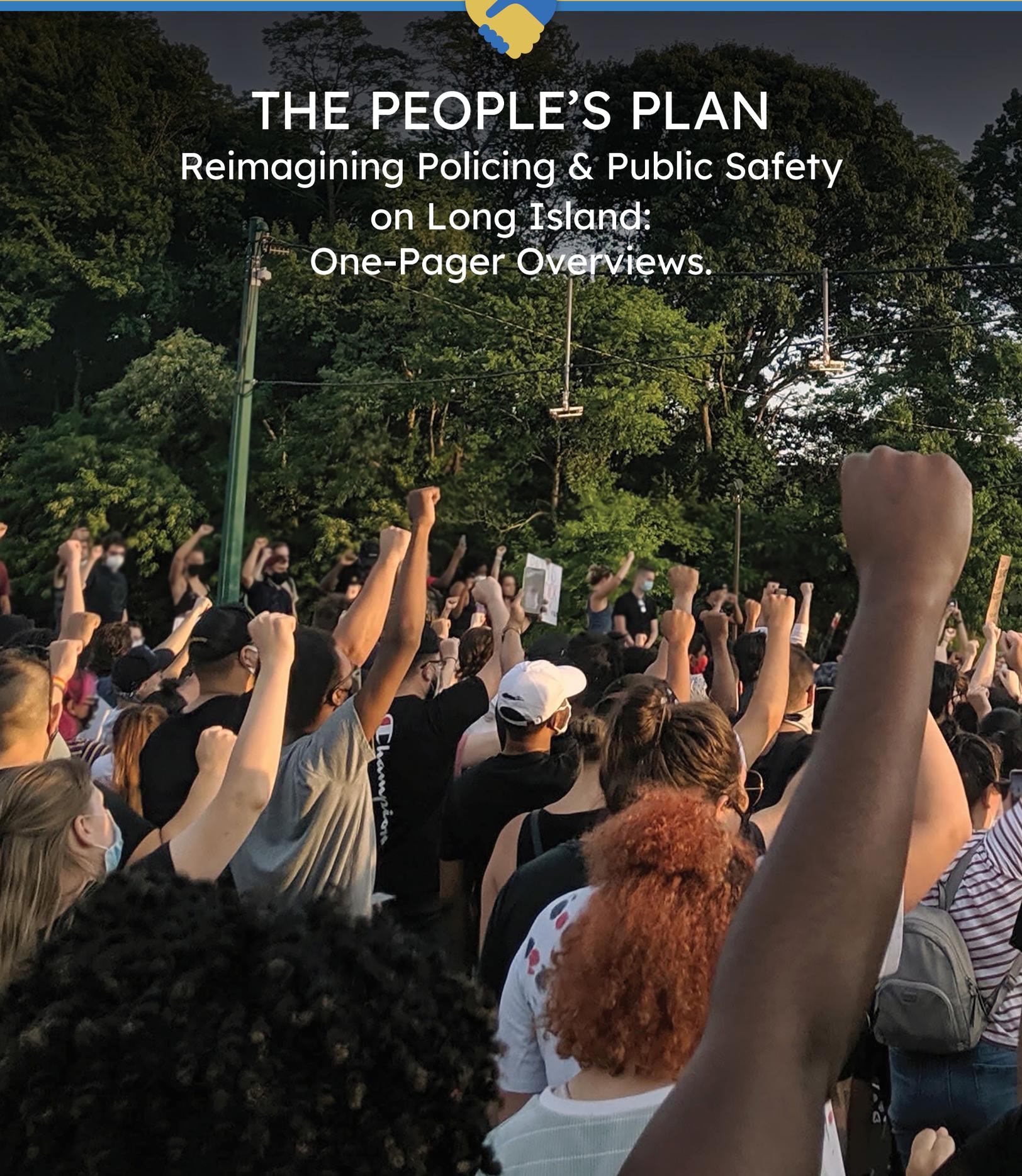




THE PEOPLE'S PLAN

Reimagining Policing & Public Safety
on Long Island:
One-Pager Overviews.





LONG ISLAND UNITED TO
TRANSFORM
POLICING &
COMMUNITY SAFETY



The People's Plan

Reimagining Policing & Public Safety on LI

The Conveners

Long Island Advocates for Police Accountability (“LIAFPA”)
Long Island United to Transform Policing & Community Safety (“LI United”)
United for Justice in Policing Long Island (“UJPLI”)

Additional Key Contributors

Gender Equality New York (GENY)
Long Island Language Advocates Coalition (LILAC)
New York Social Action (NYSA)

Special thank you to the Center for Policing Equity (CPE) for providing LI United with support and guidance during the process of creating their proposals.

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The People's Plan:

Reimagining Policing and Public Safety on LI

Section 1: Transforming Crisis Response

Create A New Crisis Response Model for Long Island that reforms 911 responses to ensure that call-takers can adequately and holistically assess callers in crisis, creates behavioral health co-responder teams composed of clinical professionals, trained peer specialists, and unarmed crisis responders, establishes a tiered response system to match the level and type of risk posed, and includes collection and reporting of comprehensive data on these calls and responses.

Section 2: Transforming Traffic Enforcement

Eliminate disparity in traffic stops on Long Island by transforming the policies regarding police traffic enforcement, exploring options for alternative unarmed traffic officers, and collecting, publishing, and analyzing comprehensive data on traffic enforcement in alignment with the STAT Act. End pretextual stops and warrantless searches during traffic stops.

Section 3: Transforming Police Accountability

Build an infrastructure of accountability that includes:

Part 1: Civilian Complaint Review Board

Create a Civilian Complaint Review Board to fairly and transparently resolve allegations of police misconduct in a manner in which both the public and the police department have confidence. The CCRB must be well-funded and independent, have strong investigative authority, collect and publish data in a fully transparent manner, and have the power to direct the police commissioner to impose discipline

Part 2: Office of Police Inspector General

Develop an Office of Police Inspector General that is well-funded, independent, and has the authority to audit, inspect, evaluate and investigate the activities, records, policies and data collected by the Police Department, receive copies of all complaints and communications with complainants, and to track and monitor systems of complaints and investigation.

Part 3: The STAT Act

Police departments must collect comprehensive data on all facets of police/civilian interaction, publish the raw comprehensive data on their websites, and hire independent vendors from local institutions of higher education to analyze the data, prepare written reports, and inform the public and county legislatures. This includes data on traffic, pedestrian and bicycle stops, on 911 calls, on use of force, complaints, police in schools, hate crimes, and language access.

Part 4: Public Safety Committee Oversight

Charge the Public Safety Committee with more active and engaged oversight of police departments. Best practices include: requiring data collection, reporting of raw data to the public, and engaging in independent analysis of the data. In addition, the Public Safety Committee hold public hearings whereby the Police Commissioner is required to sit, provide data publicly, and answer questions from members of the PSC and the public about policing practices and policies.

Part 5: Internal Affairs & Complaints

Remove complaints and investigations from the police department and create a CCRB and an inspector general's office. Until these are in place ensure that all complaints are handled by internal affairs units and not precincts, share all complaints with the Public Safety Committee, and publish comprehensive data about complaints, investigations, and outcomes on the police department websites.

Part 7: Liability Insurance

Mandate personal liability insurance for all officers and make it a contingency of employment. Departments should cover the average premium cost, provide reimbursement to officers whose premiums are below the average costs, and collect reimbursement from officers whose records lead to higher premiums.

Part 6: Right to Know Act

Pass The Right to Know Act (ID Law and Consent to Search Law) in both counties. Officers must provide their name, rank, command, date, and reason for the stop at the beginning of all encounters with civilians. They must ask if interpretation is needed and then provide it, and document all stops that do not end in arrest. In addition, warrantless searches should not happen without signed informed consent.

Part 8: Community Survey

Prioritize community surveys ensuring that all relevant communities are surveyed on a regular basis and that an impartial local institution of higher education is hired to develop, administer, and analyze the survey. These community surveys must measure how satisfied people are with how they are treated by police and how police handled their issue; civilian judgments about procedural justice; and people's experience with language assistance.

Part 9: Use of Force

Adopt best practices, language, and training to bring Use of Force policies in line with nationally proven standards. Require officers to exhaust all alternatives before resorting to use of firearms. Require comprehensive Use of Force data reporting. Create and require a Use of Force continuum that restricts the most severe types of force to the most extreme situations and creates clear policy restrictions for each weapon and tactic, as well as require warnings prior to the use of firearms.

Section 4: Transforming the Enforcement of Hate Crimes, Non-Designated Crimes, and Incidents

Codify existing and/or non-existing policies mentioned in the plan into legislation, and LI police departments should fully implement. This includes: police must properly identify and report hate crimes and incidents; map and track hate crimes, non-designated offense, and incidents to see trends, prevent future events, and to provide an accurate picture of hate offenses in the county; communicate with the public to protect and warn communities, support the victim, their family, and the entire community; and develop rehabilitation and prevention programs with government, nonprofits and faith communities.

Section 5: Transforming the Treatment and Safety of Transgender, Non-Binary, and Intersex People

Develop a policy that provides safe and respectful treatment for transgender, gender non-binary, and intersex people in a manner appropriate to the person's gender identity and/or expression. In short, develop and implement policies that ensure gender-expansive community members receive the same treatment as cisgender persons. Explicit detail is mentioned in the plan.

Section 6: Ending The Use of School Resource Officers: The Case For Police-Free Schools

Eliminate the SRO program and other programs that place police officers in schools, and redeploy funds spent on School Resource Officers to build Transformative Justice programs that avoid the criminal legal system, and increase social-emotional learning programs in schools and other supports that improve student behavior by meeting students' needs.

Section 7: Language Access

Develop and implement a comprehensive Language Access Plan that ensures accessibility to non-english speaking community members and provide transparent data regarding the usage of bilingual resources.

Section 8: Building Authentic Trust & Legitimacy Within Communities

Build authentic trust and legitimacy within communities by transforming the policies and practices of LI police departments.

Section 9: Technology and Social Media

Implement best and most up-to-date practices in leveraging technology and social media platforms to promote transparency.

Section 10: Hiring, Training, and Education

Implement a set of policies and practices that ensure diversity and accountability within hiring, and promote comprehensive training that focuses on the needs of communities in the 21st century.

Section 11: Officer Wellness & Safety

Implement policies and practices that ensure the mental well-being of police officers.

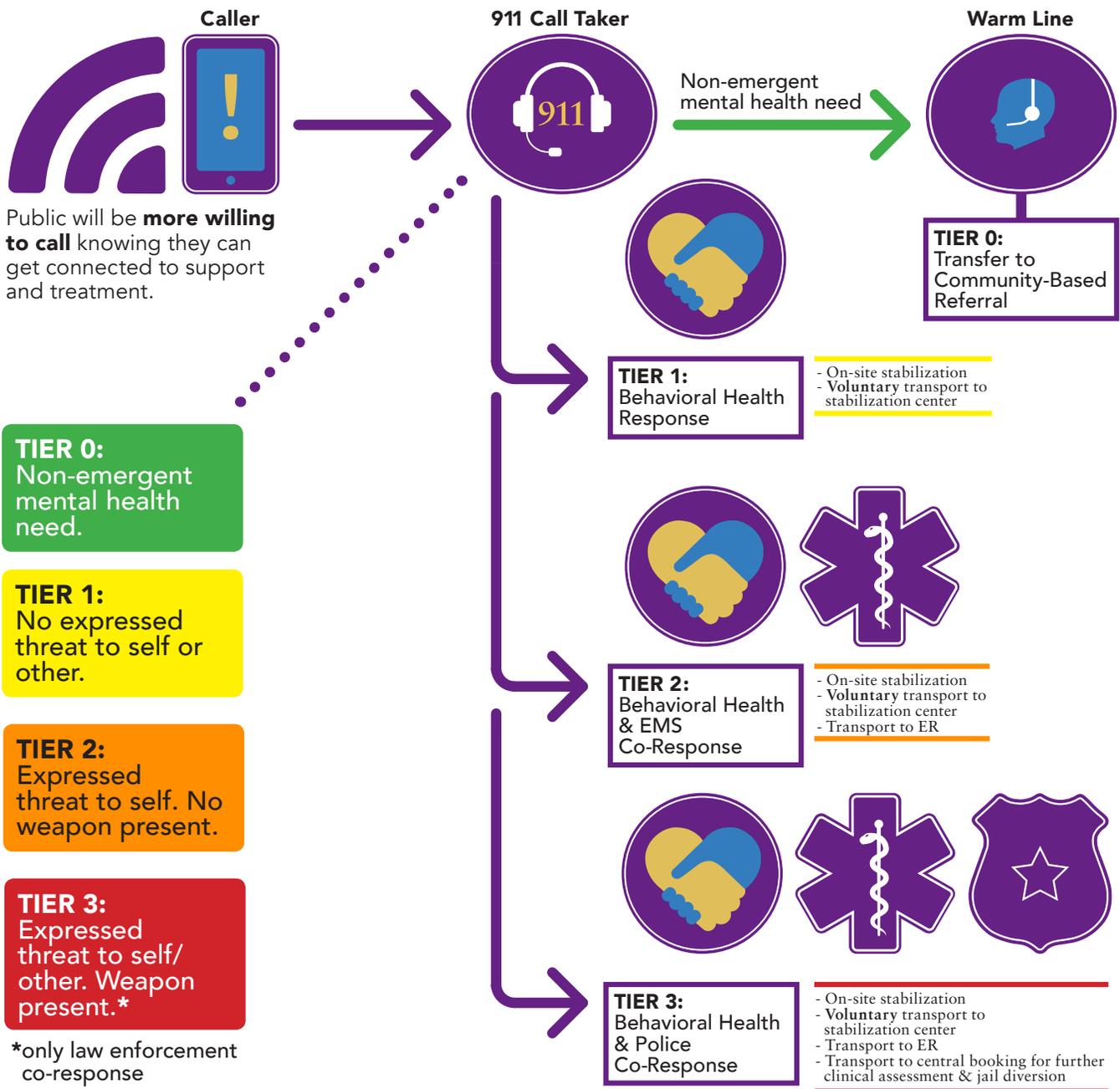
Section 12: Continued Reinvention: An Equity & Safety Task Force

Develop a permanent, County-based Equity and Safety Task Force should be created through codification. It must use an equity-informed, "continuous reinvention" framework to assess the impact of safety reforms and recommend. This means the reform and reinvention mandated by Governor Cuomo's Executive Order is always ongoing. This task force would be research-based and would:

- i. Review data on key safety indicators.
- ii. Solicit community feedback and dialogue
- iii. Identify best practices to ensure holistic public safety
- iv. Recommend new initiatives and assess impact

Transforming Crisis Response

for mental health, substance abuse, & homelessness



Components of Proposed Model:

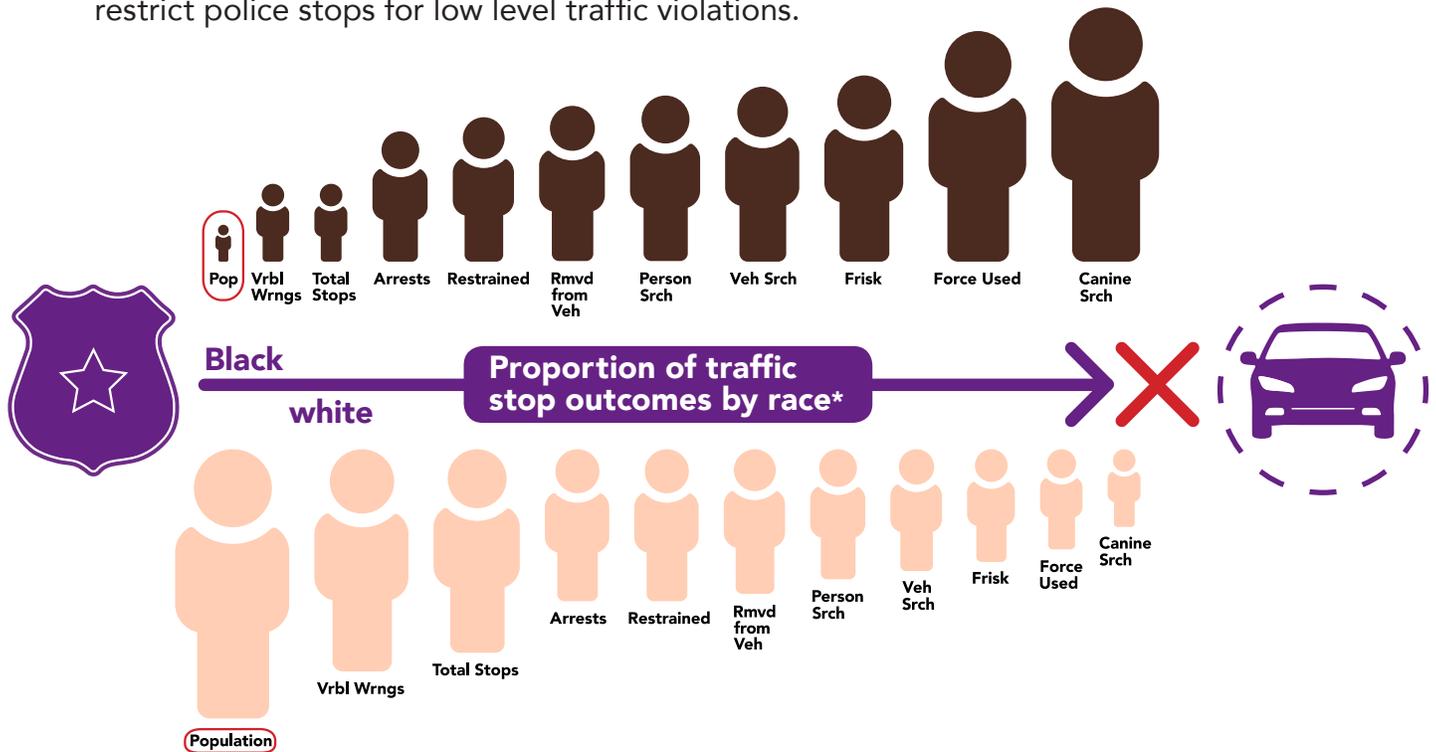
- 1. 911 Call Centers:** implementation of five strategic reforms that ensure call-takers are equipped to holistically assess callers in crisis
- 2. First Responders:** creation of Behavioral Health responder teams composed of clinical professionals, certified peer specialists, and crisis responders
- 3. Criteria-Based Dispatched Response:** creation of a 3-tiered response system that dispatches the appropriate first responder to match the risk posed by the individual in crisis to self/other
- 4. Data Collection and Transparency:** collection and reporting of comprehensive, publicly available data on all 911 calls, inclusive of which calls receive crisis response, which response is made, and the outcome of the response

Benefits

- **End criminalization** of mental illness, substance abuse, homelessness.
- **Supportive, non-traumatic interactions** with community members in crisis
- Linkages to long-term support services
- **Cost Savings!** Reduce cost to taxpayers.
- Increased police efficiency by reducing time spent responding to non-criminal matters.

Transforming Traffic Enforcement

1. Bar police officers from engaging in **Pretextual Stops**. Police currently have broad leeway to search drivers & vehicles. Pass legislation to restrict police stops for low level traffic violations.



2. Explore options for **unarmed traffic officers** to enforce routine traffic laws and respond to traffic incidents.

- Transfer the Enforcement of Civil Traffic Laws and Traffic Incident Reporting from armed law enforcement to **unarmed Traffic Officers**.
- Berkeley (CA), Cambridge (MA), & New Orleans (LA) are already piloting such *civilian* agencies.



3. Increase **data transparency**.
- Collect, publish & analyze data according to the STAT Act.
 - Develop **monthly public reports** regarding traffic stops, outcomes, and use of force by demographics & neighborhood.



Reinvest traffic revenue into under-resourced Long Island communities.

- Use *road design* to mitigate violations in the first place &:
- Develop a **voucher program** for equipment failure in place of ticketing.
- Install day-fines that vary in fee **based on the income** and wealth of violators.

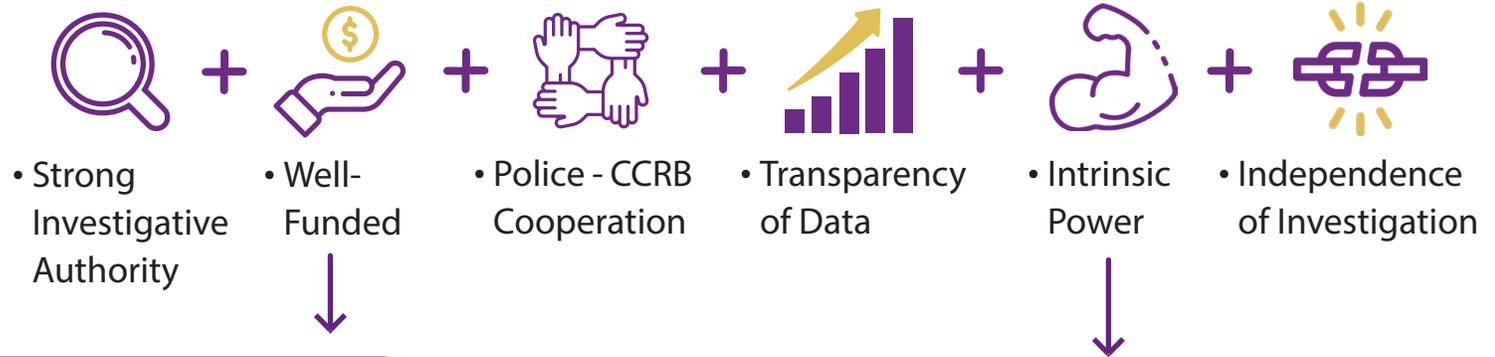


*United for Justice and Policing's analysis of SCPD traffic stop data for the first 3 quarters of 2020

Civilian Complaint Review Board

The purpose of the CCRB is to fairly and transparently resolve allegations of police misconduct in a manner in which both the public and the police department have confidence.

Formula for a successful CCRB



Many CCRBs fail because they are financially unable to conduct the necessary investigative work to be effective. Long Island CCRBs will not suffer the same budgetary anemia.

Rather than issuing non-binding recommendations, Long Island CCRBs will have the power to direct the Police Commissioner to impose discipline.

Process

COMPLAINT: Victims or witnesses of police misconduct file a complaint

- Complaints can be filed electronically, by paper, or by phone
- Complainants are informed of the status of their complaint from start to finish
- A record of every complaint is kept

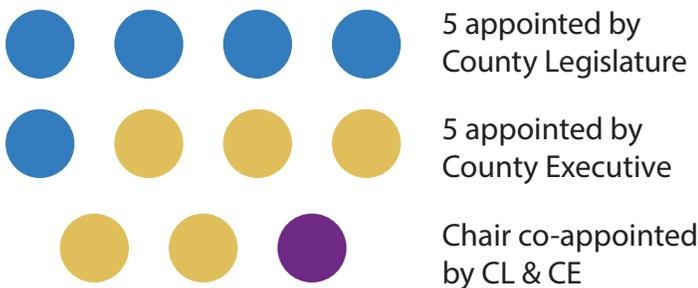
INVESTIGATION: CCRB members & staff investigate the complaint by holding hearings, taking testimony & assembling records

- CCRB investigates misconduct including but not limited to excessive force, abuse of authority, harassment
- CCRB employs investigators that request records, interview relevant parties, issue subpoenas and can go to court to require compliance.

REPORT & DIRECTIVE: After investigation, the CCRB assembles a report and disciplinary directive

- CCRB reports if there are substantiated allegations of misconduct.
- If so, CCRB directs discipline or other action to be implemented by the Police Commissioner
- Reports of substantiated misconduct are public

Composition



Members will be residents of the county, reflect the diversity of the county's population & have no ties to law enforcement

Restorative Justice

Police Officers and alleged victims of misconduct can avoid a CCRB investigation in most instances by participating in mediation



Often, victims just want to confront their perpetrator and receive an apology and assurance of changed behavior

Right to Know Act



Police Stops are, oftentimes, conducted in an arbitrary, pretextual fashion lacking the legal requirement under the Fourth Amendment requiring reasonable suspicion. These encounters too often result in escalation. To date, there are **no accountability or transparency requirements** around either pedestrian or vehicle stops at the scene, and people who are being stopped have no rights to receive information concerning the stop.

Requiring Officers to **Identify Themselves**



- Officers ask if interpretation is needed **immediately**.



- Officers **verbally** provide name, rank, command, date, reason for stop, duration of stop and outcome.
- Officers use a checklist to **be registered with their Dept. upon return** (recording that the checklist was completed).

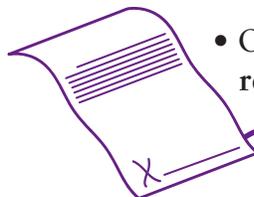
Requiring **Consent Prior to a Search** of a Car, Body, or Possessions



- Officer verbally informs an individual of their right to **provide or not provide consent** to be searched.



- Officer informs individual that a search won't be conducted without consent, **checks to be sure individual understands and provides interpreter** if necessary.



- Officer secures a **signature providing consent** or **verbal recording** for those with disabilities.



All components of this policy include **data collection and reporting**, and sharing with oversight entities.

Inspector General

Nassau and Suffolk Counties are responsible for two police forces among the largest in the country yet they operate with very little oversight, data reporting requirements, or accountability measures. It is important to institute a system of oversight which would optimally include a CCRB and comprehensive Public Safety Committee oversight, coupled with a strong Police Inspector General's office.



Powers and Duties to include:

- Authority to audit, inspect records, policies and data.
- Receive and track **all complaints, investigations, and communications** with complainants.
- Require public employees of the P.D. to report info. regarding **fraud, corruption, and illegal acts**, with requisite whistleblower protections
- **Analyze and evaluate data**, write reports and publicly issue reports to a CCRB, the Public Safety Committee of the Legislature, and place reports on the county website.
- Receive all reports and data on **police activities in schools** including discipline and arrests.

A strong Police Inspector General's office would have:

- **The appointment process is transparent** and done by committee comprised of Executive and Legislative branches, community members, and relevant experts.
- Powers granted include **subpoena, investigative, and reporting.**
- Powers include **access to all government agency records.**
- **Protection of employees** under whistleblower laws.
- **Dual reporting role** to the Executive and Legislative Branches
- and will be **funded fully.**

STAT Act

Law Enforcement agencies have **only recently been required to collect data** on Use of Force incidents, based on the passage of the Police Statistics and Transparency Act (STAT Act) in June of 2020. Passing a comprehensive STAT Act at the local level would require both collection and reporting of information:

both counties need to be *transparent about their policing practices* including traffic stops, pedestrian stops, bicycle stops, 911 calls, civilian complaints, use of force incidents, hate crimes, surveillance technologies, asset forfeiture, language access, and police/SROs in schools.



- Police Departments should be required to collect, maintain, and publish data on **all police actions**.



- The vendor to perform the analysis of *published raw data* needs to be selected from proposals by local institutions of higher education and the **process should include community advocates**.



- The **Public Safety Committees** shall be charged with oversight of the practices of the police department, including practices identified in analysis of published policing data.

Specific **data collection** proposals:

- Data must be collected on:
 - all officer-initiated stops resulting in detention; all calls for service; all IAB (Suffolk) / IAU (Nassau) Complaints; Surveillance Technologies; Hate Crime, Hate Incidents, and non-designated hate offenses; Language Access requests, responses, and use; and Asset Forfeiture

Specific **data reporting** proposals:

- Each Police Department shall maintain a database containing all information for police-civilian contacts
- The raw data shall be published quarterly on the police department's website (in delimited text format data files)

Specific **data analysis** proposals:

- Each Police Department shall hire a qualified local public or private college or university to perform a bi-annual analysis of the data collected and reported

Specific **oversight** proposals:

- The Public Safety Committees shall perform oversight of the policing practices and policies those depts.

Public Safety Committee Oversight

The police cannot police themselves. Oversight should be done by the legislative branch.



The role of the Legislatures:

- Legislating standards for **police practices**.
- Demanding ongoing **data collection** and **reporting** on those practices.
- Requiring **reporting by the commissioners** of the respective departments on a regular basis at hearings.
- Ensuring **independent** and unbiased analysis of the data on police practices.
- Engaging in legislative inquiries where needed.

Recommendation: **Public Hearings**

The Public Safety Committee of the legislatures should hold ***bi-annual*** public hearings about policing.

Prior to the bi-annual public hearing:

- Require the **publishing** of all the policing data on the police **department website**.
- Require a **written report** analyzing the published data with particular attention to trends and to racial bias in outcomes.



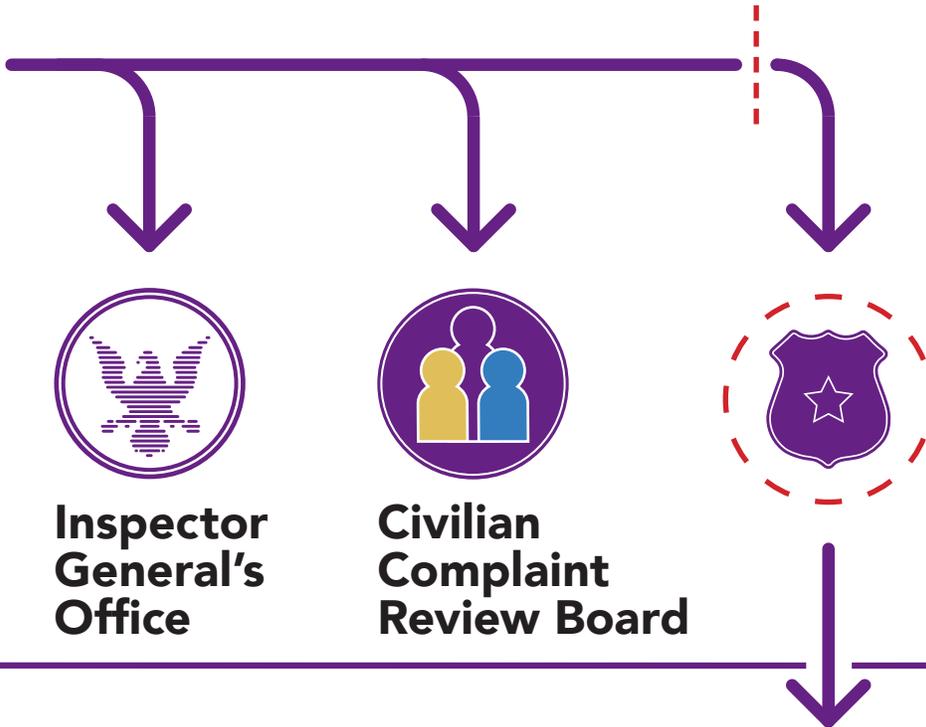
At the bi-annual hearings:

- Require the Police Commissioner to **provide data** (outlined below) & **analysis publicly** and answer questions from the legislature and the public.
 - List of databases used to collect all data, with outline of what each database collects
 - Use of Force, Traffic / Pedestrian / Bicycle Stop, SRO, Complaints, Surveillance Technologies, Language Access, & Asset Forfeiture data, collected as recommended in the STAT Act section of The People's Plan.

Internal Affairs / Complaints

Police do not do a good job of policing themselves. Access to the complaint process can be denied. Complaints are routed out of internal affairs units and back to local precincts where they are too often resolved in officers' favor. There is no oversight by legislators or civilians. The public is kept in the dark while counties pay out enormous sums in settling police brutality cases. The public is paying for that.

Remove complaints & investigations from the police department and create a **C.C.R.B.** and an **Inspector General's office.**



**Inspector
General's
Office**

**Civilian
Complaint
Review Board**

If investigations remain within the police department,

- Remove investigation authority at the precinct level.
- Share **all complaints** with the Public Safety Committee of the Legislature as they arrive.
- Share **all communications with complainants** with the Public Safety Committee of the Legislature as they are transmitted
- Public Safety Committee of the Legislature should establish a **process and tracking system** to monitor the complaint and investigation process.
- Police Department must **report publicly* all data** on complaints including outcomes for every category of complaint & outcome with their respective demographics and population percentages.
- Notify complainants of progress and authority overseeing investigation **every 30 days.**
- Complete all investigations, with resolution, within **180 days.**
- *In Nassau*—Provide access to Blue Team Tracking System to all oversight entities: CCRB, Inspector General's office, Public Safety Committee of the Legislature, and County Executive's office.



*on the website & to the Public Safety Committees of the Leg. in a public hearing

Liability Insurance

Implement mandatory police officer personal liability insurance.

Goals:

- * Hold police officers accountable.
- * Force officers with *histories* that indicate dangerous or violent behavior, to either adopt safer practices and methods of policing, or leave the profession.

Current disciplinary actions are not effective because they **do not hold officers accountable.**



^ Rather than municipalities paying *millions* of taxpayer dollars each year to settle misconduct cases perpetrated by police officers.

- Officers with *histories** in policing that create a higher premium would be responsible for **paying the difference** between their premium & their department average.



- The cost of the **average premium** for coverage would be covered by the municipality.
- **Total transparency** concerning an officer's and or police department's history and performance **must be a term of condition** when applying for insurance.



- Insurance companies can offer **reduced premiums** to officers who attend appropriate risk management, de-escalation trainings and programs.



- Individual officer's premiums would be calculated considering their policing *history*.
- Incidences leading to higher premiums include: settlements of any kind against an officer; formal misconduct complaints whether they resulted in disciplinary action or not; misdemeanors, charges, and felonies relating to violence or misconduct of any kind (assault, battery, domestic abuse etc.)
- Officers with histories that create a lower premium than the department average can receive the difference as additional take-home pay.

Community Survey

Community surveys are an important part of building good police-community relationships. The Nassau County Police Department has not committed to surveys of the community. The Suffolk County Police Department committed to these surveys as part of the 2014 Consent Agreement with the U.S. Department of Justice, yet there have been extended delays in developing and distributing the survey.

SCPD & NCPD **must conduct community surveys** on a regular basis.

Prioritize the **Community Survey** in police dept. budgets.



Implementation:



Hire a **local institution** of higher education to produce and administer the community survey and analyze the data.

Include **open-ended questions** in the survey.



Include residents **under the age of 18** who have had contact with the police department through an arrest or through contact at school in the survey sample.

Include **Black and Latinx communities** as target populations.



Include people who have **been arrested** in the survey samples.

- Ensure the survey vender or police department release all the **raw data** from survey results.

- Ensure that community surveys continue to be done, as recommended here, on an **annual** basis.

Surveys must:

- Measure **how satisfied** people are with how they are treated by police;
- How police handled their problem;
- Judgments about **procedural justice**;
- Measure language assistance effectiveness.

Use of Force

Correcting Use of Force policies and practices has been proven to be an effective means to **lower incidences that threaten human life.**



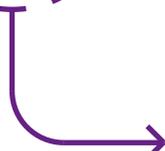
Police Departments represent the awesome power of the state and also **possess the power to take life.**



1.



- Clearly define “police use of force.”

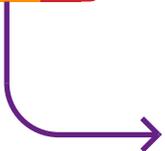


- Expressly stipulate that the deprivation of an individual’s liberty to continue on their way during a police inquiry constitutes the use of force.
- Include a reference to preserving and respecting the sanctity of life of **all individuals** served by the police.

2.



- Have a **clear policy** on minimal reliance on force, alternatives to forces, factors to consider in use of force, drawing and pointing firearms, duty to render medical assistance and duty to intervene.



- Establish a Use of Force **continuum** and train all officers to use it in the field.
- Require officers to **exhaust all alternatives**, including non-lethal and less lethal strategies, before resorting to use of firearm.
- Require **warnings** prior to **use of firearm.**

3.



- Have a clear and detailed outline of how the police department interacts with the public after a **deadly Use of Force incident.**
- Require **comprehensive Use of Force data reporting**, including every incidence of Use of Force, a threat of Use of Force, and display of a firearm.
- Publish all **raw use of force data** on the police department website quarterly and establish a process for outside independent analysis of the data.



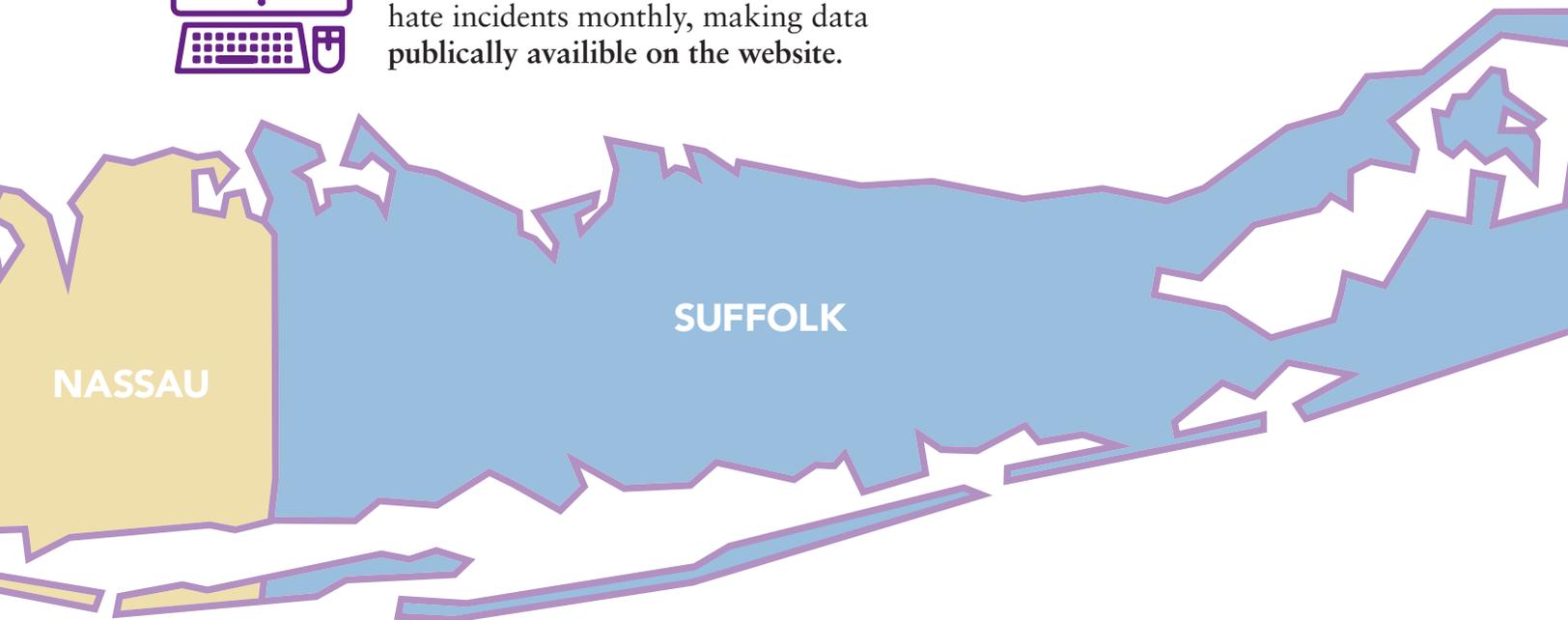
Hate Crimes

Codify existing and/or non-existing policies below into **legislation**, and **fully implement them** by the Long Island police departments.

- 
 - Hate Crimes, Hate Incidents, and nondesignated hate offenses, should be classified *correctly* following the New York State law.

- 
 - All incidents in which a noose is displayed or swastika graffiti is inscribed on property* should be classified, recorded, and reported as **Criminal Mischief** and counted as a **Hate Crime**. In cases of arrest, record the charge.

- 
 - Hate Crimes Units must update and *map* hate crimes, non-designated offenses and hate incidents monthly, making data **publically available on the website**.



- 
 - All officers and supervisory staff must receive **annual training** in hate crimes and incidents policy and law.
- 
 - Implement prevention, restorative justice programs & community info. sharing.
- Outside consultant must **advise, retrain and support** the unit.

*without the express authorization of the property owner

Trans., Non-Binary, & Intersex Safety

The Gender-Expansive community consists of people whose **personal identity does not match the sex and or gender assigned to them at birth**. It refers to many types of people including Transgender, Gender Non-Conforming and Non-Binary, and Intersex people. The most important issue when dealing with gender-expansive people is providing **respectful and equal treatment**.



Respectful Treatment

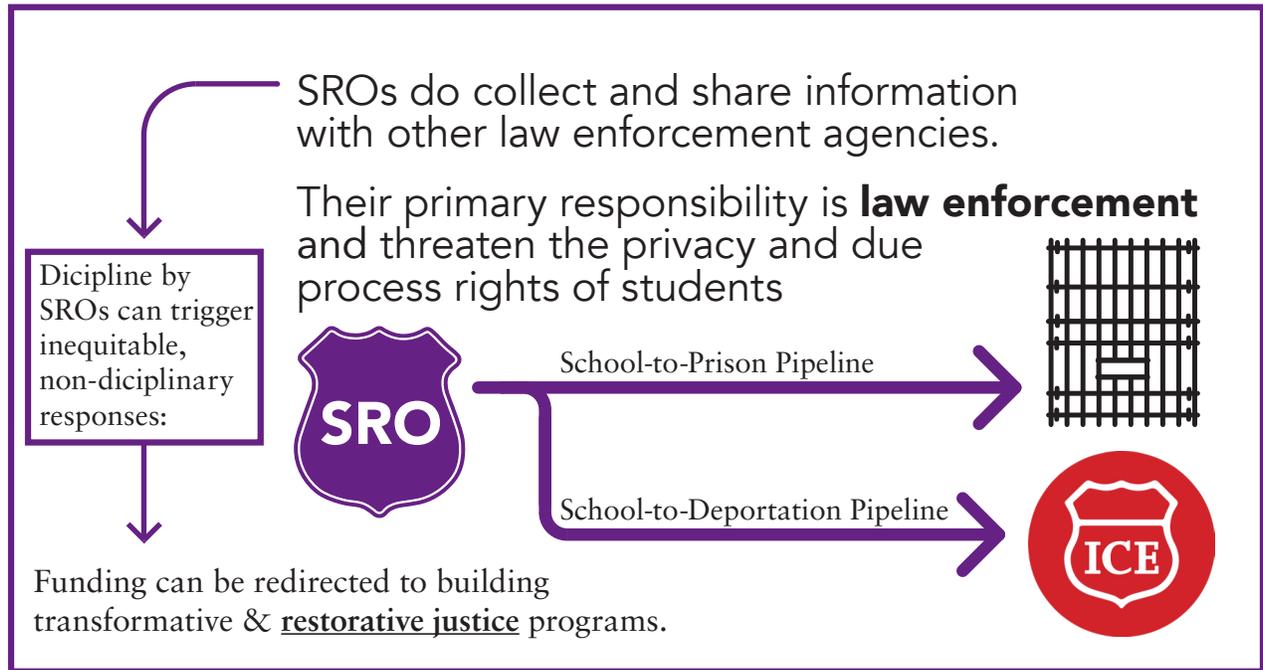
- Professional **directions regarding appropriate behavior** while interacting with gender-expansive community members and the consequences of failing to comply.
- Specify the use of the individual's **chosen name and pronouns**.
- Prioritize respectful search and frisk; **transporting** of individuals; **holding / housing placement; restroom use**; removal of appearance-related items; use of segregated cells / solitary confinement / restricted housing; allowing arrestees to retain and or take **prescription items** while in custody, including prescription **hormones**; and providing medical attention with urgency and respect.
- Create full and regularly scheduled training of all staff on transgender, intersex, and gender-nonbinary issues including **during** “search and seizure” training and “cultural sensitivity” training.
- Create clear procedures for **community members to report discrimination** or disrespectful treatment.
- Anonymously track **all complaints** concerning the quality of police services on the basis of gender identity, gender expression, and or sexual orientation.
- Create a commitment to inclusion by **recruiting and hiring** gender-expansive people.



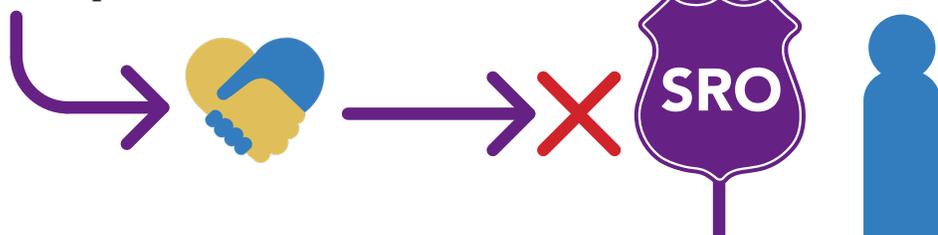
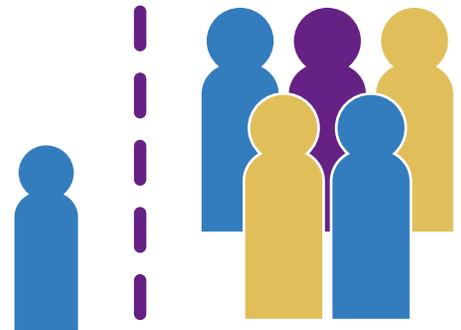
SROs Suffolk

Get cops out of schools.

School Resource Officer (SRO) programs should be eliminated and police should be limited to responding to schools' calls for service; the regular, daily presence of SROs is **not necessary** under New York State Education law to participate in a school safety plan.



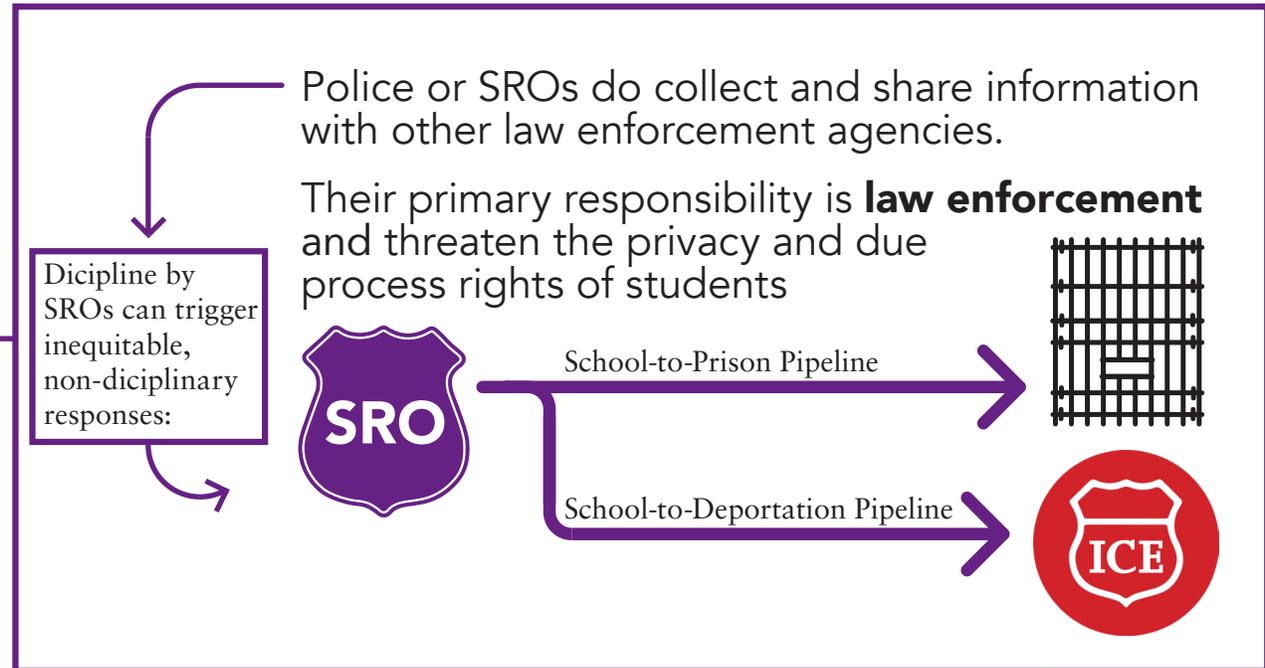
- SROs do **not** prevent school shootings.
- SROs do **not** prevent crime at schools.
- SROs should **collect & share data** of activity in schools
- SROs **alienate students** from their school community →
- SROs should not play a role in school discipline. *See above.*
- SRO encounters **trigger stress, fear, trauma, and anxiety** for Black and Brown students, and **erode their educational performance.**



SROs Nassau

Get cops out of schools.

While the Nassau County Police Department **does not have a formalized SRO** (School Resource Officer) **program**, most schools have some form of a security officer, and in some districts, they are nevertheless **connected to either local department or the NCPD**.



- Police contact with students should be **eliminated**.
- **NCPD nor any other department** should play no role in school discipline. *See above.*
- All police activity and contact with youth should require a **data collection and reporting component**.
- Nassau County should **actively support** the “New York For All Act,” which prohibits immigration enforcement by local authorities.
- Police contact with students should be at the least regulated, at the most, eliminated.
- While police are being phased out, Model MOUs (required by law) should be publicly posted on police & school websites, **prohibiting security officers from disciplining children**.

The Commissioner states, in his new police reform proposal, “The NCPD Homeland Security Unit and Problem-Oriented-Policing officers work closely with all fifty-six (56) school districts, particularly **involving matters of student discipline.**” (p. 37)



Language Access



It is critical that the public be able to communicate with law enforcement and the public receive **timely and accurate assistance in a language they understand**. This may be through the use of professional interpreters or trained bilingual personnel. Translated written materials and signage must also be provided. Language access saves lives.

What Happens When Language Access is Denied?

- Lives are placed in peril.
- Victims are unable to get **Orders of Protection** or **Immigration Relief**.
- **People are unlawfully arrested**, especially in low income Black and Brown communities.
- Arrests may lead to deportation and family separation.
- **Children are placed in jeopardy**, including those who are missing or abused
- Victims and their families are **retraumatized**
- Crimes go unreported.



Proposal and Implementation

- Stop using Children as Interpreters.
- Provide **timely and accurate** language assistance to all.
- Show **greater respect** toward immigrant communities.
- Greater accountability when access is not provided
- Thorough investigation and timely processing of complaints with updates in the individual's language
- Officer must read back **entire incident reports** in person's language to ensure accuracy
- Hire and train more bilingual and bicultural personnel & **test for language proficiency**
- Conduct/increase internal audits
- Collect and share data by department, precinct and unit regarding Language Line usage
- Develop a comprehensive language access plan & training (NCPD)
- Translate complaint forms and other vital documents and make available to public (NCPD)
- Address and root out Internal bias in the department. This may require federal oversight of the NCPD and increased oversight of the SCPD.
- Quality interpretation at all community meetings



"I asked for an interpreter and the officer said no, this is the USA. We speak English here."

"I had to call the police three times because my husband was abusing me. They used my children to interpret and said they could not make him leave because we were married."

Building Authentic Trust & Legitimacy

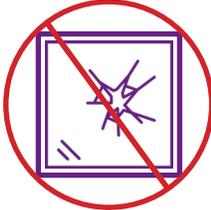
Implement **community centered policing practices/policies**.



Implement crime prevention programs that give control to communities.

Solicit feedback from the community. Collect & produce reliable, comprehensive data which fully and properly evaluates the impact on all segments of the community.



1.  **Eliminate the Broken Windows policing model** → Promote “*least harm*” strategies:
- encourage issuing warnings & citations, informally resolve minor infractions & altercations

Broken Windows policing is “a decades-long focus on policing minor crimes and activities” which “has led to ... **over-policing of communities of color.**”*

Update domestic violence protocol:
During police contact, departments should provide at least two domestic violence hotlines & two hard copy resources to all individuals involved.

2.  • Evaluate and implement **Crime Prevention Programs:**
address the *root causes* of criminalized behavior by meeting community member needs

→ low socioeconomic opportunity, lack of infrastructure, lack of rigorous and 21st century educational institutions, lack of access to medical care & mental and behavioral health treatment, etc.

& Build out:

- Pre-Arrest Diversion Programs
- Peacemaking Courts
- Holistic Community Court
- Expand existing Diversion Programs



3.  • **Transform the Culture of Policing**

 Create a code of conduct related to off-duty behavior

→ **Acknowledge wrongs committed by the department and harm done to community *both past and present.***

* “criminalizing ... minor offenses and harmless activities like sleeping in parks, possessing drugs, looking ‘suspicious’ or having a mental health crisis.”

“End Broken Windows Policing,” Campaign Zero, accessed Feb. 8, 2021, www.joincampaignzero.org/brokenwindows

Technology and Social Media

Transparent data collection is the key



Recommendations included:

- Perform an **appropriate and meaningful data evaluation** for public consumption.
- Use social media platforms to update the community on relevant police activity to make it **publicly accessible**.
(including but not limited to traffic stop data, [virtual] town halls, and other such information)
- Use social media for authentic engagement with the community, **telling the story of the *community*** and not solely on the department's activities and those of its employees.
- Use social media and data collected to **evaluate and detect racial disparities and biases** in regards to all protected classes and all relevant data in policing practices.
- **Act proactively** and become **forward-thinking** in making data available to the public to establish communication with the community and good digital community relations.



All relevant data:

- This could include (but not be limited to) data regarding police disciplines, shootings by officers, firearm discharges, civilian injuries, use of force incidents, racial / ethnic / gender / sexual orientation / gender identity, slurs, and officer stops, searches, and or arrests
- Data should be collected for fields that deal with protected classes and should be **made accessible to the public** (without a FOIL request). This information should be **updated at least quarterly**.

Police Hiring, Training, and Education



Implement hiring practices and policies that **increase diversity & accountability.**

Hiring



Training

- Develop partnerships with training facilities to promote consistent standards for high quality training and **establish innovation hubs.**
- **Engage community members** in the process and provide leadership training to all personnel **throughout their careers.**

Police officers that participate successfully in an FTO program will have an improved self-image, perform better, & will be **better able to contribute to the safety and welfare of citizens.**



- Support the development and implementation of **standardized, high quality, broad** improvised Field Training Officer (FTO) Programs that address police culture and **procedural justice.**
- Focus on **de-escalation techniques**, implicit bias encounters, **use of force**, the handling of EDP's and respectful treatment of houseless folks.



- Partner with **institutions of higher education** to make a postgraduate institute of policing for senior executives, preparing them to lead agencies in the 21st century.

Education

- 1. Emphasis on policing in our democratic society:**
 - detailed **historical focus on the significance of slavery**
 - the oppression of Black and Brown folks
 - the role police *continue* to play in perpetuating that oppression

- 2. Ensure both basic recruit and in-service training incorporates content around topics like:**
 - in-depth exploration of **implicit bias**
 - cultural responsiveness
 - the *disease* of addiction

- 3. Incentivize higher education**
 - GI Bill type program
 - **loan forgiveness** and repayment programs
 - recruitment through community colleges

Officer Wellness & Safety

Positive **officer well-being** leads to efficient policing in communities.

Create a **comprehensive plan** to address **officer well-being**.



- Utilize an **independent organization** of mental health professionals
- Utilize resources available such as CRI-TAC Collaborative Reform Initiative of the Department of Justice's (DOJ) Community Oriented Policing Service (COPS Office) www.collaborativereform.org

1.



Police departments must **identify problems**.

- **Acknowledge there is a problem:**
Change the culture of denial of the need for officer wellness.
- **Answer:**
 - Why officers are committing **suicide**?
 - Why are officers **aggressive towards the community**?
 - Why and how do officers who are minorities face challenges with their peers and in the community?
 - etc. (utilize **mental health professionals** to ask the right questions)



2.



Address the **root causes** of the problems & consistently address **officers' mental health**

- Seek the input of experienced **mental health professionals**
- Offer year round resources for officers; require **mandatory counseling, mental health check ups; confidential hotlines** for officers, etc.
 - resources could include: Blue H.E.L.P., Valor for Blue, and Blue Wall Institute



Effectively handle traumatic events

- Reduce the stigma of seeking help.
- Officers can't self-identify their inability to cope; *others* must assist in the process.
- Provide a process for **referring officers (& their families) to mental health professionals**

Permanent Equity & Safety Task Force

A permanent, County-based Equity and Safety Task Force should be create and use an equity-informed, “continuous reinvention” framework to assess the impact of safety reforms and recommend. This means the reform and reinvention mandated by Governor Cuomo’s Executive Order is always ongoing.



Research Based Reinvention

1. Define the problem and analyze root causes or issues.
2. Measure the current performance of practices that have been identified as a problem.
3. Determine and implement improvements, analyzing if those changes are actually producing improvements.
4. Maintain the improved process, then define any problems with the new process.
Begin again at step 1.



Proposed Powers and Duties

1. Review data on key safety indicators.
2. Solicit **community** feedback and dialogue
3. Identify **best practices** in safety innovations in the U.S.
4. Recommend new initiatives and **assess impact**



Benefits:

Create a persistent focus on whether benefits from reform have positive and equitable impacts **across communities and populations.**



Create reform from a holistic team of Task Force members with **diverse set of experiences** and perspectives collectively focused on community safety

