered the national spotlight, the movement has renewed calls for the passage of the Act.

**THEREFORE, BE IT RESOLVED THAT THIS 13<sup>th</sup> UE150 CONVENTION:**

1. Declares its support of the “George Floyd, Justice in Policing Act” by signing the Color of Change petition to pass the act into law.
2. Calls for elimination of racial profiling, police brutality, and “stop-and-frisk,” a repeal of “stand-your-ground” laws and stands in opposition to the politicians that would support these policies.
3. Urges locals to work with local municipal workers’ unions and community groups to reallocate funds from over-bloated police departments back to the city workers and community.
4. Urges the union at all levels to support and work with local organizations like Southern Workers Assembly, Black Workers for Justice, NAACP, National Conference of Black Lawyers, Southern Movement Assembly, National Movement for Black Lives, ACLU, Seeking Justice, Durham Beyond Policing, Refund Raleigh, the NC People’s Power Coalition and other organizations fighting racism and discrimination.
5. Condemns all attacks based on ethnicity, religion, race, color, or creed, particularly those on Arab Americans, Muslims, Hispanics/Latinos, Jews, and Asian Americans.
6. Reaffirms UE’s policies of aggressive struggle against racism and in support of equal rights.
7. Calls on locals to defend our members aggressively against racism and discrimination.
8. Calls on locals to develop pressure campaigns against any employers that discriminate against people of color in their workplace, including in promotions, hiring practices, wages and otherwise.
9. Urges the union movement to expose and condemn racially biased and selective reporting which blames people of color for the poverty they are suffering because of government and corporate policies.
10. Calls upon the union at all levels to support political candidates that vehemently oppose racism and discrimination of all kinds and at all levels of government.

*Submitted by: Charlotte City Workers Union Chapter of UE Local 150*