



City of East Point
Mayor's Office

2777 East Point Street • East Point, Georgia 30344

June 22, 2020

To our Businesses and Partners:

In this unprecedented time of uncertainty, dealing with the dual pandemics of COVID-19 and systemic racism in America, I appreciate all that you are doing to follow the science and medical experts, along with the CDC guidelines, to ensure that we stay well, healthy and safe. Additionally, I am inspired by and thankful for the two peaceful protest by East Pointers showing solidarity with Black Lives Matter and that police brutality is unacceptable.

I agree, police brutality and excessive use of force is unacceptable and the systemic racism that enables it to persist must be dismantled. While we are committed to continuous improvement, I would like to briefly share some of the work that is being done in our city to dismantle systemic racism and advance racial equity.

On June 15, 2020, Council adopted a sweeping, LGBTQ-inclusive, nondiscrimination ordinance that bans bias in private employment, housing and public accommodations. The ordinance bans discrimination based on actual or perceived race, color, religion, national origin, ancestry, sex, sexual orientation, gender identity, age, disability, marital status, familial status or veteran/military status. (Go to www.eastpointcity.org to review the ordinance)

In 2019, as one of 12 Cities of Opportunity (through the National League of Cities Initiative), the City of East Point passed a resolution declaring support to “identify, design, and champion strategies to embed social justice and equity throughout the City of East Point’s programs, policies, and practices.” In 2020, as a subsequent step in our bold vision and equity commitment, the City of East Point contracted with the Partnership for Southern Equity (PSE), a non-profit Atlanta-based organization that advances policies and institutional actions that promote racial equity and shared prosperity for all in the growth of the metropolitan area and the American South. PSE is working with the City to conduct community engagement and policy research that will conclude in the development of an Equitable Growth & Inclusion Strategic Plan.

In December 2019, our Police Department adopted a 5-year Crime Plan modeled after the President Obama 21st Century Policing Report. The City Manager and Police Chief will review and share with Mayor and Council at our July work session recommendations on our path forward of continuous improvement of policing in East Point.

Upon my initial review of our use of force policy and the "8 Can't Wait" policing reforms being discussed nationally, from September 2016 to date, our East Point Police Department has implemented 6 out of the 8 reforms (banned chokeholds, require de-escalation, require warning before shooting, banned shooting at moving vehicles, established a use of force continuum and require reporting of all use of force) among other

proactive measures. All of our uniform patrol officers wear a body camera that officers are required to activate as soon as they exit their vehicle and the camera automatically activates when the sirens are activated. In the spirit of continuous improvement, our City Manager and Police Chief will continue to explore ways to transform and reform policing in East Point and we will continue to leverage our network, influence, relationships and resources to meet the education, healthcare, mental health, housing and other needs of our residents and businesses.

Many businesses have voiced and/or taken actions that demonstrate a commitment to dismantling systemic racism and advancing racial equality. There have also been several beyond the surface conversations in the workplace about racism, diversity and inclusion. Thank you. As Martin Luther King, Jr. said "In the end, we will remember not the words of our enemies, but the silence of our friends."

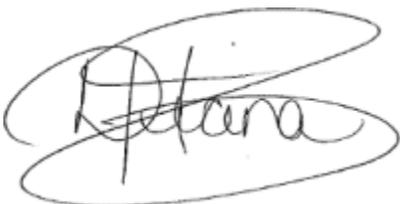
Dismantling systemic racism requires being counted in the census, voting, protesting and participation. As we saw in the June 9th election, there must be a fierce urgency of now in protecting the voting rights of every voter. In November 2019, we adopted an ordinance and made Election Day a holiday for City of East Point employees. This is only the beginning as we are continuously exploring what we can do to protect the rights of voters and rid our future elections of voter suppression. You too may be wondering what you can do to combat voter suppression. I recently read *Our Time Is Now*, by Stacey Abrams, and she makes the following recommendations for corporate citizens:

1. Provide voter registration information and remind employees to verify their current registration www.vote.org or www.mvp.sos.ga.gov
2. Ensure employees know when elections are occurring [Elections and Voter Registration Calendars](#)
3. Make Election Day a holiday with paid leave or guaranteed paid time off for workers who vote
4. Encourage employees to be poll workers on Election Day

I encourage you to implement the above recommendations. We value your investment in our community and your willingness to partner with us to ensure that East Point is an equitable, fair, just, inclusive and vibrant community where our residents and businesses thrive.

Dismantling systemic racism and advancing racial equity is a journey that will ensure that equity and inclusion are more than a cliché in East Point. I love our great City and our multicultural and multi-generational community. Rest assured that I am committed to continuing to work with Council, staff, residents and businesses, to do all that can be done to continue to lead the way as a model city for equity and inclusion.

Sincerely,

A handwritten signature in black ink, appearing to read "Deana", enclosed within a large, loopy oval scribble.

Deana Holiday Ingraham
Mayor