

RACIAL EQUITY AND LAW ENFORCEMENT RECOMMENDATIONS CHART

SOLUTION #	SECTION HEADER	RECOMMENDATION	SOLUTION	NECESSARY ACTION
1	Reimagining Public Safety	Reimagine public safety and reinvest in communities	Respond more appropriately to situations concerning mental illness, autism, intellectual disabilities, substance abuse, homelessness, and other non-emergency situations	Local policy change; Administrative rule change by Standards Commissions; Legislative change.
2	Reimagining Public Safety	Reimagine public safety and reinvest in communities	Add crisis intervention training for current law enforcement officers	Local policy change; State administrative rule change by the Standards Commissions; Legislative change.
3	Reimagining Public Safety	Reimagine public safety and reinvest in communities	Fund grassroots organizations that employ promising and peaceful strategies to help communities promote public safety	Local policy change; State policy change.
4	Reimagining Public Safety	Reimagine public safety and reinvest in communities	Develop and provide funding to help communities build violence prevention programs	Local policy change; State policy change.
5	Reimagining Public Safety	Reimagine public safety and reinvest in communities	Form local Community Safety and Wellness Task Forces to examine public safety and wellness needs	Local policy change.
6	Improving Policing Practices	Strengthen community policing practices	Adopt community policing philosophies and plans in collaboration with the communities law enforcement serve	Local agency policy change; State agency policy change.
7	Improving Policing Practices	Strengthen community policing practices	Train law enforcement agency heads on community policing	State policy change by North Carolina Justice Academy.
8	Improving Policing Practices	Strengthen community policing practices	Encourage or require officers to spend non-enforcement time, or live in, the neighborhoods they serve	Local agency policy change; State agency policy change; Local government policy change.
9	Improving Policing Practices	Strengthen community policing practices	Publicly acknowledge mistakes by law enforcement to build trust and transparency	Local agency policy change; State agency policy change.

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10	Improving Policing Practices	Reform investigations	Improve law enforcement drug enforcement data collection and reporting	Legislative change.
11	Improving Policing Practices	Reform investigations	Use data and objective criteria, instead of officers' subjective perceptions and beliefs, to drive the level of police presence in neighborhoods	State policy change; Local policy change.
12	Improving Policing Practices	Reform investigations	Deemphasize felony drug possession arrests for trace quantities under .25 grams	State agency policy change; Local agency policy change.
13	Improving Policing Practices	Reform investigations	Prioritize traffic stops that improve traffic safety	State agency policy change; Local agency policy change.
14	Improving Policing Practices	Reform investigations	Require all consent searches to be based on written, informed consent	State agency policy change; Local agency policy change; Legislative change.
15	Improving Policing Practices	Reform investigations	Restrict state law enforcement use of asset forfeiture on low-level seizures where there is no conviction	Agency policy change; Task Force collaboration; Legislative change.
16	Improving Policing Practices	Promote diversion and other alternatives to arrest	Establish and expand access to diversion programs	State policy change; Local policy change; Legislative change.
17	Improving Policing Practices	Promote diversion and other alternatives to arrest	Treat addiction as a public health crisis, including substance use addictions that disproportionately impact Black and brown communities, such as crack cocaine	State policy change; Task Force collaboration.
18	Improving Policing Practices	Promote diversion and other alternatives to arrest	Encourage citations and summons in lieu of arrest whenever possible	State agency policy change; Local agency policy change; Legislative change.
19	Improving Policing Practices	Revise the role of School Resource Officers	Hire behavioral health professionals in schools	Local policy change; Legislative change.
20	Improving Policing Practices	Revise the role of School Resource Officers	Fund school personnel training on mental health, first aid, cultural competence/diversity/inclusion, and developmental disability	Local policy change; Legislative change.
21	Improving Policing Practices	Revise the role of School Resource Officers	Develop inclusive processes for selecting and overseeing SROs	Local policy change.
22	Improving Policing Practices	Revise the role of School Resource Officers	Train all public school employees and SROs on the proper role of SROs	State policy change by the Department of Public Instruction and the Justice Academy.

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23	Improving Policing Practices	Revise the role of School Resource Officers	Collect data on discipline in schools and school-based referrals to the juvenile courts	State policy change by the Department of Public Instruction and the Department of Public Safety; Local agency policy change.
24	Improving Policing Practices	Revise the role of School Resource Officers	Encourage School Justice Partnerships to reduce students' juvenile court involvement	Local policy change.
25	Improving Policing Practices	Revise the role of School Resource Officers	Support Task Force on Safer Schools State Action Plan	Task Force collaboration.
26	Improving Policing Practices	Codify judicial approval of no-knock warrants and clarify requirements for use of force in serving search warrants	Change entry by force statute to require the necessary probable cause be specifically listed in the warrant before breaking and entering to execute a warrant and to clarify the meaning of unreasonably delay after an officer announces presence in the execution of a search warrant	Legislative change.
27	Improving Policing Practices	Peacefully facilitate protests and demonstrations	Adopt a mandatory statewide policy on law enforcement facilitation of peaceful demonstrations	Local agency policy change; State agency policy change; State administrative rule change by the Standards Commissions.
28	Improving Policing Practices	Peacefully facilitate protests and demonstrations	Create and update protest guidelines to consider best practices and First Amendment concerns	State administrative rule change by the Standards Commissions.
29	Improving Policing Practices	Peacefully facilitate protests and demonstrations	Review and update protest and demonstration training	State policy change by North Carolina Justice Academy; State administrative rule change by the Standards Commissions; Task Force collaboration.
30	Improving Policing Practices	Peacefully facilitate protests and demonstrations	Commission a study on racial disparities in how protests and demonstrations are policed in North Carolina	State policy change.
31	Improving Policing Practices	Revise use of force policies	Strengthen use of force practices including to prohibit neck holds and require the use of the minimum amount of force necessary	Local agency policy change; State agency policy change; Legislative change.
32	Improving Policing Practices	Revise use of force policies	Require officers to have first aid kits and render aid	Local agency policy change; State agency policy change.

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33	Improving Policing Practices	Revise use of force policies	Enact agency policies requiring a duty to intervene and report excessive use of force or other abuse	Local agency policy change; State agency policy change.
34	Improving Policing Practices	Revise use of force policies	Establish early intervention systems for officers repeatedly violating use of force policies	Local agency policy change; State agency policy change; Legislative change.
35	Improving Policing Practices	Revise use of force policies	Define and collect use of force data	Local agency policy change; State agency policy change.
36	Enhancing Accountability	Improve law enforcement accountability and culture	Expand investigative and oversight authority of local citizen oversight boards	Local policy change; Legislative change.
37	Enhancing Accountability	Improve law enforcement accountability and culture	Reform investigation and prosecution procedures for officer-involved use of force incidents	Legislative change.
38	Enhancing Accountability	Improve law enforcement accountability and culture	Establish statewide sentinel event reviews to evaluate law enforcement practices and suggest policy changes	State agency policy change by Standards Commission; Local agency policy change; Legislative change.
39	Enhancing Accountability	Improve law enforcement accountability and culture	Support Rap Back Program	Task Force collaboration; Legislative change.
40	Enhancing Accountability	Improve law enforcement accountability and culture	Revise standards to require that officers not engage in excessive or unjustified use of force or abuse the power of the position	State administrative change by Standards Commissions.
41	Enhancing Accountability	Improve law enforcement accountability and culture	Expand authority to allow for suspension, revocation, or denial of certification based upon an officer's excessive use of force or abuse of power	State administrative change by Standards Commissions.
42	Enhancing Accountability	Improve law enforcement accountability and culture	Require notification by both the officer and the agency for specific use of force incidents	State administrative change by Standards Commissions; Task Force collaboration.
43	Enhancing Accountability	Improve law enforcement accountability and culture	Increase transparency about officer discipline and decertification through a publicly available database	NCDOJ policy and procedure change; Task Force collaboration.
44	Enhancing Accountability	Improve law enforcement accountability and culture	Support psychological screenings for all law enforcement officers	State administrative change by Standards Commissions.
45	Enhancing Accountability	Improve law enforcement accountability and culture	Repeat psychological evaluations either after a certain number of years of service or before promotion	State administrative change by Standards Commissions.

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46	Enhancing Accountability	Improve law enforcement accountability and culture	Strengthen the ongoing development of a statewide law enforcement accreditation program	Administrative rule change by Standards Commissions; Task Force collaboration; Legislative change.
47	Enhancing Accountability	Mandate use of body worn/ dashboard cameras and increase transparency of footage	Mandatory body worn cameras for all law enforcement agencies	Legislative change.
48	Enhancing Accountability	Mandate use of body worn/ dashboard cameras and increase transparency of footage	Deploy dashboard cameras in all patrol and field vehicles, except for undercover vehicles	Local agency policy change; State agency policy change; Legislative change.
49	Enhancing Accountability	Mandate use of body worn/ dashboard cameras and increase transparency of footage	Provide citizen oversight boards and local government governing bodies access to law enforcement recordings	Local agency policy change; State agency policy change; Legislative change.
50	Enhancing Accountability	Mandate use of body worn/ dashboard cameras and increase transparency of footage	Require police recordings of critical incidents to be publicly released within 45 days	Legislative change.
51	Strengthening Recruitment, Training, and the Profession	Recruit and retain a racially equitable work force	Develop and disseminate best practices guide for recruitment and retention	Local agency policy change; State agency policy change; Administrative rule change by Standards Commissions; Task Force collaboration; Legislative change.
52	Strengthening Recruitment, Training, and the Profession	Recruit and retain a racially equitable work force	Expand Criminal Justice Fellows program statewide	Legislative change.
53	Strengthening Recruitment, Training, and the Profession	Recruit and retain a racially equitable work force	Collect data on law enforcement recruitment and diversity efforts	Local agency policy change; State agency policy change; Administrative rule change by Standards Commissions; Legislative change.

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54	Strengthening Recruitment, Training, and the Profession	Recruit and retain a racially equitable work force	Ensure the North Carolina Administrative Code provisions regarding Minimum Standards and Revocation, Denial, and Decertification are the same for both Commissions	Administrative rule change by Standards Commissions.
55	Strengthening Recruitment, Training, and the Profession	Recruit and retain a racially equitable work force	Require law enforcement agencies of a certain size to create a diversity task force	Local agency policy change; State agency policy change; Task Force collaboration; Legislative change.
56	Strengthening Recruitment, Training, and the Profession	Train law enforcement to promote public safety and earn community support	Revamp basic enforcement training	State policy change by the Standards Commissions and the North Carolina Justice Academy; Administrative code changes; Legislative change.
57	Strengthening Recruitment, Training, and the Profession	Train law enforcement to promote public safety and earn community support	Recommend changes to in-service training	State policy change by North Carolina Justice Academy; Administrative rule change by Standards Commissions; Legislative change
58	Strengthening Recruitment, Training, and the Profession	Train law enforcement to promote public safety and earn community support	Require trainings on internal law enforcement agency policies	Local agency policy change; State agency policy change.
59	Strengthening Recruitment, Training, and the Profession	Train law enforcement to promote public safety and earn community support	Evaluate law enforcement training programs for effectiveness and desired outcomes	State policy change by North Carolina Justice Academy; Task Force collaboration; Legislative change.
60	Strengthening Recruitment, Training, and the Profession	Enhance the law enforcement profession	Study the effects of officers' physical and mental health on job performance	Local agency policy change; State agency policy change; State administrative rule change by the Standards Commissions.

RACIAL EQUITY AND THE COURTS RECOMMENDATIONS CHART

SOLUTION #	SECTION HEADER	RECOMMENDATION	SOLUTION	NECESSARY ACTION
61	Eliminating Racial Disparities in the Courts	Support restorative justice initiatives and victim equity	Establish and fund restorative justice programs in local communities across the state and at various points of the criminal justice system	Local policy change.
62	Eliminating Racial Disparities in the Courts	Support restorative justice initiatives and victim equity	Form a victim advisory group to help develop restorative justice programs and other equity programs for crime victims	Local policy change; Task Force collaboration.
63	Eliminating Racial Disparities in the Courts	Support restorative justice initiatives and victim equity	Improve and expand access to North Carolina's Victim Compensation Fund to increase racial equity	State policy change by the Department of Public Safety.
64	Eliminating Racial Disparities in the Courts	Support restorative justice initiatives and victim equity	Screen incarcerated individuals for victimization and provide appropriate services	State policy change by the Department of Public Safety.
65	Eliminating Racial Disparities in the Courts	Support restorative justice initiatives and victim equity	Recognize racial equity and the rights and perspectives of, and the potential consequences to, harmed parties, survivors, and their families during the justice system process and when any reform is proposed	State policy change; Task Force collaboration.
66	Eliminating Racial Disparities in the Courts	Stem the school to prison pipeline and rethink juvenile justice	Raise the minimum age of juvenile court jurisdiction to 12	Legislative change.
67	Eliminating Racial Disparities in the Courts	Stem the school to prison pipeline and rethink juvenile justice	Require a school administrator or school social worker to sign a school-based petition initiated by a School Resource Officer before it can be accepted for filing in juvenile court	Legislative change.

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68	Eliminating Racial Disparities in the Courts	Stem the school to prison pipeline and rethink juvenile justice	Allow prosecutors the discretion to accept pleas in juvenile court for juveniles charged with Class A through G felonies, in line with the Raise the Age Act	Legislative change.
69	Eliminating Racial Disparities in the Courts	Stem the school to prison pipeline and rethink juvenile justice	Replace juvenile life without parole with life with parole sentences and parole eligibility after twenty-five years for first degree murder convictions	Legislative change.
70	Eliminating Racial Disparities in the Courts	Stem the school to prison pipeline and rethink juvenile justice	Establish a juvenile review board within the Governor's Clemency Office	State policy change.
71	Eliminating Racial Disparities in the Courts	Decriminalize marijuana possession	Deprioritize marijuana-related arrests and prosecution	State agency policy change; Local agency policy change; Prosecutorial policy change.
72	Eliminating Racial Disparities in the Courts	Decriminalize marijuana possession	Decriminalize the possession of up to 1.5 ounces of marijuana	Legislative change.
73	Eliminating Racial Disparities in the Courts	Decriminalize marijuana possession	Convene a task force of stakeholders to study the pros and cons and options for legalization of possession, cultivation and/or sale of marijuana	State policy change; Legislative change.
74	Eliminating Racial Disparities in the Courts	Shrink the criminal code	Reclassify Class III misdemeanors that do not impact public safety or emergency management as noncriminal/civil infractions	Legislative change.
75	Eliminating Racial Disparities in the Courts	Shrink the criminal code	Enact legislation with a sunset provision for all local ordinance crimes that criminalize poverty or behavior in public places	Legislative change.
76	Eliminating Racial Disparities in the Courts	Shrink the criminal code	Eliminate citizen-initiated criminal charges	Legislative change.
77	Eliminating Racial Disparities in the Courts	Shrink the criminal code	Review and recommend changes to the criminal code	Legislative change.
78	Eliminating Racial Disparities in the Courts	Shrink the criminal code	Provide for the appointment of counsel in cases where the defendant is facing a \$200 fine	Legislative change.
79	Eliminating Racial Disparities in the Courts	Improve pre-trial release and accountability practices	Eliminate cash bail for Class I, II, and III misdemeanors unless risk to public safety	Judicial policy change; State policy change by Administrative Office of the Courts; Legislative change.

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80	Eliminating Racial Disparities in the Courts	Improve pre-trial release and accountability practices	Require first appearance within 48 hours or next day in which District Court is in session	Judicial policy change; State policy change by Administrative Office of the Courts; Legislative change.
81	Eliminating Racial Disparities in the Courts	Improve pre-trial release and accountability practices	Require preventative detention hearing within five days and repeal bond doubling	Legislative change.
82	Eliminating Racial Disparities in the Courts	Improve pre-trial release and accountability practices	Promote court appearance strategies and develop alternative responses to failure to appear	Judicial policy change; State policy change by Administrative Office of the Courts; Local policy change; Legislative change.
83	Eliminating Racial Disparities in the Courts	Improve pre-trial release and accountability practices	Create independent pretrial services and improve data collection	Local policy change; State policy change by Administrative Office of the Courts.
84	Eliminating Racial Disparities in the Courts	Implement racial equity training for court system actors	Require racial equity training for court system personnel, including judges, DAs, and public defenders	State policy change by Administrative Office of the Courts.
85	Eliminating Racial Disparities in the Courts	Implement racial equity training for court system actors	Require implicit bias and racial equity training for parole staff	State policy change by the Department of Public Safety.
86	Eliminating Racial Disparities in the Courts	Implement racial equity training for court system actors	Require racial equity and victim services training for Victim Compensation Fund employees and members	State policy change by the Department of Public Safety.
87	Eliminating Racial Disparities in the Courts	Promote racially equitable prosecutorial practices	Educate prosecutors, their staff, and officers of justice on unconscious bias in the criminal justice process and prosecutorial decision-making	State policy change by the Conference of District Attorneys.
88	Eliminating Racial Disparities in the Courts	Promote racially equitable prosecutorial practices	Enhance prosecutors' data collection, technology, training opportunities, and staffing	Prosecutorial policy change; Legislative change.
89	Eliminating Racial Disparities in the Courts	Promote racially equitable prosecutorial practices	Study and adopt evidence-based reforms for reducing and eventually eliminating racial disparities in charging decisions and prosecutorial outcomes	Prosecutorial policy change; Legislative change.
90	Eliminating Racial Disparities in the Courts	Promote racially equitable prosecutorial practices	Establish working groups led by district attorneys to review and approve every habitual felony charging decision	Prosecutorial policy change.

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91	Eliminating Racial Disparities in the Courts	Facilitate fair trials	Increase representation of North Carolinians serving on juries through expanded and more frequent sourcing, data transparency, and compensation	Local policy change; Local policy change by county jury commissions; Judicial change by senior resident superior court judges; Task Force collaboration; Legislative change.
92	Eliminating Racial Disparities in the Courts	Facilitate fair trials	Broaden protection against the use of preemptory challenges in jury selection for discriminatory purposes	Administrative rule change by North Carolina Supreme Court.
93	Eliminating Racial Disparities in the Courts	Facilitate fair trials	Provide implicit bias training to all jury system actors	State policy change; State policy change of the Administrative Office of the courts; Local judicial district change; Local judicial district change by clerks of court; Task Force collaboration; Legislative change.
94	Eliminating Racial Disparities in the Courts	Facilitate fair trials	Establish a state commission on the jury system, with an eye towards comprehensive reform	State policy change; Legislative change.
95	Promoting Racial Equity Post-Conviction	Reduce current sentencing and incarceration disparities	Increase funding for Governor's Clemency Office and Parole Commission	State policy change; State policy change by the Parole Commission; Legislative change; legislative appropriations.
96	Promoting Racial Equity Post-Conviction	Reduce current sentencing and incarceration disparities	Increase NCDPS flexibility on incarcerated individuals' release dates	State policy change by Department of Public Safety.
97	Promoting Racial Equity Post-Conviction	Reduce current sentencing and incarceration disparities	Establish a Second Look Act to reduce racially disparate sentences through the review and action of those currently incarcerated	Legislative change.
98	Promoting Racial Equity Post-Conviction	Reduce current sentencing and incarceration disparities	Create and fund an independent Conviction Integrity Unit with representation from prosecutors and defense lawyers and to ensure Indigent Defense Services has significant funding to pay lawyers who handle post-conviction work	Legislative change.
99	Promoting Racial Equity Post-Conviction	Reduce current sentencing and incarceration disparities	Amend Motion for Appropriate Relief statute to allow a judge to overcome technical defects in the interest of justice or where the petition raises a significant claim of race discrimination	Legislative change.

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100	Promoting Racial Equity Post-Conviction	Reduce current sentencing and incarceration disparities	Reinstate the Racial Justice Act for individuals sentenced to death	Legislative change.
101	Promoting Racial Equity Post-Conviction	Reduce use of fines and fees	Assess a defendant's ability to pay prior to levying any fines and fees	Administrative rule change by North Carolina Supreme Court.
102	Promoting Racial Equity Post-Conviction	Reduce use of fines and fees	Reduce court fines and fees	Legislative change.
103	Promoting Racial Equity Post-Conviction	Reduce use of fines and fees	Eliminate state government reliance on fines and fees	Legislative change.
104	Promoting Racial Equity Post-Conviction	Reduce use of fines and fees	Develop a process to eliminate criminal justice debt	State agency policy change; Local government action; NC Supreme Court rule change; Task Force collaboration; Legislative change.
105	Promoting Racial Equity Post-Conviction	Amend incarceration facilities' practices and programming and address prison discipline	Transform the use of restrictive housing	State policy change by Department of Public Safety.
106	Promoting Racial Equity Post-Conviction	Amend incarceration facilities' practices and programming and address prison discipline	Protect pregnant people in jails and prisons	State policy change by Department of Public Safety.
107	Promoting Racial Equity Post-Conviction	Amend incarceration facilities' practices and programming and address prison discipline	Enhance prison personnel	State policy change by Department of Public Safety; Legislative changes.
108	Promoting Racial Equity Post-Conviction	Amend incarceration facilities' practices and programming and address prison discipline	Increase funding for mental health services and programs in prisons	State policy change by Department of Public Safety.
109	Promoting Racial Equity Post-Conviction	Amend incarceration facilities' practices and programming and address prison discipline	Increase due process protections for people accused of disciplinary offenses	State policy change by the Department of Public Safety.

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110	Promoting Racial Equity Post-Conviction	Amend incarceration facilities' practices and programming and address prison discipline	Expand use of restorative justice and rehabilitation programming	State policy change by Department of Public Safety.
111	Promoting Racial Equity Post-Conviction	Study and revise future sentencing guidelines	Broaden the use of Advanced Supervised Release	Prosecutorial policy change; Legislative change.
112	Promoting Racial Equity Post-Conviction	Study and revise future sentencing guidelines	Eliminate the future use of Violent Habitual Felony Status	Legislative change.
113	Promoting Racial Equity Post-Conviction	Study and revise future sentencing guidelines	Eliminate future use of Habitual Felony Status for individuals under the age of 21 or convicted of non-violent drug offenses	Legislative change.
114	Promoting Racial Equity Post-Conviction	Study and revise future sentencing guidelines	Amend the habitual felony statute to limit the "look back" period to within 8 years of the charged offense	Legislative change.
115	Promoting Racial Equity Post-Conviction	Study and revise future sentencing guidelines	Analyze and report on racial disparities in sentencing laws and recommend possible changes	State policy change by the Sentencing Commission.
116	Promoting Racial Equity Post-Conviction	Study and revise future sentencing guidelines	Review all future sentences after 20 years or before	Legislative change.
117	Promoting Racial Equity Post-Conviction	Study and revise future sentencing guidelines	Prohibit capital punishment for people with serious mental illness and people 21 or younger at the time of the offense and prohibit the use of juvenile adjudications to be considered as aggravating factors	Legislative change.
118	Promoting Racial Equity Post-Conviction	Study and revise future sentencing guidelines	Establish a truth and reconciliation commission to study North Carolina's history of criminal justice and race	State policy change; Legislative change.
119	Promoting Racial Equity Post-Conviction	Reduce collateral consequences of criminal convictions	Expand voting rights to those on probation, parole, or post-release supervision for a felony conviction	Legislative change.
120	Promoting Racial Equity Post-Conviction	Reduce collateral consequences of criminal convictions	Opt out entirely of federal ban on SNAP benefits for individuals convicted of certain felony drug charges, eliminating 6-month disqualification period and other eligibility requirements	Legislative change.
121	Promoting Racial Equity Post-Conviction	Reduce collateral consequences of criminal convictions	Allow NCDMV hearing officers to waive license restoration fees and other service fees for failure to appear or failure to pay	Legislative change.

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122	Promoting Racial Equity Post-Conviction	Reduce collateral consequences of criminal convictions	Reform the Certificate of Relief petition process to create efficiencies for individuals with multiple convictions across multiple counties	Legislative change.
123	Promoting Racial Equity Post-Conviction	Reduce collateral consequences of criminal convictions	Support the Statewide Reentry Council Collaborative's recommendations	State agency policy changes; Local government policy changes; Task Force collaboration; Legislative changes.

OVERALL RECOMMENDATIONS

SOLUTION #	SECTION HEADER	RECOMMENDATION	SOLUTION	NECESSARY ACTION
124	Criminal Justice Data Collection and Reporting	Improve data collection	Identify the places along the criminal justice system where data collection directly impacts the implementation, evaluation, and monitoring of the Task Force's recommendations and broader questions of racial equity within the criminal justice system	State agency policy changes; Local government policy changes; Task Force collaboration; Administrative rule change; Legislative changes.
125	Going Forward	Create permanent structure	Establish the Commission for Racial Equity in the Criminal Justice System as a permanent, independent commission.	State policy change; Task Force collaboration; Legislative changes.