

August 22nd, 2020

To: Mayor Pete Muldoon, Town Council, Town Manager, Acting Chief Michelle Weber

Re: JPD Lt. Roger Schultz Resignation

After Lt. Roger Schultz's actions, his departure represents merely the first step towards healing the harm done by a culture of casual misogyny by those tasked with keeping our community safe. Unfortunately, the damage of discouraging future survivors to report has already been done.

We have said it before and we will say it again, we do not believe any of these issues to be about specific individuals. Our critiques are *systemic* as we see the *system* for what is: overfunded, overtasked, and not safe for the most vulnerable in our community to approach.. A critical and constructive response will ask how did the culture of JPD allow for the second in command to approach their work with such flippancy? How did the culture of JPD get to such a level where the apology focused on the "mistake" of the officer rather than centering the possible trauma experienced by the victim, as well as past and future victims?

Town Manager Larry Pardee's apology went further than JPD's in acknowledging the gravity of the matter and reaffirming the Town's prior commitment to diversity, equity, and inclusion training. DEI training is the bare minimum in addressing this incident, especially since [scientific reviews](#) find that DEI training has shown little effect in changing culture. Now is the time for concrete and meaningful change.

After accounting for revenue from the airport and school, each officer costs the Town of Jackson approximately \$180,000. At this time, we ask you to remove this role from the JPD budget and agree to reinvest in survivor-centered support. Hiring another officer will not solve our policing culture and will only perpetuate the system of harm.

We know it can be scary to reimagine a new community- one that flips the script and asks what would it look like if instead of fear and punitive justice, we had accountability and transformative justice. Our town has a rare opportunity at this moment. It would be a shame to maintain the status quo with fringe "reform".