



N-CAP

NEWARK COMMUNITIES FOR

ACCOUNTABLE POLICING

Request for Community Engagement Proposals

Newark Communities for Accountable Policing (N-CAP) is a movement of community, civil rights, and labor organizations working to build a respectful, accountable, and transparent Newark Police Department. N-CAP believes that community participation and engagement in transforming the Newark Police Department (NPD) is critical to the success of any reforms and any federal oversight.

In order to assess potential monitoring teams' commitment to and plans for ensuring community participation and addressing community concerns, N-CAP seeks community engagement proposals from teams applying for the federal monitor position to oversee the consent decree between the Department of Justice and NPD.

We invite monitoring team candidates to respond to the following questions in three pages or fewer. Please prepare responses with specificity about how you plan to address the issues raised. Responses will be judged and evaluated by the Steering Committee of N-CAP¹, and a select number of candidates will be invited to in-person interviews with community leaders in Newark. Following interviews, the N-CAP Steering Committee will consider publicly endorsing monitor teams that N-CAP has confidence will successfully keep communities engaged and address community priorities.

Please address the following questions:

1. What do you see as the biggest challenge(s) to successful community engagement with the Newark Police Department? How do you anticipate working to overcome those challenges?
2. How do you plan to ensure community participation is permanently integrated into the policies and decision-making of the Newark Police Department?
3. What experience do you have in addressing police-community relationships in other cities or contexts? How does that experience inform your approach to Newark's consent decree?

¹ As of March 10, 2015, the N-CAP Steering Committee includes 1199SEIU United Healthcare Workers East, American Civil Liberties Union of New Jersey, Ironbound Community Corporation, NAACP of New Jersey State Conference, New Jersey Communities United, New Jersey Institute for Social Justice, Newark LGBTQ Community Center, Newark NAACP, and People's Organization for Progress.

4. If selected, how will you educate Newarkers about your role in the reform process? How do you plan to educate the community about opportunities for involvement in that process? How do you anticipate overcoming potential skepticism or distrust in the community?

5. What policy changes do you believe are critical to ending racial profiling and other civil rights violations identified in the Justice Department's report about the Newark Police Department?

6. What role do you see existing community-based organizations and ongoing policing accountability work in Newark playing in your plans to oversee reforms to the NPD?