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MPD to provide emergency assistance. These entities include, but are not limited to, the Memphis and Shelby County Fire Departments and the Shelby County Sheriff's Department. The videos of Tyre Nichols' arrest showed a blatant disregard for human life and a failure of all involved to correctly perform their responsibilities.

We feel compelled to acknowledge and address the limited and woefully inadequate response by the City of Memphis administration and MPD to our well publicized requests on behalf of Memphis and Shelby County citizens for a "pattern or practice" investigation that the public can have confidence in.

The announcement by the City of Memphis administration to engage with the USDOJ's voluntary program services which lack enforcement authority, such as (Community Outreach Policing Services ("COPS")), suggests an administrative preference for a voluntary, collaborative review of limited scope, which is in essence simply far too little and much too late.

The City of Memphis administration intends to invite the "COPS" program into a voluntary relationship with MPD. Unfortunately, the Mayor can just as easily uninvite COPS and dissolve the COPS relationship with MPD.....with absolutely no consequences. However, a "pattern or practice" investigation by the Civil Rights Division of the United State Department of Justice cannot be so easily thwarted or dismissed.

It's our understanding that should a "pattern or practice" investigation reveal unlawful policing by MPD, the USDOJ Civil Rights Division will attempt to remedy the unlawful practices by working with MPD with input from the community to reach an effective and sustainable, negotiated resolution with specific remedies that are represented in the form of a federal court order that's overseen by an independent monitor. Our confidence in affecting positive, lasting tailored change is grounded in the authority of the U.S. Department of Justice ("USDOJ") Civil Rights Division to initiate a federal lawsuit to secure the reforms of unconstitutional patterns and practices that are identified within MPD.

The fact that these MPD officers acted in concert, with knowledge that body cams were recording their acts and that skycams were potentially in the vicinity, shows a complete absence of fear of reprisal. Since the death of Mr. Nichols, other citizens have stepped forward to publicly complain that they too suffered similar abuse by these officers and/or members of the Scorpion

unit and that they attempted to file complaints with the MPD. These facts exemplify a failure of the internal investigation mechanism of MPD and the Civilian Law Enforcement Review Board (CLERB).

Although Tyre Nichols' death highlights the need for a more effective CLERB, the Tennessee State Legislature has most recently proposed new legislation that would prevent civilian oversight and thwart CLERB investigations. This extreme slap in the face to Tyre Nichols' death by Tennessee legislators bolsters the need for the USDOJ to investigate these potential issues and mandate reforms of the internal complaint and resolution process.

Another issue of concern that has surfaced since MPD has been in the national spotlight is the question of the fitness of Memphis officers to serve. Mental health professionals have alleged that Memphis law enforcement agencies have shopped for mental health providers who will approve law enforcement applicants who had failed earlier mental health evaluations. It appears that filling vacant positions may outweigh the emotional fitness of recruits.

Memphians desire, demand and deserve a full reckoning, that only an independent, aggressive, thorough and complete "pattern or practice" investigation initiated by the USDOJ can yield.

All of the undersigned individuals and organizations, as well as myself, agree that physical oversight, visual inspection of the police department, and the determination of complete accountability are all needed to ensure that justice is rendered in all facets of the delivery of policing and emergency response.

We would appreciate the opportunity, as soon as possible, to fully brief you on all of the issues and concerns pertaining to this request for an investigation of MPD and its engagement in a "pattern or practice" of stops, searches, or arrests that violate the Fourth Amendment; use of excessive force; discriminatory policing; violation of the constitutional rights of criminal suspects; violations of First Amendment rights by citizens protesting unlawful policing practices; and 14th Amendment rights to due process and equal protection.

Thank you in advance for your assistance and attention to this matter. We look forward to your rapid response to this time sensitive and urgent appeal to protect our most basic constitutional rights as American citizens; and thereby

restore community trust and public confidence in the Memphis Police
Department and our first responders.

Sincerely,

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