



BILL DE BLASIO
MAYOR

CIVILIAN COMPLAINT REVIEW BOARD
100 CHURCH STREET 10th FLOOR
NEW YORK, NEW YORK 10007 ♦ TELEPHONE (212) 912-7235
www.nyc.gov/ccrb



FREDERICK DAVIE
CHAIR

Dear Public Safety Committee,

Thank you for inviting me to testify today on behalf of the Civilian Complaint Review Board. In response Executive Order 203 the CCRB found it important to engage in our own process and engage with several stakeholders to make sure civilian oversight was included in the conversation around reform. The CCRB met with the New York Police Department, held a conversation with CCRB's Youth Advisory Council and the NYPD; and hosted an oversight a panel with the Office of the Inspector General and the Commission to Combat Police Corruption. In all three conversations, the CCRB focused on concrete recommendations that would improve the role of oversight in New York City.

When speaking with the NYPD, the Board and I shared our recommendations for changes the Department could make to improve policing, better serve the public, and strengthen the work of the Agency. First, the Department should provide the CCRB with greater access to evidence including direct access to body-worn camera footage, unredacted police paperwork, and access to officers' entire disciplinary histories. Second, the Department should give more deference to CCRB's discipline recommendations by not downgrading final discipline recommendations, refraining from changing plea agreements, and upholding guilty verdicts. Finally, the Department should focus on improving interactions with the public. Particularly in light of the summer Black Lives Matter protests in response to the killing of George Floyd and the NYPD response which resulted in hundreds of complaints being filed with our Agency which we continue to investigate, we



BILL DE BLASIO
MAYOR

CIVILIAN COMPLAINT REVIEW BOARD
100 CHURCH STREET 10th FLOOR
NEW YORK, NEW YORK 10007 ♦ TELEPHONE (212) 912-7235
www.nyc.gov/ccrb



FREDERICK DAVIE
CHAIR

believe the NYPD needs to look closely at the way officers interact with members of the public including protestors, individuals experiencing mental health crises, and youth. The Department should ensure all officers, not just Youth Coordination Officers, get trained on the difference between interacting with adults and youth, and finally ensuring that civilians don't face any retaliation for filing complaints with the CCRB.

In order to make sure our young leaders including those who have been victims of police misconduct were involved in the conversation, the CCRB staff organized a conversation where the YAC and community youth leaders were able to share their ideas with the Department. The youth, including individuals from the Rockaway Youth Task Force, Crew Count, Sikh Coalition, and Muslim Community Network shared recommendations they believed would improve police interactions with the public. First, they would like the Department to make an effort to engage with the community proactively, before enforcement. Second, they asked the Department to make efforts to reach out to communities of faith and young people by providing cultural sensitivity training, training on youth for all officers, and the incorporation of critical race theory in the Academy. Finally, the YAC and youth leaders asked for a reallocation of NYPD resources to community programs including more guidance counselors, educators, and social workers as well as increased funding for after school opportunities for youth including sports and the arts.



BILL DE BLASIO
MAYOR

CIVILIAN COMPLAINT REVIEW BOARD
100 CHURCH STREET 10th FLOOR
NEW YORK, NEW YORK 10007 ♦ TELEPHONE (212) 912-7235
www.nyc.gov/ccrb



FREDERICK DAVIE
CHAIR

Finally, the CCRB convened a panel to ensure the importance of oversight in public safety remained a key part of the conversation. During the oversight panel, which was joined by over 45 oversight, non-profit, and advocacy groups around the nation, the three Agency heads shared some similar goals including better funding for oversight, greater transparency into police discipline, and for greater deference to be given to the recommendations of the oversight bodies. The Agency heads focused on issues like removing final discipline from the Police Commissioner, creating a more independent OIG-NYPD, and ensuring the Department respond to the Commission to Combat Police Corruption's recommendations. The panel also discussed the lack of transparency from the Department and the need for better access by the oversight agencies, the public, and the press to NYPD documents, footage, and discipline files.

In order to address the particular needs of communities of color to promote public safety, improve community engagement, and foster trust the CCRB believes that there needs to be a civilian centered approach that is transparent, effective, and equitable. Part of that solution will be a real investment and reimagining of strong civilian oversight. To that end, the Agency's final recommendations focus on concrete solutions to accomplish that goal. First, strengthening civilian oversight, by examining the final discipline authority held by the police commissioner, including the removal of final disciplinary authority for CCRB adjudicated cases. Second, making the police disciplinary process more transparent including providing the CCRB with direct access to body worn camera footage. Third,



BILL DE BLASIO
MAYOR

CIVILIAN COMPLAINT REVIEW BOARD
100 CHURCH STREET 10th FLOOR
NEW YORK, NEW YORK 10007 ♦ TELEPHONE (212) 912-7235
www.nyc.gov/ccrb



FREDERICK DAVIE
CHAIR

investing in the community and community led solutions, and ensuring appropriate funding.

These changes would support the NYPD and any police department in ensuring that all of its citizens are treated fairly and justly by the officers sworn to protect them in line with the Governor's Say Their Name Agenda and would guarantee that oversight remains an integral part of the public safety conversation.

Thank you for your time, and I look forward to answering any questions you might have.

Frederick Davie
Chair
Civilian Complaint Review Board