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CIVILIAN COMPLAINT REVIEW BOARD  
PUBLIC MEETING  
NOVEMBER 9, 2020  
6:30 P.M.

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HELD VIA VIDEOCONFERENCE

B E F O R E:  
FREDERICK R. DAVIE, CHAIR

Transcribed by:  
Elbia Merino

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BOARD MEMBERS PRESENT

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- Frederick Davie, Chair
- Erica Bond, Esq.
- Corrine Irish, Esq.
- Marbre Stahly-Butts, Esq.
- Joseph A. Puma
- Michael Rivadeneyra, Esq.
- Angela Sung Pinsky
- Willie Freeman
- Frank Dwyer

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PRESENTERS

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Chelsea-Leigh Flucus, Blake Fellow

Jahi Rose, Deputy Director of Outreach and  
Intergovernmental Affairs

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MS. ALVAREZ: Hello, everyone.  
Thank you for joining us tonight.  
Before we begin, I just wanted to  
share some information with you all.  
In the chat, you'll find some links to  
the agenda, the minutes, PowerPoint  
presentation and additional  
information as the meeting proceeds.  
If you have any questions pertaining  
to the particular presentations, you  
can use the Q and A function. If you  
have any other questions or comments,  
we welcome all of them. If you will  
just use the "Raise Your Hand" feature  
and we will call on you during the  
public session when we get to that  
later on in the agenda. Thanks so  
much again.

CHAIR DAVIE: Thank you,  
Yojaira. And I'd like to call this  
meeting of the Civilian Complaint  
Review Board to order. Before we  
proceed, I'd like to have the adoption  
of the minutes, if we could, and is

1  
2           there a motion to adopt the minutes of  
3           the last meeting?

4           MS. IRISH:    So moved.

5           CHAIR DAVIE:  Is there a second?

6           MR. RIVADENEYRA:  Second.

7           CHAIR DAVIE:  All those in  
8           favor -- are there any additions or  
9           changes to the minutes?

10           (No response.)

11           CHAIR DAVIE:  All those in favor  
12           of adopting the minutes, please say  
13           "aye".

14           (Chorus of ayes.)

15           CHAIR DAVIE:  Opposed?

16           (No response.)

17           CHAIR DAVIE:  The minutes are --  
18           So welcome to this meeting of  
19           the Civilian Complaint Review Board  
20           and thank you all for --

21           (Technical interruption.)

22           CHAIR DAVIE:  Let me go through  
23           my remarks again.  Just in case people  
24           were not able to hear.  Just in case  
25           people were not able to hear before.

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So again, I want to thank you all for being here tonight. Over the past few days our city has seen protests and celebrations in the street. Some of these gatherings have included what appear to be problematic interactions between members of the public and NYPD personnel.

This is an unprecedented moment for our country. In the wake of this historic election, the soon to be former president seems to be doing everything in his power to contest the will of American people. Many New Yorkers will continue to be out in the streets celebrating and rallying in the wake of this election. And we must protect and guarantee their right to peacefully assemble and make their voices heard.

We all have a role to play in this. And we all must work to turn down the temperature when it seems that our out going president might not

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want to see nothing more than for this temperature to reach a boiling point.

That said, I want to especially commend those who are on the ground encouraging deescalation and organizing peaceful assembly. Your work is admirable and instrumental to the betterment of our city and our democracy.

I want to remind and assure the public that the CCRB will review any complaints lodged against members of the NYPD for violations within the agency's jurisdiction that occur at these protests. The board has already reviewed cases stemming from protests in supports of black lives this summer and hundreds of investigations related to these protests are ongoing.

If you'd like to file a complaint with our office, as always, you can go to N -- you can go online to [NYC.gov/CCRBcomplaint](https://nyc.gov/ccrbcomplaint). Again, that's [NYC.gov/CCRBcomplaint](https://nyc.gov/ccrbcomplaint). Or you

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can call our hotline at  
1-800-341-CCRB. Again,  
1-800-341-CCRB.

Additionally, as more and more  
New Yorkers, young New Yorkers engage  
with local politics and protests in  
the streets, I want to encourage any  
young New Yorkers between the ages of  
18 -- between ages of ten and 18 to  
consider joining the CCRB's Youth  
Advisory Council.

Those selected to the Youth  
Advisory Council will have a  
significant impact on the CCRB's work  
related to youth NYPD relations,  
policing of young people and how our  
agency communicates with and reaches  
out to young New Yorkers.

The public service announcement  
of the 2020 class of the Youth  
Advisory Council will soon be  
broadcast online and over radio. And  
I'm looking forward to what the 2021  
class will produce for the CCRB and

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for the City of New York.

The deadline application for the Youth Advisory Council is 11:59 on November 30th. This is an important role to play at the CCRB, and I'm looking forward to meeting the 2021 class of the Youth Advisory Council very soon.

Finally, as New Yorkers engage with our investigative process, it is extremely important that the CCRB assess its own practices to ensure civilians who file complaints remain engaged in the process. As some of you may know, the CCRB's truncation rate, that is the percentage of investigations that are unable to be completed because civilians who file a complaint do not remain engaged in the CCRB's process, that this truncation rate is too high every year, year and after year.

Tonight we will have a presentation from the CCRB's Blake

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fellow on how the agency and the city can address truncations and increase the number of complaints that are fully investigated.

The Blake Fellowship was created after professional tennis player James Blake endured an unwarranted and abusive encounter with a member of the NYPD that was ultimately prosecuted by the CCRB. As part of the settlement reach with the city, Mr. Blake created this fellowship to find ways in which the CCRB can improve its operations.

I'm looking forward to hearing what our Blake fellow has to tell us about how the agency can reduce truncations and to the release of her report in the coming weeks.

Thank you all again for joining us tonight. And I want to thank the entire CCRB staff who have kept this agency and these board meetings running during the many unprecedented challenges our city has faced these

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past nine months.

And now I'll turn the meeting over to Jon Darche who has a few words for us this evening. Thank you.

MR. DARCHE: Thank you, Chair Davie.

The CCRB is still waiting the Second Circuit's ruling on the police union's appeal of the decision denying their request to prevent the CCRB from distributing information about individual members of service disciplinary history.

This appeal will decide whether the CCRB can disclose certain officer disciplinary information. I'm confident that we will prevail. And the staff is busy planning so that as soon as we are able to, we will make disciplinary information that had previously been secret available to New Yorkers.

In addition, today, the CCRB published new rules on investigating

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sexual misconduct by members of the NYPD and false official statements. The new rules if adopted will enable the CCRB to restart investigations in sexual misconduct that were delayed by a lawsuit from a -- from police unions.

They will also empower the agency to investigate false official statements made by NYPD personnel against civilians. Whether that is unofficial paperwork or in other official proceedings.

The CCRB will be taking public comment on the new rules at our board meeting on December 9th. You can either reserve time to comment at our December board meeting or you can submit your comments by the internet.

And finally, as the chair previously mentioned, November is Homelessness Awareness Month. Our invited speakers here today will discuss the relationship between the

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NYPD and New York's homeless communities.

The CCRB has to be able to serve all New Yorkers. Improving how the CCRB works, those experiencing homelessness is an agency priority. And it runs parallel with our overall goal of reducing truncations.

Just to give a quick update on the status of remote CCRB operations, the health of complainants, staff and members of the NYPD remains our priority and informs all operations.

Our office is open with limited staff. I strongly encourage individuals to contact us by telephone, e-mail or through our website if possible. To file a complaint, you can either call 1-800-341-2272. Or NYC.gov/CCRBcomplaint. That's one word.

Investigators are now able to conduct all their work, including

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interviews of civilians and members of the NYPD remotely. We are also moving mediations to remote format.

And finally, some rules for public comment. In the public session, please use the raise your hand feature to make a comment. And there's going to be a time limit of two minutes on those comments.

If you wish to discuss a problematic encounter with a police officer, we are going to ask you to provide contact information so that our investigators can follow up with you.

If you use the Q and A feature for specific questions related to presentations, we would really appreciate it. But reserve your questions and comments unrelated to the presentations for the public session.

I want to join the chair in thanking the staff for their hard work

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in keeping things going through these difficult times. And to thank the public as well for participating.

Have a good day.

CHAIR DAVIE: Thank you, Jon.

We'll turn now to the presentation of our Blake fellow, Chelsea-Leigh Flucus. We look forward to hearing her presentation.

Chelsea-Leigh.

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

Good evening, everybody. It is nice to see you all virtually.

I'm going to get my presentation started.

So this is just a brief overview of my forthcoming report, as the chair mentioned. It's just going to go over some highlights on the study of truncations in direct relation to the agency.

Before I fully get rolling on the presentation, I just wanted to

1  
2 give you guys a brief introduction to  
3 who I am. My name is Chelsea-Leigh.  
4 I'm a born and bred New Yorker. And  
5 grew up here my whole life.

6 The Blake Fellowship was  
7 started, as Chair Davie mentioned, as  
8 a result from an incident between  
9 James Blake and members of the NYPD.  
10 As a result of that incident, an  
11 undisclosed settlement was reached in  
12 which the agency is going to employ  
13 James Blake CCRB fellows.

14 And those fellows are  
15 responsible for analyzing truncation  
16 and making recommendations to increase  
17 the number of full investigations that  
18 take place at the agency.

19 Simply put, truncation --  
20 actually, hold on one second. Sorry.

21 CHAIR DAVIE: It seems to be a  
22 night of technical difficulties.

23 MS. FLUCUS: Sorry. I was just  
24 alerted that you couldn't see a thing  
25 as I said all of that. I'm so sorry.

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As I was saying, I apologize, the partnership was started stemming from an incident between James Blake and members of the NYPD. And as a result of that incident, an undisclosed settlement was reached in which the agency is going to be employing James Blake CCRB fellows that are going to analyze the reasons for truncation and make recommendations aimed at increasing the number of full investigations moving forward.

Truncations, simply put, is when an investigation is closed without being fully investigated or mediated. And for a variety of reasons, this can occur when a complainant is unable to provide a policeman statement to an investigator regarding their case.

In 2018, 73 percent of complaints that originated with the Internal Affairs Bureau were truncated as opposed to the 46 percent of

1  
2 complaints that originated with the  
3 agency were truncated.

4 And there are a lot of reasons  
5 for this very large disparity. Some  
6 of which include that complainants  
7 don't often know there are two  
8 concurrent simultaneous investigations  
9 going on when they make a complaint,  
10 with both entities.

11 Other reasons include that the  
12 NYPD does not always have consistent  
13 or reliable contact information for  
14 complainants.

15 Specifically, the scope of my  
16 work covers areas in New York that  
17 have the highest truncation rates.  
18 This includes the 75th Precinct in  
19 Brooklyn, the 42nd Precinct in the  
20 Bronx, and the 105th Precinct in  
21 Queens.

22 Specifically, I wanted to focus  
23 my work on expanding some of the  
24 investigatory tools utilized at the  
25 agency. This includes discussing

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previous outreach methods used by investigators to reach complainants. And then incorporating those methods into the way that I reached out to complainants.

I used a combination of text messaging, e-mails, voicemails, phone calls; a variety of things. Whatever the complainant would convey to me that was most convenient for them.

As Chair Davie mentioned earlier, in light of the recent election, in light of this global health crisis that we are all in, I can't help but think about the many, many people I came into contact with doing this work. And one individual sticks out in particular in my mind.

I work with them to either schedule an interview at a location that was convenient for them, but subsequently called a field interview. Or people would come into the office.

And this person in particular, I

1  
2 found out after they shared a very  
3 traumatic experience with me and, you  
4 know, discussed it in clarifying  
5 detail that they had three children.  
6 And they were experiencing transient  
7 homelessness. They were currently in  
8 a shelter and working on getting  
9 permanent housing. They didn't have a  
10 regular 9 to 5 job. And coming down  
11 to our office was just not an option  
12 for them.

13 After sharing that with me, I  
14 thanked them for their time. They  
15 don't know me. None of the people I  
16 talk to know me. I'm a stranger to  
17 them. And the fact that they were  
18 comfortable enough to share their  
19 story with me and then subsequently  
20 trust the agency to investigate their  
21 complaint, that privilege means a lot.  
22 And our work is more important now  
23 than ever.

24 Specifically, the findings that  
25 I had from my work, so between

1  
2 June 13th of 2019 through December  
3 31st of 2019, I was able to turn about  
4 17 cases from truncations into full  
5 investigations. Which specifically  
6 ended up being about 46 percent of  
7 those are from the 75th Precinct, 33  
8 percent of those are from the 42nd  
9 Precinct and 20 percent of those are  
10 from the 105th Precinct.

11 And I, again in my report in  
12 more detail, hypothesized many types  
13 of solutions for getting trunks to  
14 full. Some of those solutions include  
15 really honing in on the engaging CDs,  
16 utilizing empathy, focus listening,  
17 letting them know that they are  
18 important to us.

19 And then at the very first  
20 initial communication, irrespective of  
21 what type of communication you're  
22 using, offering the civilians,  
23 complainants, the option of having an  
24 interview in the city at a place and  
25 location that is most convenient to

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them.

But these recommendations, just like several others I make in my report, require a significant increase in resources for the agency that they don't currently have.

I explore a lot of different resource options in my report including creating specialized units that will handle particular administrative and other tasks that are currently being done by investigators to free up time so they can conduct CV field interviews.

Some of these tasks, as I mentioned, are administrative that have to do with document collection, our closing reports. All of these things are important. But investigators can't be in multiple places at once. So I think that being able to clear that up that backlog will be very helpful.

Additionally, the agency's

1  
2 outreach unit needs to have an  
3 increased number of their staff so  
4 they can go out and reach people that  
5 aren't going to attend a board meeting  
6 and aren't going to be able to attend  
7 an event. But if we are able to come  
8 to them, it makes our presence in the  
9 city a lot more available and widely  
10 known.

11 Additionally, in the 27 going on  
12 soon to be 28-plus years the agency  
13 has been around, it has never had a  
14 dedicated public education budget, and  
15 it desperately needs one. I cannot  
16 ever think of a time that this can't  
17 be more overstated, especially with  
18 everything going on right now. Even  
19 with all of the agency's hard work in  
20 outreach and investigations and all of  
21 the other units, there are still  
22 people that don't know we exist that  
23 need our help.

24 Additionally, I recommend that  
25 improving training, specifically

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training in regard to working with those who have a high frequency and touch points and contact with individuals who experience trauma, essential.

Studies show that individuals working in high stress environments need additional resources and support. And providing that enables us to help other New Yorkers and complainants better.

Again, all of these recommendations, all of these findings, really just hone in on that we need to be able to provide more consistent and effective resources to the city's -- excuse me, the citizens of the New York. We can't do that if we are not a more consistent and effective agency with a larger presence; to anyone and anybody that needs us.

Again, I'm sorry for the technological issues earlier. I said

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I was going to keep it short. And I did. My report comes out very, very soon. I hope you all, whenever you have a chance, take a look. It's only 23 pages, but it's good stuff.

Thank you very much.

CHAIR DAVIE: Thank you, Chelsea-Leigh. And no worries about the technical difficulties. Since I had some myself and it's just kind of the nature of the Zoom Webex Google meets world that we are in these days.

Do any of the board members have any questions for Chelsea-Leigh?

(No response.)

CHAIR DAVIE: All right. I want to thank you for a very thorough report.

If any of the attendees have questions, I guess you can put those in the chat. And if we can't get to them right now, we will -- we can -- we can address them as the meeting proceeds.

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So let's go to the next item on our agenda. Which is a presentation from our outreach department. And Jahi Rose.

Jahi.

MR. ROSE: Thank you very much, Chair Davie. I want to share my screen in a moment. Thank you very much everyone for attending.

Can everyone see my screen?

CHAIR DAVIE: Yes. Thank you.

MR. ROSE: As you all may know, the civilian complaint review board is the nation's largest independent oversight entity over the largest police force in the country. The CCRB investigates, mediates and prosecutes complaints of misconduct against members of the New York City Police Department.

As previously mentioned, the agency is governed by a 15-member board. You've met some of those board members. There are five that are

1  
2 appointed by the New York City mayor,  
3 five that are appointed by the New  
4 York City Council, 3 that are  
5 designated by the New York City police  
6 commissioner, one appointed by the  
7 public advocate of the City of New  
8 York, and the chair is appointed  
9 jointly by the mayor and the City  
10 Council.

11 While the agency investigates  
12 complaints of police misconduct, we do  
13 not investigate all allegations of  
14 misconduct. A helpful reminder is the  
15 acronym FADO. That's F which stands  
16 for force, A stands for abuse of  
17 authority, D stands for discourtesy  
18 and O stands for offensive language.

19 Just wanted to give you some  
20 brief information regarding the Right  
21 to Know Act. The Right to Know Act  
22 was a law that came into effect in  
23 October of 2018. During certain  
24 stops, officers should identify  
25 themselves by providing their name and

1  
2 information such as their rank,  
3 command and shield number.

4 With some exceptions, explain  
5 the purpose of the interaction.  
6 Inform you of your right to say no  
7 when asking for your consent to search  
8 your person, property, vehicle and/or  
9 home. And offer a business card with  
10 the officer's information that  
11 explains how to make a comment and/or  
12 complaint about an interaction with  
13 the NYPD. Civilians may request a  
14 business card in all interactions.

15 This is a mock-up of what the  
16 business card will look like.

17 Now, there are a few ways to  
18 make a complaint about police  
19 misconduct. One way, as previously  
20 mentioned, is by utilizing our  
21 website; which is  
22 NYC.gov/CCRBcomplaint. You could also  
23 call the CCRB on the hot line at  
24 1-800-341-CCRB.

25 Remember, if you see footage of

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misconduct on social media or in the news, you can file a complaint even if you were not there in person.

The additional ways for you to file a complaint about police misconduct include calling 3-1-1. You can come to our office at 100 Church Street on the tenth floor. It's in Manhattan, New York. Zip code, 10007. Or you could also attend -- you could also go to a local police precinct and file a complaint there as well. You could also second the CCRB an e-mail to our office.

As previously mentioned, the CCRB has a Youth Advisory Council. The Youth Advisory Council is a working committee made up of young leaders who are committed to criminal justice issues and improving police and community relations.

Applications are still open, as previously mentioned by the chair. So if you know of any young people that

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are interested in joining, I'm going to leave a link in the chat. But there are -- the applications are open to New Yorkers between ages of ten and 18.

The CCRB conducts outreach to various groups and various types of presentations for different groups. Those groups, while they are varied, one of the groups that we would like to highlight on tonight is the homeless services providers.

We have conducted presentations for homeless services providers, such as CORE Services and SCO. We've also expanded our outreach to include those that are experiencing homeless -- the organizations that service those that are experiencing street homelessness. Working with groups like uptown and downtown Goddard and Breaking Ground.

If you know of any organizations that we can work with to further expand our outreach to those that are

1  
2 experiencing homelessness in addition  
3 to any other groups or organizations,  
4 feel free to e-mail us at  
5 outreach@CCRB.NYC.gov. You can also  
6 follow us online on Instagram, Twitter  
7 and Facebook.

8 Thank you very much, Chair  
9 Davie.

10 CHAIR DAVIE: Let me ask if any  
11 of the board members have questions  
12 for Jahi and his report.

13 (No response.)

14 CHAIR DAVIE: Any comments?

15 (No response.)

16 CHAIR DAVIE: All right.  
17 Hearing none, we'll now go to our  
18 public comment session -- section,  
19 rather.

20 We are now entering the public  
21 comment portion of the meeting.  
22 Again, if you are interested in making  
23 a public comment, please use the raise  
24 your hand feature and then we will go  
25 down the list.

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Please keep your comments to two minutes. And we -- I'll emphasize that again. Please keep your comments to two minutes.

I'm going to ask Yojaira Alvarez if she will proceed with calling on any people who might be on the list. Yojaira.

MS. ALVAREZ: Thank you, Chair Davie. We will start with Edward Gilliard. He is from the Black Veterans Service. And he'll be representing -- sorry, Black Veterans for Social Justice. And he will be at one of our invited community groups.

CHAIR DAVIE: Welcome.

MR. GILLIARD: How you doing? God bless everybody.

You know, I would just like to say, being the fact that it's a great thing that you guys are focusing on the homeless portion of this for this month -- 'cause I've followed you for a while, since even before COVID

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started.

I am a veteran myself. I do work for the organization that I go through, and I did go through the program. And I did encounter a police brutality.

I'm a Staten Island, New Yorker native. I reside in the Bronx right now. I work in Brooklyn for the last five years. The only thing I can say, you know, to help aid in some, you know, knowledge for the CCRB -- because you guys are doing a great job already -- is that when it comes to complaints, you know, I know back in the day when my time, when it was time for a complaint, I was very afraid. Because I was worried about the get-back, what cops were going to do. This, that and the third. Because I lived in the neighborhood, I was a familiar face.

So the only thing I could say is that to make sure that the voice of

1  
2 people that even have the guts to even  
3 come to complain, doesn't feel like  
4 they're doing it at a voting poll.  
5 And that their complaints really will  
6 help and broaden the picture for CCRB  
7 to provide not only support, but  
8 resources to help the homeless.

9 And that the communication  
10 between the homeless and the police  
11 become more -- not only just discreet  
12 for their safety, but also empathetic.

13 That's all I'm going to say.  
14 God bless.

15 CHAIR DAVIE: Thank you.

16 And Yojaira, our next speaker?

17 MS. ALVAREZ: Next, we'll be  
18 hearing from Richard Melvin. He's a  
19 program director at CORE Services in  
20 the MacDonough Family Residence.

21 MR. MELVIN: Hi. Good evening.  
22 Can you hear me?

23 CHAIR DAVIE: Yeah. Please  
24 proceed.

25 MR. MELVIN: My name is Richard

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Melvin, Program Director at CORE  
Services Group.

I've been speaking with Jon.  
Some of the questions that he asked  
with respect to working with  
homelessness here in New York, what  
can the CCRB do better to engage  
adults who are experiencing homeless  
services.

So I actually spoke with a  
couple of people in the past. Some of  
the things that were shared was that  
pretty much police officers do not  
take the reports seriously. They'll  
question the insight and  
intelligence -- community board --  
when you are -- police officers, when  
they are receiving the statement,  
they're not engaged with the client --  
they're not engaged with the person  
They're not listening. They're doing  
multiple things. They're not writing  
the information down. Et cetera, et  
cetera.

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And you said something with respect to engagement. And I think it's just so imperative that in that first part of the engagement when you are disengaged, when you are giving a person information, it has ended the relationship already so it already has lost truth in what you can do or what they believe will be done with respect to being positive outcome for them.

I think with CORE, one of the things we try to do, and I hope that -- and I'm happy that we are seeing it happening now. Even with James Blake, it took this moment because Mr. Blake was famous. But we have this issue with people all the time who experience all these dis-injustices based on the fact that they've been marginalized.

I think we need to look at homelessness not as if it's a thing where people are homeless because they wanted to be homeless -- they want to

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be homeless.

It's usually due for inadequate income and lack of affordable housing. And if we can kind of back those issues with everything else that black men and other minority groups face, whether it's homeless, substance abuse, it's all intertwined with one thing. And that's the individual.

If we are able to treat the individual with dignity and respect and begin to listen to them and their story, I think that we can become a better city, a better person.

And like you said, we are in unprecedented moment. Right now at this moment, we have that chance to do that. I thank you for the opportunity.

Thank you, John, for including us. We are going to continue to bridge that gap in making lives and individuals safe, secure and they can call home, home.

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Thank you.

CHAIR DAVIE: Thank you.

Are there any questions from any  
of the board members, any comments?

(No response.)

CHAIR DAVIE: All right.  
Yojaira, for our next speaker.

MS. ALVAREZ: Next, we'll be  
hearing from Rose Yasonia. She's the  
program director at SCO Services.

CHAIR DAVIE: Welcome.

Is the speaker there?

MS. YASONIA: Hi. Thank you.  
Sorry, I had to be unmuted by  
somebody.

Yes. I'm Rose Yasonia, the  
program director with SCO Family of  
Services, Independence Inns programs.  
As well as the Brooklyn Youth Center,  
which is a drop-in center in Brooklyn.

I've been working with runaway  
homeless youth for 14 years now. I'm  
also from Brooklyn and I live in  
Brooklyn. And thank you for inviting

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me today.

So I've been asked to touch on a couple of areas regarding homeless youth. One of which was some concerns that the CCRB should take into consideration. So in preparing for this, I've learned that the complaint review process can be somewhat long and this is likely to interfere with youth completing the entire process.

You have to understand that homeless youth are experiencing a litany of challenges; including family, education, employment, financial health, mental health, legal issues and so on. All of these additional issues that youth are going through, can and will interfere with completing the review process.

In addition, homeless youth are often transient. Addresses and phone numbers can change frequently. It may be difficult to stay in contact with youth who have housing instability

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throughout a long review process. So E-mail addresses are typically more consistent.

In addition, traveling to appointments around the city is also often a barrier for our young people. On site original appointments usually result in better attendance to appointments.

Also, as someone else touched on, youth are often wary of the system and NYPD. They may be fearful of retaliation or other consequences; including legal consequences for themselves if they make a report. Youth may also not believe they have enough "evidence," quote-unquote, to make a complaint. Or they may feel that the negative interaction that they had is not serious enough to make a complaint.

Our youth are also presenting with a lot of past trauma. And they may feel that going through a

1  
2 complaint and a review process will  
3 not change anything for them  
4 personally.

5 The second item is what can the  
6 CCRB do better to engage youth who are  
7 experiencing homelessness. So I think  
8 that many youth are not aware of the  
9 CCRB as an option for them.

10 I would recommend increase  
11 marketing and increase outreach to  
12 youth as needed. Advertising in  
13 places where youth congregate,  
14 particularly where the city's most  
15 vulnerable youth are and the staff who  
16 work for those youth are present.  
17 Such as schools, after-school  
18 programs, DHS sites, the Department of  
19 Education and Student Temporary  
20 Housing, ACS programs and DYCD  
21 programs like my own, including other  
22 RHY programs and Outreach.

23 Signage and flyers is  
24 recommended in homeless youth  
25 programs. Reaching out to youth via

1  
2 social media. And keeping in mind  
3 that any material distributed should  
4 be user-friendly, including an  
5 easy-to-use website.

6 The material should clearly  
7 identify who can make a report,  
8 including non-citizens. Clearly  
9 providing examples of reportable  
10 experiences. Clearly outlining what  
11 is needed to make a complaint and the  
12 process and expectations once a  
13 complaint is made. And if possible,  
14 emphasizing confidentiality of a  
15 complaint made.

16 And just I'd like to say that if  
17 anyone has a young person who is at  
18 risk of homelessness or is homeless  
19 currently, you can definitely reach  
20 out to me. The first step would be to  
21 access the DYCD program drop-in  
22 centers, and that would be our  
23 Brooklyn Youth Center. I can't put in  
24 the chat, but I think Jahi will share  
25 my e-mail address.

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Thank you everyone for  
listening.

CHAIR DAVIE: Thank you.

Again, to the board members, any  
questions or comments?

(No response.)

CHAIR DAVIE: All right. Thank  
you for that presentation.

And I will ask Yojaira for our  
next speaker.

MS. ALVAREZ: Thank you so much,  
Rose.

Next, we will be hearing from  
Chris Cummings. He's the evening team  
leader at Breaking Ground, the Street  
to Home program in Manhattan.

CHAIR DAVIE: Welcome. Please  
go ahead.

MR. CUMMINGS: Hello. Thank you  
for having me.

Yes, I work for Breaking Ground.  
We do street outreach in midtown  
Manhattan, with a primary focus on  
connecting homeless people with

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permanent supportive housing.

And the people that we come into contact with are people that have been failed by the system many times. So -- so trust building is -- is incredibly important.

And I think it's important for the CCRB to be able to do what's necessary to gain that trust from -- from folks so that the homeless folks that are using CCRB services is -- feels as though the CCRB is looking out for their best interest.

That they aren't being exploited for an ulterior motive. That the board is being truthful and upfront about expectations in terms of risks associated with retaliation. As well as expectations related to the outcome of going through the process.

The -- I think that it's -- it's important because, you know, hope is -- is a very kind of dwindling resource for a lot of homeless people.

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I think that recognizing that it's -- that -- that it is important to keep people's expectations in line and just be upfront about what the services are -- what the Board process is truly like.

And I think it's also behooves the board to be -- to encourage empathy techniques with staff as much as possible. You know, really training staff to understand what it means to be trauma-informed. To be, you know, substance use aware.

Understand mental illness, diagnosis and symptoms. Because many people who are comorbid and are -- have difficulty with communication, are some of the people that may be the most vulnerable to -- to -- to police misconduct.

I also feel as though it's a good -- it's always a good method of gaining trust by associating with -- with organizations and agencies that

1  
2 homeless people already have  
3 relationships with and have built  
4 trust.

5 So spreading awareness to  
6 outreach organizations, ecumenical,  
7 non-profit outreach organizations,  
8 soup kitchens, transitional living  
9 facilities, recovery programs,  
10 Methadone maintenance programs.

11 And getting caseworkers on board  
12 to spread -- spread awareness and  
13 develop relationships with those case  
14 managers and case workers who are  
15 having regular contact with homeless  
16 people, I think can go a long way.

17 And some other people already  
18 touched on this, but the accessibility  
19 is a very -- is a very difficult thing  
20 if you are living on the street. So  
21 having as many options as possible  
22 to -- to get in contact with an  
23 investigator and to -- to check in and  
24 communicate with the investigator  
25 is -- is, I think, essential.

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So I think -- I think also in-person meetings can often be the only option as many homeless people don't have phones, e-mail access, web browser access. Making a -- open a -- a -- office hours extended. You know, plenty of office hours for on-site visits from the homeless people.

Also, making it an office that's accessible or at least have a plan to get past areas that may be difficult for homeless person to kind of deal with. For instance, like building security.

And for -- I think that travel can be -- as was touched on before, can be very difficult. So those on-site meetings as well as budgeting for -- to provide travel stipends for people, I think is -- would be very beneficial.

And then the last thing I would just say is that -- as the process continues and follow up and in-person

1  
2 appointments are required, and  
3 evidence collection is ongoing, I  
4 think that making staff aware of the  
5 difficulties of someone that has  
6 comorbid mental health and substance  
7 use problem or issue can be just a  
8 very difficult process in terms of  
9 keeping appointments.

10 And so it's important, I think,  
11 for staff to recognize that there's  
12 going to be a lot of follow up. That  
13 it's important to create a lot of  
14 buffer between deadlines that are  
15 approaching, to have backup  
16 appointments prepared, and to be very  
17 proactive about following up as it's  
18 so important throughout the process.

19 So yeah. That's -- that's all.  
20 Thank you.

21 CHAIR DAVIE: Thank you. Thank  
22 you so much.

23 Board members, questions or  
24 comments for Chris Cummings?

25 (No response.)

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CHAIR DAVIE: I just want to make one comment. And then, Jon, maybe ask just a question of you and the staff.

And the one comment is that I think the whole purpose of Chelsea-Leigh's work as a Blake fellow and getting a handle on this truncation issue in general is to be able to gauge -- engage in more follow-up with complainants. Not just -- not just homeless complainants, which is important and crucial in and of itself. And it's why we are focusing on it tonight in this -- in this meeting. But with other complainants as well, who also have multiple issues going on in their lives and need a little extra support to stay with this process.

So we hope that and anticipate that the work of Chelsea and what comes out of her -- Chelsea-Leigh and what comes out of her report, will

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help in that regard. Where we stay engaged and help people stay engaged with the agency.

My question to Jon and some of the other staff is that I've heard now twice, comments just tonight on this fear of retaliation that might follow with filing a complaint.

So is there any -- do we have evidence that -- that people who file complaints with the CCRB are retaliated against? Is this something we need to look into deeper? And just sort of what is -- what do we know about -- about this issue; since it's been raised twice tonight?

MR. DARCHE: I think, Mr. Chair, that the -- the amount of evidence that we have of retaliation is -- is small. But the amount of evidence that we have that people believe there is retaliation and that is why they don't file complaints, is large.

But I also think it is a

1  
2           difficult problem for us to address.  
3           Because -- and, you know, people -- it  
4           is not -- it is not fair for us to  
5           minimize the fear that someone might  
6           have who is living in the community,  
7           maybe in a vulnerable situation, that  
8           by filing a complaint, it may make  
9           their situation worse.

10                   I can only say that the  
11           situation will never get better for  
12           anyone unless people take a stand and  
13           say this is not right, what happened  
14           to me. And I encourage people -- I --  
15           I understand why it would be scary and  
16           why you'd think there would be -- that  
17           there's the potential for retaliation.

18                   That if you can file a complaint  
19           with us, we will investigate it and do  
20           our best for you. While the -- if a  
21           civilian complainant wishes to remain  
22           anonymous, we will keep the  
23           complainant's name anonymous so that  
24           the police will not know who filed the  
25           complaint.

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Eventually, we would to have to disclose the name of the civilian victim and witnesses. We would not reveal that the complainant -- if a complainant wishes to remain anonymous, we can keep that anonymous.

The difficulty is in situations where the only person who could know the information to file the complaint is -- is the -- is a person who wishes to remain anonymous. That is not good enough -- that's not enough to help overcome their -- their fear.

And I just don't know, it's a problem I struggled with when I was a district attorney. And people said, "I live next door to this perpetrator. How do I take the risk? What are you going to do to protect me?" There wasn't a lot that I could do to protect the person then. And there's just not a lot we can do to protect someone who is scared they are going to be retaliated against.

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CHAIR DAVIE: Thank you.

I do think, though, there are -- the other point that you made is one that we can emphasize. And perhaps that's some of what Mr. Cummings was hinting at. That we can -- or suggesting outright. And that is that we can assure people of one thing, that our -- that our documentation and actually the reporting of retal -- retaliatory acts, in actuality, it's extremely low.

So the probability of anyone being retaliated against because they filed a complaint, is extremely low based on what we know now.

Public comments? I see -- I think I see Mr. Rivadeneyra.

And let me just say, Michael, before you get started, if other people want to comment, just come in. Because on the device I'm on now, I can't see everybody.

You just happen to be there.

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Please go ahead.

MR. RIVADENEIRA: Thank you,  
Chair.

I'm just going to chime that  
Erica wanted to speak as well. So  
when I'm done, just chime in.

But I just wanted to -- I guess,  
pose a question to staff. Based on  
what I'm hearing from the advocates  
here, is that the challenge is finding  
a safe space to go and complain to --  
make the -- file a complaint. And I  
know that the Blake fellow report will  
be recommending doing field  
interviews.

And I'm just curious, do we have  
the capacity to explore finding safe  
spaces; either with partners within  
the homeless service sector, the youth  
runaway sector?

I know that it's challenges  
right now because of COVID and our  
budget constraints. So I'm just  
curious, is that a possibility in the

1  
2 future of just trying to explore and  
3 finding safe spaces within the  
4 boroughs, similar to what we already  
5 do at the council members' offices  
6 throughout the five boroughs?

7 MR. DARCHE: I think it's a good  
8 idea that we should explore. So it's  
9 certainly possible. Setting it up is  
10 going to be -- we'll have to get  
11 working on it. But I think it's a  
12 good idea.

13 MS. BOND: I just had one  
14 additional question and point of  
15 clarification for the public and for  
16 myself. So I haven't seen, in the  
17 cases I've looked at, a lot of cases  
18 involving retaliation. So it's just  
19 not entirely clear to me whether if  
20 there's an instance where there is  
21 retaliation for the filing of a  
22 complaint, is that within our  
23 authority to investigate?

24 So if somebody is retaliated  
25 against, can they still come to CCRB

1  
2 and have that investigated by our team  
3 or is that something that gets kicked  
4 back to NYPD?

5 I just want to make sure that  
6 we're all clear on that, and the  
7 public understands it as well.

8 MR. DARCHE: So, traditionally,  
9 that would be forwarded to the  
10 department. It's something that IAB  
11 would investigate. But I think now  
12 with the charter revision on false  
13 official statements, it may be  
14 different. Because that may be  
15 interfering with an investigation.

16 So in the past, it's probably  
17 something that would not have been  
18 within our jurisdiction. It's not in  
19 our FADO jurisdiction. But it is in  
20 the untruthful statement interfering  
21 with an investigation.

22 CHAIR DAVIE: Thank you, Jon.

23 Are there other comments?

24 And board members, please jump  
25 in if you have one. Because again,

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I'm not able to see everybody.

(No response.)

CHAIR DAVIE: All right.

Yojaira -- well, thank you. Thank you, John and Erica and Michael, and our presenter.

Yojaira, are there other people to speak?

MS. ALVAREZ: We concluded with the community groups. So we are going to move on to the public comment section.

Before I do that, I just want to acknowledge Mayor -- from State Senator Brad Hoylman's office, Eric Radezky from Assemblyman Lentol's office. Ber Mayouth (phonetic) from Senator Brian Kavanagh's office, Latoya LeGrand from Senator Leroy Comrie's office are all in attendance. And Latoya has asked me to share her contact information, which I will do in the chat.

Next, we'll be hearing from

1  
2 Whitney Sheered (phonetic). As a  
3 reminder, Whitney, you have two  
4 minutes.

5 CHAIR DAVIE: You might be  
6 muted. So speaker, try again.

7 Yojaira, maybe we'll come back  
8 to the speaker and move on to the next  
9 one.

10 MS. ALVAREZ: Next, we'll be  
11 hearing from Isha Taylor.

12 MS. TAYLOR: Hello?

13 CHAIR DAVIE: Please go ahead.

14 MS. TAYLOR: My name is Isha  
15 Taylor. I'm actually kind of dual  
16 roles -- in dual roles right now.  
17 There are a lot of intersectional  
18 pieces for me and this is the first  
19 time I've ever heard about CCRB.

20 I've been homeless. I am a  
21 combat veteran as well. So I've  
22 navigated through the system, through  
23 the path agency, into the shelter  
24 system and out of it. Right. So  
25 there are so many things that I

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think -- that as an organization, that should be addressed.

A lot of the speakers of the service-based organizations that spoke earlier really hit the nail on the head. A lot of organizations want to address education to homelessness. Because, you know, it's that thing, that go-to service. Right. That go-to call that everybody wants to fight and combat.

But I feel like what's being overlooked is, you know, that people piece. Like really having that empathy and really, you know, looking at the person experiencing homelessness. Right.

As -- excuse me. But looking at that trauma-informed piece and looking at the person that's experiencing homelessness as a person, okay, and not a number. Right.

And there's so much red tape that I feel like people who experience

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homelessness has to go through, even as a combat veteran serving, like I was still made to feel invisible. Right. Honorably serving. Right. And fighting with my children through the system. And, you know, that's what I know from a lot of people that I've talked to.

I also, I'm in a -- I work for an organization right now. I am the outreach specialist for Jericho Project. And service in the Bronx, in particular. But, you know, just as organizations, we really need to connect with each other internally. Right.

If you all are looking for engagement, like reach out to the case managers and really be a support system. You know, there's some organizations like CORE, BBSJ, that were on here tonight.

But just really reach out to the case managers and the organization

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leads. I'm sure DHS can get you all a list, you know, with at least points of contacts for the program directors and the -- DHS directors as well, so.

And also, I'm on the Community Education Council for District 10 in the Bronx. And I will also like to offer that you all contact something called the Education Council Consortium, which is an organization of all of the 32 parent-elected leaders across the Education Council District here in NYC.

That will actually get you access to so much more; over 1800 schools and the 1.1 million students here NYC. So you can meet your target youth, you know, population or the youth advocacy. And just really get some more insight on the STH population and different things like that.

So I can share my information.  
But I thank you all for the work that

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you have been doing. Like I said, this is my first time like hearing about CCRB. But just really please, please, please with a fine-tooth comb, like listen to these comments and really take heed to the trauma-informed piece.

You know to -- to cutting the red tape so that people won't feel like a number. Because the mental health piece, like to really -- homelessness is a mindset. Right.

And when people feel like they are invisible or that they don't matter, it doesn't matter how strong you are, it could really, really, really break you down into a space where you feel like you don't matter.

And that's on top of all the other pieces. That's on top of the police brutality. That's on top of the, you know, the institutional racism and all of those different things.

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And so as an organization,  
again, thank you. We understand that,  
you know, like months are -- you know,  
resources are limited right now. But  
we thank you.

I just wanted to mention about  
language. Right. Not just as far as  
like Spanish and having a different  
languages. But I know Chelsea, I  
think she spoke. She gave a  
presentation she was speaking about  
truncate. Right. And a lot of the  
language that you all used tonight,  
like I know it, but it's not friendly  
to people who may not speak this  
language.

You see what I'm saying? Like  
truncate, what, I almost had to look  
it up. Right. And it's not because  
I'm uneducated. But it's like wait a  
minute, right now, oh, I got to break  
that down.

So if you could just put the  
presentations or speak to us as if

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we're a people that's not in your space. Because we don't -- we don't know. And who wants to go through pull back another layer of something, you know, that, you know, we already got so much to figure out in this time.

So just speak to us like normal people. Okay. We do appreciate the numbers. We do appreciate the reports. Because that's important. But to the general public, we need to know really like cut to the chase.

Like call this number. Here's the resources. You know, here's who the individual is that you should connect with by borough. Here's the Bronx borough person. Here's, you know, the Brooklyn person. Here's the Manhattan person. Here's this person. Right.

And really just give us some -- some concrete resources of people who we can reach out to and kind of cut

1  
2 down some of that -- the layers that  
3 people have to sit through to get  
4 assistance.

5 CHAIR DAVIE: Sure. It's a  
6 good, very good point. And --

7 MS. TAYLOR: Thank you.

8 CHAIR DAVIE: Thank you. We  
9 really appreciate it. And points  
10 we'll meet. I think our effort is to  
11 try to make sure that people, you  
12 know, do get appropriate attention.  
13 That no one feels like just a number.

14 And I agree with you on some of  
15 the language. It's -- it's familiar  
16 to us, but can be inaccessible or even  
17 off-putting to -- to others and to the  
18 general public. So we'll watch it on  
19 the jargon.

20 MS. TAYLOR: Yes, sir.

21 CHAIR DAVIE: And see if we  
22 can't get better at speaking normal  
23 English. So thank you for that.

24 MS. TAYLOR: Thank you so much.

25 CHAIR DAVIE: Indeed.

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MR. DARCHE: Mr. Chair, I just also want to say that if you want to file a complaint with us, you can do it by calling 800-341-2272. And someone will either be there to talk to you or we'll get back to you right away. Or you can do it online at NYC.gov/CCRBcomplaint and we'll get back to you within 48 hours of you -- of you uploading your complaint.

CHAIR DAVIE: Thanks, Jon.

And thanks to the speaker.

Anything else from any of the board members? Reminding you, again, just to chime in because I can't see everyone. Okay.

We will go to our next speaker, Yojaira.

MS. ALVAREZ: We'll be hearing next from Whitney Sheered.

And just want to thank Isha Taylor. That was really insightful. I shared my e-mail in the chat and I look forward to working with you.

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Whitney.

CHAIR DAVIE: Speaker might be on mute. Whitney?

All right. Yojaira, why don't we go to the next speaker, and then we'll see if we can get Whitney back.

MS. ALVAREZ: Sounds good.

Next, we'll be hearing from -- well, I'll be reading a comment from John Sonda.

And he asks, "I believe the answers to these questions will be informative to the general public since many of the answers cannot be found on the CCRB website. And hopefully, the information will be added to the CCRB website for the general public.

Executive Director Darche, kindly described the process of reopening and reconsidering of cases; such as what persons, unit, department should written requests be sent to at the CCRB. Can the written request be

1  
2 provided through mail or e-mail? If  
3 yes to e-mail, kindly provide the  
4 e-mail address.

5 How is it determined if the  
6 executive director, chair of the  
7 board, or panel of board members will  
8 review the written request and the  
9 complaint?

10 What evidence is reviewed? Is  
11 the audio recording of the telephone  
12 conversation between the CCRB  
13 investigator and the complainant  
14 listened to?

15 How come in the letters  
16 informing the complainants that the  
17 complainant has been determined --  
18 that the complainant has been  
19 determined to not fall within CCRB's  
20 jurisdiction, that complainants are  
21 not informed that they can send a  
22 written request to the CCRB to  
23 reconsider or reopen their case?

24 And lastly, who does the  
25 executive director, chair of the board

1  
2 panel of board members, send their  
3 decision to after they have reviewed  
4 and reached a decision in regards to  
5 the reopened request?"

6 MR. DARCHE: So I'm going to  
7 start at the top and I'm going to try  
8 to do my best to remember everything.  
9 Yojaira, if I miss something, please  
10 remind me.

11 So first, people should send  
12 their requests to Esha Mahadeo, the  
13 director of our case management unit  
14 at E-M-A-H-A-D-E-O @CCRB.NYC.gov. I  
15 don't know her phone number off the  
16 top of my head. But if you just call  
17 the office line and ask for her,  
18 they'll connect you to her.

19 The -- once she gets a reopen  
20 request, she determines which  
21 investigator and squad leader had the  
22 investigation and sends them the  
23 request. The investigator and squad  
24 leader then e-mail me the original  
25 request, plus a memo in which they

1  
2 recommend whether or not the case  
3 should be reopened or should remain  
4 closed.

5 I then look at the request. I  
6 look at the -- I look at the  
7 suggestion, the recommendation from  
8 the investigator. And I look at the  
9 case. I go into it and I see whether  
10 or not the case should be reopened.

11 There are two things that I  
12 generally look at. One, did the CCRB  
13 miss something; whether it was  
14 evidence or did we misapply the law or  
15 provide in our determination.

16 And then two, the statute of  
17 limitations. Is there still enough  
18 time for the agency to adequately  
19 investigate the case.

20 The request can be made via  
21 e-mail or through the regular mail. I  
22 gave the e-mail address earlier.

23 And Yojaira, I'm going to ask  
24 you to -- well, no, I know our  
25 address. I just haven't been there in

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a while. It's 100 Church Street, 10th Floor, New York, New York 10007.

As executive director, I review the open requests. Generally, I don't review the audio recordings of the telephone conversations between the investigator and complainant. Although, sometimes I do.

Mr. Sonda brought up a good point about the disposition letters. We are in the process of changing our disposition letters to inform complainants and victims of the reopening process in their disposition letter.

The -- that information should have been included in that, and we are rectifying the situation. In fact, we are right now going through a process that's being led by the senior counsel to the executive director, that will look at all of our communications, not just disposition letters, to make sure that the information civilians need is

1  
2 in those communications.

3 But also, to call back to what  
4 some of our prior questioners and  
5 speakers said, will be in a language  
6 that people can understand and will be  
7 sensitive and will show people that  
8 we -- that they are not just a number.  
9 That their case meant something to our  
10 agency.

11 CHAIR DAVIE: Thank you, Jon.

12 Any other questions or comments  
13 from any of the board members? Again,  
14 please just speak. Because again, I  
15 can't see everyone.

16 (No response.)

17 CHAIR DAVIE: All right.  
18 Hearing none, Yojaira, do we have  
19 other speakers?

20 MS. ALVAREZ: I just want to try  
21 Whitney one more time and that will  
22 conclude our public session.

23 MS. SHEERED: Hi. Good evening.  
24 Can you guys hear me now?

25 CHAIR DAVIE: Yes, we can.

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Please go ahead.

MS. SHEERED: I apologize for the technical difficulties from earlier.

I am an outreach specialist from Job Corps -- New York City Job Corps and to -- we have a few students that have been through some issues.

So I -- I can relate when I hear other individuals say that they fear that they will be retaliated against, either by the police or people that are affiliated with the police. So they don't make a lot of complaints when they are stopped or feel they were harassed.

We work with the youth from 16 to 24. So we do understand those traumas and triggers and things like that. We have a residential component in the Bronx where we are looking for individuals to fill the beds that we have.

We provide the individual with

1  
2 substance abuse services as well as  
3 they have minimum of six months, a  
4 maximum of two years to stay on center  
5 and receive educational services,  
6 career technical training services,  
7 financial services.

8 So they -- that is the option  
9 that I would like to connect with the  
10 outreach department and see if there  
11 is something that we can do to assist  
12 you with those youths that are  
13 homeless.

14 We also have a non-residential  
15 component in Brooklyn where we can  
16 assist those individuals that are just  
17 looking to better educate themselves  
18 and better progress through this crazy  
19 pandemic that we have going on right  
20 now.

21 I took down the e-mail address,  
22 so I will be reaching out to you. Bit  
23 I just wanted to chime in and say  
24 that.

25 CHAIR DAVIE: Thank you so much.

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Any questions or comments from  
any of our board members?

(No response.)

CHAIR DAVIE: All right.

Whitney, thank you. And we look  
forward to continuing to work with you  
and all the other organizations that  
are represented here tonight by the  
presenters, in order to more  
effectively engage, particularly,  
homeless New Yorkers and to keep them  
connected to the CCRB's investigative  
process until there's a resolution of  
a complaint.

But thanks to everyone for all  
of their -- all of their informative  
ideas. And -- and I'm sure that Jon  
and staff will take them in  
consideration in the work that we do.  
And that Chelsea-Leigh and others who  
are -- who are working on improving  
our engagement with -- with the people  
who file complaints, will take them  
into consideration as well.

1  
2                   So thanks to all the speakers  
3 tonight.

4                   Is there any old business to  
5 come before the board?

6                   (No response.)

7                   CHAIR DAVIE: Any new business  
8 to come before the board?

9                   (No response.)

10                  CHAIR DAVIE: All right.  
11 Hearing none, I will entertain a  
12 motion to adjourn to executive  
13 session.

14                  Is there a motion?

15                  MS. PINSKY: Aye.

16                  CHAIR DAVIE: Is there a second?

17                  MS. IRISH: Second.

18                  CHAIR DAVIE: All those in favor  
19 of adjourning to executive session,  
20 please say aye.

21                  (Chorus of ayes.)

22                  CHAIR DAVIE: All those opposed?

23                  (No response.)

24                  CHAIR DAVIE: The "eyes" have  
25 it.

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I want to thank the public again. Thank everyone for your comment and participation. I want to thank all those people who joined and who did not comment but we're pleased that you've engaged us virtually. And we look forward to continue to try to serve the people of New York to the best -- to the best out of our ability. So thanks everyone.

We'll now adjourn to executive session.

(TIME NOTED: 7:55 P.M.)

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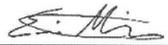
COUNTY OF SUFFOLK)

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 25th day of November, 2020.

  
Elbia Merino

'cause 32:24	28:12,18 29:6 33:19 44:18 45:5 48:17 50:16,16 58:19 62:4 63:7,12 71:11 (20)	<b>additions</b> 5:8	<b>after</b> 9:23 10:7 20:2,13 69:3 (5)	<b>already</b> 7:16 33:15 36:8,8 46:2,17 55:4 64:6 (8)
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<b>15member</b> 26:23	<b>access</b> 42:21 47:5,6 61:16 (4)	<b>adequately</b> 70:18	<b>agencies</b> 45:25	<b>always</b> 7:22 18:12 45:23
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