



NYS POLICE REFORM & REINVENTION COLLABORATIVE

Rye Brook Police Reform Collaborative Committee
2nd Public Listening Session – December 14, 2020

Agenda:

1) Welcome & Introduction from Mayor Paul Rosenberg.

2) Public Listening Session #2:

- a) Listening Session expectations & how to make comments.
- b) Open public comment period on police reform.
- c) Potential areas of police reform topics for public comment.

3) Next Steps

Rye Brook Police Reform Collaborative Committee Members:

<u>Name</u>	<u>Community Role</u>
Paul Rosenberg, Chair	Mayor
Gregory Austin	Police Chief
J. Arnold	Police Lt.
P.O. Aaron Weis	Rye Brook PBA President
P.O. Elliot Asare	Rye Brook Police Officer
P.O. Abel Taveras	Rye Brook Police Officer
Chris Bradbury	Village Administrator
Alexandra Marshall	Asst. to the Administrator
Jim O'Hanlon	Pastor, St. Paul's Lutheran Church
Noki Masuku	PC-Rye NAACP Representative
Cynthia Adimari	West. Co. Asst. District Attorney
Joan Feinstein	Former Mayor; Attorney
Dan Tartaglia	Rye Brook Attorney; Planning Bd Member
Jeffrey Rednick	Former Deputy Mayor/Trustee; Defense Attorney
Michael Borrelli, Sr.	Doral Greens HOA Pres. & Chamber of Commerce Exec. Board Member
Ben Goldberg Synagogue	Rabbi, KTI Synagogue

Meeting Ground Rules:

- Meetings will begin promptly.
- Today's meeting will end no later than 8:30p.m.
- Respect other opinions.
- Stay on topic.
- Whenever possible, provide specific local examples from Rye Brook.

Purpose:

- On June 12, 2020, Governor Cuomo signed an Executive Order requiring every local government in NYS to adopt a policing reform plan by April 1, 2020 that is intended to maintain mutual trust and respect between the police and community they serve.
- The policing reform plan must be developed through an inclusive and transparent process that involves local stakeholders on a committee who will lead a fact-based and honest dialog about the public safety needs of the community.

Police Reform Committee Timeline & Work Plan:

- **Phase 1: Planning (Oct & Nov 2020)**
 - *Create a work plan with a list of critical issues to be addressed.*
 - *Gather and share info about department operations.*
 - *Establish Police Reform web page & begin public outreach through newspaper, social media & email blasts.*
- **Phase 2: Listening & Learning (Nov 30th & Dec 14th)**
 - *Distribute Police Reform Survey & share results. (completed Nov. 30th)*
 - *Conduct listening sessions with the public.*
- **Phase 3: Draft a Plan (Dec 2020 thru Jan 2021)**
 - *Identify areas of focus based on current department status and feedback. Identify what areas are in need of change.*
 - *Keep the public engaged- share proposals & hear deliberations.*
- **Phase 4: Public Comment & Ratification (Feb thru Mar 2021)**
 - *Release draft plan for public comment and revise the plan based upon additional public comment.*
 - *Village Board to adopt the plan & send certification to NYS by April 1, 2021.*

Public Listening #2: Open Comment Period

- Purpose tonight is for Police Reform Committee members to actively *listen*. Tonight is not a time for a back-and-forth discussion.
- To provide comments on any aspect of Rye Brook police reform, please type your name and indicate 'resident' or 'non-resident' in the zoom comment box.
- Please try to keep comments to 3 minutes or less to provide an opportunity for others to comment.
- Speakers will be asked to 'unmute' themselves one person at a time in the order received, starting with Rye Brook residents.

Key Questions, Information, & Resources to guide dialog:

I. What Functions Should the Police Perform?

- 1. Determining the role of the police.*
- 2. Staffing, budgeting and equipping your police department.*

II. Employing Smart & Effective Policing Standards & Strategies

- 1. Procedural justice & community policing*
- 2. Law enforcement strategies to reduce racial disparities and build trust.*
- 3. Community engagement*

III. Fostering Community-Oriented Leadership, Culture & Accountability

- 1. Leadership & culture.*
- 2. Tracking & reviewing use of force & identifying misconduct.*
- 3. Internal accountability for misconduct.*
- 4. Citizen oversight & other external accountability.*
- 5. Data, technology & transparency.*

IV. Recruiting & Supporting Excellent Personnel

- 1. Recruiting a diverse workforce.*
- 2. Training & continuing education.*
- 3. Support Officer wellness & well-being.*

III. Fostering Community-Oriented Leadership, Culture & Accountability:

1. Leadership & culture

- *Is your leadership process designed to produce the police-community relationship you want?; Does your officer evaluation structure help advance your policing needs? What incentives does your department offer officers to advance policing goals? Does your hiring & promotion process help build an effective & diverse leadership team? What is your strategy to ensure that your department's cultural-norms & informal processes reflect your formal rules & policies?*

2. Tracking & reviewing use of force & identifying misconduct.

- *When should officers be required to report use of force to their supervisor?; What internal review is required after a use of force?; Does your department review officers' use of force and/or misconduct during performance reviews?; Does your department use external, independent reviewers to examine use of force or misconduct? Does your department leverage Early Intervention Systems (EIS) to prevent problematic behavior?; Does your dept. review "sentinel" or "near miss" events? Does the dept. respond to questionable uses of force with non-punitive measures designed to improve officer performance?*

3. Internal accountability for misconduct.

- *What does your department expect of officers who know of misconduct by another officer? Does your dept. have a clear & transparent process for investigating reports of misconduct? Does your dept. respond to officer misconduct with appropriate disciplinary measures? What procedures are in place that substantiated complaints of misconduct & settlements or adverse verdicts in lawsuits are used to reduce the risk of future misconduct? What controls are in place to ensure impartiality when reviewing potential misconduct or complaints? When appropriate, are cases referred to either the District Attorney or another prosecutor? Does your dept. expect leaders & officers to uphold the department's values and culture when off-duty?*

4. Citizen oversight & other external accountability.

- *Does or should your dept. have some form of civilian oversight over misconduct investigations or policy reform? Is there an easy, accessible, and well-publicized process for members of the public to report complaints about police misconduct? Are investigation outcomes reported to the complainant? Are they reported to the public? Should the dept. or the citizen complaint review entity, if any, accept anonymous complaints? Does your local legislature engage in formal oversight of the police dept.? Should any changes be made in the legislature's oversight powers or responsibilities? Is your police department accredited by any external entity? Does your police dept. do an annual community survey to track level of trust?*

5. Data, technology & transparency.

- *What police incident and complaint data should be collected? What data should be available to the public? How can your police department make its policies & procedures more transparent?; How can your police department ensure adequate transparency in its use of automated systems and "high risk" technologies? Should your police dept. leverage video cameras to ensure law enforcement accountability & increase transparency?*

IV. Recruiting & Supporting Excellent Personnel:

1. *Recruiting a diverse workforce.*

- *Does your agency reflect the diversity of the community it serves? What are ways in which your agency recruits diverse candidates that better represent the demographics of the communities you serve? What are ways in which you can re-evaluate hiring practices and testing to remove barriers in hiring underrepresented communities? How can you encourage youth in Rye Brook to pursue careers in law enforcement? What actions can Rye Brook take to foster the continued development & retention of diverse officers?*

2. *Training & continuing education.*

- *How can you develop officer training programs that reflect your community values and build trust between police officers and the community? What training policies can Rye Brook adopt to ensure that P.O.'s continually receive high-quality, relevant in-service training? How can leadership training improve community policing and strengthen relationships between the police and the public? How can the police use its training programs to avoid incidents involving unnecessary use of lethal or nonlethal force? How can the police use its training programs to avoid potential bias incidents & build stronger connections with communities of color & vulnerable populations? How can your training program help officers effectively & safely respond to individuals experiencing mental health crises or struggling with substance abuse? What practices & procedures can you put in place to measure the quality & efficacy of your police department's training programs?*

3. *Support Officer wellness & well-being.*

- *What steps can you take to promote wellness & well being within your department? How can you effectively & proactively address the mental health challenges experienced by many police officers throughout their careers? How can you address the well-being of an officer after a traumatic event?*

NEXT STEPS:

- **DISCUSSION & NEXT STEPS:**
 1. Review survey & public listening session responses.
 2. Review NYS Police Reform Resource guide items with current RBPD practices.
 3. Committee to incorporate comments & recommendations into a draft Rye Brook Police Reform Plan.
 4. Village Board to adopt the Reform Plan prior to April 1, 2021.