

In Re January Board Meeting NYC - Civilian Complaint Review Board  
January 11, 2023

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CIVILIAN COMPLAINT REVIEW BOARD  
PUBLIC MEETING  
January 11, 2023  
6:42 p.m.

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HELD VIA  
VIDEOCONFERENCE/  
HARLEM HOSPITAL CENTER  
506 LENOX AVENUE  
NEW YORK, NEW YORK 10037

B E F O R E:  
ARVA RICE, CHAIR  
JONATHAN DARCHE, ESQ., EXECUTIVE DIRECTOR

COURT REPORTER:  
Sabrina Brown Stewart

1 PUBLIC MEETING AGENDA

2 =====

- 3 1. Call to Order
- 4 2. Report from the Chair
- 5 3. Report from the Executive Director
- 6 4. Presentation from Outreach on the CCRB
- 7 5. Public Comment
- 8 6. Old Business
- 9 7. New Business
- 10 8. Adjourn to Executive Session

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1 BOARD MEMBERS PRESENT

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- 3 1. Arva Rice, Interim Board Chair
- 4 2. Joseph A. Puma, Board Member
- 5 3. Herman Merritt, Board Member
- 6 4. AU Hogan, Board Member
- 7 5. Michael Rivadeneyra, Esq., Board Member
- 8 6. Salvatore Carcaterra, Board Member
- 9 7. Kevin Jemmott, Board Member
- 10 8. Esmeralda Simmons, Esq., Board Member
- 11 9. Willie Freeman, Board Member

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14 PRESENTERS:

15 JAHI ROSE - Director of Outreach

16 New York City Civilian Complaint Review Board

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1 S P E A K E R S :

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3 GALE BREWER - New York City Council Member

4 KEISHA SUTTON-JAMES - Deputy Borough President

5 IESHA SEKOU - Founder and CEO, Street Corner  
Resources, Inc.

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7 TAQUAYA SUMPTER - Street Corner Resource

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9 KARMITA RANDALL - Executive Director, YOURS

10

11 MARQUEES CENA - Community Engagement Specialist,  
Street Corner Resources

12 DEACON BO, AKA DEACON ROLAND L. SMITH, JR. - YOURS

13 ZION SANDY - YOURS

14 STEPHANIE MCGRAW - WARM

15 ANTONIO CARRINGTON BEY, AKA MO KNOWLEDGE - YOURS

16 FELECIA DAVIS - Street Corner Resources

17 SAVION - Street Corner Resources

18 MIKE - Supervisor, Street Corner Resources

19 CHARLES - Street Corner Resources

20 LATIQUE - Street Corner Resources

21 MS. JENNINGS

22 HASSAN KING - Civilian Ambassador, Community Affairs  
Bureau

23 ERIC DYM - Former NYPD

24 JOHN MACARI, Former NYPD

25 ANTHONY JENNINGS - Queens Life Camp

1 CHAIR RICE: Good evening, and welcome  
2 to the Civilian Complaint Review Board's  
3 first meeting of 2023. My name is Arva Rice.  
4 I use she/her pronouns, and I am the interim  
5 chair of the Civilian Complaint Review Board.  
6 I would like to call the CCRB's January  
7 Public Board Meeting to order.

8 I am pleased to announce our newest  
9 board member, June Northern. June was born  
10 and raised in Brooklyn. After her education  
11 and career brought her to Texas, she returned  
12 to New York in 2015 to work for Evolution  
13 Medical Communications. June has decades of  
14 experience in the healthcare and hospitality  
15 sectors, and I look forward to having her  
16 unique perspective on the Board.

17 Unfortunately, Board Member Northern is  
18 sick today and we wish her a speedy recovery.

19 Would the rest of the board members  
20 please introduce themselves now, starting  
21 with Joseph.

22 MR. PUMA: All right. Good evening,  
23 everyone. My name is Joseph Puma. I am the  
24 Manhattan City Council representative on the  
25 board, born and raised in Manhattan, child of

1 public housing. And I'm really happy that  
2 we're having our community meeting Uptown  
3 today.

4 Thanks.

5 MR. MERRITT: Good evening, everyone.  
6 My name is Herman Merritt. I am the Brooklyn  
7 City Council designee. I currently reside in  
8 Brooklyn. I live in Bed-Stuy, born and  
9 raised in Brooklyn.

10 Thank you.

11 MR. DARCHE: Good evening, everyone.  
12 My name is Jonathan Darche. I use he/him  
13 pronouns. I'm the executive director of the  
14 agency, and I live just across the river in  
15 Queens County.

16 MR. HOGAN: Good evening, everyone. My  
17 name is AU Hogan. I'm the Queens City  
18 Council designee of the Southeast Queens.  
19 I'm a member of the CMS Life Camp, Inc.

20 MR. RIVADENEYRA: Good evening,  
21 everyone. My name is Michael Rivadeneyra. I  
22 use he/him pronouns. I am the City Council  
23 designee from the Bronx. I reside up in the  
24 Bronx, quick ride down here on the 2 train.  
25 It's good to be in Harlem.

1 MR. CARCATERRA: Good evening,  
2 everyone. My name is Sal Carcaterra. I'm a  
3 police commissioner designee to the board,  
4 born and raised in Brooklyn, reside on Staten  
5 Island. And welcome tonight.

6 Thank you.

7 CHAIR RICE: And to the board members  
8 who are joining us virtually.

9 MR. JEMMOTT: Good evening. My name is  
10 Kevin Jemmott, and I'm the Mayor's designee  
11 from Queens, born and raised in New York  
12 City.

13 CHAIR RICE: In November, we hosted our  
14 first off-site board meeting since the  
15 pandemic, and I am very excited to bring this  
16 month's board meeting to my neighborhood, the  
17 Village of Harlem. Thank you so much to the  
18 Harlem Hospital Center for hosting us this  
19 evening and allowing us to bring the CCRB to  
20 the community.

21 This is an opportunity for people in  
22 this neighborhood to have easy access to our  
23 board members and share their experiences and  
24 ask questions. 2023 is a particularly  
25 monumental milestone for the CCRB, as we will

1 celebrate our 30th anniversary in June.

2 Thirty years ago, the CCRB was  
3 restructured into its current form, ensuring  
4 independence and impartiality from other city  
5 entities. In the last ten years, the CCRB  
6 has made incredible strides, starting the  
7 Administrative Prosecution Unit, expanding  
8 the cases we investigate to include sexual  
9 misconduct, body-worn camera misuse, racial  
10 profiling, and bias-based policing, making  
11 Members of Service CCRB Histories available  
12 online and more.

13 In 2023, we plan to continue pushing  
14 this agency forward. We will keep advocating  
15 for direct access to body-worn footage,  
16 camera footage, and other NYPD documents that  
17 are essential to our investigations. We will  
18 continue building our outreach efforts to  
19 ensure all New Yorkers know we are a resource  
20 to them.

21 Our primary legislative priority for  
22 this year is for Albany to pass a bill that  
23 exempts the CCRB from sealing statutes.  
24 Misconduct continues to be hidden behind  
25 sealed records and this can impede and extend



1           our work unnecessarily, doing a disservice to  
2           all New Yorkers. All misconducts should be  
3           addressed.

4                     And lastly, we hope to have the needed  
5           support from City Hall and City Council to  
6           increase our investigative staff, to keep up  
7           with our increased responsibilities. Last  
8           month, the police commissioner sent a letter  
9           outlining her intention to reform the  
10          discipline matrix. A week later,  
11          Commissioner Sewell and I met.

12                    I reiterated my stance that the CCRB  
13          should be involved in any reforms to the  
14          disciplinary process, and we look forward to  
15          working with them in the coming months.

16                    Thank you so much to our outreach and  
17          tech teams for making tonight possible. And  
18          I will now -- we will now hear from our  
19          Executive Director, Jon Darche.

20                    Jon.

21                    MR. DARCHE: Thank you, Chair Rice.

22                    Last week, many people saw alarming  
23          footage of an officer striking a child  
24          outside of a school on Staten Island. The  
25          agency received dozens of calls and questions

1 about this incident. While the NYPD  
2 temporarily suspended the officer and opened  
3 their own investigation, the CCRB is also  
4 investigating this incident.

5 After we received notification of this  
6 incident, the CCRB outreach team mobilized  
7 quickly on Staten Island, to ensure people  
8 had information they needed to file  
9 complaints and other resources available to  
10 potential victims and witnesses.

11 In addition to the outreach team, I  
12 really want to single out Board Member AU  
13 Hogan, who was instrumental in connecting us  
14 with folks on the ground in Staten Island  
15 affected by the incident. We have been in  
16 touch with the school and other neighborhood  
17 institutions, to make sure that when people  
18 have issues with how they are treated by the  
19 NYPD, they know to come to the CCRB.

20 Incidents like the one in Staten Island  
21 are important reminder of why the CCRB has a  
22 youth advisory council. Young New Yorkers  
23 have their own experience with law  
24 enforcement and provide a key perspective  
25 into how to rebuild police/community

1 relations.

2 We are currently accepting applications  
3 for the CCRB's 2023 Youth Advisory Council.  
4 If you know or if you are any 10 to  
5 18-year-old New Yorker who's interested in  
6 serving their community and want their voice  
7 to be heard, please go to the CCRB website  
8 and apply today. We're going to share this  
9 in the chat, but the link is  
10 [www.nyc.gov/site/CCRB/about/outreach/yc/appli](http://www.nyc.gov/site/CCRB/about/outreach/yc/application.page)  
11 [cation.page](http://www.nyc.gov/site/CCRB/about/outreach/yc/application.page).

12 Right now, our office is open for  
13 walk-in complaints from 9 a.m. to 5 p.m., but  
14 it's also possible to file a complaint online  
15 at [nyc.gov/ccrbcomplaint](http://nyc.gov/ccrbcomplaint) or by telephone by  
16 calling (800)341-2272 or by dialing 3-1-1 and  
17 saying that you would like to file a  
18 complaint against a member of the NYPD.

19 If anyone wishes to file a complaint  
20 here tonight, we have investigators on hand  
21 ready to take new complaints.

22 Emma and Kee, are you guys here?  
23 There's Emma in the back and I think I saw  
24 Kee earlier. But if you want to file a  
25 complaint with us, we have people here today

1 to take that information.

2 We're going to try and end this meeting  
3 by 8:45. If you are joining us online,  
4 please use the "raise the hand," feature to  
5 make a comment. For both online comments and  
6 in-person comments, please keep those  
7 comments to four minutes.

8 I want to thank the staff of Harlem  
9 Hospital for allowing us to use this space,  
10 and I want to thank the CCRB for their hard  
11 work in putting this event together tonight,  
12 but also for all their hard work every day.  
13 And I'd like to thank the members of the  
14 public for attending with us tonight.

15 I also want to say -- that's it, Madam  
16 Chair.

17 CHAIR RICE: Thank you, Jon.

18 Does anyone, of our members of our  
19 board, have any questions for our executive  
20 director?

21 (No response).

22 CHAIR RICE: Any questions for our  
23 executive director?

24 (No response).

25 CHAIR RICE: Okay.

1 MR. DARCHE: There was one thing that I  
2 forgot there at the end, that I remembered as  
3 I got the water.

4 I also want to thank Council Member  
5 Brewer, who's here tonight, who has been a  
6 huge supporter of the CCRB, and we really  
7 appreciate that you came out to this meeting  
8 tonight.

9 CHAIR RICE: As well as our deputy  
10 borough president. So, thank you so much,  
11 Keisha Sutton-James, for also joining us this  
12 evening. Thank you, Keisha.

13 All righty. So, we will have a  
14 presentation from our Director of Outreach,  
15 Jahi Rose.

16 MR. ROSE: Good evening, everyone. My  
17 name is Jahi Rose. I go by he/him pronouns.  
18 Thank you very much for the introduction,  
19 Chair Rice. I thank you all very much for  
20 being here. This really would not be  
21 possible without Chris and Phillip, who  
22 worked effortlessly to ensure that we were  
23 able to gain access and all the amenities of  
24 Harlem Hospital. So, we really want to give  
25 our deepest appreciation for their hard work.

1           So, as you all may know, the CCRB is a  
2           city agency. We are the largest independent  
3           oversight entity over the largest --  
4           (technical difficulties) -- in the country.  
5           The CCRB investigates, mediates and, in some  
6           cases, administratively prosecutes  
7           allegations of police misconduct alleged  
8           against members of the NYPD.

9           The agency is governed by a 15-member  
10          board, some of which we met on dais today and  
11          some online. It's five members that are  
12          appointed by the Mayor, five are appointed by  
13          the New York City Council, three designated  
14          by the New York City Police Commissioner and  
15          one is appointed by the Public Advocate. The  
16          Chair is jointly appointed by the Mayor and  
17          the City Council.

18          The CCRB can investigate four types of  
19          allegations of police misconduct; that  
20          includes force, abuse of authority,  
21          discourtesy and offensive language. A  
22          helpful reminder is the acronym FADO.

23          Just a little bit of information  
24          regarding the Right-to-Know Act. The  
25          Right-to-Know Act was a law that went into

1 effect in 2018. It impacts police encounters  
2 with members of the public where it relates  
3 to stop-and-frisk encounters, sobriety  
4 checkpoints and other types of police  
5 encounters.

6 In certain circumstances, Police  
7 officers should introduce themselves or  
8 notify you of what their information is; such  
9 as their name, rank, command, shield number.  
10 With some exceptions, officers should be  
11 notifying you of the purpose of the encounter  
12 or the interaction. They should be -- they  
13 should be offering you, in certain  
14 circumstances, a business card, which  
15 notifies you of their name and information,  
16 in addition to how to file a comment and/or  
17 complaint about interactions with police  
18 officers.

19 And they should be notifying you of  
20 your right to say "No," in the event they  
21 request a permission to search your person,  
22 property and/or vehicle.

23 This is a copy of what the business  
24 card looks like, front and back.

25 There are various ways to file

1 complaints with the CCRB, as mentioned by  
2 Executive Director, Jon Darche. The easiest  
3 way is to go onto the CCRB's website, which  
4 is [nyc.gov/ccrbcomplaint](https://nyc.gov/ccrbcomplaint). You could also  
5 call the CCRB's hotline, which is  
6 1(800)341-CCRB or 1(800)341-2272.

7 Remember, if you have -- if you see  
8 footage of police misconduct on social media  
9 or in the news, you can also feel free to  
10 file a complaint, even if you were not there  
11 in person. Typical hashtag for the CCRB's  
12 platforms are @CCRB\_nyc. The other ways to  
13 file complaints with the CCRB includes  
14 calling 3-1-1.

15 You could also come to the CCRB's  
16 headquarters at 100 Church Street on the 10th  
17 Floor in Lower Manhattan. You could also go  
18 to social media, so Facebook, Instagram, and  
19 Twitter, using that same handle that I  
20 mentioned @CCRB\_nyc. You could send a letter  
21 to the CCRB as well at 100 Church Street on  
22 the 10th Floor, New York, New York zip code  
23 10007.

24 You could file a complaint at any  
25 precinct in the City of New York. It does



1 not have to be the precinct where the  
2 interaction took place. Our offices are  
3 required to accept CCRB complaints. They  
4 could also offer you a physical form and a  
5 self-addressed envelope, postage free.

6 The CCRB is hiring, so the CCRB has  
7 various positions open and we're aggressively  
8 recruiting. Positions such as Level 1  
9 investigators, investigating attorneys, and  
10 APU attorneys. If you are -- if you'd like  
11 to inquire about a position that you may not  
12 see there, or you just want to submit your  
13 résumé and cover letter, feel free to submit  
14 that to [careers@ccrb.nyc.gov](mailto:careers@ccrb.nyc.gov).

15 So, the Civilian Complaint Review Board  
16 has a Youth Advisory Council, as previously  
17 mentioned. The Youth Advisory Council are a  
18 group of young people between the ages of 10  
19 and 18 that pretty much guide the CCRB and  
20 provide us with guidance regarding how to  
21 better reach out and connect with young  
22 people throughout the City of New York. They  
23 serve as ambassadors to their community, and  
24 they engage in team-building activities.

25 If you are a young person between those

1           ages or you know of a young person between  
2           those ages that's interested in applying for  
3           the CCRB and you have questions, feel free to  
4           contact the outreach unit at  
5           outreach@ccrb.nyc.gov. The chat also has the  
6           link to apply directly as well and to gather  
7           more information.

8                     If you'd like a presentation for your  
9           community mem -- for members of your  
10          community, educational institutions, sports  
11          programs, feel free to reach out to the CCRB,  
12          the CCRB's outreach unit, at  
13          outreach@ccrb.nyc.gov. Feel free to also  
14          follow us on Instagram, Twitter and Facebook.

15                    Thank you.

16                    CHAIR RICE: Thank you so much, Jahi.

17                    Any questions for Jahi?

18                    (No response).

19                    CHAIR RICE: Any questions?

20                    (No response).

21                    CHAIR RICE: Okay. Seeing none, we're  
22          going to hear from local community leaders.  
23          Thank you so much for joining us. As a  
24          reminder, we're going to ask you to keep your  
25          comments to four minutes. And at this time,

1 we would like to bring to the stage, City  
2 Councilwoman and former Borough President,  
3 Gale Brewer.

4 Thank you so much, Gale, for joining  
5 us.

6 MS. BREWER: Thank you very much, Madam  
7 Chair and members of CCRB and this amazing  
8 audience and the hospital.

9 So, I'm mostly here to say a couple of  
10 things about the City Council. I do think  
11 that in this budget with austerity, we should  
12 be fighting for CCRB funding more than ever,  
13 and I want to say that emphatically. I know  
14 in the past it has also been a focus of the  
15 previous council, but I hope that it will  
16 continue to be in this council.

17 And I don't know how you feel about  
18 this, I'd love to hear your feedback, but I  
19 know with an agency like the Independent  
20 Budget Office, their budget is based on the  
21 OMB. And so, it will be great, so you don't  
22 have to fuss every year about your budget, to  
23 have it based on whether -- if NYPD's goes  
24 up, then your budget goes up. Or if NYPD's  
25 doesn't, then you stay flat. But something,

1 so you don't have to be, every single year,  
2 worrying about what your budget is. So,  
3 that's something that I would hope might be  
4 considered.

5 I want to say in terms of young people,  
6 we have a huge news letter. Feel free to  
7 sign up, if anybody is interested, but we did  
8 mention it. And I have to say, just in terms  
9 of, not CCRB, but, you know, there are all  
10 these precinct councils. And with all due  
11 respect, they work hard, but they're usually  
12 older, fussy and not necessarily doing  
13 outreach to young people.

14 So, I hope that when there is a very  
15 vibrant CCRB youth council, that you also  
16 work and try to have young people participate  
17 in some of the precinct councils because  
18 there is a lot of information that gets  
19 shared there. And I'm always going to the  
20 ones in my neighborhood, and I've gone to the  
21 ones across Manhattan, and it's not populated  
22 by young people, who could be very helpful to  
23 the police, and police need to hear from you.

24 So, I just mentioned that in addition  
25 to having the council, try to figure out if

1 we can have more youth participation in the  
2 police precinct councils. They'll also have  
3 something to do. Sometimes I can't quite  
4 figure out the process. Well, who the new  
5 commissioner -- or who the new precinct  
6 commander is. It's a little confusing under  
7 the new process, something to be looked at.

8 In general, I think that in this coming  
9 year, the budget is going to be the focus of  
10 the City Council. But I also want to just  
11 say that every precinct in Manhattan --  
12 'cause that's where we are, at least right  
13 now -- one should look to see what the CCRB  
14 complaints are, whether up or down and if  
15 they match what you think is going on in your  
16 community. That's incredibly important.

17 I also want to say that, you know, the  
18 relationship between the CCRB and the police  
19 is incredibly important. Arva Rice, as  
20 Chair, has done a great job. And I want to  
21 say that the council -- and I hope this will  
22 happen, that Commissioner Sewell should be  
23 providing a transparent and collaborative  
24 review process, as you heard earlier from the  
25 Chair. It engages community stakeholders,

1 all the advocacy groups, the public at large,  
2 because that is the only way that we're going  
3 to have trust between the community and the  
4 Police Department. And the CCRB is trusted.  
5 I think it's hard when you don't have enough  
6 staff to do the kind of investigations, and  
7 that's what we hope the budget will provide.

8 So, I'm here mostly to say thank you  
9 for inviting me. This is perhaps the most  
10 important issue that we are facing in terms  
11 of our communities and people feeling safe in  
12 the most -- in the broadest way that that  
13 term is provided, and the CCRB helps us to do  
14 that.

15 Thank you very much, and it's an honor  
16 to be here tonight, and thank you to the  
17 audience members for being here.

18 Thank you.

19 CHAIR RICE: Thank you so much, Council  
20 Member Brewer.

21 Deputy Borough President, did you have  
22 comments as well? Thank you.

23 Deputy Borough President, Keisha  
24 Sutton-James, is coming to the stand.

25 MS. SUTTON-JAMES: Thank you so much,

1 Chair Rice and the entire CCRB board, as well  
2 as Harlem Hospital for hosting us here  
3 tonight. Like the Chair, I, too, am a  
4 Harlemite. I grew up across the street,  
5 literally across the street from Harlem  
6 Hospital, so I'm delighted this meeting is  
7 happening here across the street from where  
8 my whole family lives and in such close  
9 proximity to so many community members that I  
10 know and love, in proximity to Street Corner  
11 Resources. I just saw Iesha walk in.

12 Hello, Iesha. Greetings to the queen,  
13 Iesha Sekou.

14 I will keep my remarks super brief.  
15 Two things I wanted to announce: We are  
16 having our State of the Borough on  
17 January 31st, also here in Harlem, at -- on  
18 behalf of Borough President Mark Levine, I  
19 wanted to announce the State of the Borough  
20 address, which will be on January 31st at  
21 City College, so the other direction across  
22 from 135th Street at Shepard Hall at 6 p.m.,  
23 and we hope that all of you will come. There  
24 are flyers out on the -- on the table  
25 outside, so that you can get, you know, keep

1           that information.

2                     The other thing I wanted to make sure  
3           to announce, because we have so many talented  
4           youth in the room, is that we have opened  
5           applications for the community board.

6           There's a terrific opportunity for you, as  
7           youth, people over 16, to participate as  
8           members, equal -- fully engaged and fully  
9           (inaudible) of your local community board.  
10          And this community board and in particular  
11          (inaudible), we are specifically looking for  
12          youth, and we are specifically looking to  
13          increase our numbers of NYCHA residents.

14                    So, in particular and in Community  
15          Board 10, this community board, we want to  
16          really do a special push in terms of NYCHA  
17          and youth because we're trying to get those  
18          numbers up on this particular community  
19          board.

20                    So, I encourage all of you to come to  
21          our website as well, just to say two seconds  
22          about what being on a community board means.  
23          It means you have input on decisions that are  
24          made for this community. So, how a park is  
25          being redeveloped, whether or not a new



1 apartment building will be able to go up,  
2 whether or not certain projects will be  
3 funded. These are some of the decisions that  
4 you, as community board member, would have an  
5 opportunity to weigh in on.

6 There is a time commitment, but it's an  
7 incredible leadership experience for you  
8 guys, and then to have an ability to have an  
9 impact on your community at a very young age.  
10 So, I encourage you to apply to join the  
11 community board. You can go to our website,  
12 which is ManhattanBP, as in borough  
13 president, dotnyc.gov and go to the community  
14 board section for the application; and that's  
15 it. Please, please, please apply and share  
16 with your youth.

17 Iesha, I'm going to be reaching  
18 specifically out to you to make sure that you  
19 share it with your youth as well.

20 Thank you, all.

21 CHAIR RICE: Thank you, Deputy Borough  
22 President.

23 MS. SEKOU: I think it's my turn. I  
24 hope I'm not out of turn. They said after  
25 the Manhattan Borough President's office.

1           It's okay? All right. 'Cause I've been out  
2           of turn all my life. I don't want to get in  
3           line now.

4                        So, to everybody, my name is Iesha  
5           Sekou. I'm the CEO and founder of Street  
6           Corner Resources, where we have employed  
7           almost 60 young people. And then, those that  
8           are not employed are on your corners, your  
9           corner stores, your hallways, some backyards,  
10          and some places people probably wouldn't want  
11          some young people to be, but we meet them  
12          where they are.

13                      I'm really proud that Street Corner  
14          Resources has grown and grown and now we need  
15          another van. So, I'm putting that in the  
16          air. Actually, we'll be getting another van,  
17          so that we can transport young people to more  
18          events like this and let them have voice.

19                      So, I just want to say something where  
20          the police are concerned, because we -- I had  
21          someone do some research. And I never really  
22          come and read anything, so I'm not going to  
23          now. I'm just going to go by what's been  
24          happening most recent, because we deal with  
25          issues with the police on a very daily basis.

1           It's not one incident. Oftentimes, it's more  
2           than one, whether it's a phone call from a  
3           parent, a concerned citizen, and because we  
4           are on the corridor of 145th Street, we often  
5           see it live and in action at the time. And  
6           oftentimes, I see police acting out of  
7           policy.

8                        So, there wasn't a particular question  
9           from here, and I hope I'm on point right now.  
10          But for me, it's on point because it affects  
11          us when we have to engage the police and they  
12          are acting outside of police policy. And so,  
13          what do I mean? I mean that across the  
14          street from my office, more than once, there  
15          was a man who the police put their bodies on  
16          top of him, and it was from my count, I have  
17          some on video, it was about 15 officers.

18                      I felt like I could not breath while  
19          they were on top of him. Because my thinking  
20          was, of course, back to Eric Garner, but  
21          thinking, what does it feel like when  
22          something heavy is just on me, like one  
23          thing, anything, right? And there were about  
24          15 officers on top of this man.

25                      And I went across the street to

1 videotape and the officer grabbed my wrist.  
2 Now, it's something different. You grabbed  
3 my wrist, and so it says to me when these  
4 incidents happen so often -- and that's just  
5 one.

6 And then, there was 136th Street, right  
7 in the shadow of this building right here, a  
8 young man that I knew as a kid and a young  
9 girl that I got to know, she was slapped down  
10 by the police. And then, there's, you know,  
11 the kids whose heads are being banged on the  
12 ground, the police who are acting more and  
13 more outside of police policy and using guns  
14 as the reason to continue to act outside of  
15 policy, and to make it okay to go back to  
16 some of the behaviors that I thought we had  
17 gotten away from.

18 So, we're beginning to see those  
19 behaviors show up. So, I'm just trying to  
20 put in a crunch (inaudible). So many things  
21 come to mind and so many incidents come to  
22 mind of police acting outside of policy. And  
23 I guess the one that was the most hurtful,  
24 most recent and hurtful, was when I saw the  
25 officer beat the young girl in the head. I

1 must have gotten a hundred plus sends to me  
2 in like no time. By the time noon had come  
3 around, or maybe it was the night, it was so  
4 many -- like this is how my phone goes off.  
5 It's just with so many things that are either  
6 current or things that have happened.

7 But in this particular case, the girl  
8 was being beat in her head. And how many  
9 people saw that video? It's recent. She's  
10 about 14/15 years old. And if you watch it,  
11 like I did, over and over again, the girl was  
12 pulling her body away from the officer. She  
13 was not wanting to be beat. She was not  
14 attacking him at that point. And even if she  
15 had attacked him in some way before, she was  
16 no longer a threat. Once you moved away, you  
17 are no longer a threat, right? And he kept  
18 moving towards her and beating her.

19 So, the reason why I'm telling these  
20 stories is because I work with young people.  
21 My work is every day. I get called by  
22 parents whether or not their young person got  
23 home okay or whether they arrived at the  
24 program. And a lot of the fear that I hear  
25 is about the police. If it's not the gang,

1           it's about the police interaction,  
2           particularly with young black and Latino men,  
3           and I feel that. I'm a mother and a  
4           grandmother. I have a grandson that's 25 and  
5           he used to come here all the time. And I  
6           would be worried about if he was going to  
7           interface with the police.

8                        So, I just want to say on behalf of my  
9           young people in the room, who are quite  
10          powerful and could speak on their own, I just  
11          want to say that this police brutality,  
12          police acting outside of policy, police doing  
13          behaviors outside of policy and then making  
14          them think -- the police will say, "I'm going  
15          to let you go. I don't want to see you  
16          anymore," but it's after they take a beating,  
17          so that they know they can't have them show  
18          up at the precinct beaten.

19                       So, then they make them think we're  
20          doing you a favor. We're letting you go.  
21          And they let them go on the side street or in  
22          front of the hospital or what have you,  
23          almost as if it were their fault that they  
24          got the beating. Our young people are  
25          traumatized. Our young people, we have to

1 convince them to interact with the police.

2 Oftentimes, the police will say, "Well,  
3 we're having such and such," (inaudible) play  
4 basketball. Nobody wants to play basketball  
5 with somebody who would beat them into the  
6 dark of night. Nobody wants to do rock  
7 climbing with officers who, you know, they  
8 had negative interactions and now they want  
9 you to smile and dance and do the Electric  
10 Slide and all of that. That's not happening.

11 So, police brutality must stop. I say  
12 that there are days that we have that are  
13 great. That are great. There are officers I  
14 know, I see will come by, out of uniform, to  
15 my spot, talk to my young people. But the  
16 ones that are making it -- and I'm not going  
17 to say it's just a few. Officers need to  
18 have a mental health checkup. They need to  
19 have a mental health checkup.

20 They need to have a mental health  
21 checkup because this work is not easy. Their  
22 work is not easy. I understand that our work  
23 is not easy, but we're not going to use our  
24 young people in our community as the beating  
25 ground to take out your frustration.

1           So, I just want to weigh in for the  
2           young people and say that, you know, they  
3           don't like it. I don't like it. I'm going  
4           to always say something. I'm not going to be  
5           quiet. We're going to continue to stand up,  
6           and we're going to continue to ask those that  
7           represent us as elected officials not be  
8           quiet in the backroom, not be quiet in the  
9           backroom, not be quiet in the backroom where  
10          our kids get beat.

11          So, I'm just -- that's a challenge I'm  
12          putting out. I thank the CCRB for doing  
13          this. We are active in this every year that  
14          we have -- since we have been asked, which  
15          has been a couple of years, and I continue to  
16          stand with this work, and I continue to stand  
17          as a voice against police brutality and no  
18          acting outside of policy.

19          Peace and blessings. I'm Iesha Sekou,  
20          Street Corner Resources. I am? I am? I am?

21          CHAIR RICE: If anyone else would like  
22          to make a public comment, if they could make  
23          their way to the podium.

24          MS. ALVAREZ: Thank you, Chair Rice.

25          Next we'll be hearing from -- I'm



1           sorry. Karmita Randall, executive director  
2           of YOURS, along with Zion, a youth speaker  
3           for the organization.

4           CHAIR RICE: My apologies, Yojaira. I  
5           couldn't hear you before, so I've called  
6           another person in the room. If they could  
7           come to the podium and make their comment and  
8           then we'll go to the list.

9           MS. ALVAREZ: No problem.

10          MS. SUMPTER: Good afternoon. My name  
11          is Taquaya Sumpter (phonetic). I am a  
12          representation of Street Corner Resource.  
13          I'll keep my statement brief today. But in  
14          regards to police and their relations to the  
15          community, I think that we should focus on  
16          making them more culturally round and  
17          culturally sounded, especially when it comes  
18          to having the ability to navigate and  
19          associate with different people in our  
20          community.

21                 We're not just one culture. We're not  
22                 just one friction or one nationality. They  
23                 need to be able to relate to Muslim people,  
24                 relate to Christians, relate to the Jews,  
25                 relate to the people that can't speak a

1 certain level of literate English, relate to  
2 people who don't have comprehension, be able  
3 to deal with people with mental health  
4 issues. These are things that they're not  
5 expertly trained in, and I think that that's  
6 something to take note to, being able to  
7 train them to be culturally aware, to be  
8 mentally able to relate to those who are  
9 dealing with substance abuse issues or mental  
10 health issues. I think that that's something  
11 that needs to be taken into account.

12 Police are targeted to protect  
13 property, not protect humans, not to think  
14 into the human mind, not to relate, but to  
15 protect property. So, when they come out and  
16 they look at us, they don't look at us, in my  
17 perspective, as a youth in the community, as  
18 a human being, they look at us as outcast or  
19 something that's damaging to the property  
20 that they are trying to protect, whether it  
21 be a certain group of people in our community  
22 or a certain group of -- or a certain area in  
23 our community, I'll say, they prize on that,  
24 instead of prizing on the possessions of  
25 young people, like the minds and our bodies

1 and our spirit and our energy.

2 Being able to relate to people, being  
3 able to meet them where they are is a thing  
4 that needs to be instituted when these  
5 trainings are taking place. Being able to  
6 say, "Okay. I see you. I don't see the  
7 substance that you're using." Being able to  
8 say, "I see you. I don't see the mental  
9 health that you're going through." To be  
10 able to say, "I see you. I understand the  
11 traumas that you're dealing with."

12 That's something that needs to be  
13 implemented when they are training police  
14 officers. Because if not, then they come to  
15 a place of non-understanding and that becomes  
16 combative. When you can't understand people,  
17 you can't relate. When you can't see people,  
18 when you can't meet people where they're at,  
19 you can't relate, and that makes it hard for  
20 them to be able to communicate with us. And,  
21 therefore, make it hard for us to be able to  
22 communicate with them.

23 So, I'll say that in closing, better  
24 training on mental health, substance abuse  
25 issues and relations when it comes to

1 different ethnics of our community is a high  
2 standing that we call for as a youth.

3 Thank you.

4 MS. MCGRAW: Wow, that was great.

5 CHAIR RICE: Please forgive me. If I  
6 could go to the folks that were just called  
7 on online, and then we'll come right back to  
8 you, Stephanie.

9 MS. MCGRAW: Okay.

10 CHAIR RICE: Yojaira? I want to  
11 introduce the two board members who have  
12 joined us virtually.

13 If Esmeralda and Willie can introduce  
14 themselves.

15 MS. SIMMONS: Esmeralda Simmons,  
16 appointed by the Public Advocate. I'm from  
17 Brooklyn, New York, Bed-Stuy. And I'm glad  
18 to be here. It took some effort, but I'm  
19 here.

20 CHAIR RICE: Willie, can you try to  
21 introduce yourself again.

22 MR. FREEMAN: Willie Freeman, police  
23 commissioner designee. I am from Brooklyn.

24 CHAIR RICE: I do appreciate it.

25 Okay. Yojaira, can you introduce the

1 person who is waiting on the line.

2 MS. ALVAREZ: Thank you, Chair Rice.

3 In person, we will be hearing from  
4 Karmita Randall, executive director of YOURS.  
5 And virtually, she'll be joined by a youth  
6 leader, Zion.

7 MS. RANDALL: Good evening, everybody.  
8 Thank you.

9 So, one of the things that shock me  
10 when I'm hearing everybody talk is the  
11 respect, the lack of respect that police have  
12 for our community members, as well as our  
13 youth. My son was a victim of police  
14 brutality, you know, and that actually  
15 inspired me to do work with youth and do  
16 youth programming.

17 So, I think that we need to have forums  
18 where police come outside and meet us where  
19 we're at, not just -- not where, like, we  
20 have this forum here. I know y'all mentioned  
21 about the precinct council meetings. We need  
22 to have them come into this forum and have a  
23 Q and A with our youth. Because that was  
24 very upsetting hearing about the young lady  
25 who got hit by the police. And, you know, it

1 impacts us and it traumatize us.

2 And we have to have forums where police  
3 and youth come together and have candid  
4 conversations about these situations. One  
5 thing that I did, was I took the citizen  
6 police academy, and that was an awesome  
7 experience. That gave me a better  
8 understanding of what the police do. We want  
9 our youth being exposed to that type of  
10 training.

11 You know, those type of trainings need  
12 to be in school, so that our youth understand  
13 roles and responsibilities of the police  
14 officers. And they can also develop forums  
15 where police and youth talk to each other, so  
16 that they won't be fearful of the police.  
17 You know, so many times you see these  
18 different incidents on the news, and all --  
19 my kids fear, they cringe with fear when they  
20 walk by police, and that shouldn't be.

21 So, we have to develop more forums like  
22 this, but we need the police in the building  
23 to have these discussions, to talk to our  
24 youth, to explain to them what their day look  
25 like. And then, our youth tell them how they

1           feel or what their day look like when they're  
2           getting on the train and they're getting  
3           stopped because they don't have the proper  
4           metro pass.

5                     You know, my son -- I gotta say,  
6           personally, my son stopped going to school  
7           based on that, because every time he would  
8           get on a train, he would be stopped and they  
9           would say, "How old are you? Where is your  
10          school metro pass?" They would call me and I  
11          knew the call was coming in because that's  
12          the only private call that I receive. And  
13          they'll say, "We have your son here. We're  
14          detaining him because he doesn't have ID and  
15          he's using a school metro pass." We gotta  
16          stop that. You know, we gotta stop treating  
17          our youth like criminals.

18                    So, that's pretty much what I want to  
19          say. We need them to have those precinct  
20          council meetings in the community. You  
21          shouldn't have to go to the precincts to meet  
22          them. They need to come outside. Throw  
23          these meetings at community centers, throw it  
24          in community organizations, throw it in  
25          libraries, you know, wherever, so that the

1 youth feel that they're comfortable enough to  
2 go into those situations and have those  
3 discussions with the police officers.

4 We also need more community engagement.  
5 You know, the community engagement officers,  
6 they do an awesome job, but everybody don't  
7 have that skill, you know. So, we have to, I  
8 want to say, give them some training, you  
9 know, so that they can learn how to engage  
10 people. Yeah, we know they're supposed to  
11 enforce the law, but they have to be able to  
12 engage in our community with our youth, with  
13 our citizens.

14 So, I mean, that's pretty much what I  
15 want to say. You know, I'm not sure if you  
16 have any questions. But we need to estab --  
17 we need to have forums where young people are  
18 able to develop trust, trust within our  
19 police officers. They're supposed to serve  
20 and protect. We're supposed to be able to  
21 trust them, so that's all I want to say in  
22 terms -- for the youth.

23 CHAIR RICE: Yojaira, I believe you  
24 mentioned there was a person on the line as  
25 well?



1 MS. ALVAREZ: Yes. We have Zion from  
2 YOURS organization as well.

3 Zion?

4 MR. SANDY: Hi, everyone. My name is  
5 Zion. Pardon. Give me one second. I'm  
6 sorry.

7 SPEAKER: Peace and love. My name is  
8 Mar -- oh. Oh, I'm sorry.

9 MR. SANDY: Hello?

10 MS. ALVAREZ: Hi, Zion. Can you hear  
11 us?

12 MR. SANDY: I barely can hear. It's  
13 cutting in and out. Can someone else go, so  
14 I can get it under control?

15 MS. ALVAREZ: No problem.

16 Chair, we had Marquees from Street  
17 Corner Resources, but I see there's someone  
18 else at the podium. They can go as well.

19 MR. CENA: Hello. My name is Marquees  
20 Cena (phonetic). I'm the community  
21 engagement specialist for Street Corner  
22 Resources. And I just want to speak in  
23 regards to the police and community  
24 relationship, and I just think it's  
25 disgusting.

1 I'm 23 years old. And the relationship  
2 with the police, in terms of with the youth,  
3 is disgusting, especially -- excuse me.

4 Either consciously or subconsciously, these  
5 police officers see these kids as criminals,  
6 and I could speak from my own experience.

7 When I was 14 years old, I was stopped  
8 and frisked for something I wasn't even --  
9 something I was falsely accused of, me and  
10 five other people. We came from an  
11 after-school program, a couple kids allegedly  
12 was playing the knock-out game and they  
13 thought it was us, but it wasn't. And they  
14 wasn't trying to hear us out. Instead of  
15 trying to approach us as friends, right off  
16 the bat, they seen us as criminals.

17 So, we was arrested right on the spot  
18 and taken to the precinct. And our parents  
19 had to come the same day, raised -- they was  
20 angry. They was raised out, and then they  
21 had to speak to the police officers about  
22 what happened in the situation, but the  
23 police officers wasn't trying to get my  
24 explanation.

25 So, I just say that was nine years ago

1           when I was 14 years old. Like I said, I'm 23  
2           today. And I see the relationship in terms  
3           with the police officers in the community  
4           hasn't changed not one bit, and I don't feel  
5           like it's going to change in the future,  
6           unless people in the community make a chan --  
7           unless people in the community take action  
8           and make a revolutionary change. And that's  
9           the only way I see us, you know, moving  
10          forward from here.

11                   And that's all I have to say, really.  
12          Thank you.

13                   CHAIR RICE: Thank you.

14                   Yojaira, next on the list.

15                   MS. ALVAREZ: Thank you, Chair.

16                   We'll be hearing from Deacon Bo next.

17                   MR. SMITH, JR.: Good evening,  
18          everybody. Grace and peace. I'm Deacon Bo,  
19          AKA Deacon Roland L. Smith, Jr., that's my  
20          real name.

21                   I'm a victim of police brutality. My  
22          father, which is a minister, he was a  
23          minister. And as a minister, was a victim of  
24          police brutality. We do have a major  
25          problem, and our problem is communication.

1           Our problem is that they're putting people in  
2           our communities, right, without the proper  
3           evaluation of how to really deal with us.  
4           And I have to be, you know, totally honest  
5           about how I feel about this situation.

6                     The respect level as far as how police  
7           treat us is horrible. You know, during the  
8           day, I drive a bus, right? And I wave to the  
9           police, I speak to the police and the police  
10          act like they don't see me.

11                    So, it's like they're taught or trained  
12          to treat us -- I'm going to use the word  
13          "animals" -- like animals, 'cause they don't  
14          treat us like people. They look at us like  
15          we don't exist. And as long as they think we  
16          don't exist, they're not going to respect us.

17                    So, I'm here to say we need to change  
18          the communication between us and the police.  
19          We need to increase the respect, beginning  
20          with us, about how we get treated by the  
21          police, how they protect and serve us.  
22          That's our right. We pay for that,  
23          especially to those of us that are paying  
24          taxes, we should stick -- you know, stand  
25          together as far as how we approach the

1 situation.

2 I believe that, like Sister Iesha said,  
3 the mental health situation is very important  
4 in our communities right now, especially with  
5 police. It doesn't matter who you are,  
6 people are going through so many changes, you  
7 know, with the mental health situation. Some  
8 people can't pay their bills. There's  
9 different situations. You don't know what  
10 the cops are going through. When they come  
11 out here to the public, they take it out on  
12 us. So, whatever is going on at home, it  
13 comes to us.

14 So, I would like to say that, you know,  
15 the respect level, the mannerism, they need  
16 to be more personable with us. And we need  
17 to -- that's something that really needs to  
18 be addressed with our police. And I believe  
19 that the beat walk should re -- they should  
20 re -- bring the beat walk back as far as when  
21 police was in the communities on the ground  
22 talking to the people, interacting with the  
23 people. That's something that we need to  
24 really get back into because that's lost.  
25 You know, human beings, we're not treated as

1 humans anymore.

2 So, I just want to say thank you for  
3 CCRB for having me here today. I want to  
4 thank everybody, you know, from our team, the  
5 YOURS team. And Street Corner Resources, God  
6 bless you guys for being on the ground all  
7 the time. Because without you guys, a lot of  
8 things wouldn't happen. The respect level  
9 wouldn't be there. So, that's important that  
10 community rise up together.

11 'Cause I don't just do this in Harlem.  
12 I do this everywhere. We're all over the  
13 place. We're in every area, as we should be,  
14 you know. So, we have to start looking out  
15 for each other.

16 So, I want to thank you guys for having  
17 us here this evening. And I thank y'all for  
18 what y'all do. So, we just ask that y'all  
19 continue to do what y'all do, and thank you.  
20 Amen.

21 CHAIR RICE: Thank you. Thank you so  
22 much for your comment.

23 Yojaira, did you have anyone else on  
24 your list?

25 MS. ALVAREZ: Yes. We're going to see

1           if Zion is able to connect, and then followed  
2           by Stephanie McGraw.

3           Zion?

4           MR. SANDY: Hi, everyone. Sorry about  
5           earlier. My name is Zion. I'm 23.

6           From what I've heard earlier from  
7           everybody and what they were saying about the  
8           police and especially with the psychiatric  
9           evaluation and things like that, I totally  
10          agree with that. Just, you know -- just  
11          given the things that I've witnessed in my  
12          past, where I've watched my aunt be  
13          body-slammed to the ground by a police  
14          officer, who happened to dislocate her  
15          shoulder when I was, you know, 13.

16          And, you know, it was very traumatizing  
17          for me because I, at that age, thought the  
18          police was here to protect and to serve.  
19          And, you know, for me, it was really  
20          traumatizing to watch that. And I think if  
21          the Police Department, starting all the way  
22          at the top, you know, including One Police  
23          Plaza, create some type of team or some type  
24          of community outreach program where, you  
25          know, they're restoring the respect level

1 back into the community, so that way they can  
2 -- they, themselves, can have respect from  
3 the community.

4 I think that's something that really  
5 needs to be worked on, which is the respect  
6 level. It's completely poor with, you know,  
7 the police versus the community and how they  
8 communicate. I just think, you know, we  
9 could work in those areas to strengthen and  
10 better it. Because if we don't, honestly,  
11 it's just going to get worse and, you know,  
12 things won't get any better, and the police  
13 will just ultimately lose the community's  
14 respect.

15 And with that being said, I don't know  
16 if you guys heard me. I might have cut out.  
17 But with that being said, that's kind of all  
18 I have to say right now.

19 MS. ALVAREZ: Thank you so much, Zion.

20 Next, we'll be hearing from Stephanie  
21 McGraw from WARM.

22 (No response).

23 MS. ALVAREZ: Hi, everyone. It looks  
24 like there are just some technical  
25 difficulties in the boardroom, but please



1 stand by while we reconnect.

2 Thank you.

3 (Brief pause in proceedings.)

4 MS. ALVAREZ: Thank you for your  
5 patience. We should be back online shortly.

6 MR. DARCHE: -- our folks are trying to  
7 do, then we'll be able to go to folks who are  
8 online and able to -- and would like to make  
9 a statement as well.

10 CHAIR RICE: Thank you, Jon.

11 And to the public comment (inaudible)  
12 -- and so, if you have a comment that you  
13 would like to make, if you could form a line  
14 by the podium, and once again ask you to  
15 limit your comments to four minutes.

16 But thank you very much.

17 MR. BEY: My name is Antonio Carrington  
18 Bey, everybody know me as Mo Knowledge in the  
19 streets. I'm a part of -- I'm a youth  
20 activist for YOURS.org, and I want to  
21 shout-out to, you know, Street Corner  
22 Resources, you know, Iesha Sekou, and welcome  
23 everybody here. Shout-out to CCRB. I hear  
24 everybody talking about the police, but I  
25 want to just talk to the youth and things of

1           that nature, you know?

2                     At one time, I was a youth. I'm  
3           38 years old. I came off the porch at 12,  
4           coming from the Bronx New York and, you know,  
5           everything around me was gang-related. And I  
6           was raised up in home that was very, like  
7           churchgoing. My grandma taught me well, but  
8           once I hit the schools and I hit the streets,  
9           I got influenced easily, you know?

10                    I had a lot of fights. I was a Special  
11           Ed. I had a learning disability, so that's  
12           what I thought was the norm and I normalized  
13           that. And, you know, I had the attitude and,  
14           you know, I fought -- well, I got picked on,  
15           got bullied on, I fought. And then, when I  
16           got older, 13 years old, went to juvenile,  
17           you know what I'm saying?

18                    I did years in juvenile for an act I  
19           did. And then, when I got -- when I came  
20           home, I got older again, only on the streets  
21           for like two years and I went to the bigger  
22           jail and I had to do years in that bigger  
23           jail. And when I came home from that, I was  
24           only home for a year and a half, but then I  
25           got shot. And then, now I can't move my

1 feet. I got two drop feet and I gotta walk  
2 with a cane my whole life because of this  
3 gang stuff, you know what I'm saying?

4 But what I want to tell y'all, you know  
5 what I'm saying, y'all have friends that's  
6 part of stuff, but y'all need to understand  
7 that the stuff that they're part of, don't be  
8 influenced by that, you know? The real  
9 influence gotta come from your household.  
10 And if your household is not in order, that  
11 means you have to seek out a household, just  
12 like Street Corner Resources; that's a  
13 household, know what I'm saying?

14 All that "we outside," outside is  
15 dangerous. Outside don't have a moral  
16 obligation. My name is Mo Knowledge, Mo  
17 stands for Mo, moral obligation, you know  
18 what I'm saying? I have principles that I  
19 live by. I have obligations that I live by,  
20 you know what I'm saying? And I had to  
21 figure that out when I looked in the mirror  
22 and I saw my reflection. And the reflection  
23 I saw in the mirror was what negativity was  
24 bringing, but I had to change that, you know  
25 what I'm saying? I had to change that into

1 moral obligation, you know?

2 And at the end of the day, we have two  
3 selves. We got the lower self and we got the  
4 higher self. The higher self is justice,  
5 mercy, love and right. The lower self breeds  
6 slander, lewdness, murder, death and kill.  
7 So, don't breed these things that they're  
8 trying to teach you out here.

9 If you're going to be part of an  
10 organization, make sure it's like Street  
11 Corner Resources, you know what I'm saying?  
12 Make sure you adopt a mother and a father  
13 figure that's going to tell you to do right  
14 and get a job, you know? Having fun is  
15 rising up every single day, brushing your  
16 teeth and taking a shower and going about  
17 your business, do the right thing; that's  
18 having fun.

19 Having fun is not going to parties just  
20 because your friends went to parties. Having  
21 fun is not knocking people out. The other  
22 young boy said -- Yo, we was playing the  
23 knock-out game. We used to play that. I  
24 played that because my friends wanted to play  
25 that, so I understand that. But you have

1           some youth out here that they ain't about  
2           that, but you will get guilty by association.

3           So, the police see you wearing clothes  
4           like the ones that was knocking people out,  
5           then they're going to, you know what I'm  
6           saying -- they're going to say, "Oh, yeah.  
7           That's you over there because you're out at a  
8           certain time." Make sure you be in the house  
9           by a certain time. If you 16 or 17 years old  
10          and younger, make sure you be in the house  
11          around like 8 o'clock, 9 o'clock because  
12          there's nothing out there after 10. Anything  
13          outside after 10 is like shooting, fighting,  
14          you know what I'm saying?

15          And if you put yourself in a  
16          predicament where people's drinking and  
17          smoking, you just know there's going to be  
18          violence there. So, sometimes you gotta  
19          think smart, you know what I'm saying? All  
20          the people that's OGs in y'all lives that's  
21          teaching you positivity, you understand what  
22          I'm saying, make sure you listen to them.  
23          And the ones that's teaching you negativity,  
24          they're not going to be there for that long.

25          So, I want to salute the youth that's

1 here right now because you could have been  
2 somewhere else. So, I want to give a clap to  
3 the youth, everybody here.

4 And, you know -- and with that, I want  
5 to thank you all for letting me speak.

6 CHAIR RICE: Thank you for sharing your  
7 story and your inspiration. Appreciate it.

8 If there's anyone else who wants to  
9 make a public comment, if you can make your  
10 way to the podium. Remind you to keep your  
11 comments to four minutes, if you can.

12 MS. DAVIS: How are you doing, ladies  
13 and gentlemen? My name is Felecia Davis.

14 Over the summer, me and my brother,  
15 Savion, we were assaulted by the Police  
16 Department, the 23rd Precinct, over a  
17 speaker. It went from me having to turn my  
18 music down and to them trying to confiscate  
19 my speaker. And my family got involved,  
20 which is Savion, and my partner who cannot be  
21 here today. Excuse me. I'm nervous, so I'm  
22 a little shaky, right?

23 But ultimately, it resulted in not only  
24 them arresting me, but putting my brother  
25 down onto the ground with another officer on

1 top of his body. We got arrested. Charges  
2 was dropped on all of us. But Sunday, those  
3 same officers came and started to harass us.  
4 They tried to lock us in the Super Gyro,  
5 which is the name of the establishment,  
6 saying that Savion was reported assaulting  
7 somebody or something like that, but it was  
8 all lies because we were all together and we  
9 came from our apartment down to get this  
10 gyro.

11 Now, when we asked the officers to turn  
12 on their cameras, seeing as we're feeling  
13 we're being falsely accused at this point,  
14 they refused to do so. But we had friends  
15 that were able to intervene into the  
16 situation and the officers backed off.

17 So, my concern is, what are we, as a  
18 community, going to do to prevent situations  
19 like this from happening? Because it's not  
20 just young people we're talking about. It's  
21 also women that we're talking about. And I  
22 felt like my rights as a woman was violated.  
23 'Cause not only was I arrested, but they  
24 attempted to pull my pants down.

25 They didn't have another female on site

1 to search me. They took my belongings and  
2 refused to give my belongings back. I had  
3 over a thousand dollars in my pocket. I  
4 didn't receive my thousand dollars until  
5 two months later, after the charges was  
6 dropped. That means my family and I had to  
7 go without because the money that I had was  
8 to last us for that time being.

9 So, I just wanted to come up and make  
10 that statement and say that on behalf of the  
11 community, we would like some type of change  
12 for situations like that to never happen or  
13 occur again.

14 MR. SAVION: Hi. My name is Savion.  
15 Like my sister has told y'all, I've been  
16 through the same thing. She's been talking  
17 about how we've been harassed by police. And  
18 pretty much almost all of us have been abused  
19 by police before. Like -- and my speech is  
20 going to be about how -- Felecia not doing  
21 what they do just because of their ego, and  
22 that they're abusing their rights as human  
23 beings to just touch another just because  
24 they do what they so-call think is right.

25 So, also, like how the day my sister



1 told y'all about, on Sunday, we had nothing  
2 to do with that. We're being falsely accused  
3 by the same person that I went through --  
4 that happened like during the summer. That  
5 was honestly like really messed up for the  
6 fact that like it had to be the same cop  
7 doing the same wrong thing again, even though  
8 he should have learned from what he had done.

9 So, I would say for the youth to like,  
10 we have nothing wrong -- we've done nothing  
11 wrong and that we're just doing what we're  
12 doing. And when cops know they're doing  
13 wrong, you should speak up and just say what  
14 you gotta say. And that's all I got to say.

15 CHAIR RICE: Thank you, Philis (sic)  
16 and Savion.

17 I wanted to have our executive  
18 director, as well as another member of our  
19 board, AU, respond before we go to the next  
20 speaker.

21 MR. DARCHE: So, we have someone here,  
22 we have investigators here today. If you  
23 would like to file a complaint about what  
24 happened on Sunday -- Emma, you're still here  
25 in the back, right? Do you guys see -- you

1           should go talk to Emma.

2           Emma, can you wave one more time.

3           Do you see her? Thank you.

4           CHAIR RICE: Thank you, Jon.

5           And then, AU.

6           MR. HOGAN: Yeah, just briefly.

7           I just really want to thank the young  
8           people who's coming out. It's very important  
9           for you to really pay attention to what is  
10          happening. Okay? Because as the young  
11          brother had said previously -- and there was  
12          some inspirational words, but the only way  
13          changes of these conditions are going to ever  
14          happen, if you take a position.

15          There were -- our executive director  
16          gave you numbers if you want to become a part  
17          of the youth council. I think you should  
18          take that very seriously. You want to put  
19          yourself in a position, all right, to make  
20          sure that when these things happen, you  
21          have -- one, relationship, you have  
22          communication, and you have contact. All  
23          right?

24          Because as the brother says, these  
25          things haven't changed since he was 13 years

1 old. All right? And it's very important.  
2 And I'm very familiar with some of the things  
3 that was spoke about this evening. And  
4 that's being disheartening. There has to be  
5 some type of change. All right? And the  
6 change, believe me -- we're pointing fingers  
7 for people to change, we gotta change from  
8 inner to make sure that we become a  
9 collective.

10 And when we do approach and complain or  
11 file complaints, we are not out of order when  
12 we do so. It might sound strange, but when  
13 it gets to the point for a 12-year-old girl  
14 to be getting beaten up, like, you know, she  
15 was getting beaten up by her mother back in  
16 the sixties, that's what happened in Staten  
17 Island. All right?

18 And so, I think in order for us to  
19 change these positions, it's us taking a  
20 stronger position. You have a sister in  
21 Iesha, that I'm very pleased that she came  
22 out. And I know the work that she does. I  
23 know her personally and professionally. All  
24 right? So -- but don't take the work that  
25 you just showed up at a meeting tonight

1 'cause you wanted to be here. 'Cause I've  
2 seen -- I know it's hot and sometimes it's  
3 warm. Come here and be really woke. All  
4 right? Be really woke. All right? Not  
5 laying down, not sleeping, but paying  
6 attention 'cause this stuff that's happening  
7 to your life, it's going to be affecting you  
8 more than anybody else in this room, young  
9 people.

10 CHAIR RICE: Thank you.

11 Did any of the other board members want  
12 to make a comment before I -- okay. Thank  
13 you so much. And so, you saw the person in  
14 the back who can speak to you tonight if you  
15 choose to do that.

16 Yes, please.

17 MR. MIKE: Good evening, everybody. My  
18 name is Mike. And I'm an employee at Street  
19 Corner Resources. I'm a supervisor here  
20 under Sister Iesha Sekou. And I just wanted  
21 to say this -- and I was thinking about it  
22 the whole time I was sitting there.

23 So, we've all heard that, I guess,  
24 police officers are enforcing the law, right?  
25 Which, in definition, we hear it and we say,

1 police officers are enforcers, right? And by  
2 definition, the word "enforcer" means a  
3 person who imposes their will by violence and  
4 intimidation. And that's exactly what  
5 happens in our community.

6 It's not communal, not engaging with  
7 the community, right? And I understand they  
8 do have a job to do and it is a really  
9 dangerous job. I'll give them that. And I  
10 do understand that they want to go home at  
11 the end of the night, but so do we. I think  
12 they have to understand that as well. And  
13 again, I wish they were here to hear this,  
14 but I just wanted to put it out there for  
15 whoever can hear it.

16 We want to go home to our families as  
17 well. I want to go home to my son, my  
18 daughter and everyone else who loves me. And  
19 I understand that they do as well. They have  
20 to understand that, too.

21 Thank you.

22 CHAIR RICE: Yes, please introduce  
23 yourself.

24 MR. CHARLES: My name is Charles. And  
25 I agree with everything that has been said

1           previously. And ever since all of this  
2           started, I've been wondering kind of like why  
3           the police have been starting this up again.  
4           And I am -- from what I'm getting, I feel  
5           like it's the badge getting into their head.  
6           Because normal citizens aren't really doing  
7           this stuff, but I think since the cops have  
8           the badge on their chest, they believe it is  
9           okay to do what they please because it's what  
10          they think is right, and it's not because  
11          it's been affecting everyone else in a bad  
12          way.

13                   And as I've been thinking, I've been  
14           just wondering, this has all been happening  
15           and it's confusing. And I agree with  
16           everything everybody else has been saying.  
17           It should be stopped because it's harming  
18           citizens and people, young people, people in  
19           a bad way and it's not right. And I agree it  
20           should be stopped because it's harming  
21           everyone. And most of the people they're  
22           targeting are innocent and haven't done  
23           anything bad. I agree with everyone else,  
24           and I just had to say something, so; that's  
25           it.

1 CHAIR RICE: Thank you. Thank you for  
2 that comment.

3 If there's anyone else who would like  
4 to make a comment, if they could make their  
5 way to the podium.

6 MR. LATIQUE: Good evening. My name is  
7 Latique. I'm with Street Corner Resources.

8 Sometimes I feel like with the police  
9 is, you know, like they charge us with these  
10 crimes and, you know, make us victims  
11 sometimes and we could be an innocent person  
12 and that can destroy your life. You know,  
13 you could lose your job, something like that,  
14 and now you can't support your family or now  
15 you're not able to vote or even change laws  
16 to deal with the police.

17 Like, I don't understand how come, you  
18 know, when police officers -- it takes so  
19 long to prosecute them if they commit a crime  
20 against another civilian. You know, like I  
21 think that maybe we should try to start  
22 voting to change laws to have a system to  
23 where you can police the police or if they  
24 are caught in the act, they get a severely  
25 stiffer penalty because they're dealing with

1 the public and that's people who are actually  
2 paying taxes to support them.

3 So, I think like it's almost like a  
4 crime against humanity, you know? Like, how  
5 could you tell someone not to do something  
6 then you're committing a violent act, you  
7 know? It's like, you know, sometimes it  
8 feels like they're being kidnapped when  
9 they're being arrested, people who are truly  
10 innocent, you know?

11 And for somebody that's never been  
12 sitting in a cell before, that could be truly  
13 traumatizing, you know? That could give  
14 someone a heart attack, honestly. Or why do  
15 you think, maybe, mental patients flip out?  
16 And then, now the police, they kill them  
17 because of that. Half of these mental people  
18 are innocent, you know? They don't know  
19 what's going on. They're off their  
20 medication, whatever, and now they're being  
21 subjected to harsh crime, stiff penalties and  
22 being murdered.

23 So, now, when do we say -- how do we --  
24 to a higher law, like a higher jurisdiction,  
25 whatever you'd like to call it, to speak on



1           it to say, "Hey, you know, we need to have  
2           stiffer penalties for these police officers."  
3           Maybe if we change their sentence for, like,  
4           you know, all the bonuses and pays and, you  
5           know, when they get -- when it's time to vote  
6           and they get their quota up and they get a  
7           little extra money, if we change it to, you  
8           do these crimes or you get more than three  
9           people reporting you, it's a serious issue  
10          now.

11                        It shouldn't take 20 reports on one  
12           officer. It should take maybe three.  
13           Because I know in the court of law, if you  
14           get three witness on the stand, you're going  
15           to jail.

16                        So, that's all I'd like to say.

17                        CHAIR RICE: Thank you, Latique, for  
18           that comment.

19                        And I wanted to ask if our executive  
20           director could just take just a brief moment  
21           and talk about the process of, if somebody  
22           files a complaint, what takes so long, just  
23           to tell them just a little bit of what the  
24           process is.

25                        MR. DARCHE: Thank you, Madam Chair.

1           So, when we get a complaint, the first  
2           thing our investigators do is speak to the  
3           person making a complaint and get as much  
4           information from them as possible. We like  
5           to get cell phone video. We like to get  
6           names of other witnesses that were there. We  
7           will send out our investigators to go to the  
8           scene and see if there is surveillance video.  
9           Many locations today have a surveillance  
10          video, and we can obtain copies of the  
11          surveillance video.

12           And we'll speak to people and see if  
13          they were witnesses, if they were there.  
14          'Cause we'll go to the scene and try and  
15          speak to people who were -- may have been in  
16          the neighborhood and witnessed what happened.

17           The other thing we'll do is request  
18          paperwork and body-worn camera footage and  
19          other video from the NYPD. Once we've  
20          gathered all that evidence, then we will  
21          interview the police officers who were  
22          involved in the incident. Once we've  
23          gathered all that evidence, which sometimes  
24          takes a lot of time, we will -- our  
25          investigators prepare reports, which are then

1 reviewed by the members of the board here.

2 Most of the cases are handled in panels  
3 of three, and they go through the cases and  
4 they talk about them and then vote on them.  
5 And if they determine by a preponderance of  
6 the evidence, which means just slightly more  
7 than 50 percent that misconduct occurred,  
8 they substantiate that misconduct and they  
9 recommend discipline for the officers.

10 Today, that discipline is governed by  
11 the NYPD's Discipline Matrix, and that lays  
12 out penalties that can be given to officers  
13 for certain types of misconduct. And they  
14 have mitigative penalties, presumptive  
15 penalties, and aggravated penalties. And  
16 then, these things take time because we want  
17 to protect the rights of the people who live  
18 in our neighborhoods, who walk on our  
19 streets. But we also have to protect the due  
20 process rights of officers.

21 One of the things that is important to  
22 know is that the law and the patrol guide  
23 give a lot of latitude to police officers.  
24 And so, you may say what an officer did to me  
25 was inappropriate and we investigate it and

1 find out you told us the hundred percent  
2 truth as to what happened, but the officer  
3 was still within the guides of the patrol  
4 guide and still within the bounds of the law  
5 to do what they did.

6 And in the old days, you would never  
7 find out about any of that. You would just  
8 find out that we found that the officer acted  
9 within guidelines and exonerated the case and  
10 you would just be frustrated. But in 2020,  
11 the legislature repealed Civil Rights Law  
12 50a, which kept everything secret.

13 And so, now you have the ability to  
14 find out what happened in these cases, not  
15 just your own case, but in any case, and you  
16 can see the rules that the police have to  
17 follow. And you could say, as a citizen, as  
18 a person who does have a say in making the  
19 laws and electing the people who make the  
20 laws, that this should change.

21 And so, it may seem -- as Board Member  
22 AU mentioned, that it is hot and it is warm  
23 and you might not see how this applies to you  
24 or it might not help you change things, but  
25 this process actually gives you the

1 ammunition as citizens to make the change  
2 that you want to have happen, to see the  
3 changes that need to be made.

4 And so, even if it takes a long time  
5 for us to go through our process, even if it  
6 takes a year/a year and a half for us to be  
7 able to tell you that we investigated the  
8 case and made a determination, that's just  
9 the first step of the piece of information  
10 that you need to find out what needs to  
11 change or what you think needs to change.

12 And so, I think it is important for you  
13 to realize that even though things take time,  
14 the result you're getting is important.

15 CHAIR RICE: Okay. Thank you. Thank  
16 you, Jon, for that explanation.

17 The only thing that I will add -- so,  
18 basically, any time a report comes to CCRB,  
19 there's a full investigation. That's why it  
20 takes a while. We're collecting that  
21 information. This board makes the  
22 recommendation. The recommendation goes to  
23 the Police Department and ultimately the  
24 police commissioner makes the final ruling on  
25 discipline.

1           The next person, if you could come to  
2           the microphone and introduce yourself.

3           MS. JENNINGS: Hi, it's Miss -- can you  
4           hear me?

5           CHAIR RICE: Yes, we can.

6           MS. JENNINGS: Okay. Ms. Jennings.

7           CHAIR RICE: Ms. Jennings?

8           MS. JENNINGS: Jennings,  
9           J-E-N-N-I-N-G-S.

10          CHAIR RICE: Thank you, Ms. Jennings.

11          MR. JENNINGS: This is not,  
12          unfortunately, something that CCRB handles.  
13          They should. They really should. It would  
14          be one heck of a deal.

15                 There's a stalking issue that everyone  
16                 well knows of. The start date is May 11,  
17                 2006. The police never did anything to me,  
18                 like hurt me or harm me. They never did any  
19                 of that. They did something worse. They  
20                 stand around, drive-by and watch as mobs  
21                 march at me, come at me, grab at me, reach at  
22                 me and I'm always at a camera. I just went  
23                 outside a moment ago and stood at a camera.

24                 And when I'm at the camera, I hold up  
25                 so subtle, a piece of paper. There was a man

1 called President Barack Obama, he read ten  
2 letters a day from his constituents. He was  
3 there for eight years. He got a letter a day  
4 from me. And Twitter got a -- yes, a letter  
5 a day from me. Now Biden did. Given in hand  
6 of the public engagement, yes, yes. Forced  
7 them on -- what's that young man now  
8 that's -- Assemblyman Blake? Yeah, many out  
9 of his camp got letters that went. But now,  
10 was it 12 years? Eight years of --eight,  
11 four, 12 and -- yeah, 10 years.

12 I reached out to Mr. Darche, but he  
13 doesn't handle stalking. But if anyone spent  
14 a day watching me, your jaw would drop. You  
15 wouldn't have a jaw. People do not grab at  
16 me, march at me, reach at me, stalk me,  
17 harass me, assault me -- yes, they did.  
18 Yeah, uh-huh. Oh, yeah. Yeah, uh-huh.

19 I had asked officers Blackman and two  
20 others, "Could you please put your body  
21 camera on?" Booth R-145 are notorious booth,  
22 Booth R-331, notorious booth. And I asked  
23 him and they said, "Why?" I hobbled down the  
24 stairs 'cause I was told I need to have my  
25 knees replaced and my ankle is a hot mess,

1           and I have a heart attack ten years ago. I  
2           have pain here, still in pain here.

3                        On the 24th of December at that  
4           wretched place that I'm at, one hour, move.  
5           It sounds like a tax day. It's very bad.  
6           Very, very bad. Okay. I asked if they'd put  
7           on the body cam, they didn't want to put it  
8           on. I hobbled down the stairs and get into a  
9           little bit of a scuffle with somebody, so I  
10          don't know who assaulted who.

11                      So, it's a situation that I don't know  
12          how it's to play out. But all those letters,  
13          that's my paper trail of all the -- I show my  
14          diary to everybody. That's my paper trail in  
15          case anything happens to me. The underline  
16          of this is drugs. I don't do drugs.

17                      So, I'm going to reach out again or ask  
18          Mr. Darche if he could try to maybe reach out  
19          to the Mayor for me, if he could try, or any  
20          of you wonderful people can try. Because the  
21          letters that I just told you about were given  
22          to everybody that I passed, but they go at  
23          every bus and train cameras. So, when you  
24          see me somewhere holding up something, it's  
25          one of those letters.



1                   At the top of every letters says, "In  
2                   case anything happens to me," 'cause the  
3                   police stand there and watch it. And again,  
4                   I don't do drugs, and I'm very concerned for  
5                   my life. Okay? So, maybe Mr. Darche could  
6                   see if he could help me out. I had asked if  
7                   he might be able to meet me -- with me again.  
8                   I know it's difficult, you know. I don't  
9                   know. Okay.

10                   Thank you. Have a good day.

11                   MR. MIKE: Good evening. I just have a  
12                   question.

13                   CHAIR RICE: Uh-huh. Can you introduce  
14                   yourself.

15                   MR. MIKE: My name is Mike from Street  
16                   Corner Resources.

17                   CHAIR RICE: Hello again.

18                   MR. MIKE: Yeah. So, I'm the hospital  
19                   respondent supervisor here at Harlem  
20                   Hospital.

21                   CHAIR RICE: Uh-huh.

22                   MR. MIKE: So, my question is: You  
23                   guys -- you guys do the investigation and  
24                   then those findings are passed to -- could  
25                   you say who again?

1 MR. DARCHE: The New York City Police  
2 Department. The police commissioner is the  
3 final arbiter of discipline, and so she makes  
4 the final decision on whether an officer  
5 should be disciplined for misconduct.

6 MR. MIKE: So, the police are policing  
7 the police?

8 CHAIR RICE: I understand your concern,  
9 Mike, and I share it.

10 MR. MIKE: The police are policing the  
11 police and they're handing out the punishment  
12 that you guys found significant evidence to  
13 say this did happen, okay, so this person  
14 should be disciplined for this action. And  
15 then, the police are saying, "Okay. You guys  
16 found that. We're going to discipline them."

17 That code of blue thing exists, right?  
18 That wall of blue thing, that exists. I know  
19 that that exists. So, how would someone who  
20 has a complaint, a justified complaint, get  
21 justice? 'Cause it just seems a little  
22 unfair.

23 CHAIR RICE: Uh-huh.

24 MR. MIKE: So, my next question is, the  
25 next one is: Have you guys ever took it to

1           whoever to say, we don't think that the  
2           police should be dishing out discipline,  
3           maybe there should be a third-party; has that  
4           ever happened?

5                   CHAIR RICE: It happens all the time.

6                   MR. MIKE: It happens all the time?

7                   CHAIR RICE: It happens all the time,  
8           but the reason why -- and our executive  
9           director should speak to this as well. But  
10          the reason why the discipline matrix was such  
11          a groundbreaking breakthrough was it was an  
12          agreement between the CCRB and the NYPD, that  
13          if we were to come to these understandings,  
14          that they would follow our recommendations.  
15          And so, that was a memorandum of  
16          understanding that was signed with the  
17          previous administration.

18                   And so, we continue to work along this.  
19          I really believe in our police commissioner.  
20          I've had numerous conversations with her and  
21          wants to make sure that people -- that her  
22          members of service are working in  
23          community -- working in corroboration with  
24          the community. And so, our goal and our job  
25          is to make her accountable. And that's the

1 reason why the CCRB was created, so that  
2 there could be independent oversight. And we  
3 all look to partner with you all in order for  
4 us to be able to -- to be able to do our job  
5 as effectively as possible.

6 MR. MIKE: Okay. I have one more  
7 question.

8 CHAIR RICE: Uh-huh.

9 MR. MIKE: So, when you guys -- wow, I  
10 lost my train of thought 'cause that was a  
11 lot to take in, but I'll come back.

12 MR. DARCHE: Can I just -- can I add  
13 one thing?

14 So, one of the things that I think is  
15 new and useful information is when the police  
16 commissioner deviates or does not follow one  
17 of our recommendations, she now writes a memo  
18 that explains her reasons for doing so.

19 And so, we are putting that information  
20 online, and we are moving toward making it  
21 more readily available to folks as we  
22 increase our capacity to go through the  
23 information and evaluate it, so that you can  
24 evaluate it. And that, you know, if you, the  
25 collective you, or the collective us as the

1 people in the City, see the decisions that  
2 are made, right, if this is an important  
3 issue for people, then change can happen.

4 MR. MIKE: That was my next question.  
5 I was going to ask, if the commissioner is  
6 not following the recommendation and she  
7 decides to dish out her own disciplinary  
8 action, does that cause conflict with you  
9 guys? How does that work? Do you guys have  
10 -- she have the final say or is it something  
11 where it goes like back and forth between you  
12 guys about why her recommendation is  
13 different from yours?

14 MR. DARCHE: So, in cases where the  
15 Board has recommended charges and  
16 specifications, if the police commissioner  
17 wants to -- in charges and specifications are  
18 the most serious form of discipline. If the  
19 officer is going to receive a penalty of  
20 greater than forfeiture of ten vacation days,  
21 they have to receive charges and  
22 specifications.

23 If the police commissioner is going to  
24 deviate from our recommendation regarding a  
25 case where there is charges and

1 specifications, then she has to write us a  
2 letter explaining to us her reasoning. The  
3 CCRB then responds in writing, explaining why  
4 we either agree or disagree with her  
5 decision. And then, the police commissioner  
6 does have the final say.

7 And we are putting all that information  
8 online, so that you can see the exchange of  
9 letters and the thought process that the CCRB  
10 has and that the police commissioner has.  
11 With regard to the cases with charges and  
12 specifications or -- oh, not charges and  
13 specifications, but command disciplines or  
14 training when the CCRB recommends lower  
15 discipline than charges.

16 But this case is the police  
17 commissioner just writes us a memo that  
18 explains her decision-making process, and  
19 then that is the end of the story. And so,  
20 we've been putting that information on our  
21 website as well.

22 MR. BEY: My name is Antonio Canton, Mo  
23 Knowledge.

24 I'm curious. What is the due process  
25 that's relevant to the police? 'Cause I

1 heard you say that they have a due process.  
2 'Cause I know we, as human beings, we have a  
3 due process as well, but, you know, I want to  
4 know what's the due process that's relevant,  
5 like the major due process that's relevant to  
6 them?

7 MR. DARCHE: So, under the Civil  
8 Service Law in New York State, it sets out  
9 certain basic provisions that members of  
10 service are entitled to before they can be  
11 disciplined. Essentially, it says that we  
12 have to serve them with the charges and  
13 specifications within 18 months of the date  
14 of the incident, unless the conduct that  
15 was -- that they are being charged with could  
16 have been charged as a crime. In that case,  
17 then there's no statute of limitation at all.

18 But once they're served with the  
19 charges and specifications, they're not  
20 entitled to a full trial. It's called a  
21 quasi judicial proceeding, which is  
22 essentially a hearing. And it's presided  
23 over by a judge who is a deputy commissioner  
24 of trials or an assistant deputy commissioner  
25 of trials who is an employee of the NYPD.

1           One of the things about the CCRB is, in  
2           the old days, we would send the cases over to  
3           the NYPD, and their own attorneys would  
4           brings those cases. I actually joined the  
5           agency ten years ago as the first deputy  
6           chief prosecutor in the administrative  
7           prosecution unit, which was revolutionary in  
8           its day.

9           Because instead of just sending the  
10          cases to the police department for  
11          discipline, our attorneys -- and I see one of  
12          our deputy chief prosecutors in the -- from  
13          today in the audience, Andre Applewhite. It  
14          is something that we make sure that when we  
15          go to trial there is a public record, that  
16          the people are represented, so that justice  
17          is served in that people know what happened  
18          to the people who were the victims of  
19          misconduct.

20          MR. BEY: Okay. So, the people -- the  
21          people, the citizens that's being mistreated  
22          outside the streets and there's police  
23          brutality onto them, have those police been,  
24          you know, charged or reprimanded in the past  
25          six months or they got off?



1 MR. DARCHE: So, we have approximately  
2 2,500 cases a year that we fully investigate.

3 MR. BEY: Right.

4 MR. DARCHE: Of that, I believe we  
5 substantiate around 25 to 30 percent.

6 MR. BEY: So, y'all backed up?

7 MR. DARCHE: So, I actually don't think  
8 we are that backed up. I think it just takes  
9 time to do the investigation. You heard the  
10 work that our investigators do. It is not  
11 just rubber-stamping what goes on. We speak  
12 to witnesses, we go out and we get  
13 surveillance video.

14 MR. BEY: Right.

15 MR. DARCHE: We get the police  
16 paperwork, we go through body-worn camera  
17 footage, we go through this footage and we  
18 use software to try and analyze it and make  
19 sure that we're getting as much information  
20 as we can from the body-worn camera footage.

21 These are very tough and difficult  
22 investigations and we're good at them.

23 MR. BEY: Is that the only entity that  
24 actually does this process or you have other  
25 entities where -- if y'all doing like a

1           hundred police brutalities over there, is  
2           there somebody else that could do the exact  
3           same thing, just within New York City?

4           MR. DARCHE: So, I think one of the  
5           things you have heard tonight is how tough  
6           the investigations are and how much is  
7           involved. But you also heard from -- you  
8           also heard how much is involved, that we need  
9           the money to do it. We need more  
10          investigators. We need more prosecutors. We  
11          need staff --

12          MR. BEY: Right.

13          MR. DARCHE: -- to make sure that these  
14          things can be done in a timely fashion. That  
15          is not -- that is not just to be fair to the  
16          civilians. That's more fair for the officers  
17          as well.

18          MR. BEY: Right.

19          MR. DARCHE: Because the faster we can  
20          go through complaints, then officers who have  
21          not committed misconduct can be cleared of  
22          the misconduct.

23          MR. BEY: Right.

24          MR. DARCHE: When cases get old, it's  
25          not good for anyone, whether it's the

1 civilian who is making the accusation or the  
2 officer who is accused.

3 MR. BEY: All right. One thing I could  
4 say to y'all, the youth, if the police is  
5 being called on your location and they're  
6 there to do their job and then somebody  
7 within that crowd is instigating the  
8 situation, some of y'all need to dis-escalate  
9 (sic) the situation.

10 Because if that person keeps  
11 instigating, then that police put hands on  
12 him and a lot of emotions is going to flair,  
13 and that's when somebody else is going to  
14 come in and they're going to try to help the  
15 person that's being get their hand put on.  
16 And then all of a sudden, there's just a  
17 cluster of negativity going on, and that's  
18 when the police do their thing.

19 So, I need y'all to understand that.  
20 Don't get tricked into, you know, going back  
21 and forth with police. Because some of the  
22 police, that's what they want you to do  
23 'cause they know that, not to do -- no  
24 disrespect, that y'all backed up as well, you  
25 know what I'm saying? So, in their mind is

1           they can get off.

2                       So, y'all gotta know as the youth, you  
3 understand what I'm saying? If you see  
4 somebody instigating, de-escalate it. Don't  
5 think that y'all being a punk, don't think  
6 that y'all being a coon or a snitch,  
7 de-escalate the problem. If you can't  
8 dis-escalate the problem, remove yourself, do  
9 you understand what I'm saying? Because that  
10 person is going to get you in trouble.

11                      So, I thank you, sir.

12                      CHAIR RICE: Yeah. No, thank you.

13                      MR. DARCHE: You should check with  
14 Yojaira about if there's anyone online.

15                      CHAIR RICE: Oh.

16                      MS. SEKOU: (Inaudible).

17                      MR. DARCHE: Thank you.

18                      CHAIR RICE: Thank you.

19                      MS. SEKOU: I appreciate you all and I  
20 appreciate your work.

21                      CHAIR RICE: Thank you all for coming.

22                      MR. HOGAN: Can I say something, Madam  
23 Chair, one second?

24                      CHAIR RICE: Yes. AU wants to say  
25 something.

1 MR. HOGAN: Iesha? Iesha? Iesha? I  
2 just want the young people to know that --  
3 somebody spoke about revolution, right? And  
4 there can't be a revolution without there's  
5 an evolution. Okay? If we don't evolve  
6 ourselves to be real citizens, like the  
7 brother just talked about, it becomes  
8 complicated. Okay?

9 The executive director talked about  
10 stuff that's in the patrol guide. Young  
11 people, you have to look at that. And as  
12 you're our future leaders, you have to look  
13 at it and see that maybe some of the things  
14 are not correct and then confront legislation  
15 to change that. You are the people that will  
16 make the change. Be conscious, live right  
17 and do well.

18 Thank you.

19 Thank you, Madam Chair.

20 CHAIR RICE: Thank you so much.

21 Thank you so much for coming. Before  
22 we go to the other speaker who is here in the  
23 room, Yojaira do you have anyone who has  
24 their hand raised online?

25 MS. ALVAREZ: Yes. First, we'll be

1 hearing from Hassan King, followed by Eric  
2 Dym and John Macari.

3 Thank you.

4 CHAIR RICE: We're hearing from the  
5 first speaker online.

6 MS. ALVAREZ: Hassan King, are you able  
7 to unmute yourself?

8 MR. KING: Yeah, I think I am now, and  
9 I apologize for my technical challenges on my  
10 end.

11 Thank you, Madam Chair, for accepting  
12 my interest to talk. My name is Hassan King.  
13 I am one the civilian ambassadors with the  
14 Community Affairs Bureau. Unfortunately, I  
15 was not able to get down to Manhattan to  
16 attend in person. It is a priority. I'm  
17 looking forward to your office doing a public  
18 forum in Queens.

19 The specific area that I cover in  
20 Queens is Queens South, so I have some good  
21 familiarity of Queens South, but I am a  
22 Harlem kid. So, I was very much interested  
23 in hearing this discussion, having lived and  
24 was groomed in Harlem, many think I can go to  
25 talk to you at length about my days as a

1 youth in Harlem and South Bronx.

2 I am just at awe listening to the youth  
3 that was engaged, and I'm looking forward to  
4 that opportunity happening in Queens in the  
5 very near future. I wanted to just share  
6 some encouraging news about how the  
7 ambassador program can help with the process  
8 that I'm hearing about with conflict with  
9 officers, conflict with the process that's in  
10 place and help be more involved.

11 Whether it's the Council, CCRB Youth  
12 Council, community precinct council,  
13 community board, our ambassador team, which  
14 is a team of about eight or nine qualified,  
15 passionate persons, civilians can walk hand  
16 in hand with those persons and get them  
17 information, but also help with the  
18 transformation process that is occurring at  
19 our local precinct.

20 So, I want to also give honor to those  
21 officers who are doing the right thing, who  
22 are very much engaged, taking the timeout off  
23 -- working well beyond ten hours a day to  
24 really work with both families and youth and  
25 seniors to build back trust.

1 I have not got too much to say, but  
2 again, I look forward to being in person with  
3 the public hearings in the very near future.  
4 I do have a few numbers I wanted to share,  
5 but I don't want to delay the format at all.

6 Again, my name is Hassan King. It's a  
7 pleasure to be here, and thank you for giving  
8 me a moment to talk. And I will be attending  
9 the public -- the next meeting in person.

10 Godspeed.

11 CHAIR RICE: Thank you, Hassan, for  
12 your comments, and we will be coming to  
13 Queens.

14 Yojaira, can we hear from the next  
15 speaker, speakers?

16 MS. ALVAREZ: Next, we'll be hearing  
17 from Eric Dym, followed by John Macari.

18 MR. DYM: Okay. Can you hear me?

19 CHAIR RICE: Yes.

20 MR. DYM: Okay. Hello, everyone. I  
21 would like to thank you for the opportunity  
22 for have -- for listening to the public speak  
23 out in regards to civilian complaints and the  
24 relationship with the New York City Police  
25 Department.



1 My name is Eric Dym. I'm a former  
2 combat veteran with the United States  
3 Marines. I served honorably in operation,  
4 Iraqi Freedom, in 2003. Upon returning home  
5 from the tour of duty in Iraq, I decided to  
6 join the New York City Police Department,  
7 where I served honorably for 18 years and  
8 nine months. The entire time I was  
9 conducting field operations on the street of  
10 New York City police.

11 As a New York City police officer, I  
12 rose to the rank of lieutenant special  
13 assignment. I was a New York City kid. I  
14 was raised in Brooklyn and Staten Island. I  
15 just retired from the New York City Police  
16 Department September 30, 2022. And I know  
17 that Executive Direct, Jon Darche, is well  
18 aware of my name.

19 I have been the subject of numerous  
20 substantiated complaints with the Civilian  
21 Complaint Review Board by an overzealous  
22 Civilian Complaint Review Board, as well as a  
23 community of perpetrators that we targeted to  
24 remove illegal firearms off the streets of  
25 New York City, particularly in the

1 South Bronx.

2 And what I heard from this meeting,  
3 unfortunately, was us and them mentality and  
4 we need to deviate from that. And what I've  
5 been trying to send a message to the public  
6 is that the police officers have  
7 observational skills and the trained eye that  
8 sometimes the public just doesn't understand.

9 And the best way I can reflect this is  
10 on the recent event that we've just had. A  
11 nine-second video that has been viral to New  
12 York City, and probably the entire nation, of  
13 Staten Island police officer taking action,  
14 who was repeatedly punched in the face by a  
15 14-year-old girl. And, unfortunately, when  
16 we hear that, just on the surface, the sound  
17 of it is a 14-year-old girl punching a large  
18 New York City police officer.

19 And what people don't understand is  
20 it's unfortunate that we suffer from the  
21 Dunning-Kruger effect. And what is the  
22 Dunning-Kruger effect? It was a study that  
23 the least amount that people understand a  
24 subject, the more they think they can do it.  
25 And unfortunately, in a nine-second video,

1 the public does not see what a police officer  
2 can see.

3 In that nine-second video, I, myself,  
4 along with other talented police officers,  
5 can dissect it and indicate things that we're  
6 seeing that others may not see. And the best  
7 indication I can use to reflect upon this is  
8 a book that's called Blink. It was written  
9 by Malcolm Gladwell.

10 And in that book, it talks about how an  
11 expert can see stuff with the unconscious  
12 confidence, and they could see things that  
13 others don't see. And that's what it is in  
14 the life of a police officer. A police  
15 officer sees things that others don't see.

16 And it's -- I understand the public is  
17 outraged and upset when they see police  
18 officers using force. And it's unfortunate.  
19 It's ugly, but sometimes it's necessary. And  
20 they may not understand what they're looking  
21 at because the police officer is the expert.  
22 So, I'd love for the public to get the  
23 opportunity to refer to the book Blink. And  
24 also, understand the nomenclature of police  
25 work.

1 I did hear someone say that police  
2 officers broke away from policy. And in  
3 order for her to say that, she has to  
4 understand policy. So, we need to start to  
5 understand policy together and understand the  
6 nomenclature -- the nomenclature of police  
7 work before we make a rush to judgment, and  
8 we made a rush to judgment on a nine-second  
9 video. So, let the investigation play out  
10 and then we can make a determination.

11 So, thank you for this opportunity, and  
12 I appreciate it. And I appreciate having the  
13 opportunity to listen to this board and the  
14 public speakers as well. And I'd like to say  
15 thank you to Mo Knowledge. He did give some  
16 positive points. And unfortunately,  
17 negativity breeds negativity. So, Mo  
18 Knowledge, I'd like to thank you for bringing  
19 some positive points to light.

20 CHAIR RICE: Thank you for calling in  
21 and for your comments.

22 Yojaira, who's next?

23 MS. ALVAREZ: Next, we have -- finally,  
24 we have John Macari joining us virtually.

25 MR. MACARI: Hi, everybody. How are

1           you doing? Can you hear me? Am I good?

2                   Hi, everybody. How are you doing? My

3           name is John Macari. I'm a retired NYPD

4           lieutenant. Chairman Darche knows me well.

5           I am a retired lieutenant from the NYPD. I

6           did serve as the CCRB liaison for the NYPD

7           during my service in the NYPD. I'm a

8           Brooklyn kid. I grew up in a poor

9           neighborhood. Just a little personal history

10          on me. I was arrested twice as a youth. I

11          was stopped numerous times by the police. I

12          grew up in an all Italian neighborhood and we

13          were policed heavily.

14                   And I have to piggyback a little bit

15          off what Eric Dym said here because I always

16          say there's three sides to the story; there's

17          the cop side, there's the person of interest,

18          or the person that the police officer

19          interacted with side, and then there's the

20          overall -- there's the overall truth of what

21          happened that day.

22                   And for us to come together, we truly

23          need an understanding of each other.

24          Citizens need to understand where the cops

25          are coming from, and cops have to understand

1           where the citizens are coming from. I'm  
2           sitting here and I joined and I spoke with  
3           Eric, and we both joined here today to try to  
4           give a voice to the police officer as well,  
5           and in the community, 'cause overall, we are  
6           members of the community.

7                     I do find it disturbing that there is  
8           nobody from the NYPD here to represent. I  
9           know there is a community ambassador, but  
10          there should also be a uniform presence here  
11          as well. And that's how we go further. We  
12          go further by having these conversations and  
13          hard conversations. How could we understand  
14          each other if we're not even engaging each  
15          other? And whether that's done virtually or  
16          in person, you know.

17                    I know some of these conversations can  
18          be tough, but they do need to be had. You  
19          know, there are scenarios that need to be  
20          discussed in communities, you know. I'm the  
21          kid -- I grew up hanging out in parks. I was  
22          stopped numerous times by the police. The  
23          minute I stopped hanging out in parks, I  
24          stopped being bothered by police, you know.

25                    And for a long time, I had a chip on my

1           shoulder and I thought it was the police.  
2           And then, I did get the opportunity to serve  
3           the City of New York and serve my community  
4           and police in my community, and I saw it from  
5           the other side as well. And, you know, we're  
6           all -- none of us are perfect, and we're all  
7           human. But we need to understand each other,  
8           and we need to have incidents, understand  
9           policy and understand how to de-escalate on  
10          both sides, you know.

11                        We talk a lot about de-escalation with  
12          the police, but we never talk about it with  
13          the public as well. You know, I see so many  
14          incidents rise today that should have never  
15          happened, and it leads everybody into a bad  
16          situation. And I just really think that it's  
17          time that we really do have honest, hard  
18          conversations with each other, but we  
19          can't -- it can't be in echo chambers like  
20          this.

21                        And, you know, I would just really -- I  
22          would just really reach out to Jon. And to  
23          you, Jon, I would say to please reach out to  
24          the police commissioner and see what could be  
25          done to have people hear the conversations

1           that are happening and to -- more knowledge  
2           to the public to what the police are  
3           encountering and what their job is and how to  
4           interact into that situation.

5                        So, I thank everybody for their time.  
6           I think it's a great thing that you have the  
7           youth speaking today, and I would just  
8           implore that you also have police up here as  
9           well. So, I thank you all. I, you know -- I  
10          hope you all have a happy 2023 going forward  
11          and a safe -- and I just hope we come to a  
12          better understanding in New York City with --  
13          between cops and community.

14                        Thank you for your time.

15                        CHAIR RICE: Thank you for your  
16          comment.

17                        MR. CARCATERRA: Also, can I say one  
18          thing?

19                        CHAIR RICE: Uh-huh. Yes.

20                        MR. CARCATERRA: And I just, you know,  
21          as a police commissioner designee and having  
22          done that job years ago, you know, listening  
23          to these two former NYPD on the -- in the  
24          call-in, and listening to what went on here  
25          tonight, it was very enlightening, and you



1 make some really great points.

2 And, you know, there's a disconnect,  
3 right? There's a disconnect and to see the  
4 youth here and what we're trying to do, and I  
5 think there's a way for it to come together.  
6 But I just -- while he was speaking, I just  
7 want to, if I can, just a couple of words I  
8 wrote down.

9 I thought it was refreshing that we had  
10 another point of view. I agree. I'd like to  
11 see the police here. That would be -- that  
12 would be great. And I think it kind of  
13 humanizes it that it doesn't have to always  
14 be an "us" and "them," right? That's, I  
15 think, was a cord struck and it was a common  
16 thread through the night. And so, I think --  
17 and it's not easy, obviously, right? If it  
18 were easy, it would be done. It's something  
19 that's worth continually working on.

20 But I -- and I -- and that was totally  
21 unexpected, and to be quite honest with you.  
22 So, to hear Eric and John, and to hear -- you  
23 get both sides of the story, right? And to  
24 get some other ideas of maybe how you could  
25 de-escalate on the streets for both sides. I

1 think it's extremely important.

2 So, I would just like to say, you know,  
3 we're always working on this. They are  
4 trying -- this board works very hard when we  
5 get these cases. They really do. As Jon  
6 said, it takes a while 'cause they're  
7 complicated, and there's a lot of work that  
8 goes into this case that the investigators  
9 do, a ton of work.

10 So, even though, you know, at the end  
11 of the day, and somebody made the comment, it  
12 is not a rubber stamp. There is -- even the  
13 recommendations come from a mix of panel  
14 members. So, there's always a give and take,  
15 and we have some good discussions at times,  
16 but I think you should just know that the  
17 board is working, the -- Chair Arva is  
18 working hard. And to get this give and take,  
19 I think is more important than anything to  
20 resolve it.

21 So, thank you, Arva.

22 MS. SIMMONS: I would like to speak as  
23 well.

24 MR. JENNINGS: Yes. My name is Anthony  
25 Jennings. I was born and raised in Brooklyn,

1 but I live -- I'm a resident of Harlem right  
2 now. And I work for a community-based  
3 organization in South Jamaica, Queens Life  
4 Camp. I'm a youth development specialist.

5 But listening to the comments, it's  
6 this due process, they go through a due  
7 process, right? But on the other side when  
8 someone is being arrested, that due process  
9 is violated. So, it should be the same, then  
10 it balances out what we're going through here  
11 tonight.

12 Now, I want to talk about a nine-second  
13 clip. How many nine-second clips have we had  
14 and nothing is being done? What appears  
15 nothing is being done in the communities. We  
16 could talk about a lot. We have rogue police  
17 officers. In New York City right now, over  
18 50 people have been exonerated and 30 of them  
19 by one officer out of 77th Precinct, this is  
20 Scarcella.

21 So, we could talk about nine-second  
22 clips and all the injustice. And we're  
23 talking about there's good police officer,  
24 saw a good police officer. Martin Luther  
25 King said if you witness an injustice and

1 don't say nothing, you're just as guilty as  
2 the one that did the injustice. So, we have  
3 to step up whether you're in blue, a  
4 civilian -- we have to step up against what's  
5 wrong, period.

6 If we do that, then these communities  
7 be say -- I wasn't scared of the police  
8 growing up. They had a job to do and they  
9 did it because the officers in my community  
10 knew who we were. So, we can't bring people  
11 from Westchester, Nassau County to police in  
12 the five boroughs. You could give them all  
13 the training you want. You say "expert at  
14 observing," so is the people in my community.

15 And my job and my work, I work with  
16 these youth every day, gangs every day. And  
17 de-escalate, many times, save plenty of lives  
18 with no weapon, no bulletproof vest, and go  
19 in the same hostile environment they're going  
20 with a conversation, not punitive damage  
21 every time you come.

22 We have to have conversation with these  
23 youth. We have to listen to the youth. We  
24 can't stand behind a badge and say, "Oh, it's  
25 wrong." We had Eric Garner in Staten Island.

1           What happened? That nine-second clip, if  
2           that was his daughter, would it just be a  
3           nine-second clip? The people are angry and  
4           upset because they feel they have nowhere to  
5           turn.

6                     Yes, it's crime in our community, but  
7           there's crime everywhere, but that's what  
8           we're going to use to justify that  
9           nine-second clip? We have to stop doing  
10          that. Do the due process and they get  
11          everything, but when you're on the other side  
12          and you go through the justice system, you're  
13          already guilty as soon as they put the cuffs  
14          on you. They don't get the due process.

15                    Thank you.

16                    CHAIR RICE: Thank you very much for  
17          your comment.

18                    Yojaira, is there anyone else on the  
19          line?

20                    MS. ALVAREZ: Board Member Simmons  
21          wanted to comment.

22                    MS. SIMMONS: Thank you very much. I  
23          have been at this hearing or this meeting for  
24          most of the meeting, and I want to say that  
25          I'm quite alarmed to hear some of the things

1           that are being reported by the youth of  
2           Harlem. It seems like things that we  
3           struggled so hard to eliminate in terms of  
4           police abuse, the people of Harlem,  
5           particularly the youth, feel that very little  
6           have changed. That really made me very, very  
7           sad. It saddened me.

8                        Because I thought things were getting  
9           better in terms of local police precinct and  
10          our officers interacting with civilians.  
11          Notwithstanding the body-worn camera, it  
12          appears that the youth feel things are not  
13          getting better. And just based on their  
14          testimony tonight, they think it's such a  
15          regular thing that continues on and on as a  
16          legacy of violence.

17                      Well, I want to thank Chair, Chair  
18          Rice, and I want to thank the Executive  
19          Director Darche and all of the investigators  
20          and my fellow board members for the hard work  
21          that we do and all of the staff at the CCRB.  
22          But folks need to understand that, number  
23          one, they have to file complaints. We can't  
24          adjudicate something we don't have, a  
25          complaint we don't get. We cannot adjudicate

1 a complaint we don't get. And we can now  
2 bring our own complaint, but we still have to  
3 know what happened.

4 And secondly, that this is the Civilian  
5 Complaint Review Board. It is not the NYPD  
6 Review Board. We are looking at things from  
7 the civilian viewpoint in line with police  
8 procedure. So, I object to former officers,  
9 as much as I respect them, who think that  
10 this should be the police review board. It  
11 was changed to be the Civilian Complaint  
12 Review Board because we want the civilian  
13 viewpoint on what the police are doing in  
14 view of police procedure.

15 And I hope that we continue to move  
16 forward. I hope that people bring  
17 complaints, and I hope that at some point  
18 this board gets to adjudicate and make  
19 decisions on discipline. It's a long time  
20 coming. It needs to happen. The people have  
21 been calling for this for years. We need to  
22 move toward that. In the meanwhile, we'll  
23 work with NYPD to get the best results  
24 possible.

25 Thank you.

1 CHAIR RICE: Thank you very much, Board  
2 Member Simmons, for your comment. Appreciate  
3 it.

4 Yojaira, is there anyone else?

5 MS. ALVAREZ: No one virtually, Chair.

6 CHAIR RICE: Okay. And there's no one  
7 else in the room, so --

8 MR. DARCHE: Old business.

9 CHAIR RICE: Thank you.

10 Do we have any old business to come  
11 before the board?

12 (No response).

13 CHAIR RICE: Any old business?

14 (No response).

15 CHAIR RICE: Do we have any new  
16 business to come before the board?

17 (No response).

18 CHAIR RICE: All right. Hearing none,  
19 I am going to move now that we break into  
20 executive session. The agenda for executive  
21 session is in the board materials. And we'll  
22 receive an update on litigation from the  
23 general counsel, and the executive director  
24 will provide an update on board meeting  
25 trainings and an update on pending personnel



1 actions.

2 Do I have a motion to adjourn the  
3 meeting?

4 MR. MERRITT: So moved.

5 CHAIR RICE: Okay. Thank you.

6 All in favor?

7 (Chorus of ayes.)

8 CHAIR RICE: Aye, all right. We have  
9 agreed to adjourn the meeting.

10 Thank you so much, everyone, for  
11 coming. Appreciate it.

12 (TIME NOTED: 8:39 p.m.)

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C E R T I F I C A T E

STATE OF NEW YORK)

:SS

COUNTY OF QUEENS)

I, Sabrina Brown Stewart, a shorthand reporter within and for the State of New York, do hereby certify that the within is a true and accurate transcript of the statement taken on January 11, 2023.

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

IN WITNESS WHEREOF, I have hereunto set my hand this 19th day of January 2023.

*Sabrina Brown Stewart*  
Sabrina Brown Stewart