

DOWNERS GROVE POLICE DEPARTMENT

Memorandum

To: Police Department Staff
From: Chief Michael DeVries
Date: October 6, 2023
Subject: Reaffirmation of ILACP Ten Shared Principles



Earlier this year on March 13, 2023, I reaffirmed the Department's adoption of the Ten Shared Principles which were developed in partnership between the Illinois Association of Chiefs of Police (ILACP) and the National Association for the Advancement of Colored People (NAACP) in 2018.

The Ten Shared Principles, or common values to guide law enforcement agencies in the delivery of police services relate to protecting the civil rights of all individuals and being respectful of, and inclusive of diverse populations. Since Chief Gillette pledged to adopt the Ten Shared Principles in 2018 the number of law enforcement agencies that have committed to these principles has jumped from eighty to over three hundred.

I have made the pledge on behalf of our department as a renewed commitment to maintain the highest level of respect for diversity in service to the public, in respect to one another, and in the recruitment of our workforce.



Adoption of Shared Principles by Downers Grove Police Department

WHEREAS, on March 22, 2018, the NAACP Illinois State Conference and the Illinois Association of Chiefs of Police agreed to 10 Shared Principles designed to build trust between law enforcement and communities of color, and

WHEREAS, the two statewide associations vowed "by mutual affirmation to work together and stand together in our communities and at the state level to implement these values and principles, and to replace mistrust with mutual trust wherever, whenever, and however we can."

NOW BE IT THEREFORE RESOLVED that the Downers Grove, Illinois, Police Department adopts these same Ten Shared Principles as their own, and thereby adds its name to the historic agreement between the Illinois NAACP and the ILACP. These are the Ten Shared Principles:

1. We value the life of every person and consider life to be the highest value.
2. All persons should be treated with dignity and respect. This is another foundational value.
3. We reject discrimination toward any person that is based on race, ethnicity, religion, color, nationality, immigrant status, sexual orientation, gender, disability, or familial status.
4. We endorse the six pillars in the report of the President's Task Force on 21st Century Policing. The first pillar is to build and rebuild trust through procedural justice, transparency, accountability, and honest recognition of past and present obstacles.
5. We endorse the four pillars of procedural justice, which are fairness, voice (i.e., an opportunity for citizens and police to believe they are heard), transparency, and impartiality.
6. We endorse the values inherent in community policing, which includes community partnerships involving law enforcement, engagement of police officers with residents outside of interaction specific to enforcement of laws, and problem-solving that is collaborative, not one-sided.
7. We believe that developing strong ongoing relationships between law enforcement and communities of color at the leadership level and street level will be the keys to diminishing and eliminating racial tension.
8. We believe that law enforcement and community leaders have a mutual responsibility to encourage all citizens to gain a better understanding and knowledge of the law to assist them in their interactions with law enforcement officers.
9. We support diversity in police departments and in the law enforcement profession. Law enforcement and communities have a mutual responsibility and should work together to make a concerted effort to recruit diverse police departments.
10. We believe de-escalation training should be required to ensure the safety of community members and officers. We endorse using de-escalation tactics to reduce the potential for confrontations that endanger law enforcement officers and community members; and the principle that human life should be taken only as a last resort.

03/15/2023

Date

Michael DeVries, Chief of Police