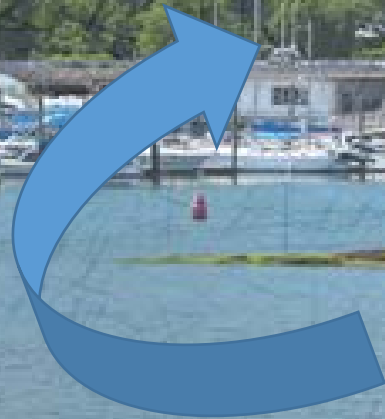


*New Rochelle Policing Review Committee Presentation to City Council
November 24, 2020 – Initial Recommendations*



NEW ROCHELLE
POLICE
DEPARTMENT



UNITED. RESILIENT.
**NEW RO
STRONG**

We are all in this together.
And together we'll grow stronger.

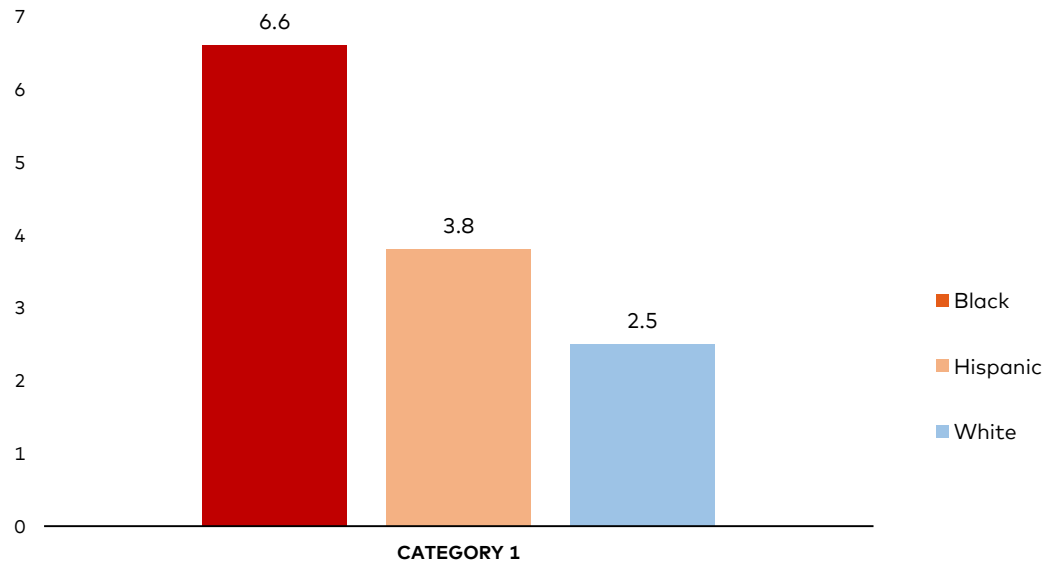
#NewRoStrong

Committee Members: Lisa Burton, Alvin Clayton, Kwamain Dixon, Natasha Fapohunda, Robin Frankel, Nat Harris, Carmelo Hernandez, William Ianuzzi, Jason Labate, Wynter Parham, Wendell Sears, Emma Silva, Jabari Skeene, Steven Sonet
Facilitator: Council Member Yadira Ramos-Herbert

The Moment

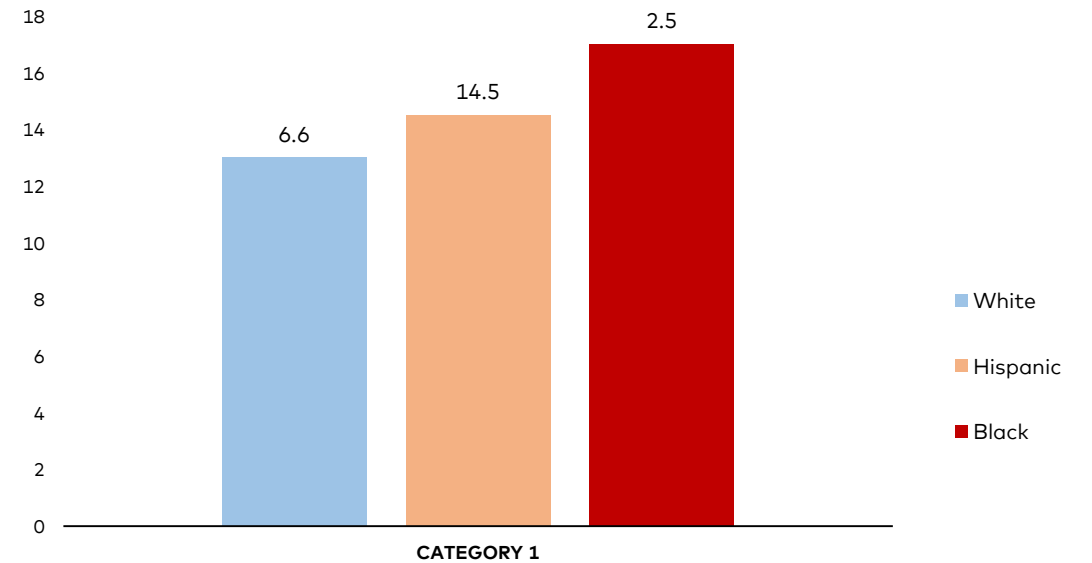
Black people have been 28% of those killed by police in 2020 despite being only 13% of the population.

Black People are 3X more likely to be killed by police



Killings per 1 million in U.S.

Black People are 1.3X more likely to be unarmed



% killed by police unarmed 2013-2020

Community Feedback - *Concern about disparate policing...unanswered questions*

None of us is immune from racism- as much as we try to shield from it, it impacts ALL of us of all races. And one session on implicit bias will not undo generations of systemic racism. We need to address hiring practices, training, and have accountability. And it won't just happen overnight. Or just because the governor announced reform. We have to come together and YES- flip the switch.

I have always been extremely proud to be from New Ro. I tell my colleagues ...the reason this is the best community in Westchester is simple...diversity. The horror and disgust reading about a police officer killing someone...in the back...was and is difficult for me as a human being.

So I feel obligated to ask, how often is a young man of color chased down by New Rochelle police in the night when no crime has been reported. And does that activity really make us safer?

Most people who get racially profiled ARE law-abiding, tax-paying citizens

Why are the police targeting non white people? What benefits do they receive from harassing non white people?

Community Feedback - *Support for police...concern about “defunding the police”*

Our police officers face a challenging time every day they go to a call and don't know if they will be coming home to their families. I oppose for the department to be defunded.

I fully support our dedicated and heroic police department. I encourage this committee and the city government to continue to fully fund the department and enthusiastically support the great job they do for us all.

It isn't fair to the hard working men and women in blue to be punished and abused because of what is happening. If our police department gets defunded like what is happening with the NYPD in NYC with Deblasio, our beautiful city of New Rochelle will turn into a crime infested city with out of control crimes and not enough police presence.

I feel really bad for those profiled. I'm not ok with that! But I do feel cops put their lives on the line everyday. Something none of us will ever want to do.

I and many people support our friends and family in blue. Supporting Black Lives Matter is absolutely important - but does not need to conflict with supporting our police departments. Good, upstanding police men and women that have our best interests in mind are what help make our city, state and country safe - thank you for all that you do!

90% Black Americans favor specific reforms aimed at improving police relations with the community*

61 percent of Black Americans want the same amount of police presence*

Less than 20% of Black Americans feel very confident that the police in their area would treat them with courtesy and respect*



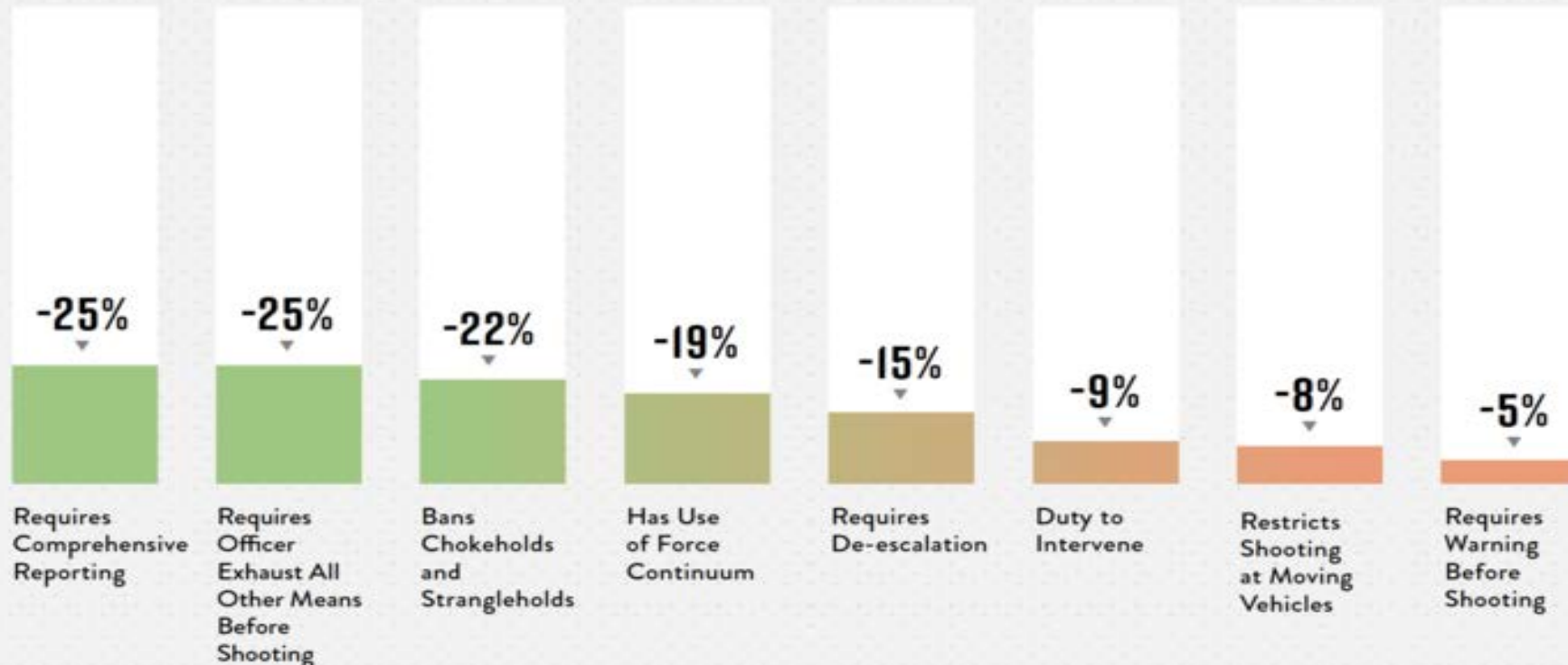
Police reform is necessary, there are viable solutions, defunding police is not the answer

*June 23-July 6, 2020 Gallup Poll – Gallup Center on Black Voices

The Moment – What can be done

RESTRICTIVE USE OF FORCE POLICIES ARE ASSOCIATED WITH FEWER POLICE KILLINGS

Percent fewer police killings per capita for police departments with each policy implemented



Use of Force, Policy and Training - Goals

Reinforce public trust and ensure that training and education programs reflect the values of our community.

Bridging community and law enforcement through training.

Sub Committee Members:
Natasha Fapohunda, Jabari Skeene, Carmelo Hernandez

Use of Force, Policy and Training– Recommendations

Realign Training, Reflect Values

- Rigorous and robust training that focuses on advancing procedural justice practices, emotional intelligence, community-oriented policing.
- Address the role of race in officer’s perceptions of risk and their decision making (e.g., Implicit Bias, Trauma to Trust).

Universal Crisis Intervention

- Implement universal crisis intervention training for all officers.
- Explore other community or County-wide resources model for mental health crisis responders.

Serious Incident Review Board

- Sworn staff and community members to review cases involving officer involved shootings and other serious incidents. (*See also Oversight/Discipline/Complaints*)

“Co-Produce” policy/training

- Update policies and training programs in a manner that reflects clear roles and responsibilities to achieve community centered safety goals, violence reduction and address key problem areas.
- Use of Force and De-escalation policies to reflect norming best practices, including the ban of intentional neck and chokeholds.

Culture of Peer Intervention

- Implement ABLE Project. \$*
- Become a leader in embracing progressive training and proven practices to advance cultural change within policing in Westchester County.
- Training itself is evidence based and tested, demands a commitment by the police agencies to cultural change, and is supported by a broad cross section of both police and community groups.

*ABLE Project training is free; overtime for officer training may be required



ABLE

Active Bystandership
for Law Enforcement

PREVENTING HARM.

TRANSFORMING CULTURE.

STRENGTHENING COMMUNITIES.

WHAT IS ACTIVE BYSTANDERSHIP?



Authorizes and empowers professionals to intervene in another's action, regardless of her/his rank



Teaches how to successfully intervene



Protects those who intervene

THE STAKES. AND THE STAKEHOLDERS.



COMMUNITY MEMBERS

Individuals, especially members of minority groups, bear the brunt of police misconduct.



LAW ENFORCEMENT

Negative interactions between residents and local law enforcement are hurting officer careers, job satisfaction, and health and wellness.



THE COMMUNITY AT LARGE

The relationships between communities and law enforcement are strained, creating distrust and harm to one another.



LOCAL GOVERNMENT

Incidents between residents and local law enforcement are creating civil unrest, creating poor perceptions of cities, and contributing to economic hardship and community instability.



BUSINESSES

Communities, where people live and do business, are distressed by tense relationships with law enforcement.

WHAT IS ABLE?

Active Bystandership for Law Enforcement – ABLE – is an evidence-based program housed within the Georgetown University Law Center empowering and educating officers to:

- Prevent misconduct
- Reduce mistakes
- Promote officer health and wellness



OFFICER SUPPORTED



COMMUNITY SUPPORTED



PREVENTS PROBLEMS BEFORE THEY ARISE



DE-ESCALATES PROBLEMS AFTER THEY ARISE



REDUCES HARM TO CIVILIANS AND OFFICERS

- Community members are protected
- Officers are protected
- Cities and agencies are protected



IMPROVES POLICE/COMMUNITY RELATIONS

- Builds trust
- Fosters cooperation
- Creates a safer environment for all

HOW ABLE WORKS



ABLE COMMITMENT

Agencies must commit to 10 standards designed to foster cultural transformation

Agencies must submit 4 letters of support (including 2 from community groups) to be considered for ABLE



ABLE TRAINING

8 hours of training for agency officers AND leaders

2 hours annual refresher training

Incorporation of ABLE core principles throughout other Academy programs



ABLE CULTURE

ABLE requires tone at the top, dedicated program support, a meaningful communications plan, and more



LEADERSHIP TESTIMONIALS



AGENCY
LEADER

“[ABLE teaches officers how to intervene when they see potential problems so they don’t become real problems. And in the process, [ABLE] redefines loyalty from ‘I’ll protect you by covering for you’ to ‘I’ll protect you by keeping you from causing harm in the first place.’”

Deputy Chief, NEW ORLEANS



AGENCY
LEADER

“I did not know exactly what to expect when I came to class. However, it became clear to me early on that ABLE is something special and different. It is because of that specialness and differentness that sets it apart from other types of training that try - but fail - to establish a mindset of accountability for not only ourselves; but our brothers and sisters, as well. The "Top - Down / "Bottom - Up" approach will change the traditional way of thinking: "Rock - Paper - Rank". Why? Because it empowers all of us to be "Active Bystanders". One person can make a difference. I consider myself to be "Ready", "Willing", and "ABLE“.”

– Training Leader, NEW HAMPSHIRE



ABLE

OFFICER TESTIMONIALS



LAW ENFORCEMENT
OFFICER

“At first I did not believe this topic would be embraced by officers at all. But now I feel that these concepts could actually be the cornerstone of teamwork and morale building for the officers of any Police Department.” – Officer, YONKERS, NY POLICE DEPARTMENT

As a road Deputy this training will help my peers as well as myself to change the mindset of the public and win back the trust that Law Enforcement so righteously deserves.

- Deputy, CINCINNATI, OHIO



LAW ENFORCEMENT
OFFICER

“The ABLE program gives law enforcement personnel a clear process to do what we claim to do, ‘Take care of each other, while serving the community’”.

– Officer, NORTHERN VIRGINIA POLICE DEPARTMENT

“ABLE has answered the call from the community and law enforcement professionals in developing curriculum that is beneficial in repairing the trust between citizens and officers.”

– Officer, BURLINGTON, NC POLICE DEPARTMENT



ABLE

TESTIMONIALS



GOVERNMENT
OFFICIAL

“The ABLE Project has a good reputation, and our officers stand to learn a great deal which can be used to strengthen those relationships we are striving to build.”

– Ray O’Connell,
MAYOR, ALLENTOWN, PA



SOCIAL
ACTIVIST

“Active bystandership creates stories that will never be told because nothing happened.”

– Ted Quant,
SOCIAL ACTIVIST

IT'S A COMMITMENT - A PROMISE TO CHANGE CULTURE

ABLE is not just training.
ABLE is a holistic recipe for
cultural transformation – in
a package strongly
supported by law
enforcement and the
communities they serve.



COMMUNITY
SUPPORT



OFFICER
WELLNESS



DEDICATED
COORDINATION



MEANINGFUL
TRAINING



MEASURING
OFFICER
PERCEPTIONS



PROGRAM
AWARENESS



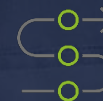
ACCOUNTABILITY



REPORTING



PAYING IT
FORWARD



FOLLOW-
THROUGH

For More information Visit
www.law.Georgetown.edu/IPP/ABLE



Data Disclosure and Transparency - Goals

Transparency is one of the four pillars of procedural justice and is critical to ensuring accountability. Without a full picture of law enforcement policies, procedures, and activity, the public cannot meaningfully evaluate the performance of law enforcement.

Data collection and utilization will allow the New Rochelle Police Department to identify and proactively address any disparate impact on racial, ethnic and/or gender groups.

Sub Committee Members:
Steven Sonet, Jason Labate, Wynter Parham

Data Disclosure and Transparency - Recommendations

Website Update & Reporting

- Public access to monthly reports that detail racial, ethnic, gender and location data related to all police stops, crime data, complaint data, vehicle and traffic law and daily activity logs.
- Community meeting and comments section.
- Create “Data Clerk” position to aggregate and disseminate information. \$

Online Complaint Tool*

- Capable of being filed through an on-line fill-in form.
- Traceable to a final disposition with a detailed explanation of the ultimate result.
- Available to the public with legal necessary redaction.
- Identifying information of complainants should be held confidential and restricted.
- Strictly enforced anti-retaliation policy.

*Critical Priority

Spanish Language Accessibility

- All information shared on the NRPD website to be provided in English and Spanish. \$
- As new languages become prevalent in our community efforts should be made to translate these materials into the emerging languages in our community.

Officer Card Provision During Stops

- Name, badge number, reason for stop, complaint instructions.

Data Management Overhaul

- Comprehensive data management overhaul be undertaken to analyze the following but not limited to collection, maintenance, analyzing, and disclosure practices. \$

Police / Community Engagement – Goals

The term Police / Community Engagement means the act of bringing members of the community and members of local Law Enforcement together in an effort to foster better police and community relations. The goal is to get community stakeholders more directly involved in the organizational working of the New Rochelle Police Department.

Police and Community working for positive change.

Sub Committee Members:
Wendell T. Sears, Nathaniel Harris, Kwamain Dixon

Police / Community Engagement – Core Values

Trust

- Community members must feel that the police will engage in fair and unbiased policing.
- The police must feel the community will support them in an effort to keep communities safe.

Accountability

- Entry level up to senior executives must be held accountable for their decisions / actions.
- Community members who report acts of misconduct or corruption must feel their complaints will be investigated thoroughly, impartially, and resolved in a timely manner.

Communication

- Open dialogue between members of law enforcement and the community stakeholders. This can be accomplished through conducting scheduled meetings with community stakeholders.
- Members of the police should be encouraged to talk informally and in non-traditional meeting sessions.
- The utilization of social media platforms , i.e., Twitter, Facebook, can be effective to disseminating information.

Transparency

- Police policies, data, crime statistics, etc. must be clear, concise, and readily accessible to all members of the community.
- This information should be posted and regularly updated to reflect trends, policy or procedural changes.
- Stakeholders should be encouraged to submit information to the police.

Police / Community Engagement - Recommendations

5 New Police Officers

- Community Policing Model training. \$
- Assigned specially to the Peter Bracy and Heritage Houses vicinity.

Realign Patrol and Community Beat Sectors

- Patrol and community sectors be realigned to more adequately reflect the changing demographics / infrastructures in New Rochelle.*

Re-establish PACT

- Strengthen and expand Police And Community Together program.
- All officers assigned to patrol duties should be encouraged to meet with community members.

Resident Security Officers

- Re-establish RSO program.
- Members of the NRPD train residing volunteer stakeholders on identifying issues and potential criminal activity in and around the developments.
- RSO members act as a liaison b/w NRPD and community.

*New Community Policing Zones Map published November 16, 2020

Police / Community Engagement - Recommendations

Community Stakeholder Liaison

- Responsible for the development / implementation of strategic initiatives to foster better police / community relations.

Recruitment / Hiring

- Members of the community be encouraged to participate in the recruitment and hiring of potential New Rochelle Police Officers.

Social Media

- Expanded use of social media platforms for the dissemination of real time crime data, reporting of police misconduct and the reporting of police / community concerns.

NOTE: The committee members recognize that some of the recommendations listed may not be feasible due to fiscal constraints. However it is recommended that resources be reallocated / redistributed to 2021 budget.

Oversight / Discipline / Complaints - Goals

Remove barriers to reporting police misconduct and to ensure transparency should a police officer violate a policy.

Ensure public confidence in the effectiveness and integrity of investigations.

Sub Committee Members:
Robin Frankel, Alvin Clayton

*Oversight / Discipline / Complaints – Recommendations**

Civilian Review Board – Model 1

- Assist in determining policy for the police department, share policy and policy changes in publicly accessible formats, hold public disciplinary hearings, discipline and dismiss police officers and participate in hiring decisions of the Police Commissioner

Civilian Review Board – Model 2

- Serious Incident Review Board comprising of sworn staff and community members to review cases involving officer involved shootings and other serious incidents that have the potential to damage community trust or confidence in the agency (*see also Policy & Training section*).

Civilian Review Board – Model 3

- If Westchester County-wide civilian review board formed, New Rochelle should participate.**

Civilian Review Board – Model 4

- Creation of the Office of an Inspector General
- Not a part of NRPD, but is an office within City Hall charged with investigating and resolving complaints or allegations of misconduct.

* Models not mutually exclusive and may be incorporated in tandem or progressively.

**County-wide CCRB under consideration by Westchester County Police Review Committee.

Equipment - Goals

Permit access and transparency of engagement with police officers and members of the community.

Sub Committee Members:
Lisa Burton, Emma Silva

Equipment - Recommendations

Body Cameras

- Body cameras for all officers and supervisors operating in the field as well as dashboard cameras for all marked and unmarked vehicles. \$

Digitize Records

- Digitize all police employment records and civilian complaints. \$

Footage Retention

- Footage for these cameras should be stored and retained in a way that is easily accessible to third parties such as the NYS Attorney General's Office and requests from the public.

Weapons Affirmation

- Affirmative declaration from NRPD that they will not purchase or look for grants to purchase military grade weapons including rubber bullets, chemical gases.

Hiring and For Profit Policing – Initial Considerations

Civil Service Policy Advocacy

- City Council consider petition for Home Rule Request for waiver or variance from Civil Service Exam requirements for specified period of time.

Civil Service Exam Outreach

- Ramp outreach efforts throughout New Rochelle specifically target underrepresented groups.
- Provide workshops for civil service exam preparation targeted to underrepresented groups.

Civil Service Education Requirement

- Review educational requirements – balancing established benefit of college education in law enforcement
- *Consider if military service dispenses of college credit requirement.*
- *Consider incentives for educational attainment – partnerships with community colleges.*

For Profit Policing

- Commence process for analyzing ticketing practices and any revenue generating income that stems from police interactions.

Conclusion

The key to effective Police / Community relations is building **trust** between members of the community and members of law enforcement. Community members should be encouraged to take an active role in the policing process. Law enforcement must be **transparent** with respect to police discipline, misconduct and data integrity. Law enforcement must be held **accountable** for their decisions and actions. Information must be disseminated quickly and accurately in order to stop spread of inaccurate or erroneous information. Lastly, in order for Police / Community engagement to be effective both sides must feel that they are valued and **mutually respected**.