

DENVER POLICE LATINO ORGANIZATION

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THE RIGHT STUFF

Lenny Mares

Congratulations!!

To all the work and efforts of the Denver Police Latino Organization Board and membership.



Significant changes have been championed since our last newsletter. What may seem an insignificant matter on the surface has become not only meaningful change to strengthen our position but an opportunity to open relationships with Government Officials, Police Department leaders, Denver Police Protection Agency, and our fellow brother and sister police officers. Numerous hours and efforts

have been made by the Board Members to communicate necessary changes, improvements, and understanding within the police department. Specifics follow articles in the newsletter.

On another note, I would like to take this opportunity to recognize our Chairperson, Detective Rufino Trujillo, for his courage and commitment to the Organization and the Police Department. He has stood tall against adversity and thus far weathered the storm. His concern for fairness, equality and justice demonstrates true leadership and a shining example for all to emulate.

Thank you to those that

had the courage to test for advancement. You are the future of this great Police Department. To make change for the better, each one of you is part of the solution.

In closing, I welcome our new members to the Denver Police Latino Organization. The strength of this organization is truly in the membership. You give the Board Members the necessary tools to make the difference. Without your suggestions, contributions, and participation there would be no organization.

Muchas Gracias!!!

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- DPLO Progress Report
- Statistical deficiencies
- Membership DPLO Assessment training
- Heros—Officers Kirk Peterson and John Super

Safety Cadet Recruitment Efforts - Ray Marquez

Dear fellow members of the Denver Police Latino Organization, I would like to report that I had the honor of participating in the selection process for the Public Safety Cadet Program of the City & County of Denver. I was a member of the oral board panel that interviewed seventy-six candidates. (Continued Page 2)

ACCOMPLISHMENTS AND RESULTS

(Continued from Pg. 1)

I became involved in this endeavor due to the lack of Latino Public Safety candidates on the past eligible hiring list. Board members and current Chairman Rufino Trujillo had studied the situation and concluded that the Denver Public Safety Cadet program was not reflective of the Hispanic population in the City & County of Denver.

Based on Detective Trujillo's study we as an Organization got involved in the recruitment of Latino candidates. Janet Haas the Public Safety

Coordinator assisted with this task. The members who were onboard participated in the recruitment cam-

“Lack of Latino Public Safety candidates on the past eligible hiring list.”

paign in the Denver Public Schools as well as the study sessions for perspective candidates. The aforementioned efforts were solely facilitated

with the help of our membership.

I would like to take this opportunity to thank all those involved and to report that this great effort was evident in the oral interview process. Based on the new Public Safety hiring list, I am proud to report that the Denver Police Latino Organizations efforts were fruitful with the placing of eight Hispanic surname candidates in the top twenty of the current hiring list for the position of Public Safety cadet. Once again thanks to all and God Bless.

CHAIRMAN TRUJILLO

Dear Members,

Half of the summer has passed us by and I wonder where the time has gone. I wanted to open this letter with some exciting news, in which our organization was involved. However, just as we were getting ready to celebrate, the budget “news” surfaced and our efforts were minimized. I refer to the Public Safety Cadet Program.

As an organization we got involved in the Public Safety Cadet Program because we noticed there was a lack of minority presence in the program. Man power statistics were obtained and we discovered that the number of Hispanics and Blacks in the Cadet Program were disturbingly low.



Where has time gone

We believe the problem equated to the lack of recruitment.

Our organization started a small recruitment program that involved DPLO Board members along with some of the membership going to select High schools in the Denver area. We discussed with the students the

Cadet Program and expressed advantages the program offered for young men and women interested in Police Officer, Fireman, or Sheriff careers. We asked the Manager of Safety if he would commit one of

“Hopefully the City of Denver and all employees recognize that these candidates completed this task on their own merit and there were no concessions to lower standards or qualifications.”

our Board Members to the interview process to insure that the selection process was fair. All this was done with the blessing of the Manager of Safety and our Chief.

Also helping in this process was Janet Hass, The program Coordinator.

When the testing process was completed, the results showed two Hispanics

and one Black candidate placed in the top ten of qualified candidates. This brought the total number of Hispanics to eight placed in the top twenty of qualified candidates. When these numbers were brought to the attention of the organization, we were very excited. Unfortunately, the Manager of Safety

advised the organization that he would not be able to hire any of the students until the beginning of next year.

We hope that these candidates will not be discouraged by the budget shortfall and make a decision to move on to other opportunities. I also hope that the City Of Denver and all employees recognize that these candidates completed this task on their own merit and there were no concessions to lower standards or qualifications. The organization would like to thank Ms. Janet Hass, Manager of Safety, Tracy Howard and Chief Gerald Whitman for helping the organization achieve these results. Hopefully, these candidates will join the ranks of the Public Safety Cadet Program and become members of this fine Police Department some day.

Now I must mention the Sergeant Test. At our last membership meeting, the members voted as an organization to go forward and plan for an assessment Center class for members only. The board asked Chief Juan Maldonado for input on this class because of his expertise in assessment centers. He related to the organization that he would be willing to volunteer his time and asked that Lt. Tracy Keecee be included as one of the class teachers. The membership heard from Chief Maldonado at this membership meeting and it was advised by him that the class should be a two-day course. There will be "NO" cost to our membership and will be limited to members only. The board has set a tentative date in Mid August for the class. We would like to have those officers that wish to attend this class to contact board members so that we have a solid number to give the PPA in reference to attendance. It will also give us the opportunity to find out how big a classroom we will need. Depending on cost, we might elect to have the class catered. Our organization feels that this is an important phase in the testing process and it will benefit our membership. I want to thank Division Chief Juan Maldonado and Lt. Tracy Keecee for their assistance.

There are other issues on the organization's agenda to be addressed in the near future. We received data from Research and Development giving us the breakdown of the Denver Police Department from Chief to Patrolman. Those figures demonstrated that Latino numbers are low in the department. They are not reflective of the demographics of the City and County of Denver. Eventually, these numbers will be presented to the City Council for some kind of remedy. Minority representation has suffered for many years and as a result of this, it needs to be corrected. As an example, the 2000 census related that the City and County of Denver has a population of 31.7 percent Hispanic. The

Hispanics currently in the sworn ranks of the police department represent 17 percent of the department. Under the Hoag decree enacted in the 70's this is an acceptable number for the city but not acceptable for the year 2003 or for the Denver Police Latino Organization. There are other factors that need to be addressed pertaining to this issue. The City of Denver needs to take into consideration the fact that there is a population in the city that has not been counted. The undocumented illegal aliens. Community groups have told the Latino Organizations that the City Of Denver has a Hispanic community that numbers up in the 45 Percent range within the City's population. Taking all these numbers into account, the department has a

shortfall of minority Officers in the department. How the City and County Of Denver handles this problem will be interesting to see. This problem has been addressed with City Officials in the past and this organization will revisit it again once the Mayor Elect is placed in office and is settled in to his new job.

In closing, I want to say that it is an honor and a privilege to serve this organization and it's membership. The message I wish to emphasize is that this organization is here for you, the individual member that might have a problem. We are an organization that has come out on some controversial issues and have taken heat for what has been addressed. I feel strongly that we need to be persistent as an organization and continue to keep our eyes open for wrong doings sometimes even if the wrongs done were to someone outside of our employee group. As always, please feel free to contact any of the Board Members for assistance. The organization is here for you and the overall betterment of the Police Department.

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ASSESSMENT TRAINING FOR SERGEANT

Assessment training for DPLO members is scheduled for August 21 & 22 at the PPA building. Division Chief Jaun Maldonado and Lieutenant Tracy Keecee will be the facilitators. The times are from 0800 hours to 1500 hours. If you have passed the Sergeant's test and are a member of the DPLO, you are invited to attend. There are no costs to you. The DPLO is paying for this training. We have a vested interest in all our members. Please plan to attend and make this a successful evolution. Contact Chairman Refino Trujillo and let him know you're attending. Thank you and good luck

“WE DON’T SERVE MEXICANS HERE!”

ETHNICITY / LABELS

TO: My Latino Family in Blue

FROM: Detective Jerry Arellano, #75057

SUBJECT: Unity, Ethnicity, Racism & The new “Incident Report”

We must stay united to survive as an organization, remember: “DIVIDE & CONQUER”

Recently I received a newsletter from our organization that caused me concern. Apparently there has been a change in leadership due to resignations from the Board. That fact alone seems to indicate a split in the philosophy/direction of our organization. This event comes at a time when racism is slowly creeping it’s way back into our society.

A very wise teacher taught me, “If we do not learn from history, we are doomed to repeat it!” Let me share with you some of my history.

My Grandfather fought in **World War I** and received a **Silver Star for Valor in Combat**. When he returned home from the war, he went to a restaurant/bar in Longmont. He was told that he would have to leave because, **“We don’t serve Mexicans here!”** He responded, **“I’m not a Mexican I’m an American.”** An argument broke out that led to a brawl. The Sheriff was called and my grandfather was arrested. At the jail the Sheriff asked my grandfather what happened and he told him; the Sheriff let him go. We now know through history that the **KKK** was strong & active in the Longmont area.

In **World War II**, my uncles from both sides of my family fought and also received numerous medals including Purple Hearts. In more modern times, I have cousins who also fought in **Vietnam** again receiving medals & Purple Hearts.

This brings me to my 1st point, my ancestors & family along with thousands of other families like mine, have **paid with our blood & lives** for the right to be called **AMERICANS**.

So why does my beloved country still want to differentiate between us and the rest of my fellow Americans by labeling & calling my ancestors in the 40’s & 50’s **Mexicans** and **Latin’s**. In the 60’s & 70’s, **Mexican-Americans**, **Latin-Americans**. In the 80’s & 90’s **Hispanics**, in the 90’s & currently **Latinos**. No other ethnicity is labeled that way.

Just call us who we are **“AMERICANS!”**

In the 1960’s the word **Chicano** was developed by the Civil Rights Movement in the Southwestern part of the United States to give recognition and a sense of pride to the people of both Indian & Spanish ancestry.

The word **“Hispanic”**, was coined by the International Spanish Community. Hispanic is not a race of people but

a cultural designation given to any person with a Spanish surname who embraces the Spanish language & culture whether it be Spanish, Mexican, Cuban, Puerto Rican and so on.

More recently that International Spanish Community has switched over to the term **“Latino”** to describe that same culture.

Science tells us that there are only 3 races of people. To use modern words for those races, **White, Black & Asian**. In the Hispanic culture there are **Black Hispanics**, **White Hispanics**, & **Asian Hispanics**. **Hispanics come in all combinations of races**.

Don’t misunderstand me my fellow Latinos, we have the right to embrace with dignity any label or name that we wish but the bottom line is we are still Americans.

Which brings me to my 2nd point. Recently the Denver Police Department changed the “Offense Report” to an **“Incident Report”**. A category was put in to designate the victim’s **“Ethnicity”**. Under that section the choices are limited to **“Hispanic”, “Non-Hispanic” & “Unknown”**. Having explained that the word Hispanic only relates to a cultural designation it would be incorrect to use this section because the primary culture of the vast majority of Denver Spanish surnamed citizens are American with a sub-culture designation of Mexican, Spanish, Cuban and so on.

There are many Ethnicities in the City of Denver not just Hispanic. For example: **“German”, “Irish”, “Italian”, “Greek”, “Indian”, “Chinese”, “Japanese”, “Vietnamese”, “Russian”, “English”, “African”, “Swedish”, “Dutch”** to name a few and any combination of the above. So why single out just Hispanics?

You will never see on a Denver Police “Incident” Report asking, “Are you:

German / German-American

Irish / Irish-American

Jewish / Jewish-American.

“Why not?” Simply stated, **“It’s WRONG!”**

Remember the lessons of history. There was a time in Germany when things were not going so well with their economy. Employment opportunities were scarce and they were concerned about how they were going to feed their families. The people were starting to point fingers at certain **“Ethnic Groups”** using them as **scapegoats** for all the countries problems. A young charismatic leader rose up and led his people through **racism** to one of the most horrifying periods in the history of man, **The Holocaust and World War II**. **“Hitler’s”** rise to power also began with **registering and collecting stats of “Ethnic Groups”**.

Don’t get me wrong, I am not at all saying that the Denver Police Department is racist or genocidal against Hispanics. That would be ridiculous to say or even imply. However we must as Americans, be hyper vigilant against racism.

Any stats that could be gleaned from this reporting would not

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be valid and represent the Hispanic community in a biased way. The Hispanic community would be over reported while the other Ethnicities would be under reported or not reported at all.

The only agency that has the responsibility & expertise for tracking the ethnicity in this country is the Census Bureau not Police Departments. They are the only government agency who is trained to collect stats reflecting the ethnic make up of our country.

A point could be made that stats are often used to determine police staffing needs in an area. This type of reporting could lead to the public perception of profiling, selective enforcement and even racial discrimination. Creating a distrust about the use of the stats both in the Department and the Hispanic Community.

A recent example of the public's distrust for the Denver Police Department is the "Spy Files Controversy". I don't agree with the public's perception in that issue but we don't need anymore controversy in our Department.

Based on the above stated information, I would respectfully request that the Department remove this section from the new "Incident Report". I understand that the Department may feel we have compelling reasons to keep it, but what possibly could they be?

To end I would like to say to all my family in Blue. **We are all brothers & sisters "...one Nation under God, with Liberty & Justice For All."**

Detective Jerry Arellano, #75057

District 4 Investigations

(303) 742-1101

The Denver Police Latino Organization wishes to thank Detective Jerry Arellano for bringing to our attention the above situation. Because of Jerry's help, the DPLO Board along with the Department decided that the singling out of Latinos was not in the best interest of the Department. As a result of these discussions, the incident report will be changed accordingly.

Police Review Panel: Officer Suicides

Lenny Mares

Suggestions

As a result of a recent Officer's suicide, a Department Investigation was conducted at the request of Chairman Trujillo and the DPLO along with other Department personnel. The results of the investigation brought forward the following points of consideration by the Investigating Review Panel.

- Create a training Academy course/session that introduces and explains the IAB process, Officer's rights while under investigation and command expectations.

- Work with the DA's office to increase investigator access to DAs for consultation and opinions, during criminal investigations of officers, especially during complex case or high profile investigations.
- Create a standard for defining complex case and high profile officer investigations.
- Develop a SOP placing an IAB case investigation under the CID command when CID SMEs are brought in to manage the criminal investigation or special subject of the IAB investigation.
- Bring Psych Services in to observe officer integrations during highly charged/high profile case investigations in order to assess the officer's state of mind and to determine the need for intervention (e.g. MHH) or assistance.
- Create a standard for defining highly charged/high profile case investigations.
- Create an Officer Support Team available to the officer at his/her request to assist officers involved in highly charged/high profile case investigations during periods the officer is waiting for interrogation.
- Develop a mechanism (if not the Officer Support Team) for the officer's peers/associates/friends to express concerns about the investigated officer's state of mind/mental health.
- During consents to search, obtain the officer's permission to secure the search area in order to remove weapons.
- Clearly explain to the investigated officer the search process, including who will be involved, how evidence will be collected and secured, and why the process will be conducted as it will be.
- Notify family members about the impending search, the process to be undertaken, and how it will impact the family.

"In the United States of America a person is innocent until proven guilty!!! A violation into these sacred trusts could be construed as a civil rights violation."

Schedule periodic suicide awareness training and familiarization sessions for IAB staff and for key command personnel.

Although a tragedy of this nature should never have happened, we as a department must move forward in a positive direction to give the Officers of this department the respect and dignity that is due to them. **Allegations are not proof of**

guilt and In the United States of America a person is innocent until proven guilty!!! A violation into these sacred trusts could be construed as a civil rights violation.

Lenny Mares

Heross

The DPLO thanks all Officers in this department that make the sacrifices on a daily basis. That includes each and every one of you. The public can never understand our purpose nor have the courage to walk in our shoes.

The DPLO specifically wishes to thank Officers Kirk Peterson and John Super for their role in demonstrating exactly our purpose as protectors of this great city. As most of you know, Officer Peterson was shot while contacting suspicious parties during a traffic stop. Officer Super was covering and immediately, decisively, correctly and accurately responded by shooting and killing Officer Peterson's attacker. These types of incidents wear on all of us and the reality being common to each of us.

The DPLO acknowledge the bravery displayed by both of these Heros and whole heartedly say **THANK YOU**.

As a token of the DPLO's appreciation, thanks and admiration, the we will present each of these HEROS a \$100 gift certificate to the Black Angus Steak House at the first opportunity.