

**In Re October Public Board meeting NYC - Civilian Complaint
Review Board
October 22, 2025**

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2 CIVILIAN COMPLAINT REVIEW BOARD

3 PUBLIC MEETING

4 October 22, 2025

5 4:04 p.m.

6 -----X

7 HELD VIA VIDEOCONFERENCE/
100 Church Street, 10th Floor
8 New York, New York 10007

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12 B E F O R E:

13 DR. MOHAMMAD KHALID - INTERIM CHAIR

14 JONATHAN DARCHE, ESQ. - EXECUTIVE DIRECTOR

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18 COURT REPORTER:
19 Sabrina Brown Stewart

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1 PUBLIC MEETING AGENDA

2 =====

3 1. Call to Order

4 2. Adoption of Minutes

5 3. Remarks from the Interim Chair

6 4. Remarks from the Executive Director

7 5. Presentation from the Outreach Department

8 6. Public Comment

9 7. Old Business

10 8. New Business

11 9. Adjourn to Executive Session

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1 CCRB BOARD MEMBERS PRESENT:

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3 1. DR. MOHAMMAD KHALID - INTERIM CHAIR

4 2. Rahul Agarwal - Board Member

5 3. AU Hogan - Board Member

6 4. John Siegal, ESQ. - Board Member

7 5. Herman Merritt - Board Member

8 6. Sherene Crawford, ESQ. - Board Member

9 7. Joseph Fox - Board Member

10 8. Joseph A. Puma - Board Member

11 9. Frank Dwyer - Board Member

12 10. June Northern - Board Member

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14 PRESENTERS:

15 JAHI ROSE - Director of Public Engagement and
16 Partnerships

17 New York City Civilian Complaint Review Board

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1 S P E A K E R S :

3 MICHAEL MEYERS - President, New York Civil Rights
4 Coalition.....14

5 NICK PINTO - Journalist.....18

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www.oxfordjournals.org/earlyview/availableonline

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1 CHAIR KHALID: Good afternoon, everyone.
2 My name is Dr. Mohammad Khalid, and I'm the
3 interim chair of the Civilian Complaint Review
4 Board. I would like to call the CCRB October
5 Public Board Meeting to an order.

13 MR. AGARWAL: Good afternoon. Rahul
14 Agarwal, mayoral rep, and I live in Brooklyn.

15 MR. DWYER: Frank Dwyer. I'm a Police
16 Commissioner designee.

17 MR. MERRITT: Herman Merritt, City
18 Council designee from Brooklyn.

19 MS. NORTHERN: June Northern, mayoral
20 appointee from Brooklyn.

21 MR. DARCHE: Jon Darche. I use he/him
22 pronouns, and I'm the executive director of
23 the CCRB.

25 MS. CRAWFORD: Good afternoon. I'm

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2 MR. HOGAN: Good afternoon. AU Hogan,
3 City Council designee coming out of Queens.

4 MR. SIEGAL: John Siegal, mayoral
5 appointee.

6 MR. FOX: Hi. Joe Fox, PC designee.

7 CHAIR KHALID: Anybody else on the
8 screen, any board members?

9 MR. DARCHE: No, this is everyone.

10 CHAIR KHALID: Okay. The
11 next item on the agenda is the adoption of
12 the minutes.

17 MS. NORTHERN: Second.

18 CHAIR KHALID: All those in favor of
19 approving the minutes, say aye.

20 (Chorus of ayes).

21 CHAIR KHALID: All those opposed?

23 (No response).

24 CHAIR KHALID: Any abstention?

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1 (No response).

2 CHAIR KHALID: The minutes are approved.

3 Good afternoon, everyone. My name is
4 Dr. Mohammad Khalid, and I'm the interim chair
5 of the Civilian Complaint Review Board. Last
6 month, I had the privilege of testifying
7 before New York City Council Committee on
8 public safety. We discussed the state of
9 police oversight. In my testimony, I said
10 that it is the CCRB's duty to be leader in the
11 national conversation on the police oversight.
12 I fully believe this.

13 This conversation is often difficult and
14 complex, especially in the era of social
15 media. People on all sides feel very strongly
16 about this issue. But leadership means
17 working together to build trust. It means
18 building bridges, even with people we may
19 disagree with. It means listening to the
20 people with different perspectives to find
21 areas where we do agree. It means working on
22 behalf of the community we serve.

23 I am proud of our work here at the
24 CCRB, and I am proud of how seriously each of
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1 us make our commitment to impartially
2 following the law, investigating the facts
3 and working for all New Yorkers. I'm
4 confident that I speak for everyone on the
5 Board when I say this.

6 At this time, I will turn over to our
7 Executive Director, Jon Darche.

8 Jon.

9 MR. DARCHE: Thank you, Dr. Khalid.
10 Dr. Khalid said building bridges within our
11 community is important, but it is also
12 important to connect with our peers across
13 the state and country. Recently, I was
14 fortunate enough to join the 2025 New York
15 Statewide Oversight Consortium, hosted by the
16 Rochester Police Accountability Board. This
17 event featured representatives from
18 throughout New York State, all of whom work
19 in the area of police accountability. Even
20 though we are spread far from one another,
21 gatherings like this one, though virtual,
22 show that we are not isolated, and we are all
23 part of the same larger work.

24 Additionally, I will be traveling to
25 Minneapolis shortly, to gather with other

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1 leaders in the Police Oversight Sector for
2 the annual conference of the National
3 Association for Civilian Oversight of Law
4 Enforcement or NACOLE. It is vital for those
5 of us who work on these issues across the
6 country to come together to share our ideas,
7 experiences, and insights with one another.
8 NACOLE gives us this opportunity.

9 As the largest civilian oversight
10 agency in the nation, we at the CCRB have a
11 responsibility to lead, just as Dr. Khalid
12 said a moment ago. To that end, I'll be
13 presenting at the conference, discussing some
14 of the challenges that face civilian
15 oversight at the national level in the
16 courts, in statehouses, in Washington, DC.
17 While I'm pleased to lead this discussion,
18 I'm most looking forward to listening to what
19 our peers have to say about their work. That
20 is really my favorite part of the
21 conferences. When we learn from one another,
22 it makes us all stronger.

23 As a reminder, our office is open for
24 walk-in complaints, but it is also possible
25 to file complaints online at

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1 nyc.gov/ccrbcomplaint, by telephone at
2 1(800)341-2272, by dialing 3-1-1, or by
3 tagging the Agency on Twitter, Facebook, or
4 Instagram. For those wishing to speak during
5 the public comment section of today's
6 meeting, we ask that you keep your questions
7 and comments to four minutes. If anyone
8 wishes to file a complaint right now, we have
9 two investigators on hand ready to take any
10 new complaints. The investigators on call
11 this afternoon are Emma Stydahar and Rob
12 Bryan. Amy O'Sullivan is also here from the
13 Civilian Assistance Unit.

14 Thank you all for your presence here
15 today, and we'll now move on to our board's
16 normal business.

17 CHAIR KHALID: Any board members have
18 any questions before?

19 (No response).

20 CHAIR KHALID: The next is presentation
21 from Jahi Rose of the Outreach Unit.

22 Jahi.

23 MR. ROSE: I am Jahi Rose. I'm the director
24 of public engagement and

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1 partnerships here at the Civilian Complaint
2 Review Board. I'm just going to give a brief
3 overview of what the Agency does.

4 The Civilian Complaint Review Board is
5 the nation's largest civilian entity,
6 oversight entity, over the largest police
7 department in the country. The CCRB
8 investigates, mediates, and in some cases
9 administratively prosecutes allegations of
10 misconduct alleged against members of the
11 New York City Police Department. The Agency
12 is governed by a 15-member board, some of
13 which you see on the dais today; five are
14 appointed by the New York City mayor, five
15 are appointed by the New York City Council,
16 three are appointed by the New York City
17 Police Commissioner, one is appointed by the
18 Public Advocate, and the Chair is jointly
19 appointed by the New York City Council and
20 the mayor.

21 The CCRB can investigate allegations of
22 force, abuse of authority, courtesy, and
23 offensive language. Now, there are various
24 ways to file complaints about police
25 misconduct, as you may have heard from our

1 executive director. Two of the easiest ways
2 are by filing a complaint online at
3 nyc.gov/ccrbcomplaint. The other one is by
4 calling the CCRB's hotline, 1(800)341-CCRB or
5 1(800)341-2272. Remember, if you see footage
6 of misconduct on social media or in news
7 media, you can feel free to file a compliant,
8 even if you were not there in person.

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1 CCRB.

2 In the event you'd like to request an
3 outreach presentation to learn more about the
4 CCRB, you could send us an e-mail at
5 outreach@ccrb.nyc.gov. Feel free to follow
6 us on our social media platforms; that's
7 Instagram, Twitter or X, and Facebook.

8 Thank you very much, Chair.

9 CHAIR KHALID: Thank you,
10 Jahi.

11 Any member has any questions, any
12 comments?

13 (No response).

14 CHAIR KHALID: If none, we'll move on to
15 public comments. We'll now enter the public
16 comment portion of the meeting. We'll begin
17 with those joining us virtually who would like
18 to make a comment, followed by those who are
19 joining us in person. For those joining
20 virtually, please use the raise-your-hand
21 feature. Please keep your comment to four
22 minutes.

23 Yojaira, would you please call on the
24 first person.

25 MS. ALVAREZ: Thank you, Chair.

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1 I just want to give folks just one more
2 minute. No one has raised their hand just
3 yet.

4 (Whereupon, there was a brief
5 pause in the proceedings).

6 MS. ALVAREZ: It appears no one online
7 would like to make a comment, so you can
8 proceed to in-person.

9 CHAIR KHALID: This concludes the
10 virtual comments.

11 And for those joining in person who are
12 interested in making a public comment, please
13 line up behind the podium. Please keep your
14 comment to four minutes.

15 Mr. Michael Meyers.

16 MR. MEYERS: Thank you very much.

17 I'm Michael Meyers, president of
18 New York Civil Rights Coalition. I'm going
19 to total my comments to four minutes; no
20 more, maybe less. First of all, Dr. Khalid,
21 I'm distressed that you still have interim
22 chair on your title, and I don't know how
23 much time have to pass before this mayor or
24 the next mayor makes you a permanent chair.

25 I think -- I just want to make for a record,

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1 I think you're a great person. You're a
2 wonderful person. You're a good chair, good
3 enough to be chair, not interim chair, not
4 temporary chair.

5 Secondly, I've asked so many times this
6 question -- have we yet scheduled a
7 meeting -- "we," meaning you, the Board of
8 the Civilian Complaint Review Board,
9 scheduled a meeting with the Police
10 Commissioner that will be public, that we can
11 see her and hear from her, eyeball her? When
12 is that going to happen?

13 I told you many months ago, she was the
14 one who said she knew the executive director
15 and she knew the members of the board of the
16 CCRB, and she would love -- I'm paraphrasing.
17 She would love to come to a meeting of the
18 board, of the Civilian Complaint Review
19 Board, but she hasn't come here all these
20 months later. Her term is almost up because
21 there's going to be a new mayor soon, who
22 despite what he says or claims, I doubt,
23 really doubt, he's going to appoint her to be
24 the continuing Police Commissioner.

25 Now, in showing your report,

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1 Mr. Executive Director, there's something I
2 seem to be missing, because I don't see it.
3 It may be in here, but in terms of your
4 stats, and all that other stuff, do we know
5 what the race of the officers are and the
6 race of the -- I call them victims, the race
7 of the complainant in all these stats that
8 you put? I don't see any -- what's the race
9 of the officer? I want to know how many
10 black officers are abusers. I want to know
11 how many white officers are abusers. I want
12 to know how many Hispanic officers are
13 abusers. I want to know how many Asian
14 officers are abusers. And if they're abusers
15 or harassing or whatever the charge is,
16 against whom are they doing injustice? I
17 want to know the race of these people.

18 And because that says a lot if black,
19 for example, officers are just as bad as
20 white officers, or if Asian officers are just
21 as bad as Hispanic officers, et cetera, et
22 cetera, et cetera. So, I would appreciate it
23 if we would start putting this stuff in
24 writing by race. I mean, we need to know
25 this. That's how we measure progress or lack

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1 of progress.

2 I also see that the Board's decision
3 on -- was made too close, one of these
4 asterisks into a footnote. The board's
5 decision was made too close to the expiration
6 date for the Police Commissioner to take any
7 action against an officer. I don't know what
8 that means. What does "too close" mean "to
9 the expiration date?" If you beat the
10 deadline, what does it mean on the part of
11 the Police Commissioner who doesn't do
12 anything about it? What does "too close"
13 mean? That needs to be specified, made clear
14 in your reports.

15 And if it's too close for the Police
16 Commissioner to take action, "too close,"
17 whatever that means, whose decision is that?
18 Is that the Police Commissioner's decision,
19 that you took too long to bring her
20 recommendation? Is that her decision, or if
21 it's a man, his decision? Too close doesn't
22 make any sense to me. I want to know
23 specifically what does that mean.

24 Finally, page 38, "No disciplinary
25 action was taken against a police officer for

failure or refusal" -- to use your word, "refusal to process a civilian complaint." No action, other than training, formulae training. I thought police officers were already trained. How much training do they need? How much reminder do they need? How much accountability must be enforced and oversight provided for these police officers who don't know when somebody comes to a police precinct, or wherever they come, and to make a complaint against a police officer, that they're supposed to take the complaint? How much does that take for a human being to understand that there's a problem here, and I better jot it down before my butt gets in trouble? That's not rocket science. That's just plain, simple procedure. And so, I'm disappointed to read the interview in your report, that there's, you know, question marks and not enough answers.

22 | Thank you.

23 CHAIR KHALID: Thank you, Mr. Meyers.

24 Anybody next?

25 MR. PINTO: Hi. My name is Nick Pinto.

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1 I'm a reporter at Hell Gate, and I wrote a
2 story a few weeks ago about how the Board
3 handles untrue statement complaints, "U
4 allegations," I guess. Their term. And at
5 the time that I wrote the story, the Board's
6 press office wasn't able to answer several of
7 my questions, so a few weeks have passed and
8 I just wanted to pose them again in case you
9 were more able to do that.

10 And so, broadly, the two questions are:
11 One was, I reported that the Board is
12 overturning allegations of untrue statements
13 when investigators, when staff investigators
14 bring that charge against an officer. The
15 Board is overturning that recommendation at
16 about twice the rate that it overturns other
17 kinds of allegations. And so, I'm curious to
18 hear from board members or from staff about
19 what might account for that elevated rate.

20 And then, the other question is sort of
21 a technical one, which is that in the
22 public-facing data of the Board, this
23 information is not visible because -- for
24 reasons that I have not been able to
25 determine, but I'd love to hear from you

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1 guys, U allegations are categorically
2 misclassified in the open data portal as
3 abuse of authority allegations. And so, if a
4 member of the public were to look at this
5 information and wonder how many times the
6 Board is overturning recommendations for
7 substantiated U allegations, they would think
8 of the answer as zero, which is obviously not
9 the case.

10 So, is there some sort of technical
11 explanation for that? Or how did that come
12 to be? Those are my two questions.

13 Thank you.

14 MR. DARCHE: Dr. Khalid, is it okay if
15 I answer these questions?

16 CHAIR KHALID: Yes, yes. Jon, yes.

17 MR. DARCHE: Thank you.

18 So, the Board speaks for this agency on
19 whether or not misconduct occurred. So, an
20 investigator making a recommendation is
21 something that happens all the time, and then
22 the Board reviews them and makes the final
23 determination. And the Board makes its
24 determination of the case based on the facts

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1 and the law as the Board interprets. They
2 speak for the Agency.

3 This agency has substantiated 200
4 allegations of untruthful statements by
5 police officers since untruthful statements
6 became a part of the Agency's jurisdiction.
7 So, it is -- I don't want to paint the writer
8 of an article with the writer of what the
9 evidence is, but I don't think it's fair to
10 say that the Agency was not treating
11 untruthful statement allegations seriously,
12 when we have substantiated over -- not over.
13 Exactly, as of the last time I checked, 200
14 allegations since they opened in our
15 jurisdiction.

16 There's certain data that we only
17 release pursuant to court order. And then,
18 the information on whether or not the
19 allegation was put there now was properly put
20 in open data. So, whether or not the
21 allegation for recommendation was
22 substantiated and then not substantiated by
23 the Board was accurately reported, so it
24 wasn't misreported. How the Agency
25 characterizes certain allegation types, that

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1 could be very prejudicial to a person when
2 they're not substantiated is why that is
3 listed as abuse.

4 And so, those are the reasons for the
5 discrepancy that you noted. It was not a
6 desire to hide the rate at which the Board
7 follows or doesn't follow to investigator a
8 recommendation. It was merely done, for
9 certain, for that allegation type, because it
10 is very prejudicial to the character of the
11 officer. If we get a FOIL request for a DA's
12 office or another party, we do not change the
13 characterization. We put it as an untruthful
14 statement, so it's available so that no one
15 who is in a criminal trial has their rights
16 impacted, and everything can be properly
17 investigated and prosecuted. But for the
18 purposes of what we report, so that people
19 can be aware of the misconduct that is being
20 reviewed and substantiated by this Board, it
21 is all done now.

22 Are the four minutes up?

23 MR. PINTO: I just want to make sure I
24 understand what you're saying.

25 You're saying for this precise category

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1 of accusation, but not for any other
2 categories of accusations, when the
3 allegation is not substantiated, it's
4 deemed --

5 MR. DARCHE: Untruthful statement.

6 MR. PINTO: Right.

7 MR. DARCHE: Sexual misconduct.

8 MR. PINTO: Okay.

9 MR. DARCHE: Racial profiling. I think
10 those are the -- there may be another one,
11 but those are the three very prejudicial to
12 someone's character.

13 MR. PINTO: I see. There's a category
14 of allegations that are deemed more
15 prejudicial to an officer's character, and
16 for the --

17 MR. DARCHE: For those --

18 MR. PINTO: -- the underlying document
19 remains available under FOIL. The publicly
20 reported data sort of re-categorizes them in
21 a way that wouldn't be prejudicial to the
22 individual --

23 MR. DARCHE: The individual officer,
24 yeah.

25 MR. PINTO: Okay. Thank you.

5 CHAIR KHALID: We'll look into that, Mr.
6 Meyers.

7 Anybody else wants to say something?
8 (No response).

9 CHAIR KHALID: If none,
10 then we'll go into the old business.

13 (No response).

14 CHAIR KHALID: Is there any new
15 business?

16 (No response).

17 CHAIR KHALID: We'll be adjourning to
18 the Executive Session.

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1 Is there a motion to adjourn the
2 Executive Session?

3 MR. HOGAN: So moved.

4 CHAIR KHALID: Is there a
5 second?

6 MR. DWYER: Second.

7 CHAIR KHALID: This meeting is now
8 adjourned for the Executive Session.

9 Thank you all.

10 (TIME NOTED: 4:29 p.m.)

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1 C E R T I F I C A T E

2 STATE OF NEW YORK)

3 :SS

4 COUNTY OF QUEENS)

5

6 I, Sabrina Brown Stewart, a Notary Public
7 within and for the State of New York, do hereby
8 certify:

9 That the witness whose examination is
10 hereinbefore set forth was duly sworn and that such
11 an examination is a true record of the testimony
12 given by such a witness.

13 I further certify that I am not related to
14 any of these parties to this action by blood or
15 marriage, and that I am not in any way interested in
16 the outcome of this matter.

17 IN WITNESS WHEREOF, I have hereunto set my
18 hand on this 31st day of October 2025.

19

20

21

Sabrina Brown Stewart
Sabrina Brown Stewart

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