

Appendices

A. Meeting Minutes

DRAFT

Village of Brockport Advisory Committee on Police Reform and Reinvention

Meeting Minutes September 2, 2020, 7PM, LGI Room, Oliver Middle School, 40 Allen Street

Attending in person:

Co-Chair Mayor Margay Blackman, Co-Chair Trustee Annie Crane, Chief Mark Cuzzupoli, Village Clerk/Manager Erica Linden, Lt. Steve Mesiti, Monroe County Legislator Jackie Smith, Karen LoBracco, Dan Brockway, Patrenia Owens, Robert LeSuer, Melanie McDonald, Orlando Benzan, Bill Plews

Attending via Zoom:

Howard Ward, Katy Wilson

Virtual Public Participation: Livestream on Facebook/Village of Brockport by Susan Smith; email questions or comments to mblackman@brockportny.org.

The meeting was called to order at 7:05pm

Mayor Blackman briefly summarized the Governor's Executive Order 203,—the reason for this committee's existence; noted that this was to be a dialogue not an indictment of the BPD; that every member of the committee had something to offer; and that the end result would be a police reform plan presented to the Governor.

Village Clerk/Manager Erica Linden read the governing rules of the Committee and made the following statement:

Rules of the Committee:

We will speak with respect for other people, their point of view, and their time. We affirm having an open mind and an open heart is required for difficult conversations. We are here to learn from one another and agree there is always more to learn. Erica will serve as moderator and watch time.

This committee is short term but this dialogue is long term. Our jurisdiction is 2.2 square miles. However, our impact is boundary-less. We want the ripples we send out to be ones that embrace the fullness of community.

Village Clerk/Manager Erica Linden administered Oath to the Committee as a group. Each member needs to stop by Village Hall to sign Oath in book.

Each member of the Committee introduced themselves.

Discussion question:

What do you think the Brockport Police Department should do, and what do you expect from them?

Jackie Smith –To provide safety for community members, a safe place to work, raise families, and enjoy life.

Chief Cuzzupoli responded by reading an email from a resident concerning a positive interaction between one of our officers and a group of children.

Howard Ward –wants to see the same kind of love and care given to our children of color. Children of color should also be invited to have these interactions. Doesn't want our children to be afraid –if you see a person of color on the street, you need say “How are you doing?” That's all you need to say, but you need to say it.

There is an expectation in communicating: at RIT there is a large deaf and hard of hearing population. They tend to be physical in nature as a way of expressing themselves and can be seen as threatening. In general, the deaf and hard of hearing population is afraid of police officers –it would make a difference to have police officers trained in communicating with this population.

Melanie McDonald –The Police Department should work in tandem with mental health agencies. How do the Police triage? Concerned about the mental health of everyone, including those encountering police, and the police officers themselves.

Robert LeSuer –What is the role of the Police Department in modifying resident behaviors? For example: how do we enforce better driving habits? Does a Department in a more rural area take on a role of improving quality of life in that nature, beyond just public safety?

Katy Wilson–Well skilled de-escalation has seen a change in the last decade. SUNY had to remove a few officers who did not see the importance of this. We expect strong de-escalation skills in a police department. We have students from the 5 Boroughs, especially female, who are afraid of police officers, people in uniform. Expects de-escalation as part of community policing.

Bill Plews –The migrant community is concerned the PD is willing to call in the immigration agency in times that are inappropriate, that do not warrant involving that agency. It is a very widely held belief that they will.

Karen LoBracco –Expectations of professionalism, respect, honesty, good communication and transparency

Orlando Benzan -Recognizes that the Police Department's relationship with the School District is hampered by jurisdictional lines, with the only building in jurisdiction being Oliver Middle school. There is debate among staff at the High School about police (County Sheriff) presence in the building. The staff is divided. There is concern some students are afraid of police officers and their presence would escalate instead of de-escalate a situation. Is there a way to have a Police presence that helps students become more comfortable?

Migrant families are fearful of police, constantly questioning if police are here to help or hurt us. Many cannot communicate clearly in English. Police need survival language skills (not conversational, but survival) –need a Spanish speaking officer or responder to help. We also have a large Ukrainian population, students tend to be the translators for their parents.

Jackie Smith- Who do you call for a mental health arrest?

Chief Cuzzupoli answered –Kim Butler from Monroe County Health Department, who has developed a team and resources for us throughout the county and is phenomenal. We hope to have her as a guest speaker. She has a 40-hour crisis intervention team and provides resources directly related to de-escalation. She is trying to expand the service to 24 hours per day.

Melanie McDonald –Has a daughter who is in in the Diversity Club at the High School. Several friends become very anxious when they see officers in uniform. Wants all kids to feel safe in school. We want all people to be comfortable and want to high-five the officers.

Chief Cuzzupoli commented that he has never had a bad experience in our schools, especially Oliver Middle School. There are regular kindergarten visits to the Police Department and then there is a gap in the kids' exposure to the Police Department, they don't see each other again until middle school. Mark asks for suggestions on how to bridge this gap, how do we have more contact with young people in a positive way.

Jackie Smith –What is community policing?

Chief Cuzzupoli answered: building trust, being visible and interactive. It includes directed patrol, walking patrols and bike patrols. The people who see you know you and you become approachable to them, It is knowing your business owners and community members by name. "Trust is the heart of community policing."

Robert LeSuer –What does an 8-hour shift look like for an officer?

Chief Cuzzupoli answered in detail.

Karen LoBracco –Would like to understand how Brockport Police, University Police and Sheriff's Office all interact.

Chief Cuzzupoli: We use Monroe County Sheriff for specialty areas, such as technicians. We cannot have staff that know everything and it is best to call in a specialist for certain situations. We all have a mutual aid relationship, as well as an information exchange, and regular collegial/professional meetings to share resources. Meets with University Police regularly.

Patrenia Owens –How can you incorporate more diversity in the police department?

Chief Cuzzupoli responded that the Department has had a diversity training session lead by Pastors Washington and Jones. The session was observed by Mayor Blackman and Clerk/Manager Linden. There will be more diversity training sessions.

Bill Plews –The migrant community would like an overt statement that the Brockport Police Department will not call ICE for translation help or for an unwarranted reason. Members of this community are terrified of unjustified deportation which will result in never seeing their children or family again.

Chief Cuzzupoli mentioned that he did summer jobs on farm alongside migrant farm workers and would be willing to speak to a group of them. He raised the issue of ID cards. It is difficult for officers to recognize real versus fake/forged documents from other countries, specifically Mexico and Guatemala, the home countries of most of our migrant farm workers.

Clerk/Manager Linden stated that we have made a good start and there are many points to discuss further.

Meeting was adjourned at 8:35.

Village of Brockport Advisory Committee on Police Reform and Reinvention

Meeting Minutes September 16, 2020, 7PM, LGI Room, Oliver Middle School, 40 Allen Street

Present in person:

Co-Chair Mayor Margay Blackman, Co-Chair Trustee Annie Crane, Chief Mark Cuzzupoli, Village Clerk/Manager Erica Linden, Monroe County Legislator Jackie Smith, Karen LoBracco, Dan Brockway, Patrenia Owens, Robert LeSuer, Melanie McDonald, Orlando Benzan, Bill Plews

Attending via Zoom:

Howard Ward, Katy Wilson

Lt. Mesiti excused]

Virtual Public Participation: Livestream on Facebook/Village of Brockport by Susan Smith; email questions or comments to mblackman@brockportny.org.

The meeting was called to order at 7:06pm by Co-chair Annie Crane. Trustee Crane noted that there were undoubtedly many questions about what was happening in Rochester, but that we will hold off discussion of that until a future meeting. The use of force, scheduled for tonight, may also have to wait until next time.

Questions that had been submitted by committee members for tonight's meeting were handed out, along with copies of the Powerpoint presentation by the evening's guest, Sam Farina, Chief of Police of Fairport.

Background: As noted in the handout Chief Farina has been the accreditation manager for 4 police depts, an assessor for international accreditation programs and a member of the NYS accreditation council.

He has 32 years of law enforcement experience with the RPD, the Sheriff's dept, and the Village of Fairport

Topic: Police Accreditation.

Use of best practices as it applies to accreditation. How it applies to state standards and works across Monroe county. Villages are on same page about how to develop policy.

The Presentation covered: The Goals of Accreditation, the Process, the Benefits, Policies and Procedures, Use of Force, Dealing with Persons in Custody, Other pertinent standards, and concluded with “How Could Accreditation prevent an incident like the death of Daniel Prude”

The thought behind accreditation is to “professionalize policing”. Accreditation is a voluntary process that is constantly evolving. Farina believes there is a dramatic difference between departments that are accredited and those that are not. NYS was the first to adopt accreditation; Monroe County is the only county in NYS where all departments are accredited. Every five years a department has to be accredited.

The following are brief notes/comments from Chief Farina on the ppt presentation

- Accreditation makes it difficult to sue a department.
- Accreditation helps with public confidence
- Keep up with case law and changes. Many depts in NYS have no policies
- Officers are responsible for knowing all policies and have to sign off on them
- Have to prove to assessors how you meet policy
- We have a policy on mental health and how to address it; an internal affairs piece, with ethnical standards, performance evaluation.
- Use of force gets changed, is constantly in flux. DCJS (Dept of Criminal Justice Services) has a model policy re same. Have to show how policy on use of force complies the NYS penal law 35.
- Make sure you have a diverse workforce, how does workforce reflect the community it serves?
- Both Fairport and Brockport undergo training in mental health distress

REVIEW OF QUESTIONS—Chief Cuzzupoli and Chief Farina both answered questions that had been submitted by committee members on Accreditation, General Orders, and Use of Force.

RE Accreditation:

- All parts of accreditation process are related to the requirements in Executive Order 203
- Any changes in the disciplinary system with repeal of 50-A—YES [I didn’t note any specifics]
- Specialized training, in what? CIT (crisis intervention training), bike training, firearms, tasers, canine, property clerk, etc.

RE General Orders

- RE notification [neither Brockport or Fairport have a requirement that the mayor, or village board be notified of incidents.] Chief Cuzzupoli noted that there is constant communication. Not written, but it is common sense. In their job descriptions to notify, not written policy. [written policy might be good to have given that not every police chief is so diligent in notification]

- RE reviews of General Orders: General orders and policies are annually internally reviewed. Abide by state policy as much as possible re general orders. May have legal review for some policies. Policies are shared among depts or the state may come out with new policies. International Chiefs of Police also have model policies. E.g. body cams and when used
- RE firearms: one is a police officer 24/7, so yes dept issued firearms are taken home when the officer is off duty. Privately owned firearms are taken into custody after an incident.
- Question about why Brockport uses hollow tipped bullets: They are what is recommended by the FBI. Less likely to go through walls, fences or other objects if the officer misses the intended target.
- Fairport's use of force policy goes into more detail than Brockport's about many things. Because Fairport sees a high liability here.

Use of Force

- Mental health—no standards for that specifically. Only enough force to overcome resistance and put the person under arrest. Once that force is stopped all force from officer ceases. Mental health to protect that person from harming self or others.
- Mental health transport is the terminology used. Follow up with Forensic Investigative Team (FIT). Discussion of FIT team and funding followed. Police call the FIT team to an incident.
- Chokeholds have never been trained in Rochester. Now it is in writing as we don't do it. [see The Erica Garner Anti-Chokehold Act, passed in NYS June 8, 2020 which criminalizes chokeholds in NYS]
- Followup of individuals who have had force used against them—no formal followup. If medical treatment needed we call for ambulance. Have to get mental and medical assessment or services for anyone in custody; is a NYS requirement.
- Tracking use of force: Fairport—it is tracked and reported in the annual report. Brockport—we don't track specifically, but the chief reads every report, ticket etc. Chief Cuzzupoli noted that this could be an area of growth for BPD
- Use of force—components/levels: 1. Presence—Person in uniform 2. Verbal— escalation of force by commands, voice level 3. Empty hand control (using empty hands to search, relieve weapons, immobilize or otherwise control a subject 4. Intermediate weapons (nonlethal—e.g. chemical, tasers) 5. Deadly force. [amplified my notes by online information]
- Re when deadly force may be used: Armed and fleeing suspect with the potential to use deadly force against someone else, then according to article 35 of NYS penal law the police are allowed to use deadly physical force. Have to justify deadly physical force.
- Duty to intervene—failure to do so is subject to criminal as well as civil charges.
- Discussion of use of pepper spray, pepper balls (oleoresin capsicum) in policing. Very irritating to mucous membranes. Mace is no longer used. Postponed discussion of tasers to meeting on training.
- Reporting of statistics on categories—by race no. We will be going forward per the governor (law takes effect December 12, 2020). Obligated by law to report traffic tickets

by race. Misdemeanors and violations also will require reporting race. Is often problematic to ask if it becomes necessary.

Final questions from committee members

- Karen: There is a disconnect between what's happening to people (injuries, etc). and what we hear. Chief Farina— What happens in a case is also part of the discovery process. (i.e. more information comes out on a case during discovery.
- we are trying to listen, to how the community wants us to police. We need the community to be supportive of us. We need to listen.
- Bob how do we apply the operation of small depts to larger ones like Rochester.? Are there lessons here? Chief Farina—larger depts are more complex. Two principles are important no matter the size: leadership and the quality of supervision.
- Jackie Smith followed up on accreditation by sending a link to committee members of a presentation on Executive Order 203 presented to the Association of Counties (https://www.youtube.com/watch?v=Nw8yzm_f1ZY&feature=youtu.be). MB— I highly recommend listening to it (did so as I was typing these notes)

Village of Brockport Advisory Committee on Police Reform and Reinvention

Meeting Minutes September 23, 2020, 7PM, LGI Room, Oliver Middle School, 40 Allen Street

Attending in person:

Co-Chair Mayor Margay Blackman, Co-Chair Trustee Annie Crane, Chief Mark Cuzzupoli, Village Clerk/Manager Erica Linden, Lt. Steve Mesiti, Monroe County Legislator Jackie Smith, Karen LoBracco, Dan Brockway, Patrenia Owens, Robert LeSuer, Melanie McDonald, Orlando Benzan

Attending via Zoom:

Katy Wilson, Howard Ward

Excused: Bill Plews

Virtual Public Participation: Livestream on Facebook/Village of Brockport by Susan Smith; email questions or comments to mblackman@brockportny.org.

Guests: Lee Struble and Clifton H, Manns, Sr. from WSM Trainers and Consultants

The meeting was called to order at 7:00pm

Lt. Mesiti was asked to speak and answer questions about training and use of force, especially those issues not answered in our last meeting.

Points made by Lt. Mesiti:

Training:

- All the agencies in Monroe County cooperate and work together on training.
- Reality Based Training (RBT) evolved from firearms training, which had been mostly target training and therefore not dynamic enough. Realistic scenarios are set up to test the officer's reaction and train toward the desired goal. "The body can't go where the mind has not already been." Soap/paint cartridges are used as ammunition in RBT. Officers are stressed during RBT. Part of the training is dealing with the stress. RBT is stopped when the Officer errs, to work through the scenario, with a thorough debriefing afterwards. Not all RBT is firearms based. Some RBT is practice talking through a situation.
- Enhanced training provided by the County: topics are chosen by the agency Chiefs by consensus and have included de-escalation drills and school shootings.
- In house training: Classic firearms training in the spring and Reality Based Training (RBT) in the fall. Also CPR and taser refreshers.
- Specialty training BPD has received includes K9, drug recognition, defensive tactics, and Taser instructor.

Discussion:

Q: Karen asked about topics covered in the Academy that are not covered in Brockport's in-house training.

A: Chief answered that the Academy's curriculum includes firearms, defensive tactics, pepper spray, tasers and decision making.

Q: Jackie asked about de-escalation training.

A: It is actually part of all training.

Q: Bob asked if any assessment was done to demonstrate proficiency.

A: Some training involves testing; some are just participation and in some the Officer must demonstrate proficiency in a technique before progressing in that training.

- Tasers- Brockport and East Rochester were the first in the County to acquire. Lt. Mesiti stated that use of tasers saves lives. They got a bad rap in the beginning, as some people did die after their use. As a result taser use has been refined. It is a last resort before use of firearm. Use involves two darts, straight fishhook style, 3/4" long that stick in the body. Officers aim for one above belt-line, one below. Darts interfere with the nervous system system. The goal is to disable the back.
- Pepper Spray: We use non alcohol based pepper spray because alcohol based spray would present a fire hazard if the person was also tased.
- Hollow-point bullets vs ball ammunition: we use hollow point. Ball ammunition can keep going through a person and wound more than one person. Can also go through walls and fences. Hollow points expand on impact, cause damage and stop. The hit ratio when firearm is used on the scent is about 30%. The goal is to have the bullets on target do the job and minimize other persons getting harmed.

Q: Bob asked if the intent is to kill when a firearm is used.

A: The intent is to stop the threat. Unfortunately that often results in death.

Q: Dan asked if they had done research into less-lethal ammunition such as rubber bullets.

A: Rubber bullets are shotgun ammunition.

Lee Struble and Clifton H. Manns, Sr. introduced themselves and provided some of their background information. Mr. Struble's career has been in campus safety, Mr. Mann's in the Rochester Police Department. Their firm specializes in racial diversity training. Most of their clients have been colleges and universities, but they are currently working with more police departments.

Their programs include “train the trainer” programs to enable departments to do diversity training in-house. There is a need to sustain and refresh this type of training. They are frequently called in after there is an incident. Their comments:

- Training is expensive, as it pulls officers off patrol and incurs overtime. The Rochester Police Department cut budgets for training twenty years ago and we see the results now.
- Their program consists of a two day training. Day one is a presentation of the historical connection between racism and policing. In many parts of the country, policing started with slave recovery. They discuss the origin of the N-word. There is usually a small group project overnight. Day two involves compliance, communication, verbal judo, role playing, and ethical intervention (how to take over from another officer). Each training is individualized to the particular needs and situation of the organization receiving the training.
- The train the trainer program is a three day course taken after the two day course.
- There is currently very little training in communication, and it is important of be able to communicate when angry or stressed. Diversity training and effective communication go together.
- Police Unions are powerful and are legally required to represent their members, regardless of the offense.

Q: Jackie asked if BPD has received this type of training.

A: Chief replied probably portions of it.

Dan commented that in order for diversity training to be effective the trainees need to be open to the training. Q: How often do they get resistance? A: We need to engage to make a difference. That is why 90 minute online training usually doesn't work.

Q: Melanie asked if any chiefs have gone through the train the trainer program.

A: some, but usually it is a training Sargent. Some Chiefs sit through the training with their officers.

Q: Bob asked the Mayor and Chief - Given that training is hard, expensive and hard to assess, how do we decide how much of taxpayers money to spend on it?

Q: Karen commented that we live in a racist society. One way to address that is through personal reflection. We can provide policy, but not thoughts. Are you training for policy?

A: training provides more tools and dialog is very important.

Q: Melanie told of being on a field trip with inner city students and being followed by police. Were they being followed because of unconscious bias? Can a two day training effectively deal with unconscious bias?

A: it's a start. Cited Michael Jackson song about the *Man in the Mirror*.

Meeting adjourned at 8:45 pm

Police Advisory Committee Meeting 10/7 (7:10pm to 8:45pm)

Q AND A SESSION/DISCUSSION RE THE POLICE (POLICE NOT PRESENT)

Present: Annie Crane, Erica Linden, Susan Smith, Melanie MacDonald, Jackie Smith, Patrenia Owens, Margay Blackman, Dan Brockway, Karen LoBracco, Bob LeSuer, Bill Plews, Howard Ward (by Zoom)

Dan—presentations have been informative but all speakers were insiders in the police system. Will we hear from outside of that bubble (folks working on reform, activists)?

Answer: Yes, Men of color from the college, the high school diversity club, Dr. Torrence Jones (clergy/phD in Education, focus on race and leadership)

Bob —what about hearing from some local people, e.g. the Spencerport school district administrator who was part of the Daniel Prude protests and admonished by the Spencerport school district. Jackie—disagreed. He was disrespectful to our police, don't know how much he would add. Other people, activists would have a clearer message. Bob—but what is an activist's role?—one's disrespect is not another's disrespect.

Howard—Bring in area clergy. There's a diverse group of clergy helping people on both sides of the fence (law/activists). What's the role of clergy in helping law enforcement understand racial injustice. Dan—what about pastor Myra Brown from Spiritus Christi? Margay—what about a small panel of clergy instead of just one speaker?

Karen—There's a lot of energy around tweaking the edges, but there are some strong voices saying that we need to start over again. It's a disservice if we don't consider those voices.

Bob—how do we put the Executive Order 203 in practice for our situation. What about microaggressions; is brutality a threat? Jackie—let's think of everything that could come up.

Bob—Is there a way to have public input before public hearing?

Answer: Yes. We can do that.

Karen—some kind of engagement—question of the week/month in the Suburban News, Village Facebook page?

Bill—as much as we've heard from police, I still wonder, what are the personal opinions of members of police force about what has happened across the county.

Answer: we had an inkling of that in a 4 hour workshop Rev. Marlow Washington and Dr. Torrance Jones held with the entire police department this summer. They (young members) spoke pretty freely, in part because of the skill of the workshop leaders and the respect they

showed for the uniform and because the BPD were all together. They saw minority/diversity recruitment as a problem because of civil service test results dictating hiring hierarchy and expressed the “all lives matter” perspective.

Melanie—There are a life time of microaggressions that have built up over a lifetime among police. There’s only one person in charge of mental health for all the community (Kim Butler) who has now lost her job. Someone who can address broader mental health issues is needed. How often do the police interact positively with people with mental health challenges and people of color? Mentioned the DOT project—how many positive interactions students have with a faculty member. Can we look at positive contact police have with constituents in a similar way?

Karen—There are multiple truths that we need to be aware of. What the police have shared re policing is true, but there are other realities.

Dan— I’ve lived in multiple neighborhoods (urban and suburban) around Philadelphia and Los Angeles, but I’ve never seen the level of constant police presence that we have in Brockport. Could be the fact that we’re a small town, have multiple police departments with the college and Sweden overlapping, and that I live so close to the college -- but I see police officers in their cars almost every time I leave my house (on Utica St). I walk to work in the morning and they’re parked by the Alumni House. I come home in the evening and they’re in my neighbor’s driveway watching for folks to run the stop sign. I do a 3 mile walk around the college campus and school district every morning at 5:30am and see 2 or 3 cop cars along the way. Not an evening goes by without the police pulling someone over on Utica St right in front of my house, lights flashing, sometimes with the siren going. It’s even happened multiple times in a single evening. Scares the shit out of my kids every time. None of this makes me feel safe. I think back to the chief’s comments in our very first meeting about how the officers are required to drive up and down each street multiple times per shift, and honestly, I think it’s too much. I’d like the Brockport PD to be a bit less visible, personally. For what we pay in village taxes and how much time they seem to have to drive up and down my block, I wonder if it’s overkill.

Margay—Indeed there are multiple “truths” or perspectives. Many longtime residents in Brockport are accustomed to the police presence and like to see it. In 2017, campaigning door to door, one resident complained about the high cost of the police and noted that she never saw them on her street and wondered why not. Also, much of the pulling vehicles over on village streets has to do with drivers who run stop signs. The police often do special details at trouble spots (Utica Street for one, and the 4-way stop at Park Avenue and State Street where I was hit by a car on my bike this August when I had the right of way). Many people also react very positively to seeing the police out of their cars and walking streets—community policing.

How do you make community policing *for* the community, how do you make them less threatening?

Bob— it's really worth reflecting on Dan's perspective. There are times when people don't want the police around. Similar to the analogy of having faculty around students—an established hierarchy. Putting on the uniform is necessary for the job. You can't/shouldn't get too comfortable with them. Provide police with other ways of providing assistance

Mentioned Coffee with the chief.

Bill—mentioned former immigration judge who is trying to put together a course for police force on dealing with undocumented immigrants

Karen—police may feel in the middle of things.

Jackie: What do they have to do by law, what is discretionary? We need to understand some of this. Referenced a presentation at NYS Association of Counties on Executive Order 203 She followed up providing the slide which spelled out the essential components of the plan for addressing EO 203, below:

EO 203: Components of the Plan

- The plan must consider the following:
 - evidence-based policing strategies, including but not limited to, use of force policies and procedural justice;
 - any studies addressing systemic racial bias or racial justice in policing;
 - implicit bias awareness training;
 - de-escalation training and practices;
 - law enforcement assisted diversion programs;
 - restorative justice practices;
 - community-based outreach and conflict resolution;
 - problem-oriented policing; hot spots policing;
 - focused deterrence;
 - crime prevention through environmental design;
 - violence prevention and reduction interventions;
 - model policies and guidelines promulgated by the New York State Municipal Police Training Council; and
 - standards promulgated by the New York State Law Enforcement Accreditation Program.

h
holoflex flow

Any type of report—how many other crimes than house checks? A breakdown of what types of calls they get. What types/times of stops/arrests. Perhaps this should be a report that should be made. Where are hot spots, etc. Do they know the hot spots?

Erica—from now on will be some additional data gathered for traffic stops per State requirement

Karen—what I would like, more reports, more numbers, more data. Last annual report is from a long time ago. When is force used, how often, what kind?

Annie—keep track of their use of force. (Margay—internally they may be but it's not shared)

Need de-escalation training and practices—what are they?

Orlando (vis email)—no real issues with BPD. Would like more outreach with school system. Doesn't understand purpose of the committee.

Jackie—re the training session. Who are these people, why did they come in front of us?

They were recommended by Howard Ward who worked with Lee Struble at RIT

Karen—recruitment—are other communities saying same thing about re civil service requirements?

Annie—how does university police training differ from the training our police receive?

Bob—(summarizes his position). Not convinced police force is meeting needs of our non-white residents, but I don't know if cause of that problem is my ignorance of what they are doing; whether they've had inadequate training to address needs of residents; do they have the resources to do the job, or is it because of the lack of diverse representation on the police force. The problem here is data collection—we don't have the data. Brockport's diversity issue: our relationship between police and migrant workers and with minorities (students/faculty/staff) who are here for the academic year. We are ignorant of any models or examples. May want to look at case studies of other college communities.

Bill—There is no other organization like the ecumenical council in Brockport.

Melanie—Oak Orchard Health has a good relationship with the migrant community and may be a good model. Bill noted that he does work with Oak Orchard.

Bill—Western NY Coalition of Farmworker Serving Agencies.

Erica—Howard has been talking to Chief Cuzzupoli and plans to provide diversity training to our BPD

Karen—re relations with UP. Opportunities for conversations.

Jackie—Interest in having diversity group from the college as well as the high school here to talk about police.

What are the resources the police use—e.g. FIT—and other outreach programs. What about dealing with the homeless. What is the police relationship to them.

Erica—mentioned the case of a recent homeless college student that the police department and village government dealt with. We have no facilities for the homeless. Nearest is Rochester.

**Police Advisory Committee Meeting
November 4, 2020, 7pm**

Present: Annie Crane, Erica Linden, Susan Smith, Melanie MacDonald, Jackie Smith, Margay Blackman, Dan Brockway, Karen LoBracco, Bob LeSuer. Mark Cuzzupoli and Steve Mesiti. Also attending, Tony Dumas.

Attending by Zoom: Howard Ward , Orlando Benzan

Guests: Brockport High School Diversity Club members (Nick Johnson, Joseph Ames, Amiya Plaskett, Bobbi Cheves, Aniyah Cheves, and their Advisor, Kerry Gant; BHS Gay Straight Alliance students Miles Dumas and Maya Benzan (by Zoom). Also participating, recent grad and former member of Diversity Club, Cassidy McDonald. *(Notes: all Diversity Club members were born in Brockport, except one who came in elementary school. Joe is White, Nick biracial, Bobbi, Amiya, and Aniyah are Black. Maya is Latina, Miles and Cassidy are White.*

Annie Crane presided over the meeting, introducing guests to committee members then turning to the list of questions the committee had sent to the students.

The Q and A

If you were being harassed or threatened, would you call the police? If not, why not? If yes, what action would you expect from the police? What action would you want?

- All would be reluctant to call the police, though if the situation were life threatening they would do so. Cassidy mentioned participating in the college's take back the night march where there was a heavy police presence driving alongside the marchers. She noted the marchers didn't feel protected even if that was the intent of the police, and that the police needed to get out of their cars and walk with the marchers.

What would you want to see from the police (where you feel you need some external help)

- Defunding the police and directing the funds to other resources that help people was mentioned.

What is your typical interaction with police? Do other groups have different types of interactions?

- Nick noted that he hadn't had many interactions with the police but noted that his mother's interactions with the police have been different than his father's (mother is White, Father Black).

- Joe related an experience with a group of friends, one of whom was Haitian, at K and K where the police (probably the sheriff) were called because the group was suspected of committing an unspecified crime.

In your experience, what is the role of police in schools? What should it be?

- All believe that police do not belong in the schools. Bobbi noted, Everytime I see police, I'm scared they will harm me instead of protect me.

Do you feel safe in school? On the neighborhood streets of Brockport? On Main Street? If no, what can we, as a community do to improve your safety?

- They said they felt safe in school, but Bobbi noted that there were a lot of racist white kids on social media.
- Nick said he felt safe in the community but not lately because of COVID. Noted that when police were out walking they weren't wearing masks.
- Aniyah said she felt safe on the college campus, but not alone at night on the streets of Brockport

When you or your peers are thinking of future professions or work after High School, what about policing or law enforcement is appealing? What is not?

- As a kid cops catching bad guys was appealing, now nothing is appealing about the police.
- Now zero appeal to be police officer. Police built on slavery, the police system was never meant to benefit black people in the first place.
- Disagreement about whether you can reform an institution like policing from the inside
- Should be an educational prerequisite for being a police officer. A college degree should be a requirement to enter the police academy

What diversity issues do you feel the Brockport community is especially in need of improvement?

- Nick—A lot. We chose to be in the diversity club which is one of the only places you can learn about injustice.
- Bobbi—high school students should be learning about black history. We learn about slavery but that's it. Black history should be mandatory for all students.
- Joe—Emphasis on changing the community culture not just the police. (more emphasis on the bigger picture)

Dan Brockway—what should we put in a report focused on our police

- Stop putting police in black neighborhoods.
- Put \$ into other organizations that police are typically called for. E.g. mental health.
- Nick—make individuals go to training

We did not cover all questions that had been sent to the students but did, at the end of the meeting turn to the matter of the thin blue line flag and its varied interpretations. Student comments on the flag and its meaning included

- Hijacked by white supremacists. Put the flag next to all lives matter and confederate flags. Synonymous with divisiveness. To some people it's hateful.

- Does this flag really belong up on our buildings in our community? *[note: One downtown business displays the flag]*
- Doesn't matter how it was meant to be used originally; now changed because of police who have brutalized people of color across the county.
- Has been damaged by the actions of white supremacists. A statement against black lives matter.
- Blue lives is a job. Black lives are black skin, what you are born with. Thin blue line flag is there to silence us.

Meeting adjourned at approximately 8:45pm

Village of Brockport Advisory Committee on Police Reform and Reinvention

Meeting Minutes November 18, 2020, 7PM, LGI Room, Oliver Middle School, 40 Allen Street

Attending in person:

Co-Chair Mayor Margay Blackman, Co-Chair Trustee Annie Crane, Chief Mark Cuzzupoli, Village Clerk/Manager Erica Linden, Lt. Steve Mesiti, Monroe County Legislator Jackie Smith, Karen LoBracco, Dan Brockway, Bill Plews, Robert LeSuer, Melanie McDonald, Orlando Benzan

Attending via Zoom:

Katy Wilson, Howard Ward

Guest: Dr Torrance Jones

Virtual Public Participation: Livestream on Facebook/Village of Brockport by Susan Smith

Mayor Blackman introduced Dr Jones, who is a professor of leadership in the St John Fisher College School of Education, a member of the clergy and is very active in assisting Executive Order 203 committees. He has worked with most Police Chiefs in Monroe County.

The Mayor stated that the Village administration is very proud of our Police Department, and are glad to have Chief Cuzzupoli lead the department. The Chief is very familiar with the community and is very big on community policing. The Department has been very accommodating in this process.

The first part of the meeting was to discuss responses to the High School student guests at our last meeting the follow-up questions sent to them.

Karen stated that there were multiple truths in the room, different experiences. Some easily understood, but others perplexing to those who have not had similar experiences. There is often a difference between intent and impact.

Melanie stated that it sheds a light on a part of our community we don't often hear from. Some of their truths can be difficult to hear. The students were brave to come before us.

Dan was impressed by the email from Kerry Gant, the faculty advisor to the Diversity Club. He thought *8 Can't Wait* was something to look into, an accountability board was a good idea, and we should do a cost/benefit study on the size of the Department.

Mayor Blackman responded that we had done a cost/benefit study when the Department was expanded to 15 full time officers, which found that 15 officers cut down on overtime, and saved money. Monroe County did a study of all the departments in the County and did wonder if Brockport was over-policed, but because our population doubles when the College is in session, we often need three officers on duty on weekend nights.

Lt. Mesiti addressed each of the the *8 Can't Wait* steps, all of which the department is already addressing.

Questions related to *8 Can't Wait*:

Jackie asked if our General Orders require a warning before use of firearms.. Lt. Mesiti replied that it is not required, but they are trained to give a warning. There are instances where it is not practical, which is why it is not in the General Orders. Chief Cuzzupoli added that the only time it is justified to shoot at a moving vehicle is if the vehicle is being used as a deadly weapon.

A question was asked about reporting requirements after a use of force incident. Lt Mesiti replied that all incident reports go to the New York State Division of Criminal Justice Services (DCJS). This portal is for law enforcement only—not open to the public. The State generates statistical reports that go to the Department. All use of force reports are reviewed within the Department. The Department keeps its own records in addition to the DCJS records.

Melanie commented that she liked the reporting system that the Fairport Chief Farina mentioned when he spoke to the committee.

Jackie asked about the time requirement for reporting. It is 24 hours after an incident.

Lt Mesiti discussed his feelings about the students' statements from last meeting. He gives them credit for coming; that took courage. He is proud of his Department. The students were discussing problems with policing nationwide and with the Rochester Police Department, things that would not be tolerated here. If any of the students did have any bad experiences with the Brockport Police Department, he would like to know which officer. He needs to know if there is a problem within the Department. He stated that Dr Myers (former BCSD School Superintendent wanted them in the school buildings. If there is ever an active shooter in the building, they are ready for it. Most students react positively to them. It is upsetting to hear some are afraid of him.

Melanie commented that those students have had bad experiences elsewhere. That experience is negative no matter where. We need to find a way to reach those people.

Lt Mesiti discussed the Take Back the Night marches. The Police were asked to help by the College, and had been asked to have their lights on. They were not there to intimidate, but to decrease heckling and stop traffic when necessary. They meet beforehand with the organizers. The only rule from the Police is that the marchers not use profanity. Melanie commented that from one marcher's perspective there were too many rules, they weren't allowed to defend themselves, there didn't seem to be anyone stopping heckling or throwing things at them. It takes a lot of kid gloves to deal with traumatized sexually assaulted victims.

Chief Cuzzupoli commented that he can understand how some kids can view the police negatively. He is working on building bridges to take away some of that fear and he would like an opportunity to meet with and bridge the gap with those kids.

Dr Jones discussed his observations on the minutes of the meeting with the students. The students opinions resonated with him. There was a theme of fear based on their lived experiences. They did not feel protected. They feared they would be hurt by the police rather than helped. There is also minimum positive interactions with the police. It is important that they have more positive experiences.

Mayor Blackman pointed out that the Village Board, Village manager and herself have a different relationship with the Brockport Police. We know them, and therefore have no fear.

Dr Jones had some handouts on Executive Order 203 and racial equity resources, and mentioned that it is time to start working on recommendations. The mayor told him the steps we have already taken.

Dr Jones asked what we would like to see.

Jackie-An ongoing comprehensive plan

Melanie- Not just a one and done for restorative justice, de-escalation, etc. An ongoing plan helping marginalized parts of our community.

Bob- Strength, Weakness, Opportunity and Threat analysis.

Dr Jones-there are industry standards. We need sustained success, with a diversity/equity one to three year strategic plan, with vision, goals, measurable action steps and an evaluation framework.

Bob-that's more than we can do by April.

Bob- From an equity and diversity perspective, we have some challenges. We live in an historically monolithic community, which makes diverse recruiting difficult.

Dr Jones suggested we do a survey to find out what our community at large wants^/.

The mayor mentioned NYCOM has some surveys that have been used in other communities in the State.

Chief Cuzzupoli asked if it was part of our Comprehensive Plan survey done recently.

Village Manager Linden replied yes, and the replies were all positive and that both of the in dissolution attempts in the Village the Police were a major issue, and both failed overwhelmingly.

It was pointed out that we need to take into account the type of individuals who answer surveys.

Jackie asked if we did a survey, would it include residents of Clarkson and Sweden outside of the Village? The mayor responded probably, but we would want to look at those responses separately.

Dr Jones pointed that the last thing we would want is for a few people making decisions without knowing what the whole community wants.

Dr Jones mentioned that Monroe County is the only county in the State that is fully accredited, and we should build on that success. What is missing is equity and inclusive excellence.

Annie asked if those were included in items in the national accreditation program. He does not know.

Bob commented that thinking about this is relatively new and there are few resources.

Dr Jones replied that some of the information we need comes from the community -what do they want is the foundation piece. We can get good information from informal meetings with groups, especially marginalized ones, who might not answer a survey, as well as surveys. The data will navigate us.

Bob commented that it is hard to identify what, if anything is broken.

Melanie commented that we need to strengthen, rather than fix, Strengthen community ties. Strengthen mental health.

Dr Jones- Build off of success

Karen-We need a sense of preparing and building for the future., institutionalize policies and a culture that will take us into the future. The challenge for her is that the Village is unique and the Brockport Police Department is unique, but we are influenced by what happens with the Sheriff and the Rochester Police Department. Part of the issues we are discussing we cannot control.

Dr Jones commented that we are witnessing a collective triggering of post traumatic racial trauma. He has worked with inmates and their families in Monroe County and he gets how there is a different experience with policing for the Black population. It is their lived experience no matter where they are.

Someone asked what is the Black population of Brockport? Village Manager Linden replied we don't know, but the Black population of the School District is 11%.

Dr Jones said we need a rich sample size of all backgrounds in our information.

Bob asked if there were established surveys we could use.

The Center For Governmental Research can develop, Roberts Wesleyan has done it.

Jackie- Can SUNY Brockport do it? Dr Jones- They would probably love to.

Melanie- How do we deal with mental health issues within the Police themselves. It is a stressful job. Is it part of the training to take care of yourself as a person?

Dr Jones- No, but it is crucial.

Chief Cuzzupoli- There is an officer wellness movement through the Monroe County Chiefs association, but it got stalled with COVID. There is a Blue Health organization.

Dr Jones-Keep in mind that 203 is for a plan-not necessarily done. Set a on to two year goal by April.

Karen- I'm curious about other conversations, especially RASE.

Dr Jones- Not a part of RASE himself, but while there is not a lot in the news, there is a lot going on with subcommittees.

Karen- When I read about proposals to defund the police, they are about large cities. How do these proposals relate to a small Village?

Mayor Blackman- While it is a well meaning idea, 75% of the Police budget is salaries and benefits. Hard to defund.

Bob- We have 15 Officers. Willing to look at 14 plus one mental health professional.

Annie- There is a shortage of mental health professionals.

Dr Jones- Reallocation of resources to mental health is a good idea, but also need to work on officer wellness.

Melanie suggested a SUNY program to train officers in mental health, with reimbursement.

Chief Cuzzupoli- It is important to know how police and mental health work together. Safety needs to come first. On a call the police need to go in first to evaluate the situation, if safe, then bring in the mental health professional. There is now an additional 40 hours Academy training in Crisis Intervention. The FIT program has a referral system for follow up with a specialist. Referrals have increased as the police have developed a relationship with FIT.

Melanie- FIT covers the entire County, with only five people.

Mayor Blackman- Thank you to Dr Torrance Jones.

Housekeeping session:

Bill Plews has ideas for workshops with Police dealing with migrant workers and the undocumented population. He knows an immigration attorney who is chairing one of these committees and is adjunct in a Police Department. Chief Cuzzupoli would like to invite her to an upcoming training.

**Police Advisory Committee Meeting
December 2, 2020, 7pm**

Present and attending by Zoom: Annie Crane, Erica Linden, Susan Smith. Melanie MacDonald, Jackie Smith, Margay Blackman, Karen LoBracco, Bob LeSuer. Mark Cuzzupoli and Steve Mesiti. Howard Ward , Orlando Benzan, Katy Wilson

Annie Crane presided over the meeting,

Discussion of handout on Police Training

Bob—on MCC programs they have examinations and passing requirements. Is that true for other courses?

Steve—the vast majority if not all have proficiency attachments, either written or skill assessment by instructor, or both.

Bob—can you comment on rigor? Steve—for firearms, you have to take a test before you can take the course. You can fail before you even do the class.

Mark—Officer John Vadas is drug recognition expert. He had to interview in front of a panel to even go to the course; he was chosen. You have to do a proficiency test on all sort of drugs that people have taken. There is not a lot of drug recognition expertise in the county. The training is very intense.

Re scheduling training—2 person minimum for a shift per the Stetson Club contract. If 3 are on a shift, we can take one of them and detach them to a training day, leaving 2 people on the shift. It is better to do an 8-hour block of different training topics. Staffing is a key thing. We have currently lost one officer to a transfer

Bill—Is it preferable to have 8 hours of training as opposed to a couple of hours?

Mark—Doesn't have to be on same topic but 8 hours is beneficial. Can then detach someone for full 8-hour day of training.

Karen—how much if any training is done with other departments, like Ogden?

Mark—Yes, we train with other agencies in the spring. They make it so there's not too much of one agency in a training session. They make it as realistic as possible so that you work with other agencies as you do in the real world.

Bill—how many 8-hour days would have to be set up to get thru the whole force.

Steve—we can get it in 3 8-hour days to get everyone thru.

Mark—e.g. (re proposed training on undocumented immigrant farmworkers) Emma could do training over more than one day even at different times.

Draft community survey of the Brockport Police Department

Bob—had sent out a response to the draft. “I am not wedded to my suggestions.”

Bob—responses need to be fine grained to make sure your questions/responses are drawn from your community and reflect that accurately.

Howard—(re the question on educational background) assumption is that the more educated you are you know how to respond when you’re stopped by the police. That response can dictate how you respond.

Howard and Bob’s conclusion—stick with the 6 levels of education in the questionnaire

Bob—six responses are about standard from looking at other surveys.

Erica explained how we did the comprehensive plan community survey—online, in SN, at the college, insert in village newsletter, fill out at Village Hall.

Erica—maybe another question re 911 and people’s reluctance to use it.

Melanie—suggested the following: How comfortable are you using the 911 system?

Bob—I know to call 911 when I need to get in touch with the police

Karen—asked if we were doing a village newsletter soon in which we could distribute the survey

Erica explained, No.

Orlando—suggested reaching out to the school district to see if they could promote the survey, and reaching out to church groups. Would help bridge gap between school district and the village, esp including underrepresented people,

Bill—we should encourage clergy to send out weekly newsletters to promote this.

Karen—condensing place of residence—school district?

Melanie—city of Rochester?

Mark—concern is them knowing who they dealt with—what agency. Need to clearly state in the survey BPD,

Erica—my goal would be to drill down if we can.

Bob—emphasize each and every time, Brockport police.

Mark—the open-ended question as the last one.

Add Native American back in as an option under race

Mark—4 main areas that people generally come into contact with the police: Victim, suspect, traffic stop, motor vehicle accident. See question 2 on the survey—needs rewording. Request for police service thru 911 call.

Bob—bringing awareness to the community of this committee—we are responding to concerns, issues. Raise awareness of the issues.

Researching, organizing and writing the Report

Annie—Bob's email after the last meeting was helpful.

Karen—explained how the Tax Relief Task Force report went.

Bill—need to understand how the report is going to be organized.

Annie we do have 14 points from executive order.

Karen—much of that is marginally relevant to us.

Discussion ensued on how to begin collecting ideas—agreed that everyone will send chairs/Erica what they think are the most important topics/points to consider and chairs will aggregate and organize them and send it out.

Community Policing

Bill—sent Margay a pdf from Community Oriented Policing, US Department of Justice on community policing. Margay will email pdf to the committee. Community policing is a partnership; the onus is not just on the Chief of police. Recommended a small group of citizens meet with police quarterly to help get closer to goal of community policing, with police buy in. A lot of communities have a heavy emphasis on oversight. This instead is a community partnership.

Annie—Not an accountability board but a proactive approach to how can we work together.

Mark—it gives us more constructive feedback. He discussed some of the things the Dept does with citizens, and will talk more about it next meeting.

Steve—recommended a community supper, with everyone bringing a dish that represents who you are, your culture. Food is a good way to bring people together.

Bill—The emphasis should be bringing people together.

Howard—mentioned that he wants to do training on Black History for the police/committee. Wants to talk about stereotypes, common threads, symbols, food, music. Walk through a history lesson on policing and the community.

Annie—the immigration lawyer, Emma Buckthal, will be having a Zoom meeting with the chairs, Erica, Bill Plews, Chief Cuzzupoli and Steve Mesiti on December 15th. The participants will report on that meeting on the 16th.

Meeting adjourned at 8:20pm

:

Village of Brockport Advisory Committee on Police Reform and Reinvention

Meeting Minutes December 16, 2020 via Zoom

Attending:

Co-Chair Mayor Margay Blackman, Co-Chair Trustee Annie Crane, Chief Mark Cuzzupoli, Village Clerk/Manager Erica Linden, Lt. Steve Mesiti, Monroe County Legislator Jackie Smith, Karen LoBracco, Dan Brockway, Bill Plews, Robert LeSuer, Melanie McDonald, Katy Wilson, Howard Ward

Excused: Orlando Benzan

Clerk/Manager Linden provided participation data for the survey we have asked the public to take. To date 249 people have responded to the survey, more than responded to the survey for the Comprehensive Plan, which was provided to the public in many ways over a period of months. Most responses reflected a positive attitude towards the Brockport Police Department. There were some interesting comments, some uneducated comments and some good questions. 85% of the respondents identified as white, which matches our demographics. The survey will continue until January 5, 2021. Erica will aggregate the data and provide a full report in January.

Mayor Blackman reported on the Zoom meeting with immigration attorney Emma Buckthal, which was arranged by Bill Plews. Mayor Blackman, Chief Cuzzupoli, Lt Mesiti, Clerk/manager Linden, Trustee Crane and Bill Plews attended the meeting. Ms Buchthal pointed out that many of the people she assists are victims of human trafficking, which is a serious issue for the undocumented population. Our undocumented population, which is mostly migrant farm workers is both sizable and invisible. They tend to be afraid of driving, being afraid that a traffic stop could ultimately result in deportation. They do come into Brockport, mostly males on bicycles. Emma can create a power point presentation for our Police Department, that can be used as part of an eight hour spring training.

That training would probably include recognition of what documents they are likely to have and which are acceptable IDs, the Green Light law, and Executive Order 170, which deals with interactions between ICE and local law enforcement. Emma will provide a draft of the power point in early January. The focus will be on education and meeting the needs of the community, not correction.

Chief Cuzzupoli presented an extensive power point on the many ways the Brockport Police Department and the Stetson Club, which is the union that represents the officers in the Department, interact with the public as part of community policing. The power point is available on the Village's website.

Mayor Blackman commented that it was a terrific presentation.

Karen thanked the Chief for the presentation. She has purchased some books on policing that she is willing to share. She appreciates it when the Police watch the traffic at her irregular corner from her driveway. She recently attended the Town of Sweden's public hearing on the proposed Gary Drive changes and noted that many people outside of the Village wish they had the level of service that we have, including policing.

Jackie commented that the Sheriff doesn't regularly patrol in Clarkson and she appreciated it that the Brockport Police are nearby. Chief Cuzzupoli replied that Sheriff Baxter is doing a good job and that we share services with his department all the time.

Katy commented that the University police's K9 is trained in a different specialty than the Village's. Brock is trained in drug detection and tracking, while the University's dog is trained in explosives and firearms. This provides both sets of expertise to be available in our area.

The next meeting will be on January 6th.

Meeting adjourned at 8:40

Village of Brockport Advisory Committee on Police Reform and Reinvention

Meeting Minutes January 13, 2021

The meeting was held by Zoom

Attending:

Co-Chair Mayor Margay Blackman, Co-Chair Trustee Annie Crane, Chief Mark Cuzzupoli, Village Clerk/Manager Erica Linden, Lt. Steve Mesiti, Monroe County Legislator Jackie Smith, Karen LoBracco, Dan Brockway, Bill Plews, Robert LeSuer, Melanie McDonald, Orlando Benzan, Howard Ward

Absent: Katy Wilson

Co-chair Annie Crane ran the meeting, beginning with 10 minutes for discussion/remarks on the January 6th riots and storming of the US Capitol Building.

The remainder of the meeting was divided between two topics: 1. the results of the Community survey on Brockport Police and 2. discussion of the final report and its organization.

Bob had done a preliminary analysis of the survey, which was answered by 299 people. He compiled his analysis into a PowerPoint that he shared.

The slides began with a Word Cloud superimposed on an outline map of Brockport. [a word cloud is a grouping of words in different sizes. The bigger and bolder the word the more often it's mentioned in the referenced document] This one was pulled from Q14 where we asked for further comments.

Assessment of validity of survey. Margin of error is 6%. Due to fewer Latinx compared to Brockport's population, underpolling of younger residents, over representation of those with more education, over representation of females (60% to 37% males)

- View of Brockport police among respondents is overall favorable. Females have slightly less favorable view than males, but still overall favorable.
- 10 questions deal with residents' perception of the BPD. Community policing and perceived safety have the greatest impact on favorability, The National conversation about police doesn't impact perceptions of the Brockport police.
- Little evidence that respondents want major changes to the BPD (Q 13, canned options and Q14, additional suggestions)
- In identifying low favorability, place of residence should be factored in.
- 278 unique IP addresses in the survey
- Most interactions with the police are casual or in the community
- Many respondents have not used police services
- Most survey respondents have lived in the greater Brockport area for more than 8 years (Q16)

TAKEAWAYS FROM SURVEY TO INCLUDE IN REPORT

- Survey does not capture important populations (young, minorities), over represents others (women, highly educated)
- Survey respondents view of the police is generally favorable
- Recognition of the difference between the local police department and what's going on nationally.
- High school and college student guests at PAB meetings, on the other hand, were heavily influenced by the national scene.
- Community policing is important and Brockport could do more
- BPD could improve response times and treatment of minorities (report should show actual response times which are very good)
- Minority pool is too small for meaningful analysis
- The analysis of the short answer comments suggests that we obtained responses from across the political spectrum
- coding is possible with the data set

DISCUSSION OF REPORT

Annie has compiled (in a rainbow of colors to identify individual committee members) everyone's suggestions/comments about the report. She shared it with Erica and Margay and will distribute it to the rest of the committee.

Annie reviewed the draft basic outline suggested for the report. Comments included:

- Audiences for the report: BPD, Village of Brockport, NYS
- Committee members agreed that draft of report should go to BPD for review before going to the public
- A section of the report itself should be devoted to feedback from the BPD
- The report should note that we cannot characterize in a few pages or through 6 months of biweekly meetings the full activities, expertise, training of our police department
- Brief discussion about a citizen committee working with the police going forward. Mark said he would be interested in doing a variation of the Citizens Police Academy

Agreed that for next meeting (1/20/21) committee members would review the document Annie is sending, and be prepared to discuss the organization and content of the report.

Meeting adjourned at 8:38pm

Village of Brockport Advisory Committee on Police Reform and Reinvention

Meeting Minutes January 20, 2121 via Zoom

Attending:

Co-Chair Mayor Margay Blackman, Co-Chair Trustee Annie Crane, Chief Mark Cuzzupoli, Village Clerk/Manager Erica Linden, Lt. Steve Mesiti, Karen LoBracco, Dan Brockway, Bill Plews , Robert LeSuer, Melanie McDonald, Katy Wilson, Howard Ward, Orlando Benzan

Excused: Howard Ward, Jackie Smith

Meeting started at 7:03 pm

Mayor Blackman observed that today was Inauguration Day, and a day that showed that our country is resilient.

Committee member Orlando Benzan has been appointed Equity and Inclusion specialist by the Brockport Central School District. We congratulated him and wished him well in this newly created position, which will continue with some of the goals of this committee. Orlando stated that he hopes this position and his work on this committee will help to bridge some of the gaps between the School District and the community.

Bill and Karen met with Chief Cuzzupoli yesterday to discuss the department's use of force policy.

Bill stated that the use of force policy is actually very good and it is good that it is on the website, but it is extremely difficult to find on the website. The website needs to be changed. Manager Linden mentioned that the website is currently in the redesign process.

Conflict de-escalation is mentioned at the very end of the policy. Bill and Karen felt it should be stressed at the beginning. Chief Cuzzupoli stated that conflict avoidance is stressed in training.

Bill stated that most people did not realize that a bite from the police K9 is considered a use of force.

Karen mentioned that there is a tension between transparency and privacy, and there is a need to balance long and short term goals when dealing with the education of officers and accountability.

Mayor Blackman sent the committee a draft outline of the report—attached at the bottom of these minutes.

The subcommittee that will write the report will consist of: Mayor Blackman, Trustee Crane, Bill Plews, Karen Lobracco, and Bob LeSuer, with input and feedback from the rest of the committee.

Bob said we need to consider the audience for the report. Is it the Governor, whose executive order we are following, or is it the community?

The executive summary needs to be relatively short, as it is the only part many people will read, but needs to mention topics in the rest of the report so those interested can refer to those sections.

The section on community needs to refer to the greater Brockport community, not just the area within village limits. Suburban, but also a college town, surrounded by agriculture. We need appropriate demographics. Cannot use the description from the Village's Comprehensive Plan, as that is mostly history and land use.

The synopsis of the Police Department should have input from the Department. Should include Community Policing, training, years of accreditation, areas of expertise. It should focus on the present time since Chief Cuzzupoli has been Chief. Information on community interactions should be in the community policing sections.

While the survey respondents did not include a statistically significant minority population, our meeting guests and presentations were diverse. Details of the survey will be included in an appendix.

Community outreach section will need a paragraph on outreach to the college.

Chief Cuzzupoli mentioned that he meets regularly with the BSC Superintendent and with officials at the College. It was pointed out that we cannot mandate those meetings as we cannot make requirements for the outside groups.

Westside News will sometimes print provided information, but only if positive.

Chief Cuzzupoli will provide a tally of traffic stops with data on warnings vs tickets. Most people do not realize that most stops do not result in tickets, and warnings are considered law enforcement.

We should include points of pride, but need to be careful to stay balanced.

Reporting and notifications – we need to codify best practices that are currently in place, to make sure good habits transfer to future administrations.

The Chief was asked if he keeps annual reports with statistics. Yes, but they can be misinterpreted. For example, DWIs are down, but the statistics don't provide the reason for the trend, which is in part due to the use of ride sharing apps.

Our Police force is not diverse, and Civil Service rules create difficulties recruiting a diverse force. Our report needs to include a request that the Civil Service rules that create difficulties for minority populations be changed.

The Chief mentioned the just announced goal by the chiefs throughout the County to have 100% of the officers in each department pass Crisis Intervention training. Currently 10 of our 14 officers have that training.

The Chief also mentioned that accreditation standards, which are constantly being updated, will change to include more diversity training.

We are going to recommend establishment of a standing Law Enforcement/ Community Partnership, setting up the expectation that the community has a hand in law enforcement. Oversight will not be part of the title.

Karen would like to see a methodology for citizen input for complaints and complements. Chief Cuzupoli disagrees, his door is always open, he gets many emails and takes phone calls. It was mentioned that could be one of the roles of the Community Partnership Committee. An online form can be created, which could be for all Village employees. An auto-form would give the person some anonymity, but anonymous complaints are difficult to investigate. Union rules require that the officer needs to see the complaint. This is an issue that we may deal with at the public hearing.

Meeting adjourned at 8:30