

NYC - Civilian Complaint Review Board
May 13, 2020

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CIVILIAN COMPLAINT REVIEW BOARD

PUBLIC MEETING

MAY 13, 2020

6:33 P.M.

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HELD VIA VIDEOCONFERENCE

B E F O R E:

FREDERICK R. DAVIE, CHAIR

JONATHAN DARCHE, ESQ., EXECUTIVE DIRECTOR

Transcribed by:

Elbia Merino

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PUBLIC MEETING AGENDA

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1. Welcome & Virtual Meeting Protocol
2. Call to Order
3. Adoption of Minutes
4. Report from the Chair
5. Report from the Executive Director
6. Presentation on COVID-19 from NYC's
Community Affairs Unit
7. Presentation from Outreach on the CCRB
8. Presentation from Policy on Data
9. Comment from Community Groups
10. Public Comment
11. Old Business
12. New Business
13. Adjourn to Executive Session

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BOARD MEMBERS PRESENT

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Rev. Fred Davie, Board Chair, Mayoral Designee

Jonathan Darche, Esq., Executive Director

Erica Bond, Esq., Board Member

Corrine A. Irish, Esq., Board Member

Angela Sung Pinsky, Board Member

Joseph A. Puma, Esq., Board Member

Michael Rivadeneyra, Esq., Board Member

Nathan Joseph, Board Member

Willie Freeman, Board Member

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MR. DAVIE: Good evening, and welcome to the CCRB's main board meeting. I'd like to call this meeting to order. I know that this is a bit of a departure from the norm, so I'd like to ask two things.

One, that you bear with us as we navigate the technology this evening. And two, I'd like to thank all of those in attendance for their willingness to adapt so that we can have this discussion about police community relation.

I'm Fred Davie. I'm the chair of the board. And before we get started, I'd like to first and foremost give a warm welcome to our newest member of the board, and that is Police Commissioner Designee, Mr. Willie Freeman, who is joining us tonight for his first board meeting. So I'd like to give Mr. Freeman the opportunity to say a few words.

MR. FREEMAN: So I'd like to thank

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everyone. I consider this a very high honor to have been tapped to serve my city in this capacity. I've been a member of NYPD for over two decades. I have the utmost respect for the department and wholeheartedly believe that the review board plays an invaluable role, making the best police department in the entire world.

That being said, always taking in terms of -- I know firsthand, however, that there are those who have worked and have courtesy and professionalism. However, we do have a few people that we have to hold -- look and -- and be careful; those are the ones that tarnish the reputation of the department. Of course those are the ones that I really would not like to see being in the department.

My objective is to address this conduct and on and more -- ensure that only those that are worthy wear the uniform are part of -- and become a

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part of and remain a part of New York's finest team.

MR. DAVIE: Thank you, Mr. Freeman, and welcome.

MR. FREEMAN: Thank you.

MR. DAVIE: We are really pleased that you have joined us.

I'm going to pause for just a second before we introduce the other board members. I think Yojaira Alvarez from our outreach department wants to give us some instructions about technology.

Yojaira? You are on mute, I think, Yojaira. There you go.

MS. ALVAREZ: First of all, thank you everyone for attending our meeting --

(Whereupon, a connection disruption occurs.)

MS. ALVAREZ: Already some technology hiccups. But I wanted everyone to look into the chat functions found on the right side of

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your screen, bottom of your screen, there's an image of a person. You can click that and you can see all of those functions. In the chat feature, you will see a link to the closed captioning that we have available to you.

And for those in the hearing impaired community, we have two ASL interpreters. They are Jana Owen and Felice Shays. So you can pin their video via the web link that we'll send -- that -- you can hover over their screen and use a little pin on there to make sure that whenever anyone is presenting or speaking, you can see them on your screen.

We also have some assets available to you about our agenda, our policy presentation, some information on data on Staten Island, and all of that.

Everyone in attendance will be muted. If you have a specific question in regards to the

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presentation, you can use the Q and A function found on the right-hand of your screen.

During our public session, you are able to have a two-minute statement about policing the CCRB, how to better relations, all of that. You can use your "raise the hand" feature, which is found on the bottom right of your screen. If you are calling in, that function is *9. And I'll go over those instructions when we get to that part of the meeting.

Thank you so much for joining us. Back to you, Chair.

MR. DAVIE: Thank you, Yojaira.

I would like to, at the top of this meeting, to acknowledge some changes to the structure of our board that stem from November's election. And as many of you recall, the voters supported a few charter amendments related to the CCRB. And those amendments have recently taken effect.

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First, the charter now authorizes the public advocate to designate a member of the board. I'm pleased to let all of you know that public advocate Jumaane Williams has selected Esmeralda Simms, Executive Director of the Center for Law and Social Justice at Medgar Evers College, to be our first ever public advocate designee.

For the charter, she will assume this role officially July 6th, and we are very much looking forward to having her join us for the July board meeting. Rumor has it that she might be watching us live stream tonight. And if she is, I want to welcome her and say that we look forward to hearing from her in July.

Secondly, and this is also a major first for CCRB. I am honored to be the first CCRB chair jointly appointed by the Mayor and the council speaker. Those of you who are familiar with our -- the things we do here at CCRB,

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you will know that my role as chair --
in this role as chair -- of chair,
I've been here for a couple of years.

Up until now, however, the mayor
had the sole discretion over the
appointment of the chair. The charter
now requires the mayor and the speaker
to choose a chair together. And I
consider it a high honor, and I'm very
appreciative to both of them for
having the confidence to appoint me
jointly to this position. And I want
to publicly now thank Mayor de Blasio
and Speaker Corey Johnson for their
support.

I'm also grateful to have an
opportunity to serve along with my
colleagues, some of whom I've been on
this board with since I started. And
I'm going to ask them to introduce
themselves to you right now. I'm
going to start with Mr. Puma.

MR. PUMA: It's wonderful to see
familiar faces and new faces on the

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board in this slightly different
format.

My name is Joseph Puma. I am the
Manhattan city council designee on the
panel.

MR. DAVIE: Thank you, Mr. Puma.
Ms. Pinsky?

MS. PINSKY: Hi, everyone. Good
evening. I'm Angela Pinsky. I am a
mayoral appointee on the board. And
I've been here for less than one year.

MR. DAVIE: Ms. Irish?

MS. IRISH: Hello, everyone. My
name is Corrine Irish. I'm also a
mayoral appointee.

MR. DAVIE: Thank you.
Ms. Bond?

MS. BOND: I'm Erica Bond. I am a
mayoral designee to the CCRB.

Congratulations, Chair Davie.
Really thrilled to hear about your
reappointment.

MR. DAVIE: Thank you so much.
Thank you.

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Mr. Dwyer?

MR. DWYER: My name is Frank Dwyer. It's good to see everybody well. I'm a police commissioner designee.

MR. DAVIE: Thank you.

Mr. Rivadeneyra?

MR. RIVADENEYRA: Hi. Good evening. I'm Michael Rivadeneyra. I'm the Bronx city council designee to the board.

I want to say welcome to Mr. Freeman. And thank you to the outreach team and the IT team to giving us this opportunity to do a virtual board meeting. Thank you.

MR. DAVIE: Thank you.

And Mr. Joseph?

MR. JOSEPH: Hello. Good evening, everyone. My name is Nathan Joseph. I am the city council designee from Staten Island. And it's really good to see all of you guys again. It's been a long time.

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MR. DAVIE: Thanks. And welcome, again, Mr. Freeman. And Mr. Joseph, we are glad you're back.

Did I miss anyone? Did I miss any board members?

(No response.)

MR. DAVIE: All right. So as it's been said, this is the CCRB's first virtual board meeting, which we are holding in this manner to safeguard the health and wellness of New Yorkers as the City continues to combat COVID-19.

As we all know, this, in quite literal terms, is a matter of life and death for our city, our nation and our world. Having both experienced the illness of COVID-19 myself and having lost someone close to me due to complications from COVID-19, I know intimately how serious this is.

Our executive director, Jon Darche, will discuss the CCRB's operations in a little more depth

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shortly. But as chair, I want to make this clear, despite the fact that our office at 100 Church Street is closed, the CCRB is still hard at work. Our staff continues to receive complaints remotely and we remain committed to investigating all allegations thoroughly and impartially.

That said, I know some of you may be concerned about the footage of two recent incidents. One that took place on the Lower East Side and another that took place in East New York. Please know that the CCRB has received complaints related to both occurrences and is investigating.

Between the law enforcement of social distancing and the increased police presence on the trains as they are cleaned nightly, we know that COVID-19 has introduced a new dynamic between NYPD and civilians.

While we deeply appreciate the work of members of services and first

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responders, and understand the risk they take on our behalf, this does not change the fact that the CCRB will investigate allegations of force, abuse of authority, discourtesy, and offensive language upon the receipt of a complaint. Our obligation to the people of the City of New York, as set forth in the New York City's charter, demands no less of us.

Before I turn things over to Mr. Darche, I want to also express my gratitude to the CCRB staff for all they're doing to continue serving the City of New York during this trying time. From receiving and investigating complaints, to arranging this meeting and everything in between, they have been very, very hard at work. And I know that personally because I've called on them many times since the start of this pandemic.

And I want to thank all the

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members of the board, again, for all the hard work that you do. Both for this board and serving the City, but the other many ways you serve the City as well.

And then I want to thank the members of the public who are joining us this evening. We all have a great deal on our minds right now, so it means a lot for us that you are here for this discussion about policing.

Finally, I want to thank all of our city's essential workers. While many of us have been staying at home, there are folks who have been working day in and day out in the face of COVID-19. And I'll take it upon myself in this moment to express gratitude on behalf of the board and on behalf of our fellow New Yorkers.

And probably in about 15 minutes, you are going to hear, at least outside my windows, a lot of clapping and banging of pots and pans to

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acknowledge those essential workers,
health care workers and others. So we
might take a second or so at 7:00 and
do the same.

I will now turn it over to our
executive director, Jonathan Darche,
who has a few words. Jon?

MR. DARCHE: Thank you, Mr. Chair.

I'd like to thank everyone for
joining us today. This is a
challenging time for our city. But
it's still very important, the work we
do, to ensure civilian oversight of
the NYPD.

Currently, complaints are down.
Not only in Staten Island, but all
across the City. But misconduct is
still a concern. Last year at this
time, we had received 1,697 complaints
in our jurisdiction. This year, we've
only received 1,371. That is a
decrease of 20 percent.

In May 2019, we received 507
complaints, and that was our highest

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monthly number we got in 2019. So I think this month is going to be a real barometer of how the year is going to go.

As the chair said, our office is closed, but we are still accepting complaints. The best way to file a complaint is on our website at nyc.gov/ccrbcomplaint. That's NYC dot gov slash C-C-R-B, C-O-M-P-L-A-I-N-T. Or on the phone at 1-800-341-2272.

Our investigators are working remotely and are conducting civilian interviews over the telephone. Investigators continue to subpoena businesses and government entities. One of the changes that we've had to undertake on a temporary basis is we have suspended interviews of members of the NYPD. Because traditionally, they have been in person. And when we first went to work from home, NYPD had a manpower crisis -- person power crisis, so we were unable to conduct

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interviews.

And right now, we are trying to work out a solution to resume interviews before we get back to the office. And then once we get back into the office, that will allow us to function with appropriate social distancing.

There is going to be a sizable backlog of work for this agency to overcome. But I speak on behalf of the staff when I tell you all that we are dedicated and committed to addressing that backlog as fast as possible without compromising the quality of our work.

The CCRB continues to work with the NYPD to obtain documentary and video evidence. And BWC footage continues to be received. But we have not been able to implement the secure room that would have allowed us to fully implement the new body-worn camera memorandum of understanding, or

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MOU, that we think will allow us to dramatically increase the speed of which we obtained body-worn camera footage.

There's a lot of challenges facing the agency right now. But there are a lot of challenges facing the City. And I'm confident that we are going to meet that challenge.

If -- if anyone has a question or concern or wishes to have us address something during public comment, you should either raise your hand using the hand icon on your screen, wait to be called on, or type your question into the Q and A section of the screen.

And I want to thank the outreach staff, the operation staff, our IT staff for making this meeting possible. A lot of work went into it, and I really want to thank everyone on the staff who has been, on a daily basis, trying to adapt and overcome

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challenges that we've faced. And
thank you to the board for letting me
speak to you.

MR. DAVIE: Do any of the board
members have any questions for Jon?

(No response.)

MR. DAVIE: All right. Then
hearing none, before we go to our next
presentation by Deputy Commissioner
Harold Miller, I want to just do a
housekeeping thing and approve the
minutes of the last meeting.

So is there a motion to approve
the minutes of the last meeting?

MS. PINSKY: So moved.

MR. DAVIE: Is there a second?

MS. BOND: Second.

MR. DAVIE: Are there any
corrections or additions to those
minutes?

(No response.)

MR. DAVIE: Hearing none, all
those in favor of approving the
minutes, please say "aye" or raise

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your hand.

(Chorus of Ayes.)

MR. DAVIE: All opposed?

(No response.)

MR. DAVIE: Abstentions?

(No response.)

MR. DAVIE: The minutes are approved. Thank you.

Now, it's my pleasure to introduce to you someone I've known for some years now. I've witnessed firsthand his very hard work on behalf of the City of New York. He is Deputy Commissioner Harold Miller.

I'd like to thank you for joining us tonight, Harold. And I know you have some important resources to share for us.

So Deputy Commissioner, Harold Miller. Harold.

MR. MILLER: Thank you, Fred.

I appreciate the opportunity to speak to the board today and to all the members and -- and to my

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colleagues who are working on here.
Just thanks for giving me a moment to
just kind of catch folks up on what's
the latest the administration is doing
in terms of COVID-19. And there's so
much to unpack here.

I sent the team, earlier this
afternoon, a link that is kind of a
catch-all to what's happening. And
before I dive into it, just one, just
happy that you are in better health,
Mr. Chairman. And I'm glad to see
your face and know that you are doing
well, first and foremost.

MR. DAVIE: Thank you, Harold.
Thank you.

MR. MILLER: As you expressed just
now, you know we all are affected by
COVID-19. And we all know people who
have, you know, been through it. Some
of us have known people who have
passed away due to it.

And so, you know, with this virus,
a lot of the functions of the City

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have been altered. And -- but we are still functioning as a city. We are still doing a lot of the work that needs to be done to make sure that services are being delivered to those that most need it. You know, especially when it comes to something like food, shelter and things like that.

We're feeding over a million New Yorkers a day. Millions of meals going out a week. We are utilizing hotels to house those who need shelter in extreme circumstance. We are doing a lot of things that we need to do to make sure that New Yorkers are safe and stay healthy.

You know, one of the things that was announced recently was the expansion of testing sites. We are -- we want to increase our capacity to do more testing. Because the more we test, the better sense we have of who has the virus. And as we begin to do

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contact tracing and isolation, it will lead us to the road of us being able to reopen as a city.

And connected to that, many of you have heard that we are, you know, putting together a various task force that is looking on how we reopen and use this opportunity of reopening our city to address a lot of the inequalities that we are faced with.

You know, not only that have been going on currently, but has been going on for generations beforehand. And use this as an opportunity to really address a lot of it head-on. So that's the charge by the mayor to a lot of these committees that are being formed to look at how we could reopen in a responsible way.

And being able to address, you know, things that structurally were imbalanced beforehand that were highlighted during this pandemic that we can address as an administration

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over the next twenty-some-odd months
that we have left.

So if you have -- I'm not sure if
this is appropriate for question and
answer, but I'll give you my e-mail.
If you need more questions on anything
that the City is doing, you know,
connect folks to the appropriate
agencies, my e-mail is
hmillercityhall.nyc.gov.

Also, what our unit and the
community affair's unit has done since
the middle of March is sent out
nightly e-mails to our e-mail list,
giving you the latest updates on
COVID-19 related information. So if
you are interested in that, you can
let me know and I'll make sure you are
added to our e-mail list as well, so
you can get a daily e-mail from the
administration about what we -- what
the latest is related to COVID-19.

MR. DAVIE: Thank you, Howard.
Board members, if you have any

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questions, you can either raise your hand or indicate in the Q and A if you'd like to ask Harold a question.

(No response.)

MR. DAVIE: All right. Seeing none, I think -- Jerika, are there any questions from the public for Deputy Commissioner?

MS. RICHARDSON: Chair Davie, there are no questions for the deputy commissioner on his presentation at this time.

MR. DAVIE: Alrighty.

Harold, thank you so much and I'm sure that we'll be in touch by e-mail, et cetera. And thanks again for the work that you are doing and all the people who work in the community assistance unit and other parts of both the Mayor's Office and the City. So thank you for being with us.

MR. MILLER: I thank everyone here for the work that you're doing. It's important, the work that you do here

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at CCRB. And pleasure to be a part of it this evening. Thank you again.

MR. DAVIE: Thank you.

All right. So I will now turn the virtual floor over to Yojaira for a presentation on outreach of the CCRB. Yojaira Alvarez, who is our director of outreach and intergovernmental affairs.

Yojaira.

MS. ALVAREZ: Thank you. For some reason, I'm not able to share my screen. Sorin, can you help with that?

Well, as that is going, I can also just talk a little bit and distribute the slides for you in a little bit.

So I know that we talked a little bit about who we are and what we do. For those who are unfamiliar with the agency, I want to just give you a brief overview of the work that we do here.

As most of you know, we are a city

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agency independent from the police department. We are responsible for mediating, investigating and administratively prosecuting allegations of police misconduct. We are the nation's largest independent oversight entity of the nation's largest police force.

I know that you've met some of our board members as a result of the charter changes that went into effect in November. Our chart -- our board has expanded to include 15 members in total. So five are appointed by the mayor. Five are appointed by the city council. Three are designated by the police commissioner. One, which Chair Davie mentioned, is appointed by the public advocate; although her role as a member will not go into effect until July.

Finally, the chair, which you've met, is appointed jointly by the mayor and city council.

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MR. DAVIE: Yojaira, that might be an appropriate point to just do a 7 o'clock applause for all of our workers. I can hear the noise outside of my window, and I hope you all can as well.

A mighty round of applause for all of those who put their lives on the line every single day so that the 8.4 million people in New York and the probably 25 million people in metropolitan New York area can live the kind of lives that we live. So a deep, deep, deep expression of gratitude. Thank you.

Please proceed, Yojaira. Thank you.

MS. ALVAREZ: Yeah, no problem. It's especially loud over here as well. Yeah, so as we were talking about, although we investigate police misconduct, we don't investigate all allegations of police misconduct. So there are four major categories that

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fall under our jurisdiction. The way of remembering that is the acronym FADO, F-A-D-O.

The F stands for force. If force is used in an interaction, that falls under our jurisdiction and we will investigate it to determine if that force is excessive or unnecessary, given the totality of those circumstances.

The second category is abuse of authority; the larger category where they can include everything from an improper stop, an improper search, a police officer entering a house without a warrant, a police officer refusing to give a business card in certain situations, which I'll go into in just a second. It also includes allegations of sexual harassment.

The third category is discourtesy. So that means a police officer possibly using profanity or an inappropriate gesture in an

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interaction with a civilian.

And the final category is offensive language. So that's language that inappropriately refers to my race, ethnicity, my sexual orientation, my religion, my disability status. Those are all things that we take very seriously.

I mentioned this briefly, the Right to Know Act went into effect in 2018 and it's still in effect. It's a law. And what that means, that in most situations, a police officer has to proactively give a civilian a business card.

That business card has that police officer's name, shield number, the precinct or command. On the back of that card is additional information on how to file a comment or complaint by calling 3-1-1. In most situations, they proactively give it to you, but you are always entitled to ask for that.

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Another major element of the Right to Know Act is that the police officer must identify themselves in those interactions and, with some exceptions, explain the purpose of that law enforcement interaction with a civilian. They also have to inform you of your right to say no when asking for your consent to search your person, property, vehicle or home if they don't already have the legal justification to do so.

Again, if you have any questions about that, there's a lot of nuance to the law, we will send a link out with a little bit more robust explanation on it.

As was previously mentioned, our office is closed, but you can still file a complaint. In the chat function, you will see a link to file a complaint online. You can also call 3-1-1 or directly 1-800-341-CCRB, or 2272, and we will get back to you as

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soon as possible to help you with that situation. If it falls outside of our jurisdiction, we can always refer that allegation.

And last but not least, our outreach team is here to support. So far, we've conducted over 50 presentations virtually since our office has been closed. So we'll be happy to come out to -- virtually come out to our community board meeting, even a classroom, to share information about the CCRB. You can e-mail me at yalvarez@ccrb.nyc.gov. And you can follow us on Twitter. It's @CCRB_NYC.

MR. DAVIE: Thank you very much.

Let me ask first if board members have any questions for Yojaira?

(No response.)

MR. DAVIE: All right. Hearing none, Jerika, are there any questions from the public for Yojaira?

MS. RICHARDSON: So there are not questions from the public for Yojaira,

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but I do want to adjust one question that's in the Q and A. Ms. Anewrue (phonetic) is asking about the chat box function.

So Ms. Anewrue, we are sharing information via the chat box function. But if there are any questions, folks should put them in the Q and A box and we will address them there. So it is not -- the chat function is not enabled for back and forth. It's used for sharing of information with the public.

That's all we have, Chair Davie.

MR. DAVIE: Right. Thank you.

And I should let people know that Jerika Richardson is our senior adviser and secretary to the board of trustees.

So next on our agenda is an update presentation on -- on policy and data. And we have Nicole Napolitano, who is our director of policy and advocacy, to do a presentation.

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Nicole.

MS. NAPOLITANO: Thank you very much, Chair Davie.

Can everyone hear me?

MR. DAVIE: Yes, we can.

MS. NAPOLITANO: Good. Okay. Thanks.

So good evening, everyone. I'm Nicole Napolitano. I'm the director of policy and advocacy for CCRB. This presentation will depict some of the data surrounding complaints that we have received and closed for incidents of alleged NYPD misconduct in Staten Island.

In 2019, there were 227, or five percent of the complaints of the CCRB received in the agency's jurisdiction that stemmed from incidents in Staten Island. This rate is commensurate with estimates of Staten Island's population, which houses about six percent of New York City residents.

This graph depicts the rate of

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CCRB complaints received in 2019, with the rate of NYPD arrests in 2019 in each of the four precincts in Staten Island, as well as Staten Island overall. These numbers represent the number of CCRB complaints and NYPD arrests for 10,000 residents. Rates of CCRB complaints received generally mirrors the rates of arrests. Where there's more police enforcement activity, there are more complaints of police misconduct. At 9.3 complaints per 10,000 residents, the highest rate of CCRB complaints in Staten Island is for incidents occurring within the boundaries -- (audio disruption).

This graph depicts the proportion of dispositions of Staten Island's fully investigated complaints closed in 2019. Thirty-eight percent of complaints were closed as unsubstantiated. Meaning that the board was unable to determine, given the evidence available, whether police

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misconduct occurred.

I should note here that the proportion of complaints closed as unsubstantiated have been on the decline, as more of the CCRB's cases contain body-worn camera footage from the incident, which helps in making determinations of fact.

Thirty-three percent of the complaints were closed as exonerated. Meaning the conduct that occurred was within the boundaries of what is allowed under the law and the NYPD patrol guide. Fifteen percent were substantiated, indicating that the officer's behavior was determined by the board to be misconduct.

Nine percent were closed as member of service, or MOS unidentified. Which means none of the officer's of those complaints were able to be identified. And six percent were closed as unfounded. Which means it was determined that the incident did

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not occur as the complaint was described.

Now, all of these data and a great deal more are publically available on our website via the CCRB data transparency initiative, or DTI. And so this live list of few important web shortcuts, and for those additional data points, you'll want to visit that middle one, nyc.gov/dti.

Please also note that there is a feedback form on the DTI page. If there are other types of data that you'd like to see made available on our page in the future, or if you have questions about CCRB data or need any additional data points, please let us know via that feedback form.

And finally, if you'd like to read our annual, semi annual or monthly statistical reports or any of our issue-based policy reports, please visit nyc.gov/ccrbreports.

Thank you.

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MR. DAVIE: Thank you, Nicole.

First, to the board, any questions for Nicole? Mr. Puma?

MR. PUMA: Yes. Thank you, Mr. Chair.

I just have a question about the -- I just did some quick addition. And it seems like it's -- when you were giving the dispositions in that pie chart and how those broke down, it seemed like only about 82 or so cases were fully investigated.

I added up all of those numbers of cases in the pie chart. Out of about 227 cases from last year, about 82 were fully investigated. Do you know -- and I understand if you may not have the data immediately accessible, but were there more cases where -- that were I guess what we considered truncated or how much of that -- how did that break out as far as the cases that were not fully investigated in Staten Island?

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MS. NAPOLITANO: So I should just clarify that the 227 that we received in 2019 is a different number than the cases that were closed in 2019. So the cases closed in 2019 might have originated in the previous year. So the cases closed, some of those might have been not fully investigated in the same way that the 227 that we received last year. Some of those may have been truncated or mediated as well. So they're just different types of cases.

MR. PUMA: Right. Right. Okay. I mean, I guess my -- yeah, thank you for clarifying that. I guess my main concern would be to -- to understand more if there are -- we are finding a higher percentage of truncated cases from the borough.

I know that there have been efforts by -- you know, during more normal times with less physical distancing. For example, our

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community partners initiative with Councilmember Rose, in which she opened up her office on a regular schedule. Or members of the public to interact with the CCRB given the fact that Staten Island tends to be more -- a little bit farther, you know, and -- and harder to -- it's harder for residents, perhaps, to come into the City or -- at times. Thank you.

MS. NAPOLITANO: Yes. The briefing book that was sent around via the chat function earlier does have the overall case closure rate. It doesn't compare Staten Island to the rest of the City. But just taking a quick peek, it does seem that the truncation rates are somewhere around half of the cases that are received, which is very similar to the truncation rates that are in the rest of the City.

MR. PUMA: Okay. Thank you for clarifying that.

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MS. NAPOLITANO: Of course.

MR. DAVIE: Thank you to Nicole.
Thank you, Mr. Puma.

Any other questions from board members?

(No response.)

MR. DAVIE: All right. So Jerika, are there any questions from the public?

MS. RICHARDSON: So we received a question from Ms. Gloria Alphenez (phonetic). Sorin, would you please unmute her mic. Ms. Alphenez's question is related to vulnerable youth.

Ms. Alphenez?

MR. DAVIE: So there are two mics that might need to be unmuted. The one that she has -- the one that we have muted and then she may need to unmute on her computer as well.

Ms. Alphenez? Are you there? All right, if we get her -- go ahead. Is she there? All right, maybe not.

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So what we'll do, if we get her,
we will come back to her question.

MS. RICHARDSON: Okay. Thank you,
Chair.

MR. DAVIE: Sure. And so now we
are going to move -- just make sure
there are no other questions.

All right. Now we'll move to
comments from community groups.

And Yojaira, do you have any
speakers from community groups who
would like to speak?

MS. ALVAREZ: Yes. First, we have
Shahana Masum. She's a community
outreach liaison from Muslim Sisters
of Staten Island, Incorporated.

Sorin, can you unmute her when you
get a moment.

MS. MASUM: Hi. Can you hear me?

MR. DAVIE: Yes. Thank you.

MS. MASUM: Okay. Thank you.
Thank you. Good evening, everyone.

I mean, this is a really difficult
time to talk about NYPD because they

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are essential worker. We have so much, you know, respect and love for them. But still, we are living in a community, we need to make sure our community receive what they deserve.

I live in Staten Island last 17 years. Almost 18 years. And it's been very difficult, Staten Island. I was in a different borough before. Since I've been here, I've been seeing that Staten Island, especially the NYPD, the police department, when I -- when we walk into any police precinct, you will see the misrepresentation.

Like you will see a lack of immigrant community and different other community. Only certain race is more, you know, really better -- you know, in a different precinct than the others. And any time we bring out about bringing the diversity, they think only that diversity is -- this is Staten Island culture or something, or maybe they don't understand yet

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what is diversity means.

They bring maybe one or two African American or Black people, and they think that's diversity. This is a very wrong conception in Staten Island precincts. They do have it in the police department.

Also, I -- I've been witnessing in my community, been going through that is -- they are -- I'm sorry to say that they don't know -- they are so biased, and they don't have enough knowledge to, you know, be with the non-White community. What I should say.

And also, my background, I'm a Muslim and I am a South Asian. So I -- this is my community goes through like every other day. That we've been racially, you know, treated biased, you know, towards to our community. And even though some of them you can see they do -- they don't directly tell you how biased they are, how much

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they're discriminating you, they have their -- you can see it. You can feel it. You are there. And that's why this, you know, your department is hoping that, you know, really listen to us and solve this problem.

So -- and -- and also what I want to say that my personal experience, like I've been through, because I've been through NYPD biased attack so many times. Still, like I have my local precinct. I'm not saying which number the precinct. I've been to the local precinct council last three years. But they see me -- every time they see me, still they ask me what is my name.

Well, I've been very -- you know, me and my family and my community -- other community member, we are very active in our community. But still, they don't know our name. It's like every time we go there every meeting, every month meeting, they ask us what

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is our name.

So you can see how much they're ignoring. And I mean, they don't care. That's the other thing. They care only certain people. And it's been there. It's been there quite long time. It needs to be changed.

We have a fourth precinct in Staten Island, and I think 120 is more -- you can see little diversity, I'm saying. And when they bring the diversity, they think it's only African American people including. That's the diversity? No, it is not.

Staten Island has a large number of immigrants. This immigrant is a -- and you know that Staten Island has the African immigrant. A large number of African continent immigrant. And Africa is not the only African country. So that's the one we also need to bring.

I'm sorry I'm taking a little time.

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And also, the last point I wanted to make, I took a training with the citizenship police academy (sic). And that training is a very -- is -- is far. The set of their program is very biased and they're very racist. That's the one I keep -- even I talked to Commissioner O'Neil and brought this issue, me and my community. But it's still like that. It hasn't been changed.

MR. DAVIE: Understood.
Understood.

MS. MASUM: So we need to make sure that's changed. That needs to be changed. And then people mind and education will be -- people will be educated proper way, not a wrong way.

Thank you.

MR. DAVIE: Thank you so much. Thank you for your comments. Let me just say a couple of things, and then I'll see if our board or staff have comments.

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First off, thank you for being willing to come out and share your -- or from where you are, share your comment.

I think the department is working to diversify the force more and more. And I think it's probably at least at control level, and perhaps in the higher echelons of the department, we are more diverse than it's probably been in a long, long time. But that doesn't mean that all of that has -- that work has made it to all of the precincts like any of us would really want.

And particularly when you move beyond just a Black/White paradigm, as you are suggesting, there are many other issues of diversity that continue to need to be addressed and addressed by the department.

There's also the issue of bias. I know the department has worked to implicit bias training, as we all had

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to do as members of the board of the CCRB. But the department reflects the large society and we still have a long way to go in terms of rooting out bias.

I want to commend you for going to the precinct council meetings. Taking a part in the citizenship training that the NYPD offers. And I will also say if indeed you feel like you are a victim of a bias act on the part of a member of the force, then please, please do report it to the CCRB and allow us to investigate it.

Let me stop and see if my colleagues have comments or any of the staff have comments.

(No response.)

MR. DAVIE: All right --

MR. DWYER: Director Davie, Frank Dwyer. I'll just comment. I mean, aside from -- I know the Chair meets with the police commissioner regularly and discusses these types of things.

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But I certainly know that the current chief of training is a person of great commitment to getting things right. And she's an exceptional human being.

So although much training is on hold at the moment, I will certainly make sure she knows your experience in the Citizens Police Academy. And I will even ask Yojaira to make sure that we have your contact information.

As I say that, training at the moment is focused on many things. So I wouldn't be surprised that -- the Citizens Police Academy is suspended at the moment, but she certainly would care deeply if that is your experience.

MR. DAVIE: Thank you, Mr. Dwyer.

Any other comments from members of the board or staff?

(No response.)

MR. DAVIE: All right. Thank you.

I know that we have members of the public whom we asked to comment

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earlier and they didn't get through.
I got word we have those comments now.
But what we'll do, we'll continue with
the community groups and then we'll
come back to hear the questions from
other folks.

So Yojaira, anyone else from a
community group?

MS. ALVAREZ: Yes.

And we will definitely connect
with you, Ms. Masum.

So next up, we have Taj Ellis.
He's assistant project director from
Mariners Harbor Community Center,
United Activities Unlimited. He will
be on video and audio for us.

MR. ELLIS: How are you doing?
Can everyone see me?

MR. DAVIE: Yes, we can. Welcome.

MR. ELLIS: How are you? I was
asked by Mr. Rose to speak basically
on my experience working in the
Mariners Harbor Community in Staten
Island in regards to police activity,

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but as well as CCRB.

I think personally, what CCRB does, you know, come out to local events and -- well, local meetings and whatnot, I think there needs to be a greater presence of the CCRB in local communities. The NYPD has such a powerful presence, especially when you work -- when you're working in a lower income, you know, NYCHA housing development. You tend to see NYPD a lot, and I think it needs to be equitable, the amount of times you see CCRB, in order to foster some sort of trust with you people.

Because in essence, we want these lower income, these lower socioeconomic people to understand that there's a checks and balances when they're interacting with the police. And a lot of times, they don't get that and they will just assume that, you know, whipping out a cell phone and recording it, placing

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it on social media is enough.

In reality, there is more to it. There's a whole process of -- of ways to report and, you know, hold members of the NYPD accountable. And you know, the public just doesn't know that. And they're not abreast to the information that's out there for them in terms of the situation.

And looking at the data that was shown that I got today in the e-mail, you know, because I myself have made complaints to the CCRB regarding these interactions. Because if I see something to be inappropriate or misconduct on behalf of the NYPD, I was told that it was my responsibility as a citizen of New York to make that complaint.

But, you know, it seems kind of redundant when 33 percent of the -- what is it -- 33 percent of the claims go unfounded or unsubstantiated. Another 33 percent of the claims, the

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officers are exonerated. You know, so only 35 percent of claims in 2019 on Staten Island have been considered substantiated.

I think it's a little -- I don't want to say problematic because it might be a harsh way to put it. But I think it is, you know, a quandary. Is it effective city-wide, or is it that maybe Brooklyn or Manhattan or the inner boroughs, you know, have a greater effect on rather than the outer boroughs like Staten Island; that like how Ms. Shahana had said previously before me, these officers don't look like the people that they're policing in the neighborhoods that they're policing. And we expect the CCRB to, you know, have a handle on that.

But again, if over 66 percent of the claims, or 68 percent of claims are going exonerated and unsubstantiated, it kind of makes it

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seem like the voice of the people aren't heard or trivialized. And that's the way I see it.

And then in terms of the NCOs neighborhoods, I don't see the effectiveness of the NCOs if there are going to be the same kind of militia-style affairs as the regular officers, you know. If the NCOs get lost in the gang mentality when officers attack us, what happened in my situation when I made my complaint, I witnessed NCOs who knew the people that were being attacked by the -- by the officers who do not know. It kind of doesn't make sense.

It's kind of -- it's almost like an illusion. You know, we give you the idea that there's somebody in the neighborhood who is there to, you know, get a sense of who the neighborhood is, where they're from, who they are. And then the idea is that they know me so that when

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something goes wrong, God forbid, they recognize my face.

But then when something went wrong, they did the same thing that every other officer who isn't in the neighborhood daily, who doesn't know the kids daily, who doesn't know the families daily, did the same exact thing.

So I know in my community, there's still a little bit of distress with the NCOs. Even though they see them every day, so they're friendly because they're there every day. It's just a matter of, you know, do they really trust the officers who hold the neighborhood in regards -- you know, when it comes to the affairs of the NYPD.

So that was my little addition.

MR. DAVIE: Thank you. Thank you. Thank you.

So again, I'll try to respond and then I'll open it up to my colleagues.

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2 With the diversity question, all I
3 can say is that we continue to -- you
4 know, everybody has to continue to
5 work at it. And I know that there is
6 commitment from the mayor and the
7 speaker, as well as the commissioner
8 and others to try to make sure that we
9 have a diverse and appropriately
10 culturally sensitive force. And it's
11 clear that there still needs to be a
12 lot of work done on that. And it
13 seems like diversity in the precincts,
14 and maybe more so in Staten Island,
15 it's still something we need to work
16 on and try to achieve.

17 On the question of the
18 substantiation of a complaint, I would
19 just say that, don't take the
20 unsubstantiated complaints as not
21 being -- as -- as our saying that
22 activity as reported did not happen.
23 It just means that by a preponderance
24 of the evidence, we could not prove
25 that it happened.

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I think the more we can get witnesses to respond, to come out, to talk to us, to engage with the agency, the more unsubstantiated complaints we might be able to close on the merits. And body-worn camera footage is happening -- is helping a lot with that. And if we get back to normal, and I'm going to anticipate we will get back to some form of normal, I'm hoping that on Staten Island, we'll see the number of cases closed on the merit actually increase.

There was one other issue that you raised that I wanted to address, but I think it has slipped my mind. I should have written it down. I want to thank you for coming out.

In terms of the presence of the outreach team in the neighborhood, Yojaira and her team have stretched their bandwidth quite wide. They could use more support, more help. Which means the agency could use more

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money. So we will be working with Councilmember Rose and others in this time of real scarcity to see if we can get more targeted resources for the community outreach for the agency.

I would agree, the more the agency is in the neighborhood and with neighborhood groups, I think they're doing a fantastic job with the resources they have, the bandwidth they have. But the more we can expand that bandwidth, I think the better it is for everyone to know that this agency is working on their behalf.

So thank you for your comments. Let me see if my fellow board members have any -- any comment.

MR. DARCHE: Mr. Chair, do you mind if I address the issue of the difference between exonerated and unsubstantiated?

MR. DAVIE: Mr. Darche, go ahead.

MR. DARCHE: So an unsubstantiated complaint means we could not determine

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whether the conduct alleged was misconduct by a preponderance of the evidence. That means we might not have been able to establish that it happened. Or we might have been able to establish that it happened, but we weren't able to determine it was misconduct.

An exonerated case, we are crediting the civilian's version of events. We are saying the events that the civilian complained about happened. But that the conduct by the NYPD, they were permitted to do by the law and the patrol guide.

And so the -- the -- the CC -- why -- why -- (connection interruption) -- hear what the speaker was saying about how our substantiation rate and why it feels like sometimes it might not make sense to make -- file a complaint, there is -- there is no other way to know whether the conduct you are saying

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happened was misconduct without filing a complaint.

And if it turns out that the conduct was exonerated, maybe -- maybe the answer is that we need to do more as a community. But the CCRB cannot substantiate conduct that is not actually misconduct. Because we are a neutral and impartial body and our job is to investigate the facts as they come and make determinations on the fact that we are able to figure out.

MR. DAVIE: Thank you, Jon.

Any other comment?

(No response.)

MR. DAVIE: All right. Thank you.

Yojaira, is there another community speaker?

MS. ALVAREZ: Yes. We have one final community group to speak.

I just wanted to make a quick announcement for those participants wanting to speak during our public comment section. Just use the raise

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the hand feature and we'll go down the list.

Next speaker, we'll go back to that youth question and then hear from Councilmember Debbie Rose and a representative from Assemblymember Charles Fall's office.

Next up, we have Elijah Scott. He's the president of the NAACP, Staten Island branch, the youth chapter. And Elijah will be joining us via audio.

MR. DAVIE: All right. Go ahead.

MR. SCOTT: Can you see me?

MR. DAVIE: Yes. Please go ahead.

MR. SCOTT: Thank you. Good evening. And thank you for letting me speak.

I just wanted to piggyback off of some of the things that, you know, Taj was saying in regards to a lot of police in the community, you know, are just not really connected with the community. And we know in certain

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situations when it happens, the police officers have no idea who these people -- who the people are and have no way of speaking to them. They just, you know, see someone who is not listening to what they have to say, or maybe they're committing a crime or something like that. Or anything, whatever the case may be.

But I think it would be very, you know, beneficial to the community and to the people of the community if we had, you know, enough people in the police department who, you know, would just take time or, you know, just try to connect as much as they could to the people of the community, get to know people, play basketball or something like that.

Or just, you know, go out of their way, instead of just doing their job so that, you know, maybe they can speak to some of the people. You know, let them know that maybe

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whatever they're doing is not right. Anything like that. So that they can prevent any future crimes from happening. So that they don't have to be arrested.

Or, you know, it could also bring down a lot of crime in young people who end up in jail at a young age and stuff like that. And just make the relationship between the police and, you know, community a little bit more better. To let, you know -- communities can trust the police more and have a better understanding of the police, and the police have a better understanding of us in the community. So yeah.

MR. DAVIE: Well, great. Thank you. I mean, that's the goal, right, to increase the trust between members of the department and who work in the neighborhoods and the neighborhoods they patrol.

And it's clear, as we said before,

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we've got a lot of work to do in that regard. And we hope the contributions that the CCRB make as being an agency, that it's able to receive and investigate and adjudicate complaints as one way of helping to rebuild that trust. But there are other ways that that can get done as well, and we all have to keep advocating for it.

Thank you for your comments.

Let me see if my board members -- my fellow board members have any comments or questions they'd like to make.

MR. SCOTT: Thank you.

MR. DAVIE: Thank you.

Yojaira, our next speaker?

MS. ALVAREZ: So we are going to try to go back to the question before on youth that there was some audio problems with.

Sorin, if you can try that again.

And once again, we'll be entering our public comment section right after

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we hear from elected officials. If you require ASL interpretation, we will enable your video. Just add that request for Q and A that you would like ASL interpreters. Otherwise, it will just be audio for the rest of the participants.

So Sorin?

MS. RICHARDSON: This is Jerika.

Just for clarity, Sorin, if you could unmute Gloria Alphenez's mic.

Ms. Alphenez's question was related to protecting our vulnerable youth.

Ms. Alphenez?

MR. DAVIE: We are still having problems.

MS. RICHARDSON: Sorin, were we able to unmute her mic? If not -- if not, Ms. Alphenez, if you go ahead and just send me your full question, I can circle back and read it and we can have the board address it. My apologies for the audio issues.

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MR. DAVIE: Thank you, Jerika.

MS. RICHARDSON: Chair Davie, we have several other questions. But we'll hold them 'til, as you said before, right after we hear from the elected official offices. But I'd like to read them before we go straight into public comment.

MR. DAVIE: Absolutely.
Absolutely.

So Yojaira, our public officials.

MS. ALVAREZ: So we are going to hear from Councilmember Debbie Rose just via audio, just to have a brief introduction and address participants today.

So Sorin, can you unmute Councilmember Rose's audio.

MS. ROSE: Are you there? Hi.

MR. DAVIE: Welcome. It's always good to hear you, and it's even better to see you. But we'll take care of you at this point, so the mic is yours.

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MS. ROSE: I've been struggling for the last hour to try to get into this Webex. I guess I haven't mastered it yet. So I'll have to be satisfied with just audio, but I can see all of you. And I want to start by welcoming you to Staten Island, even though it's only virtual. I want to congratulate you on your first Staten Island virtual meeting.

I'm ecstatic that this is actually happening. Because oftentimes on Staten Island, we don't really get the chance to voice our opinion and concern. So I'm really glad to see that this meeting was still able to go forward.

I have just -- and I want to thank -- I think it was Member Puma who reminded everyone that I have a CCRB member that comes to my office once a month so that people who -- there was a -- a caller on this Webex that mentioned that she didn't feel

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really comfortable at the precinct.

So I want to again reiterate that we have someone in my office -- who comes to my office so that all -- all claims or reports can be made without going into the precinct or having to travel into Manhattan. Especially now with Coronavirus and our limited ferry service and transportation. I would hate for someone not to utilize the services because of transportation issues.

I just have two concerns. One is that we are seeing -- we are seeing that there appears to be an uptick of aggressive policing and is based around social distancing. I am a huge proponent of social distancing. I'm out there. I truly believe that NYPD -- that we need to enforce it.

I think that we need to be very, very careful about how that enforcement is done and to make sure that it's equitable. That -- that

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people are being protected. Because the purpose of social distancing is -- is to protect people. And I don't want to see an uptick in aggressive policing in an instance where we are supposed to be protecting people.

So that was my first concern. My second concern is we fought really hard to get the CCRB referendum on the ballot the last time. And I was really excited by the fact that one of the issues was that you would get an increase in -- in the head count. That there were going to be 17 additional staff members added to the CCRB.

I think that it's really important that you have the adequate manpower. Especially in light of the fact that, you know, we are going through this pandemic and we are not really sure what -- what's going to sort of manifest itself, you know, within this -- these times.

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So the fact that now because of the pandemic, New York City is facing huge budget cuts, there's an 8 billion-dollar deficit in our New York City budget. And one of the cuts that I saw that the CCRB is taking is to staff. And the 17 staff members that I feel personally we fought really hard to get, I didn't think that that was adequate.

Because I felt that we needed to be adding people to your outreach, you know, part of the agency, in addition to the investigative. So I feel like this is sort of a double loss.

Could you just tell me what your feelings are about the budget cuts, if there is some internal effort to maybe find some other cut that the -- the agency could take instead of to -- to the staffing? And then just, you know, you could make a general statement about social distancing and the seeming uptick in overly

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aggressive policing.

Thank you.

MR. DAVIE: Thank you.

So let me just make a quick comment, and then I'll turn it to Jon to talk about the staffing and the budget.

In terms of impact, I mean we, like you, were hoping to be able to extend the staff. And the budget, obviously, has taken a couple of hits. One before the end of this fiscal year and one, as I understand it, at least one in the budget that's to come.

But let me -- let me turn it over to John to talk in more detail about how they're trying to manage that. And then I'll see if any of the board members want to comment on the issue of social distancing and policing.

So John?

MR. DARCHE: The budget situation is extremely dire for the City. We were asked to find a way to cut

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approximately five percent of our budget. At the time, we knew the City was going to impose a hiring freeze. And our non-personnel budget items are very limited.

Most of our non-personnel budget is rent, which is fixed. And if we are going to do our job, I -- I couldn't figure out a way for us to actually function as an agency and cut our non-personnel services as -- as a way of getting around the personnel cuts.

The -- the other reason I did not -- I was able to recommend this to the board was because of the charter change, our head counts, starting in fiscal year 2022, will go back up to .65 percent of the NYPD's uniform.

And so, normally in a situation like this, an agency has to clawback its head count. The charter is going to put us in a much better situation when we are finally going to be able

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to hire.

This is an extremely dire situation. I'm hoping that the federal and state governments will give relief to the City that will allow us to go back to where we were. But I don't -- I don't think we could do anything else based on the situation that the whole city is in.

MR. DAVIE: Thank you, John.

Any other comments for the councilmember, particularly on social distancing and policing?

Ms. Bond. Erica?

MS. BOND: Councilmember Rose, I just want to thank you for your comments both about our budget and about concerns around aggressive policing. I think many of us on the board share concerns about aggressive enforcement of social distancing and the potential for that to undermine sort of the public health goals that the City has in terms of reducing the

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spread of the Coronavirus.

I would just encourage the public and everyone on this call to really reach out to the CCRB and file a complaint if they see issues related to social distancing. If they have concerns about the way that social distancing is being enforced, I think that we can serve as a resource in this time.

I think the NYPD is certainly facing a lot of hurdles and a lot of challenges right now. We really appreciate all that the officers are doing. But certainly, if there are instances where there's aggressive enforcement of social distancing, those are the kinds of complaints that our agency should be taking.

MR. DAVIE: Thank you.

Any other comments?

(No response.)

MR. DAVIE: All right.

Mr. Segal, let me just tell the

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public, John, that we've been joined by John Segal who is a mayoral designee to the board.

John.

MR. SEGAL: I apologize for being late. I was on a business thing that ran over, and I can't blame the traffic like would usually be the situation.

MR. DAVIE: No worries.

MR. SEGAL: I guess I have two reactions to this discussion that I've been thinking about a lot as I read the papers and considered this unprecedented situation.

And I think, you know, the observation has been made by many that this crisis has -- and regular life have receded, have revealed preexisting conditions that people in the City and people in society deal with. And certainly, both the perception and occasional reality of some, not the majority but some, on

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the police force does aggressive
policing that may at times be
correlated with a race, is a concern.

I guess my reaction to this too
that I think should be recognized, and
I don't know what was said earlier, is
that another preexisting condition
that we've very much seen here is the
way that we rely on the police
department to do the jobs that nobody
else is charged with or maybe even
willing to do.

And that policing social
distancing, which is a completely
novel concept in our city and our
society, closing the subway system at
1:00 in the morning and relying on the
police to do these things, these are
things where, again, we are asking the
police to do things that nobody else
does and nobody is trained to do and
nobody is organized to do.

So there's that double whammy of
the perception and reality of

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inequality in society. And yet, we all turn to the police to do the job. And I just wanted to recognize both of those as things that we are dealing with.

As a board, I know as a board member, which will evaluate facts if and when they come to us and not jump to conclusions, but those are the unprecedented situations that we are dealing with now.

MR. DAVIE: Thank you, John.

Any other comments from board members?

MR. RIVADENEYRA: If I -- I can just say a couple of words.

I want to thank Councilmember for bringing this up. I agree both with both Erica and John Segal. It's unprecedented times, and we definitely want to keep an eye on this and make sure that we are adhering to social distancing. And it's done in a manner where officers are not being

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aggressive with our communities.

But one thing that I think -- to the point that the gentleman brought up earlier, especially to Taj's point, I think what we are asking the community to do is also be a trusted messenger for us. When you do see something, inform your friends. Inform a family member. You know, there is this avenue to call and make a complaint with CCRB.

We can't be in every community. I am very concerned of how the summer will look like. Especially for our youth. I know that's been brought up earlier. And in regards to our youth and social distancing and interactions with the police, I am very concerned.

But I hope that the youth that are on this particular call today, and to Taj, please be a trusted messenger and encourage people to file complaints if there is an incident that occurs.

MR. DAVIE: Thank you,

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Mr. Rivadeneyra.

Any other comments from board members?

(No response.)

MR. DAVIE: Okay. Thank you, Councilmember Rose. We always appreciate you being with us and we appreciate the work that you do. Not only in the community in Staten Island, but as a city as a whole.

MS. ROSE: Thank you. Am I still on audio?

MR. DAVIE: You are, yes.

MS. ROSE: I am. I just want to say one thing. That social distancing is a new concept that no one's had to do. But it is a clearly-defined concept that people need to maintain about six feet apart. And so that's something that can be equitably managed. That's something that could be equitably monitored.

So if you are looking at social distancing, then you are looking at it

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through the same lens regardless of what community you are in. So I appreciate the board members' remarks about, you know, it being new and, you know, we are in uncharted waters. And that, we clearly are.

But if you are able to enforce it in one community, then there should be no problem with enforcement in a different community. And that -- that was my point.

So I thank you again for giving me the opportunity to -- to speak to this board. You know, you happen to be one of my favorite city agencies and I'm more than willing to be supportive and to go to bat. I probably was one of several councilmembers who -- who really did take personally the cuts that your agency had to take since you have such a small budget. We just felt that some agencies should -- should have been exempted.

Just last, I feel that young

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people should have been exempted from the cuts and for the mayor -- for the administration to cut all activity -- all the budgets around youth programming is really setting us up for a very difficult summer. And I'm afraid that there will be an uptick of incidents where we see police involvement.

So again, I thank you for being there and -- and giving us the opportunity to let you know what things are going on through our lens. So thank you.

MR. DAVIE: Thank you. And thank you for all your support. We really appreciate it.

So we will go to our next speaker. Jerika, will you let us know who that is? Or Yojaira.

MS. ALVAREZ: Just one more office. Thank you so much, Councilmember Rose. You have been really great about coming out to our

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Staten Island events and being such a strong advocate.

Also, next we will be hearing briefly from Brian Early. He's the legislative director for Assemblyman Charles Fall.

Sorin, can you unmute him for a second.

MR. EARLY: Can everybody hear me?

MR. DAVIE: Yes, we hear you.

Welcome.

MR. EARLY: Let me introduce myself. My name is Brian Early. I'm the legislative director for Assemblyman Charles Fall. I also had problems with the audio. Well, not the audio, but the video aspect.

So this is my first opportunity to actually meet with this organization, this agency. I guess more so with the assemblyman being the first elected African American, Muslim American on the North Shore for the state legislature.

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He does identify with the situation, more so the recent situations. A couple of the state representatives have actually written a letter to the mayor with regards to the incident in Lower Manhattan. And so, you know, he is identified and he is on top of that.

He does have a -- you know, does want to extend out more of a, you know, opportunity to have you come into Staten Island to meet in his office. We have an open door policy on many various issues. But this is a critically important one. Especially as we travel through not only the pandemic, but more so the restructuring afterwards.

So we just wanted to extend out that invitation. Our office is always open to this agency.

MR. DAVIE: Thank you so much. We really appreciate that and look forward to working with you in any

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ways that we can.

Any of the staff want to respond?
Members of the board?

(No response.)

MR. DAVIE: Well, thank you and
thanks for coming. And pass along our
thanks to Mr. Fall as well.

MR. EARLY: Thank you.

MR. DAVIE: Our next speaker,
Yojaira or Jerika.

MS. ALVAREZ: We'll have Jerika go
through some of the questions from the
Q and A and go to our public session.

MR. DAVIE: Sure.

Okay, Jerika?

MS. RICHARDSON: Thank you to
everyone who sent questions to us via
the Q and A. And thank you so much
for your patience.

I would like to start with
Ms. Anna Santiago. Ms. Santiago had
several questions, which I'll read.
And then, she is a representative of
the ECRB and would like to comment.

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Since we are heading into the comment section of our agenda, we will let -- take both her questions and comment.

Ms. Santiago, when we -- when you do start your comment, we just need to encourage you to limit it to two minutes.

So Ms. Santiago's question was, "I want to know more about the secure room and why did CCRB agree to its terms?"

Executive Director Darche, can you talk a little bit more about the secure room here at the CCRB?

MR. DARCHE: Yes. So currently, there's a large backlog of -- of -- it takes a long time for us to receive body-worn camera footage requests or receive responses to our body-worn camera footage requests. And sometimes we have false negatives in those body-worn camera footage requests.

The secure room is not perfect,

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but it balances the needs of the CCRB to have early and unredacted access to body-worn camera footage, and also be part of the search process to make sure that videos aren't being missed. If a -- if we get a false negative once the secure room is in operation -- and that is as much on the CCRB as it is on the NYPD, and I -- having our people in the room helping refine search terms and viewing video much earlier in the process, that will enable us to speed investigations and reduce the amount of video that we need to download.

MS. RICHARDSON: Thank you, Executive Director Darche.

Chair Davie, did you have a comment?

MR. DAVIE: I did not. Please go ahead.

MS. RICHARDSON: Okay. So Ms. Santiago also has a question about the recent videos of police abuse.

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I'm sure we've seen a lot of them in the media and in the press. She's asking if an investigation has begun.

Executive Director Darche, is there any guidance that you can provide?

MR. DARCHE: So we have open investigations into those matters. We -- under Civil Rights Law 50-A, I can't discuss more than that.

MS. RICHARDSON: Thank you.

And Sorin, is Ms. Santiago's mic unmuted?

MS. SANTIAGO: Hello?

MS. RICHARDSON: Ms. Santiago?

MS. SANTIAGO: Yes. Can you hear me?

MS. RICHARDSON: Yes. Go ahead with your comment.

MS. SANTIAGO: Okay. Great. I'm with the Elected Civilian Review Board, and we're a campaign that is not in disagreement with the CCRB, but there are some problems that we see

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with the CCRB.

One of the major problems that we do see is that once an investigation has been completed and recommendations of discipline are given, oftentimes those recommendations are not followed through by the commissioner.

I'd like to know, with the recent reforms, if the commissioner is now reporting back to the CCRB whenever he denies following any of the recommendations of the board of discipline.

And also, do you agree that the board itself, having the power to discipline officers, would be a better idea as opposed to having only the commissioner be able to enforce discipline?

MR. DAVIE: Let me just make a brief comment, and I'll turn it over to John and any other board members who want to comment. I'm not going to -- that's the last one.

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As for the first question that, you know, with the reform, we get written reports from the department on all -- as I understand it, and John or anyone else can correct me if I'm wrong, all deviations from recommended disciplines that come out of the CCRB.

John, you want to comment further on this?

MR. DARCHE: So the chair is exactly right. For all of the pieces in which the police commissioner has deviated from the CCRB's recommended discipline since the -- that charter provision went into effect, which was election day of last year, we've been receiving detailed letters from the department.

And our policy unit is compiling them to, number one, make sure that we are getting enough detail in those letters. And number two, to see if there are any trends that we can use and report upon to the public.

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MR. DAVIE: Thank you, John.

Any board members?

(No response.)

MR. DAVIE: All right. Thank you, speaker, for your comments. And we appreciate all your efforts as well to improve the relationship between the police department and the community.

Jerika, are there other speakers?

MR. DARCHE: Mr. Chair, can I just say one thing about the ECRB?

MR. DAVIE: Sure.

MR. DARCHE: I just want to credit the ECRB for a lot of the attention that the provisions in the charter reform that affected the CCRB so positively got. And while I know the charter reform didn't go far enough for the members of the ECRB, I know that I personally am grateful for the work you did in bringing attention to this important issue.

And I know that the staff is committed to using the charter

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provision changes that were voted on by the public. And we have to implement them, make sure that you get full fruit of the work that you did.

MR. DAVIE: Thank you, John. And thank you, speaker, as well.

Jerika?

MS. RICHARDSON: Thank you. Next, we have a question from Deborah Miller.

We may also want to, in addition to unmuting Ms. Miller's mic, unmute Director of Policy Nicole Napolitano as well.

Ms. Miller's question is, "Have you investigated that a greater number of policing in North Shore communities -- that there are a greater number of policing in North Shore communities than South Shore communities in Staten Island? What are we doing about this imbalance?"

I'm not sure if the policy director can respond with great

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specificity just about North Shore and South Shore. But Nicole, if there is any guidance or any information related to data and -- and Staten Island that you can share with this group, we'd be happy to hear it.

MS. NAPOLITANO: Sure. I can tell you that the North Shore does have -- I'm sorry, can you hear me?

MS. RICHARDSON: Yes, we hear you.

MS. NAPOLITANO: The North Shore does have both more policing and more CCRB complaints. We haven't done any analysis specifically on underlining variables related to that discrepancy. But acknowledging -- yeah, according to NYPD's own numbers reporting police activity, as well as our complaint rates, that does seem to be the case.

MS. RICHARDSON: Thank you for that, Nicole.

Ms. Miller, did you have any other questions or comments before we move on to the next person?

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MS. MILLER: I just would like to thank you, Ms. Richardson. And thank also our chairman, Mr. Davie, for this opportunity tonight to share with you that I appreciate the work that you are doing.

I am a former director of Family Resource Center in Staten Island, the Jewish Board, and I -- I have been working in the community for over 20 years.

And it is very obvious during this time, particularly during this time that we are in this epidemic, that we see police sirens going on all the time in the community. Because I ride through, take a look. And so it does increase, definitely, the number of young people or whatever age that are arrested or harassed.

And there really needs to be something. This is like a set up. And I also wanted to include Port Richmond because they're not really

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considered South Shore or North Shore.
But in terms of where we -- the map
was sorted out.

But I just really need to
emphasize that this is a really major
issue. And as was stated earlier, we
are moving towards the summer and we
know a lot more youth and young adults
will be on the streets, and we really
need to take a look at this.

And I just want to say that we do
have to do something to hold our
police chiefs and our sergeants, these
precincts, we need to hold them
accountable because they have
something to do. It's not just the
community. Because the community is
doing their part for the most part.
And you guys are doing your part with
partnering with the community, but we
need more support in those houses.

Again, I thank you so much for
this opportunity and for holding this
webinar. And have a good evening.

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Thank you.

MR. DAVIE: Thank you. You too.

Thanks so much.

Jerika?

MS. RICHARDSON: Thank you.

So next up, we have a question
from Mr. Kelvin Howell, Junior.

Sorin, when you get a chance, can
you unmute Mr. Howell's mic.

Kelvin asks: "How many cases are
there in the LGBTQIA+ community?"

Mr. Howell, are you asking
specifically about the LGBTQIA+
community in New York City in general
or are you asking about Staten Island
specifically? Mr. Howell?

MR. HOWELL: Yes. Can you hear
me?

MS. RICHARDSON: Can you turn your
volume up a little bit? Or speak
louder?

MR. HOWELL: Yes. Can you hear me
better now?

MR. DAVIE: A little. Go ahead

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with your comment. We can hear you now. Go ahead.

MR. HOWELL: Okay. Great. Thank you. So first, before I -- I do want to say good evening and thank everyone for the work that you guys are doing. And I definitely want to, you know, wish all your families and loved ones well.

So I wanted to take time to give a special thank you and applaud Timothy Harrell, who is one of your outreach specialists who is doing a wonderful job in the community and has been visible in all communities across the board. So I am truly thankful for him.

So yeah, I have a specific question about the LGBTQIA community for Staten Island, but for the CRB as a whole. Being someone that is acclimated in that community, working with that population, I do know there's a lot of misconduct and things

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that come from the police department.

And I wanted to know, specifically what are you guys doing to track what data you have about that? And that's like what the question was. The second part of that would be, you know, I hear -- from what I heard from some people this evening that, you know, the police have such a challenging job. And I do understand that they do have a job and it is challenging times and it's new. But nevertheless, it is a job.

And so they cannot be given special, you know, special circumstances because it's a job. And you know, that it's a job that no one wants to do. It is a job. It is an employment. Like any other job in the world. And they have to abide by the rules and their training.

And when they're not, there has to be severe consequences for accountability. Because there's lives

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that we are dealing with. You know what I'm saying?

MR. DAVIE: Mm-hmm.

MR. HOWELL: It's not retail. It's not I just sold a shirt. It's okay. You know what I'm saying?

MR. DAVIE: Yes.

MR. HOWELL: So I just wanted to -- this is -- we can have that amongst people that are speaking because that goes into community. You know?

MR. DAVIE: Understood. Yes.

MR. HOWELL: We have to be very clear what that narrative -- that it's not, you know -- they have a higher job. It's a job.

MR. DAVIE: Yes. Thank you.

MR. HOWELL: You know what I'm saying? So that makes it --

MR. DAVIE: Thank you.

MR. HOWELL: Because that comes out in communities, and people hear that, "Oh, it's a job. So because

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it's a job" -- or it's something that not everyone wants to -- no, it's a job. It's a test given and people can apply for it.

MR. DAVIE: Sure.

MR. HOWELL: So it can't be looked upon differently because of what they're doing and they're on the frontline. Just like doctors and nurses are saving lives every day.

MR. DAVIE: Sure.

MR. HOWELL: But if they make a mistake or do something, they will be held accountable as well.

MR. DAVIE: Understood.
Understood. Thank you.

Let's address the -- so just a quick comment on that. And everybody understands and we definitely will do our part as an agency and given our charter and our mission to hold the officers who engage in misconduct accountable.

There is a -- there is a -- there

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is the issue of officers facing down guns and other potentially lethal acts towards them that makes this job require extra care. So we want to acknowledge that.

But at the same time, as we've said, as I said in my remarks, this agency will carry forth this mission with deep appreciation and understanding the really serious risk that officers take. On the other hand, we will fulfill the mission that's been put before us and see if we can increase both accountability and trust.

To your first question as it relates to the LGBTQ community, and then I'll open it up for staff and others to talk, this agency has made real strides to make sure that we engage community around issues of policing and police misconduct as it relates to the LGBTQIA+ community. And we'll continue to do that.

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I'll leave it to my colleagues to talk specifically about that. But as one who also comes from that community, it's a particular sensitivity to me and a priority for me, and I think a priority for the mayor and the speaker and others. So we'll continue to pay attention to it.

But let me turn it over to my colleagues either at the staff level or on the board who might want to comment.

MS. RICHARDSON: Nicole, did you have any comments or any guidance that you can provide related to the question?

MS. NAPOLITANO: Sure. I can address the data part of the question. Just to -- to sort of explain a bit more in context.

All of the demographic data that the CCRB has is self-reported data. And our investigators are trained to not ask specifically about sexual

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orientation. But if the complainant discloses it, they do record that data. And there was demographic data options that we have, have evolved over time.

So the agency began recording sexual orientation with options of either straight, gay or lesbian, bi-sexual or other in 2015. Also in 2015, transman and transwoman were added to the prior gender options of male and female. In 2017, gender non-conforming was added as a gender option as well.

So the data that we have, it's limited. And partly because Staten Island has so few cases, there are really too few cases for us to draw any conclusions from.

I can tell you that the last analysis that we did indicated that the highest proportion of complainants that identify as members of the LGBTQIA+ community are in the 76th

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Precinct, and that's 7.1 percent of the complainants from that precinct.

None of the top ten are in Staten Island. It sort of ranges from Brooklyn, one in Queens and a few in Manhattan, with nothing in the Bronx. So we are still working on that analysis. But the data that we have, while small, it's something that we are really looking into now.

MR. DAVIE: Thank you, Nicole.

Any comments or questions from the board members?

(No response.)

MR. DAVIE: All right. We want to thank our speaker for the questions and the comments. And I'll ask if -- Jerika, if we have other speakers.

MS. RICHARDSON: We do. Thank you, Chair Davie.

So next up, we have Vincent Riggins. Mr. Riggins has asked a question about the authority of the CCRB. He is asking whether or not we

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investigate all civil servants or just members of the NYPD. So he asks several questions. If we can have the board or executive director address that one.

And then after that, we can have Mr. Riggins finish the remainder of his questions that were related to PPE and the NYPD generally.

MR. DAVIE: That's an easy one, the first one. It's only members of the service of the NYPD and no other city employees.

So let's hear the other questions.

MR. DARCHE: Mr. Chair, can I just have --

MR. DAVIE: Sure. Go ahead.
Sure.

MR. DARCHE: Sometimes people don't know exactly who the person is they're interacting with when they -- when they're having an issue. So there are -- CUNY has its own police officers. H + H has its own police

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officers.

If you are not sure whether you are dealing with a member of the NYPD -- there's state police, there's ICE -- file a complaint with us and we will determine who it is. And if it's not a member of service that we are investigating, we will forward that matter to the appropriate agency.

MR. DAVIE: Thank you, John. That's a very good warning and a very good reminder. Thank you.

So the speaker then?

MS. RICHARDSON: Mr. Riggins? Mr. Riggins, your mic is unmuted. We'll give you a few more seconds if you want to jump in and ask a few more questions beyond the first.

MR. DAVIE: Why don't we go to the next speaker. And then if Mr. Riggins gets in, we can come back.

MS. RICHARDSON: Okay. Will do. If we could move on to Maliyka Muhammad. Ms. Muhammad, "How much are

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the numbers" -- asks, "How much are these numbers related to Staten Island being -- how much of these numbers related to Staten Island being related predominantly to the home of law enforcement?"

Ms. Muhammad, are there additional questions that you have?

MS. MUHAMMAD: No. I was curious when they was giving the report about the numbers in Staten Island.

MS. RICHARDSON: Mm-hmm.

MS. MUHAMMAD: And we know that Staten Island, so just wondering, you know, is it accurate? You know, that -- where individuals are not coming forward? Because we know that Staten Island predominantly -- one, from a racial perspective, it's less of African Americans, Black folks. And then predominately, a lot of police officers do live in Staten Island.

So when it comes to these

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complaints, how accurate is that number?

MR. DAVIE: Does someone on the staff want to take that one?

(No response.)

MR. DAVIE: So is your question related to the fact that there's a perception that because a number of police officers live on Staten Island, then -- then -- what's the second part of that?

MS. MUHAMMAD: My question was, I asked it when she was reviewing the stats on Staten Island as far as the complaints. And -- so I was just curious because -- are people complaining -- are -- because Staten Island is so largely police force inhabited, are the complaints really being filtered through? Or -- I don't live on Staten Island. I hardly go to Staten Island. I love Staten Island, but it's the outer borough.

Are people really coming forward

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with their complaints, or is it that people are --

MR. DAVIE: I see what you are saying.

MS. MUHAMMAD: -- or there really is a larger issue than what's being documented?

MR. DAVIE: Right. So are people not coming forth because there's so many, at least perceived, police officers living on the island as their home?

I'm going to see if any staff or board members want to comment on that. My sense is, that's a hard question to answer. But does anyone else have any thoughts about that?

(No response.)

MR. DAVIE: So we are going to say that we are stumped on that one. And if we get -- go ahead, John.

MR. DARCHE: I think -- I don't know if it is possible for us to answer that question. But Nicole will

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report on that next month.

MR. DAVIE: Thank you.

MS. MUHAMMAD: Thank you.

MR. DAVIE: And to the speaker,
thank you for bringing that to our
attention.

MR. JOSEPH: One thing -- this is
Nathan from Staten Island.

MR. DAVIE: Mr. Joseph. Mm-hmm.

MR. JOSEPH: Yes. Anecdotally,
from going to Outreach, speaking with
people in the community of Staten
Island, many of them are afraid to
file reports against the police
because they feel that harassment is
going to get worse. And they're
really, really terrified of making
reports against the police.

MR. DAVIE: Understood. It just
means that we still have a lot of work
to do to try to address that issue.
So thank you both for bringing that to
our attention. We'll have our own
conversations about what's an

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appropriate CCRB response.

Jerika?

MS. RICHARDSON: Thanks, Chair
Davie.

Our next questions come from
Ranette Releford. Ms. Releford, your
mic is unmuted. I will start with
your first question. It is, if the
CCRB -- sorry.

"How many community outreach
events does the board host in each
complaint area? If the CCRB is not
the host, which events does it attend
each year, and how many events does it
attend?"

Ms. Releford, I'm going to
actually ask our director of Outreach
and Intergovernmental Affairs to
address your questions. But before I
do, just for clarity, are you asking
about outreach events in Staten Island
generally for your first questions?
Or are you asking about outreach
events in New York City as a whole?

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MS. RELEFORD: Both. Since this one is being held in Staten Island, my question was related to Staten Island. But also generally across the board.

I should introduce myself. My name is Ranette Releford, and I am the administrator for the Citizen's Review Board for the city of Syracuse. And Syracuse, New York downstate from you.

We are oftentimes faced with how some of the questions that, you know, statements that Nathan Joseph mentioned, trying to make sure the community is aware that the organization is available for the complaints. And also trying to make sure if they are comfortable coming into our house, per se, to file a complaint, that we are available in some sort of area that they feel comfortable to file a complaint. So that was the reason for my question.

MS. RICHARDSON: Thank you for that.

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Yojaira, can you speak a little bit about what we do in Staten Island, the borough itself, and then also generally about outreach across New York City?

MS. ALVAREZ: Yes. So our team is composed of six team members, and we go and conduct presentations in all five boroughs in a variety of different spaces, before COVID.

So last year, we completed about 800 presentations. On Staten Island, to be frank, it is a little bit more difficult to get those types of numbers, depending on the types of events that we can actually physically attend because it's smaller than the other boroughs.

But from 2019 to date, it's about 60 presentations. So we've gone to schools, after-school programs. Jahi Rose has been the lead on Staten Island. He's done a great job. So we knew that that number was a little

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low, so we got a little bit more creative. We partnered with board member Nathan Joseph and started conducting presentations in barbershops and salons.

So I'll be happy to touch base with you afterward on outreach efforts and really trying to improve those community civilian numbers and dynamics in Syracuse. And we can discuss that further. Hope that answers your questions.

MS. RELEFORD: Thank you so much.

MR. DAVIE: Thank you, Yojaira.

Jerika, next question or speaker.

MS. RICHARDSON: Okay. One moment.

MR. DAVIE: Jerika?

MS. RICHARDSON: Yes, I'm here. I'm just making sure I'm asking all the questions in order. I don't want to miss anyone. So our next speaker is Selina Grey.

Sorin, can you unmute Ms. Grey's

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mic? I believe it's been unmuted.

MS. GREY: Yes. Can you hear me?

MS. RICHARDSON: We can. So you had a question regarding over-policing in communities. Can you elaborate on that for us?

MS. GREY: Yes. I'm a resident of Staten Island. We've been out in several communities on weekends, just servicing different communities. And my concern was to over-policing, but the police are congregating and not wearing PPE themselves.

So if they are to enforce large groups of ten or more and to gain the respect of the people which they're trying to police, what can we do and what can be done to ensure that they're not congregating four, five cars in one large development, none of them wearing PPE?

And we do know that several thousand police officers in NYC have contracted COVID. And we had, you

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know, maybe a little over 20 that have passed away. How can we ensure the safety of our community, health-wise, number one? And also have them respect the police officers because they're doing what they're trying to enforce?

MR. DAVIE: Any board members want to comment? Staff?

(No response.)

MR. DAVIE: I think the most we can say here is that we would communicate your concerns to the commissioner and the -- at the NYPD that have responsibility for the protocols and rules around officers and the use of PPE, personal protective equipment, and other protocols.

And beyond that, it's sort of beyond the jurisdiction of this agency to handle and manage that. But I do think it's an issue that needs to stay on everybody's radar. Because if

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there's a sense that things are lax or that there's a double standard, it just creates more problems for everyone. But I will communicate your concern to the police commissioner and to others at the department.

Any other comments on this?

(No response.)

MR. DAVIE: All right. Thank you.

MR. DWYER: I'm sorry.

MR. DAVIE: Mr. Dwyer, go ahead.

MR. DWYER: It takes me a second sometimes to hit all the right buttons.

I would just add, aside from the -- you know, the obvious of reaching out to the precinct commander, every precinct has a precinct community council president, who is a member of the community, who usually has a very good working relationship with the precinct commander. And that person lives in the community. You can usually find

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them listed in the precinct website. They can be a great source to begin to create a relationship between folks who don't know the precinct commander, and to start to try to improve that relationship.

So you know, aside from reaching out to the community affairs offices, the president of the community council -- again, you can usually find that on the website -- is a good resource to start to build that relationship.

MR. DAVIE: Thank you, Mr. Dwyer.

MS. GREY: Thank you.

MR. DAVIE: And thank you, speaker, again. We appreciate you bringing this.

Jerika, next speaker.

MS. RICHARDSON: Thank you. We have Shirin Barghi up next. And there are several questions. So I think I would start by posing the first to our executive director.

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The first question is, "How is the City's budget cuts impacting NYPD? Will there be any cuts there as well?"

Executive Director Darche, is there anything that you can speak to with NYPD or perhaps CCRB and how budget cuts have been affecting us?

MR. DARCHE: I have no knowledge of how the department's budget is going to be affected other than what I have seen in the budget. Which is that they're having a small, for NYPD, increase.

The -- the budget impact for CCRB is going to be significant. The investigators that we planned on bringing on board next year, the staff that we planned on bringing on board next year would have greatly helped our ability to investigate cases in a timely manner.

And delaying that implementation of that increased head count is going to impact the agency. Even more dire,

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the high hiring freeze. You know, as people move on to other positions, not being able to replace them is also dire.

But again, because of the charter reform, I'm confident that in -- in the fiscal year 2022, we will be starting again from a -- back from where we should be this year.

The other major impact is -- it is -- it is -- it is a real goal of the board as -- wants us to move to phase two of the plan to investigate sexual misconduct, to begin investigating sexual assault complaints.

One of the key components of our plan was the development of a -- of a civilian assistance unit. And I don't know that we are going to be able to do that before FY '22. It just seems unlikely to me in the present fiscal environment.

MR. DAVIE: Thank you, Jon.

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Were there other questions,
Jerika?

MS. RICHARDSON: There were. And so the next question was related to the social distancing ambassadors. We were asked specifically who is doing the ambassador work, how are they chosen, and if they're paid.

While we at CCRB cannot speak to the specifics of the ambassador program, the additional question that was posed is, "Who oversees them in cases of incidents of aggression?"

Executive Director Darche, I don't know if there's anything you can speak to about jurisdiction or where complaints related to the social distancing ambassadors might go.

MR. DARCHE: So it appears that CCRB will not have jurisdiction over the conduct of the social distancing ambassadors because I don't believe they're going to be members of the NYPD. There may be instances where

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encounters that begin with social distancing ambassadors then involve police that result in complaints that aren't our jurisdiction.

So if you have a question about whether or not the CCRB is the right place to complain about a situation you saw or an experience you had, then please contact the CCRB. You can call 3-1-1. You can go to our website, nyc.gov/ccrbcomplaint; C-C-R-B C-O-M-P-L-I-A-N-T (sic). And our hotline is 1-800-341-2272.

MR. DAVIE: Can people also dial 3-1-1, John?

MR. DARCHE: Yes. Yes.

MS. RICHARDSON: Thank you, Jon. Shirin Barghi, has that addressed all your questions?

(No response.)

MS. RICHARDSON: Hello? Shirin?

MR. DAVIE: Let's move to the next person. If she comes back, then we'll try to pick her up.

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MS. RICHARDSON: Great. Will do.
Next up, we'll have Tammy David.

Sorin, if you could unmute
Ms. David's mic.

Ms. David asks, "Is there a way to
look up a specific officer's history
with the CCRB, like if they had
complaints filed against them?"

I'll toss this up in the air to
see who wants to take it.

MR. DAVIE: My answer is yes.
Correct?

MS. RICHARDSON: Correct.

MR. DARCHE: Look up a specific
officer's history?

MS. RICHARDSON: Not history,
sorry. Complaint.

MR. DAVIE: For the CCRB related
to a case?

MR. DARCHE: No. You cannot look
up a specific officer's history, CCRB
history. If you have a case number,
you can check online for the status of
your individual case. But under Civil

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Rights Law Section 50-A, we are prohibited from disclosing information about a member of the NYPD's CCRB history.

MR. DAVIE: I thought the question might have been in terms of the context of a complaint file. Will the agency be able to access the officer's history?

MR. DARCHE: Yes, we can access that. But we cannot disclose that.

MR. DAVIE: Understood.

Who is next, Jerika?

MS. RICHARDSON: Next, we have Jordan Wouk. If we can unmute Mr. Wouk's mic.

MR. WOUK: My name is Jordan Wouk. I live here in Manhattan. I recall being on Staten Island a couple of years ago and there were members of the NYPD present, including at least one NCO.

Many of today's comments address the police and their actions. Hearing

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from members of the NYPD directory is very different from hearing from members of the board, most of whom have never been on the force.

Consider the response just given, for the report of police not using PPE. We ask -- the agency can ask their contacts at the NYPD, but no answer will be conveyed back to this group. Better would be a local senior officer on the call who could directly address the issue.

Are there any NYPD on the call? Were they invited? And was any response received?

MR. DAVIE: Thank you, Mr. Wouk. I think at the top of the hour, Yojaira -- at the top of the meeting, Yojaira Alvarez indicated that -- Yojaira, do you want to speak to that?

MS. ALVAREZ: Yeah. Thank you so much, Mr. Wouk.

We did send invitations to all commanding officers on Staten Island,

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including the -- a borough command.
We received a response back from
Deputy Inspector Abbassi. He's been
very communicative in our -- not the
last Staten Island meeting, but the
one before that. And he had a
last-minute issue come up in regards
to PPE distribution.

And Deputy Inspector Eger, Melissa
Eger -- I'm sorry, Captain Eger was
unable to attend as well. But we've
had responses from -- (audio
interruption).

MR. DAVIE: Thank you, Mr. Wouk.
It's a point well made. We'll
continue to reach out to the
department to invite members to the
meeting.

We are going to ask folks to mute
their mics if they're not speaking.

Jerika, who's next?

MR. JOSEPH: One other thing
related to that.

MR. DAVIE: Sure, Mr. Joseph.

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MR. JOSEPH: I just want Mr. Wouk to realize that we always invite the police department to all of our meetings. This is not something unique to Staten Island. They're always, always invited to the public meetings.

MR. DAVIE: Thank you, Mr. Joseph. Jerika?

MS. RICHARDSON: Thank you. Up next, we have Krystal Heffney. Ms. Heffney asked: "How can we work on making neighborhood patrol officers permanent in each neighborhood so they can get to know the neighborhood and the neighbors know them and obtain trust within each other to better our communities?"

So I think Ms. Heffney is referring to the neighborhood's coordinating officers. I open this up to the board. Or if any of our police commissioner designees --

MS. HEFFNEY: I heard my name. I

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heard my name.

MS. RICHARDSON: Hi, Ms. Heffney?

MS. HEFFNEY: Yes.

MS. RICHARDSON: You had a question related to neighborhood coordinating officers, correct?

MS. HEFFNEY: Yes.

MS. RICHARDSON: I was opening the question up to our board members to see if anyone could just share their thoughts on how trust could be built and obtained to better our communities.

MS. HEFFNEY: Yes. And the main thing is in order to get the neighborhoods, the communities to open up to them and them to open up to the communities, we have to have consistency. And if we don't have consistency, then how do we better align the trust?

MR. DAVIE: Understood.

Do either of our commissioner designees want to address that? We

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can open it up to staff as well.

MR. DWYER: I think at a very basic level, the intent is to have these officers in those commands for an extended period of time. Having said that, some of them get promoted. Some of them retire. So you know, it's not a perfect system. This happens in any organization. People move on.

But certainly, the intent is to have them in those commands for a period of time. The caller probably knows, but if you go online, you can identify the officers of your area. And you can reach out to them and set up meetings with them.

MS. HEFFNEY: I'm a community ambassador, so I know every officer in every neighborhood. I'm also on the board of the mayor's action plan. I'm the leader of MAP. So I'm quite familiar with every NCO in every neighborhood. I go to the ones in

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committee meetings, everything.

MR. DAVIE: But your question is how do you make them more permanent so they don't keep moving; is that the question?

MS. HEFFNEY: Yes. So now I have a question for him.

What is the extended amount of time?

MR. DWYER: You know, it would vary depending on the person's career. If the person takes that position but then passes a sergeant's exam, the organization is not going to not promote them because they have taken that position.

So I mean, certainly the goal would be to have them in that position for years. Like everything else, people get hurt, people get injured. People retire, people get promoted. It is one of the great challenges in the police department that people's careers are very fluid.

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But my suspicion is that you work with them. Do you have thoughts? Because you know these are the kinds of things that could be passed on.

MS. HEFFNEY: My thought was, I know that Officer Vincent and Officer Moreno, they were looking for promotions and they're the NCOs of Stapleton. And they were looking to get promoted.

And before they were looking to get promoted they had made, you know, the neighborhood -- they gained a great relationship with the neighborhood. They haven't been here for about two months now. And we haven't met any new NCOs for Stapleton. That's the community I work in, so I serve that community on a board level.

MR. DAVIE: Maybe one of the things that we can communicate to the department is that there be more intentional orientation for new NCOs

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in the community before the ones who are getting promoted are transferring out happens.

And again, this is way beyond the jurisdiction of this agency. But we certainly can make recommendations based on what we hear from these community conversations. So --

MS. HEFFNEY: Thank you.

MR. DAVIE: Yeah. We'll take -- we will definitely communicate that. Because it seems as if there could be a better transition when NCOs are leaving and new ones are coming up.

MR. DWYER: I would just add, one, I'm pleased you had a good experience with them. But there's also something very positive that you just described. And that is to say that somebody who had that role is now going to supervise eight to ten other police officers.

And we'll have that experience in which to coach them, teach them,

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discipline them. If they hadn't had that experience, then the other person -- the people wouldn't have the advantage of them as supervisors.

So I totally understand what you are saying about when folks who are really good move on, it's upsetting. But there are positives that also come out of it.

MS. HEFFNEY: I appreciate it, Frank.

MR. DAVIE: Thank you, Mr. Dwyer. And thank you to the speaker for bringing this to our attention.

MS. RICHARDSON: Next, we have Tammy Greer Brown from Moms of Black Boys United. She's on this call with 20 to 25 members of her organization. We'll give Ms. Greer a few minutes to talk about her organization.

But her question specifically is, "We want to know how we can assure the safety of the community members who complain about the NYPD on Staten

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Island. It is so small that everyone knows everyone, and there is no real separation between law enforcement and advocacy for private citizens."

I would open that question up to the board or to our executive director. If -- if they can speak to our complaint process, and how we address community concerns about that.

MR. DAVIE: Let me say that no one who makes a complaint should ever fear retribution. Or if there is any retribution, it should be made known to this agency and any others if you fear from members of the NYPD.

And the only way to stamp anything like that out, if it does happen, is to shine a light on it and make a complaint with this agency and, I guess, with any other relevant jurisdictions.

John, do you want to comment on this? Or any other board members want to comment?

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MR. DARCHE: You are a hundred percent correct.

MR. DAVIE: Thank you for bringing this to our attention. We've heard this a few times now about Staten Island. And it's worth, again, a conversation with the police commissioner or other higher-ups. That supposedly, at least allegedly, that given the fact that there are a large number of officers on an island that has a relatively small population, there is this sort of fear of making -- (audio interruption).

MS. RICHARDSON: Ms. Greer Brown, did you have additional questions or any comment before we move on to the next person?

MS. GREER BROWN: Yeah, I do. I just wanted to say thank you for having this. Thank you for Mr. Rose for inviting Taj. I work with Taj at the youth council for the Staten

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Island NAACP. As well as Elijah, our president.

I work with a group of moms called Moms of Black Boys United. It was started in Brooklyn by Depelsha McGruder, and it was basically just a response to some of the -- some of the killings that were going on across the nation and she just got fed up.

And what turned into 30 people, just friends, we have 170,000 members on our Facebook page who are looking for answers. Out of those 170,000, we have about 10,000 in New York City alone. And I'm so proud to say there's about 25 of us on this call today.

And what we are interested in, more than anything, is just to protect our Black sons and our Black men from being killed by police officers. And we know based on ten days ago, there are still a lot of -- a lot of inappropriate behavior. And that's

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just putting it nicely. And on Staten Island, we are the epitome of inappropriate behavior with the police department.

Whereas other -- other -- excuse me, other boroughs have their elected officials to go to, we do not. Outside of Debbie Rose, I don't think we get the support that we need when it comes to elected officials advocating for us to even go to the CCRB.

And I'm not saying this is anything wrong with them, it's just the position that we're in being the minority here on Staten Island. But it does allow a lot of sliding to go on in terms of appropriate behavior, misbehavior, as well as disregard for the civil rights of our young Black and Brown community. Especially our youth.

I know you are saying all the politically correct things in terms

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of, "Well, we are here for you. Blah, blah, blah this. Blah, blah, blah that." But we don't see it. We do not have that comfort level to be able to understand CCRB and to actually get a response. Because I've reported things that I've seen and that I've witnessed or that I've been privy to, where we've -- I've never gotten a response back.

How are you going to deal with that this summer when 75,000 youth will not be working, social distancing will be in place?

And recently, just about a week ago, I was driving in a car and police officers are telling me to take off my mask and my gloves during a pandemic. As a -- as a mother, as a Black woman, as a Staten Islander, and as a representative of Moms of Black Boys United, this is totally unacceptable.

So we need a little bit more than "Yes, you can come to us." We need

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some type of security that we will be protected and others will be protected, who will want to make that complaint. Not just come to us, but we really want to know what are you going to do to keep us safe when we make these complaints?

Because I hear them all the time as the youth adviser for the NAACP youth council. I hear them from other moms who are on this call right now. We need a little bit more than just the average say so that you're saying to other boroughs because we are different. And we don't have political clout that other -- other Black and Brown people have in other boroughs. So please help us.

MR. DAVIE: So we can -- I'm going to ask Jerika if -- I'm sorry, Yojaira, if as soon as she can arrange it to have her and her staff, since we can't meet you in person given social distancing, at least do a -- whatever

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we are doing. Zoom or Webex. But a conference with you to hear more about what you are -- about what you are experiencing.

And then for all those things that go beyond this -- beyond the jurisdiction of this agency, we'll make it our business to communicate it to others in the Mayor's office or NYPD's speaker's office. And then continue to work with Councilmember Rose, our own Staten Island board member Nathan Joseph. Maybe he can join Yojaira and her team in their conversations with you.

And the only way to -- it seems to me, not the only way. But one of the best ways is to continue to shed light on this issue that gets raised about whether or not people are going to be appropriately protected if they make complaints against officers of NYPD who live on Staten Island.

And the city has an obligation to

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protect you and to respond and -- and as much as we can within what we have been commissioned to do by the charter, we'll do that.

MS. GREER BROWN: And if I may add just one thing, this is not just in terms of retaliation that we are afraid of. Some of our CBOs are actually -- they're muffled because of funding. They can get their funding cut off for advocating for us to actually go to the police. They can lose relationships.

And with organizations, CBOs and FBOs that do not have the financial backing to continue their work, it makes it all the more troubling and all the more distressful for them to continue to do the work that they need to do during this COVID, this COVID pandemic.

So this is more than just physical retaliation or retaliation of law enforcement. But it's also financial

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retaliation. That's the issue.

MR. DAVIE: You just have to keep shedding the light on it. You've got some allies in Councilmember Rose, in Mr. Fall, in Mr. Joseph on this board. And I think the board as a whole. And let's have the conversation with the community outreach team here with Yojaira. Again, Mr. Joseph is nodding his head, he'd be willing to join that conversation. We'll do what we can.

MS. GREER BROWN: All right. Well, I definitely want to bring in the founder of -- Depelsha McGruder into that, too.

MR. DAVIE: Sure.

MS. GREER BROWN: Okay?

MR. DAVIE: Okay.

MS. GREER BROWN: So not just Staten Island, but all my sisters that have moms of Black sons. We all want to see all of our sons get to the next level because we want grandbabies.

MR. DAVIE: Absolutely.

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Absolutely. Thank you so much. And thank you for the work that you do. Thank you.

Jerika, next?

MS. RICHARDSON: Thank you. So we are coming to a close and are a little short on time for the remainder of our public session. We saw a hand raised from Councilmember Debbie Rose. I don't know if that was a hand raised from earlier or not. But just to open that up for her.

Councilmember Rose?

MS. ROSE: Thank you. Yes. That was -- that was from earlier when I wasn't sure that you knew I was here.

But I just want to say, again, thank you so much for having the meeting. And that I hear, you know, my constituents. All of their complaints are valid. They are -- we hear them frequently. And that we are -- we are moving in a direction where we are -- we are trying to

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change the whole paradigm in terms of how policing is done in the communities of the Black and Brown communities on Staten Island.

But I have to say in my constituents' defense, it is really a huge problem. The disparities are overwhelming. And the pandemic has only exacerbated things that have historically and systemically existed here on Staten Island. And I'm sure in other places. But here in Staten Island, for -- for decades and even longer.

So I thank you for taking their concerns up the chain and -- and to the PC. I also want them to know that we are, in my office, going to do likewise. And I appreciate the comment about the community members being a part of the police community council meetings so that they -- they can voice their opinions right there to the precinct commanders. And

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hopefully get, you know, some sort of incident relief.

And so again, just thank you all. Thank you for -- for this evening.

MR. DAVIE: Thank you, Councilmember.

Jerika, are there more?

MS. RICHARDSON: Okay. So there are just two quick questions that I will pose to our executive director. There's a lot of conversation in the Q and A section about officers or supervisors not following the law with relating to social distancing. And folks are asking, can they do a citizen's arrest or can they summons these officers. So I will take that question over to Executive Director Darche.

And then the other question is related to the board's recommendations to the commissioner. And the question is, "Has the commissioner not followed one of your disciplinary

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recommendations?"

So I think in general, I would encourage all of tonight's participants to go to CCRB's website, and our outreach team can share those links in the chat, and look at our policy reports that really speak to disciplinary recommendations from the commissioner. As well as it also has detailed reports on our administrative prosecution unit.

And it just speaks to what the commissioner has done with respect to our recommendations. If there are any verdicts that have been overturned, or really just what the concurrence rate is generally. So you can definitely go to our website for more specific information on that data.

But Executive Director Darche, before we close, if there is any guidance you can provide on complaints regarding officers' social distancing, or any additional guidance you want to

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provide on any disciplinary
recommendations.

MR. DARCHE: So one of the most
important things I think the CCRB
provides is an outlet for people who
are upset or angry or disappointed
with the behavior of police towards
them or that they are witnessing, to
file a complaint in a
non-confrontational way.

It strikes me as unwise in the
extreme to try and use a citizen's
arrest against a police officer for
failing to social distance properly
and also to issue them a summons.
Please don't do that.

Please file a complaint with the
CCRB. Please call us at
1-800-341-2272. Call 3-1-1. Or the
best way to file a complaint now while
our office is actually closed and we
are all working from home is at
nyc.gov/ccrb C-O-M-P-L-A-I-N-T.

MR. DAVIE: Thank you, Jon.

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Jerika, we are at the end of
our --

MS. RICHARDSON: We are. It's
back to you.

MR. DAVIE: Thank you so much.

So we are coming close to the end
of our meeting. I'm going to suggest
something before I do the last two
things on the agenda because I think
they'll go pretty quickly.

One is, I know we have an
executive session. And so we are
going to all log off and log back on.
What I'm going to ask our staff is if
we can stay on and you put us back in
rehearsal mode so that everyone else
is disconnected from us. Just allow
us to stay here. Let me see now from
Sorin if that's a possibility.

Sorin, can you set it up so that
only -- so that we can be back in
rehearsal mode and everyone else will
not be connected? Is that possible?

SPEAKER: Yes, it will.

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MR. DAVIE: Okay. Thank you.
Give us a few seconds.

Let me ask first, is there any old
business to come before this board?

(No response.)

MR. DAVIE: Any new business?

(No response.)

MR. DAVIE: Is there a --
Mr. Puma?

MR. PUMA: Yes. Thank you,
Mr. Chair.

So yeah, I mean, it's pretty clear
we've heard the route, the needing,
the concerns about NYPD enforcement of
social distancing and disparities that
have also been part of the public
conversation along race when it comes
to that enforcement.

There's also another public debate
right now as to whether it's even
proper for the NYPD, whether that's
good public policy for NYPD to be
enforcing this sort of new way of --
of our interacting with each other

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during the pandemic.

But I -- so the point I wanted to ask and raise is, though I understand complaint numbers at the agency are lower as far as new complaints coming in, I'm wondering if we, as a board, could get some sort of report as to new complaints in which social distancing -- complaints that arise where the underlying concern, I guess, or the motivations for police action was enforcement of social distancing. Whether or not it's something that the agency is -- is capable of -- of keeping track of during this unusual time.

And I bring this up also with the particular concerns that were raised around perhaps there being fewer opportunities for youth as the city faces, you know, certain budgetary decisions for the summertime in particular.

MR. DARCHE: Mr. Chair, do you

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mind if I answer this?

MR. DAVIE: Please. I assumed you would.

MR. DARCHE: So the policy staff is looking hard at this. The problem is that people don't file complaints saying, "I was -- my lack of social distancing was not properly approached by the NYPD." And it is sometimes not clear until later on in the investigation what caused an encounter to begin.

So we may get a complaint that leads us -- that we think is looking at one thing. And then through the course of the investigation, it will lead us to determine that it was the result of enforcing social distancing regulations.

So I don't know how quickly we'll be able to report on it to the board because of -- this is brand new. Two months ago, no one heard of this situation. So it -- it's something we

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are tracking as best we can. But it is extremely difficult.

MR. DAVIE: Thank you, John.

Mr. Puma, is that --

MR. PUMA: Yes, I understand that. How -- yeah. I mean, perhaps those -- what I'm hearing is that, you know, some of that -- whether a case is -- whether a civilian complaint involves underlying social distancing enforcement, it may not be immediately apparent from the initial complaints that we get from the civilian. But upon further investigation, that may come to light. So therefore, numbers may change as a case develops, as the investigation develops.

So I understand maybe some discomfort as far as, you know, the numbers sort of being static or -- or being fluid. But it sounds like perhaps we can -- I would just encourage the staff to -- and I know the staff has done this very well in

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the past, you know, examining how you can best sort of report and keep track of these -- of these particular concerns.

MR. DARCHE: We are doing it. It's just not going to be something that we can report on quickly. Oftentimes, until you interview the member of service, we don't know why they took the actions that led to the complaint.

MR. PUMA: Right. Understood.

MR. DAVIE: Thank you. Thank you both.

Any more new business?

(No response.)

MR. DAVIE: Is there a motion to adjourn to executive session?

(In chorus: So moved.)

MR. DAVIE: Second?

MR. PUMA: Second.

MR. DAVIE: All those in favor, please say "aye".

(Chorus of Ayes.)

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MR. DAVIE: Opposed no?

(No response.)

MR. DAVIE: Your "eyes" have it.
We're going to return to executive
session. We're going to stay where we
are just for a few minutes. I ask
Sorin to put us back in rehearsal
mode.

And then Jon, you can work on
getting any other staff that need to
be in into the room.

(TIME NOTED: 9:11 p.m.)

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C E R T I F I C A T E

STATE OF NEW YORK)

:SS

COUNTY OF NASSAU)

I, Elbia Merino, a Notary Public within
and for the State of New York, do hereby certify:

I reported the proceedings in the
within-entitled matter, and that the within
transcript is a true record of such proceedings
to the best of my ability.

I further certify that I am not related
to any of the parties to this action by blood or
marriage; and that I am in no way interested in
the outcome of this matter.

IN WITNESS WHEREOF, I have hereunto set
my hand this 21st day of May, 2020.


Elbia Merino

<p>& 2:4</p> <p>'22 122:22</p> <p>'til 69:5</p> <p>+ 107:25</p> <p>1800341ccrb 33:24</p> <p>21st 157:19</p> <p>50a 90:10 126:2</p> <p>6th 9:12</p> <p>76th 105:25</p> <p>===== ===== ===== ===== 2:3 3:3</p> <p>@ccrbnyc 34:16</p> <p>abbassi 128:4</p> <p>abide 100:21</p> <p>ability 121:21 157:13</p> <p>able 8:6 19:22 25:3,21 28:13 38:22 60:6 62:5,6,8 63:13 67:5 68:20 70:17 74:10 75:16,25 83:8 91:19 122:4,21 126:9 140:5 153:22 (24)</p> <p>about 4:13 6:14 7:20 8:7 11:22 14:11 16:12,22 26:22 28:20 30:22 33:15 34:14 35:4 36:23 39:17 40:7,12,15,16 44:25 45:22 62:13,20 71:23</p>	<p>73:18,24 74:7,17 76:18,19,21 77:8 78:14 82:20 83:5 84:25 88:10,14 89:24 93:12 94:23 95:2 98:14,16 99:20 100:5 104:3,25 106:24 109:11 111:18 112:25 113:22,24 115:3,5,12,20 123:17 124:6,8 126:4 133:17 135:7,21,25 136:10 137:6 138:15,17 140:16 142:3,4,20 146:21 147:13 151:15 (78)</p> <p>abreast 55:8</p> <p>absolutely 69:10,11 144:25 145:2 (4)</p> <p>abstentions 22:6</p> <p>abuse 15:6 31:12 89:25</p> <p>academy 49:4 52:9,15</p> <p>accepting 18:7</p> <p>access 89:3 126:9,11</p> <p>accessible 40:20</p> <p>acclimated 99:23</p> <p>according 95:17</p> <p>accountability 100:25 103:15</p> <p>accountable 55:6 97:16 102:15,24 (4)</p> <p>accurate 109:16</p>	<p>110:2</p> <p>achieve 59:16</p> <p>acknowledge 8:19 17:2 103:6</p> <p>acknowledging 95:17</p> <p>acronym 31:3</p> <p>across 17:18 99:16 114:5 115:5 138:9 (5)</p> <p>act 32:11 33:3 51:12</p> <p>action 131:22 152:12 157:15</p> <p>actions 126:25 155:11</p> <p>active 47:22</p> <p>activities 53:16</p> <p>activity 37:12 53:25 59:22 84:4 95:19 (5)</p> <p>acts 103:3</p> <p>actually 60:14 63:9 70:12 75:11 85:20 86:5 113:18 115:17 140:6 143:10,13 149:22 (12)</p> <p>adapt 4:12 20:25</p> <p>add 68:4 119:16 134:16 143:6 (4)</p> <p>added 26:20 40:14 72:16 105:12,14 (5)</p> <p>adding 73:13</p>	<p>addition 40:8 58:21 73:14 94:12 (4)</p> <p>additional 32:20 39:9,18 72:16 109:8 123:12 137:18 148:25 (8)</p> <p>additions 21:20</p> <p>address 5:22 20:12 25:10,16,21,25 35:10 60:16 61:20 68:24 69:16 102:18 104:19 107:5 112:22 113:20 126:24 127:13 130:25 136:10 (20)</p> <p>addressed 50:21,22 124:19</p> <p>addressing 19:15</p> <p>adequate 72:19 73:11</p> <p>adhering 80:23</p> <p>adjourn 2:17 155:19</p> <p>adjudicate 67:6</p> <p>adjust 35:2</p> <p>administration 23:5 25:25 26:22 84:4 (4)</p> <p>administrative 148:11</p> <p>administratively 29:5</p> <p>administrator 114:8</p> <p>adoption 2:6</p>	<p>adults 97:9</p> <p>advantage 135:5</p> <p>adviser 35:19 141:10</p> <p>advocacy 35:24 36:11 136:5</p> <p>advocate 9:3,6,10 29:20 85:3 (5)</p> <p>advocating 67:10 139:12 143:12</p> <p>affair's 26:13</p> <p>affairs 2:10 28:10 57:9 58:19 113:19 120:9 (6)</p> <p>affected 23:19 93:17 121:11</p> <p>affecting 121:8</p> <p>afraid 84:8 112:14 143:9</p> <p>africa 48:21</p> <p>african 46:4 48:14,19,20,21 85:23 109:21 (7)</p> <p>after 67:25 69:6 107:7</p> <p>afternoon 23:9</p> <p>afterschool 115:22</p> <p>afterward 116:8</p> <p>afterwards 86:19</p> <p>again 12:24 13:3 16:2 27:17 28:3 33:14 56:22 58:24 67:23,24 71:3 79:20 83:13 84:11</p>
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