

Civilian Complaint Review Board Public Meeting-Final  
May 9, 2018

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CIVILIAN COMPLAINT REVIEW BOARD

PUBLIC MEETING

May 9, 2018

6:46 p.m.

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Brooklyn College Student Center  
2705 Campus Road, 6th Floor  
Brooklyn, New York

TRANSCRIPT OF PROCEEDINGS

B E F O R E:

FREDERICK DAVIE, Chair

JONATHAN DARCHE, ESQ., Executive Director

PUBLIC MEETING AGENDA:

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

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1 BOARD MEMBERS PRESENT:

2 =====

3 FREDERICK DAVIE, Chair

4 RAMON PEGUERO, ESQ., Board Member

5 FRANK J. DWYER, Board Member

6 JOSEPH A. PUMA, Board Member

7 LINDSAY EASON, Board Member

8 MICHAEL RIVADENEYRA, ESQ., Board Member

9 ANGELA FERNANDEZ, ESQ., Board Member

10 SALVATORE CARCATERRA, Board Member

11 MARBRE STAHLY-BUTTS, Board Member

12 =====

13 JONATHAN DARCHE, ESQ., Executive Director

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16 Reported By:

17 Nicole Ellis

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2 THE CHAIRMAN: I'd like to call  
3 this meeting of the Civilian Complaint  
4 Review Board to order. My name is Fred  
5 Davie, I am the Chair of the Civilian  
6 Complaint Review Board and I would like to  
7 welcome all of you here tonight and to  
8 thank you for coming out.

9 This is my first board meeting  
10 since the mayor actually appointed me  
11 chair a few weeks ago. And I'd like to,  
12 once again, say how glad and honored I am  
13 to have the Mayor's support, the support  
14 of my colleagues here on the board; I  
15 appreciate them for their kind words of  
16 congratulation, as well as the agency  
17 staff, as we all seek to work together to  
18 improve the relationship between  
19 communities and the police officers that  
20 serve them.

21 One of the many important ways of  
22 improving police/community relations is  
23 examining the role mental health plays in  
24 the relationship between everyday New  
25 Yorkers and the law enforcement community.

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2 As many of you know, May is Mental Health  
3 Awareness month, and in the midst of our  
4 conversations about police/community  
5 relations, this month and always, we  
6 acknowledge the heartbreaking fact that  
7 people with mental and emotional  
8 conditions are more prone to have  
9 difficult encounters with police. And we  
10 don't think this has to be the case.

11 In addition to identifying areas  
12 for improvement within the NYPD, the CCRB  
13 is examining how this agency can play a  
14 role in addressing mental health concerns  
15 that can result from what may have been a  
16 traumatic interaction with the police.

17 This includes examining our own  
18 training and practices on how we support  
19 complainants and witnesses who present  
20 mental and emotional distress during an  
21 investigation. We cannot emphasize enough  
22 how -- the importance of mental health and  
23 wellness. Ensuring the emotional  
24 psychological and social well-being of New  
25 Yorkers is an essential component of the

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2 overall well-being of our city and the  
3 CCRB.

4 Internally, and in conjunction  
5 with other City agencies, we will continue  
6 to seek ways to improve it.

7 I now turn the mic and the floor  
8 over to our Executive Director,  
9 Jonathan Darche, who will give us some  
10 comments.

11 Mr. Darche.

12 EXEC. DIR. DARCHE: Thank you,  
13 Mr. Chair.

14 I'd like to welcome you all to  
15 our May board meeting. I'd like to thank  
16 Brooklyn College for hosting us, in  
17 particular, Steven Schecter, the Executive  
18 Director for Government and External  
19 Affairs.

20 Mitzu Adams, the Director of  
21 the Student Center. Nissim Said and  
22 Zunera Ahmed of the College of Liberal  
23 Arts and Science of Student Government. I  
24 would also like to thank all the community  
25 members present, especially Reverend

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2 Sheldon Hamblin from St. Paul's Church Village  
3 of Flatbush, and the members of the 67th  
4 Clergy Council.

5 And we're really happy to have  
6 some partners here today who really help  
7 us doing outreach to the Brooklyn  
8 community: Members of Community Board 12,  
9 Community Board 8, Community Board 14, and  
10 their District Manager I think is here,  
11 Shawn Campbell.

12 And also, the Public Safety Chair  
13 of the 17th Community Board, Jorge Tait,  
14 and to those members in particular we'd  
15 like to say thank you for helping us with  
16 outreach.

17 On behalf of the staff, I want to  
18 congratulate Chairman Davie. He, in the  
19 short time that he was Acting Chair, has  
20 really, I think, inspired the staff. I  
21 know he's inspired and taught me a lot and  
22 we're lucky to have him.

23 And I'd also like to introduce  
24 you all to the new Director of Outreach  
25 and Intergovernmental Affairs for the

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2 agency, Yojaira Alvarez, who I think is  
3 right outside. Oh, there she is.

4 (Applause.)

5 EXEC. DIR. DARCHE: We're very  
6 lucky to have Yojaira in this new role at  
7 the agency. She's been with us for a  
8 while and we're excited to have her.

9 Some of you might have issues,  
10 complaints that you wish to file with the  
11 agency today. But we have investigators  
12 here to take your complaint. Amelia and  
13 Dan, Investigator Cooper and  
14 Investigator Mancini, you guys here? So  
15 they are right there.

16 If you have an issue that you  
17 want to bring to their attention, please,  
18 let us know and they'll talk with you and  
19 take your complaints here today.

20 I'm going to try and keep this  
21 quick because tonight is really about you  
22 and listening to you all so that we can  
23 learn from and take heed of what you're  
24 telling us. But I'd like to say a few  
25 words about the Charter Revision process.

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2 Charter Revision is something  
3 that's going to affect all 8.5 million New  
4 Yorkers. The Charter defines our  
5 jurisdiction and sets out the agency's  
6 responsibilities that we are to  
7 investigate, mediate, prosecute and inform  
8 the public about police misconduct.

9 Right now the CCRB staff is  
10 having internal communications about the  
11 Charter and suggestions that we can give  
12 to the board about things that the agency  
13 can request be revised in the Charter.  
14 But we encourage all New Yorkers to engage  
15 and participate in the Charter Revision  
16 process.

17 Thank you, Mr. Chair.

18 THE CHAIRMAN: Thank you,  
19 Mr. Darche.

20 We'll now have a presentation on  
21 outreach by members of the CCRB staff, by  
22 our person who is newly promoted.

23 Congratulations.

24 MS. ALVAREZ: Thank you.

25 So good evening, everyone. Thank



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2 you so much for coming. Thank you all for  
3 being here. I know some of you already  
4 know about the Civilian Complaint Review  
5 Board, but we want to take a couple  
6 minutes to give you a brief overview of  
7 our jurisdiction.

8 So as you know, the Civilian  
9 Complaint Review Board, or the CCRB, is a  
10 City agency, independent of the NYPD,  
11 responsible for mediating, investigating  
12 and administratively prosecuting  
13 allegations of police misconduct. Now,  
14 we're the nation's largest independent  
15 civilian oversight agency of the nation's  
16 largest police force.

17 Now, we don't investigate all  
18 allegations of misconduct. There are four  
19 major categories that fall under a  
20 jurisdiction. An acronym to remember that  
21 is FADO, F-A-D-O. The "F" stands for  
22 force. So if you have a police encounter  
23 and force is used, we can investigate that  
24 to determine if it's excessive or  
25 unnecessary.

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2 We investigate allegations of  
3 abuse of authority. That's a big  
4 category. It can include allegations of  
5 an improper stop, an improper frisk, an  
6 improper entry, refusal to provide name  
7 and badge number upon request, threatening  
8 to call ICE. And as of February, it also  
9 includes allegations of police sexual  
10 harassment. And that could include verbal  
11 sexual harassment, sexual harassment using  
12 physical gestures, taking unwarranted  
13 photos or videos, sexual or romantic  
14 propositions. It could also include  
15 sexually-motivated stops, summonses and  
16 arrests.

17 We also investigate allegations  
18 of discourtesy. So that could mean a  
19 police officer using profanity or  
20 discourteous gesture. Or, for example, if  
21 a police officer requests my ID, I give it  
22 to her, upon returning that ID she throws  
23 it on the ground.

24 And the last category is  
25 offensive language. So this is language

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2 that inappropriately refers to my race,  
3 ethnicity, sexual orientation, religion,  
4 disability status.

5 Now there are many ways to file a  
6 complaint. You can file a complaint  
7 calling 311, everyone's favorite number.  
8 1-800-341-CCRB. You can also file a  
9 complaint at our office at 100 Church  
10 Street on the 10th floor in Manhattan.  
11 You can file a complaint at your local  
12 precinct.

13 And we've also partnered with a  
14 Council member in Brooklyn, Council member  
15 Robert Cornegy, where we have  
16 investigators and intake specialists from  
17 4:00 to 6:00 on the last Friday of every  
18 month. They are willing to take those  
19 complaints right in person.

20 You can also file a complaint on  
21 our website, [www.nyc.gov/ccrb](http://www.nyc.gov/ccrb), or you can  
22 file a complaint by writing a letter sent  
23 directly to us.

24 Now, this is a very brief  
25 overview. I know that some of our team

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members have been in front of you before,  
we want to continue that partnership. So  
you can e-mail us at  
outreach@ccrb.nyc.gov, we'll be happy to  
come out mornings, evenings, afternoons,  
weekends and provide a more in-depth  
presentation about our jurisdiction, our  
-- sorry -- we highlight deescalation.  
But also street encounters like Stop and  
Frisk. This is especially important for  
youth in order to ideally deescalate the  
situation.

You can also follow us on  
Twitter, CCRB\_NYC. In that space you can  
be up-to-date with some upcoming events  
and meet us in other boroughs and other  
locations.

If you have any questions, feel  
free to come to me or any of our team  
members outside.

Thank you so much.

THE CHAIRMAN: Thank you,  
Ms. Alvarez.

We're going to -- we now have a

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2 quorum here, so we're going to backtrack  
3 on our schedule a little bit and I'm going  
4 to ask for a motion to approve the minutes  
5 from our last meeting.

6 MR. DWYER: Motion.

7 THE CHAIRMAN: Is there a second?

8 MR. RIVADENEYRA: Second.

9 THE CHAIRMAN: All those in  
10 favor, please say "aye."

11 (Chorus of ayes.)

12 THE CHAIRMAN: Those opposed?

13 (No response.)

14 THE CHAIRMAN: The ayes have it,  
15 motion carried, the minutes are approved.

16 I'm also going to ask my  
17 colleagues on the board if they would  
18 introduce themselves and we'll start to my  
19 right with Mr. Rivadeneyra.

20 MR. RIVADENEYRA: Good afternoon.  
21 My name is Michael Rivadeneyra, I am the  
22 Bronx delegation, New York City Council  
23 appointment to the board.

24 MR. DWYER: Good evening,  
25 Frank Dwyer, I'm a police department

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2 representative.

3 MS. FERNANDEZ: Angela Fernandez,  
4 I am the mayoral designee to the board.

5 MR. PEGUERO: Good evening. My  
6 name is Ramon Peguero, I'm the Queens  
7 Council designee to the board.

8 MR. CARCATERRA: Hi, everyone.  
9 I'm Sal Carcaterra and I'm a police  
10 commissioner designee for the board.

11 MR. EASON: Good evening,  
12 everyone. My name is Lindsay Eason, I'm a  
13 police commissioner's representative.

14 THE CHAIRMAN: Thank you. Thank  
15 you all. And again, thanks, everybody for  
16 being here tonight.

17 Let me just -- just for those who  
18 don't know, just say a word about the  
19 composition of the board.

20 We have a board of 13 right now.  
21 We have 11 members, 5 of -- all members  
22 are appointed by the mayor, and the  
23 chair's appointed by the mayor. But board  
24 members are designated by members of the  
25 City Council, that's five of the members

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are designated by members of the City Council to represent each of the boroughs.

Five are designated by the mayor, and three are designated by the police commissioner. And you have seven of the eleven active members that we have here tonight, and we'll have one more I think before the evening is over.

So let's proceed with the agenda and I will ask if we can have a presentation on policy.

Nicole.

MS. NAPOLITANO: Good evening, everyone. My name is Nicole Napolitano, I'm the Director of Policy and Advocacy for the CCRB. And the CCRB collects quite a bit of data on the complaints that we receive, so I'll go over that which is relevant to Brooklyn.

So you'll see in front of you maps on either side. This is a map of all of the precincts in Brooklyn. On the left you have complaints received, on the right you have crimes, and these are rates. So

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2 it's the complaint number per 10,000  
3 residents of each one of the precincts,  
4 and the same thing for the crime rate as  
5 measured by NYPD statistics on the seven  
6 major felonies.

7 And the reason that we look at  
8 the rates instead of just the raw numbers  
9 is that sometimes it helps us to  
10 standardize, first of all, among the  
11 different precincts to see what's higher,  
12 what's lower. But also in comparison, the  
13 complaint rates and the crime rates can  
14 tell us some interesting things.

15 And so, for instance, you have  
16 the 84th Precinct, which has both a high  
17 complaint rate, as well as a high crime  
18 rate; you can see that's the red. But  
19 some precincts have a higher complaint  
20 rate compared to their crime rate, so if  
21 you see the 76th and 77th Precincts in  
22 front of you. And those are more  
23 complaints than we would expect given a  
24 high crime rate -- or given its crime  
25 rate.



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2 So when we have more complaints  
3 compared to a crime rate, that indicates  
4 that there are potentially more issues in  
5 that particular area or that there might  
6 be more reporting in that particular area.  
7 So we would expect that as there are more  
8 interactions between the police and the  
9 public, we might see more complaints stem  
10 from those.

11 There are some precincts that are  
12 the reverse. And so the 78th, 79th, 88th,  
13 90th, 94th, you'll notice all have higher  
14 crime rates compared to complaint rates,  
15 so those are fewer complaints than we  
16 would expect given their crime rates.  
17 Sometimes for us that indicates areas in which  
18 we might need to do additional outreach, and  
19 so those are for precincts that we might  
20 focus on for presentations.

21 Within CCRB's jurisdiction, as  
22 Yojaira mentioned, are cases involving  
23 excessive force, abuse of authority,  
24 discourtesy and offensive language. And  
25 so on the left you'll see New York City as

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2 a whole, on the right, you'll see  
3 Brooklyn. Actually those are pretty  
4 comparable breakdowns.

5 Brooklyn has a slightly higher  
6 proportion of abuse of authority-related  
7 complaints compared to New York as a  
8 whole, and a slightly lower proportion of  
9 force and offensive language.

10 You'll note that the chart is  
11 titled: Percent of Fully Investigated  
12 Allegations. And "fully investigated" is  
13 a term that we use to describe cases that  
14 go through a full investigation process.  
15 And there are some cases that we are  
16 unable to pursue through a full investigation  
17 process, frequently, because we cannot get  
18 in touch with complainants again after  
19 they initially file their complaints. Or  
20 in some cases because they chose to  
21 withdraw the complaint, and we call those  
22 cases truncations because they are closed  
23 without a full investigation.

24 And one of the reasons that this  
25 month's board meeting is being held in

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2 this neighborhood is that this area has a  
3 high percentage of truncations, compared  
4 with the City at large. And so we're  
5 focusing our outreach efforts more  
6 carefully and we're using data to help us  
7 to determine where we should be.

8 Here you'll see the percent of  
9 board dispositions for fully investigated  
10 complaints and so you'll see the Brooklyn  
11 breakdown there.

12 Cases that are substantiated are  
13 cases in which there is evidence that the  
14 alleged misconduct occurred.

15 And Exoneration means the alleged  
16 incident occurred, but the officers action  
17 was determined to have been within the law  
18 or within an NYPD protocol.

19 Unfounded, are cases in which the  
20 alleged misconduct did not occur. Officer  
21 Unidentified, are those cases in which we  
22 could not identify any of the officers  
23 involved in the complaint.

24 And Unsubstantiated, means that  
25 we couldn't determine exactly whether or

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not the alleged misconduct occurred.

When we have cases that are substantiated, exonerated or unfounded together we refer that those are cases that are closed on the merits. They are cases in which we have a pretty good idea of what happened in those individual cases, and that will come up later when we talk a bit about video evidence. And so Brooklyn dispositions, you'll see, are actually pretty largely comparable with those that we see citywide.

In 2017, there were 118 members of the service that had at least one substantiated allegation in Brooklyn.

And as I had mentioned, those on the merits cases are relevant when we talk about the presence or absence of video in a case. So video evidence helps CCRB come to a clearer determination of what happened during the encounter. And for Brooklyn, this means that video evidence more than doubles the proportion of substantiation. So 34 percent of

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2 complaints were substantiated with video  
3 evidence, compared with 14 percent that  
4 did not have video evidence.

5 And we anticipate that the  
6 percentage of complaints closed as  
7 "unfounded" or "officer unidentified" will  
8 decrease as NYPD completes the roll-out of  
9 its body-worn camera program this year and  
10 we get an increase in the amount of video  
11 footage that we have available to us.

12 We are currently in the policy  
13 unit, pursuing a number of policy  
14 initiatives. And so you'll see in the  
15 coming months this year, early next year,  
16 several reports that are issue-based that  
17 focus on specific topical issues. One of  
18 those is a follow-up to our 2016 report on  
19 taser use, so we'll be issuing another  
20 report on that topic in the coming months.

21 We're also looking at the topic  
22 of improving police interactions with the  
23 homeless; the impact of body-worn cameras  
24 on complaints; sexual misconduct, which as  
25 Yojaira mentioned is a new investigation

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2 area for this agency; and complaints from  
3 young people.

4 And here, in particular, we see  
5 that Brooklyn has a bit of a difference  
6 between the age range of those alleged  
7 victims. So the ages of -- between the  
8 ages of 14 and 24, nearly one in four of  
9 our alleged victims of misconduct in  
10 Brooklyn were young people in this age  
11 range, compared with only approximately  
12 15 percent of the City's population being  
13 in that age range. So that's one of the  
14 areas that we're taking a look at, those  
15 police interactions with young people.

16 For all of these topics, as well  
17 as for any issues that come up that you  
18 see in your community, the more  
19 information that we have, the better. So  
20 we need lots of input from advocates,  
21 community service providers, leaders and  
22 community members like yourself. So if  
23 there is any information that you think  
24 that we should know, we would ask that you  
25 follow-up with the agency as well via the

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same mechanisms that Yojaira represented earlier.

And again, if you wanted to file a complaint, you can do so through our website or any of the other number of mechanisms that Yojaira mentioned. But also, if you're more interested in the numbers that we have, we have a data transparency initiative, [nyc.gov/dti](http://nyc.gov/dti), that provides regularly updated data.

There are over 50 different interactive graphics you can download, spreadsheets. So provide some additional up-to-date information if you're interested in the numbers. And our reports can also be found online at [nyc.gov/ccrbreports](http://nyc.gov/ccrbreports).

THE CHAIRMAN: Thank you.

Before we move to the next part of the agenda where we're going to hear from the community groups that have signed up to be followed by public comment, I just want to emphasize one of the things that Nicole said, and just focus in on the

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2 issue of what we call "truncations." And  
3 that simply means, people who file a  
4 complaint but then essentially, for  
5 whatever reason, don't follow through.

6 And she mentioned that Brooklyn  
7 has a very high rate of truncations, a  
8 very high rate of people filing  
9 complaints; is that correct? This  
10 particular area of Brooklyn, filing  
11 complaints and then not following through  
12 on those complaints.

13 So I have encouraged my clergy  
14 colleagues at a meeting several weeks ago  
15 to be supportive and to provide support  
16 for members of their congregations and  
17 communities, who want to start this  
18 process, to make sure that they see it  
19 through.

20 I want to emphasize that, again,  
21 tonight it's just really, really important  
22 that you know that the staff of the CCRB  
23 is committed to fully investigating a  
24 complaint that's presented to it, to  
25 working with a complainant and witnesses



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2 to keep them up-to-date on what the  
3 process is, and to see that through to the  
4 end.

5 That may not end like you had  
6 hoped it would, but the staff is committed  
7 to seeing it through to the end, if the  
8 people who make the complaints will stay  
9 with the process.

10 So we want to try to improve that  
11 truncation rate. We want to improve it  
12 for this community, but we also want to  
13 improve it for the entire city.

14 So thank you.

15 All right. So we have a number  
16 of people who have signed up for public  
17 comments. I'm going to go down the list I  
18 have and if I miss anybody, just raise  
19 your hand, and -- I'm sorry, for community  
20 groups comment. And then I have another  
21 list of people who signed up for public  
22 comment.

23 So I'm going to start with  
24 community groups first, and then go to the  
25 public comment. And then -- so community

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2 groups will get five minutes, and then we  
3 have -- so that we can get everybody in,  
4 we want to try to do two minutes on the  
5 public comment, all right? All right.

6 So Mr. Darche is feeling very  
7 generous today. He said three minutes for  
8 the public comment and five minutes for  
9 the community group.

10 So on the community groups, the  
11 first speaker I have is Barry Spitzer,  
12 who's the District Manager for Community  
13 Board 12.

14 MR. SPITZER: Thank you.

15 Good evening, and thank you, and  
16 thank you, Mr. Chair and all the board  
17 members.

18 So I'm a -- Barry Spitzer,  
19 District Manager of Community Board 12, we  
20 represent the neighborhoods of Borough  
21 Park, Midwood, Kensington, Ocean Parkway,  
22 Da Ville, very diverse population, around  
23 220,000 people live in the District. So  
24 our district is called Terminus with the  
25 66th Precinct, but we work very closely

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2 with the 7-0 and the 7-2, the 6-2. So the  
3 -- I'll get to the point because I don't  
4 want to take up so much time.

5 The CCRB plays a vital role in  
6 the objective of police/community  
7 relationships and the trust that the  
8 public has in the police department. So I  
9 come from a little bit of a different  
10 perspective as other communities because,  
11 historically, our district has had very  
12 good relationships with the police  
13 department, but just like any community,  
14 problems do arise. And so I was given a  
15 list of questions that we should discuss  
16 today, so -- and were outlined, so I'll do  
17 that.

18 So one of questions was: What  
19 can the CCRB do to foster public trust?

20 So coming from my perspective, I  
21 think the CCRB, more -- more communication  
22 with community leaders and elected  
23 officials within a particular police  
24 precinct. The many times people reach out  
25 to me or to an elected official with a

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2 complaint and most of the time I will go  
3 directly to the CO of the precinct that  
4 this case is involved.

5 Now, sometimes that's not an  
6 option because of the nature of the  
7 complaint or for various other reasons.  
8 And then I will direct this constituent or  
9 this resident to go to file a complaint  
10 with CCRB.

11 Now, I could talk for my  
12 district. Some of the people, when you  
13 tell that they feel like I'm putting them  
14 off. I'm -- I just want to move the case  
15 away from my desk and put it into some  
16 different agency. And if there was more  
17 of an engagement with CCRB and the local  
18 elected officials and community leaders,  
19 where we can play a role in connecting the  
20 constituent or resident with CCRB in a way  
21 that they feel that we're involved, they  
22 will trust the system more, rather than  
23 thinking that we're putting it aside or  
24 uploading it from our responsibility.

25 And this addresses truncation

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2 directly because people feel -- so my  
3 district people know me. When I walk in  
4 the street, people know me. I go to the  
5 synagogue, people know me. People come up  
6 to me in the street with problems. So  
7 they feel they know their elected  
8 officials. They are on a first name  
9 basis. So they feel more comfortable,  
10 especially when dealing with something  
11 that involves an interaction with a police  
12 officer.

13 So if we can get community --  
14 elected officials, community leaders more  
15 engaged in the process, I think that would  
16 address the truncation issue more better.

17 Another question was that,  
18 historically, precincts in Brooklyn have  
19 generated high CCRB complaint numbers and  
20 what can be done to address this issue?

21 So No. 1 is, and I don't know the  
22 policy of the board, but if the board sees  
23 a trend on a particular type of complaint  
24 or on a particular officer or group of  
25 officers, that they reach out to the --

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2 directly to the executive staff of the  
3 precinct and engage with them. And we see  
4 this trend at your precinct, do you know  
5 about this, is this, you know, what can  
6 you tell us about it? And that will --  
7 that will either bring it down or solve  
8 the problem. And it can work in a  
9 different way.

10 I had an instance in my  
11 district that there was a person that had  
12 a problem with the precinct, that was  
13 filing frivolous complaints against police  
14 officers because he had a vendetta. And  
15 that was, you know, if CCRB would -- and  
16 that was what he used to intimidate  
17 basically police officers, very good  
18 people in the district.

19 So if CCRB can work together with  
20 the executive staff at a precinct, I think  
21 that would address that issue.

22 And lastly, regarding body  
23 cameras, my opinion, I don't think there  
24 are any issues, I think it's a good thing.  
25 And I think that every single police

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2 officer should be wearing one. With the  
3 rise of dash cams, people put them --  
4 private people put them in the car. I've  
5 seen clips and I've seen video when  
6 people, police officers or citizens  
7 realize they're on camera, they act  
8 differently. It protects the officer. It  
9 protects the citizens. I would say that  
10 every single police car in New York City  
11 should have a dash cam, as well.

12 So those are my thoughts for  
13 tonight and thank you for listening to me.  
14 I appreciate the hard work you do.

15 Thank you.

16 THE CHAIRMAN: Thank you.

17 Do any of the board members have  
18 any questions or comments?

19 (No response.)

20 THE CHAIRMAN: All right. Thank  
21 you.

22 Next, I have on the list,  
23 Chris Banks, who's a co-founder and  
24 Executive Director of the East New York  
25 United Concerned Citizens.

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2 MR. BANKS: Good evening, everyone.  
3 And to the board, congratulations.

4 THE CHAIRMAN: Thank you.

5 MR. BANKS: I actually serve in  
6 two capacities, as the executive director  
7 of a local non-profit and also I am  
8 formerly the president of the 75th  
9 Precinct Community Council.

10 One of the things I know that  
11 we -- was mentioned was the -- the  
12 cameras, the roll out of the 5,000 cameras  
13 or the body cameras on the officers. And  
14 I think it's good. I mean, knowing this  
15 time we -- it actually records both sides.  
16 But my issue is a little more deeper as to  
17 who controls the cameras. And it's been  
18 stated that the officers can, with  
19 discretion, cut off the cameras, and to me  
20 that's a serious issue.

21 And not only the fact that they  
22 can cut off the cameras, but there has  
23 been no outreach to the communities to let  
24 them know, let folks know in a community  
25 that if an officer walked up to them and



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2 the camera was off, that they can actually  
3 request that the cameras be turned on. So  
4 I think there has to be -- they have to  
5 look at that a little much more.

6 And I had suggested at the -- one  
7 of the police council meetings that, to  
8 our inspector, that there be more outreach  
9 to show or let the community be aware  
10 that, you know, that they have these  
11 rights, that they can request that the  
12 camera be turned on. And actually, see  
13 the camera in action, you know, just  
14 announcing it at a community council  
15 meeting where you probably have, like,  
16 1 percent of the community that comes out  
17 to that meeting, and, you know, and send  
18 these officers into general populous.  
19 That, to me, is going to be a serious,  
20 serious issue.

21 And one of the other things I  
22 want to also touch on was the NCO program.  
23 I think it's a step in the right  
24 direction. It reminds me of the old idea  
25 of community policing. But I believe at

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the same time that I think the struggle is trying to get the -- the NCO program to me represents about 1 percent of the entire force. How do we get the other 99 percent to engage the community, be respectful to the community, you know? To be honest, I don't even think that there should be a special force. That should be something that should be broad throughout the entire force, throughout the City.

So if we can get beat-street cops to take the same approach and not have to rely on an NCO to engage you and to -- or engage stakeholders or just regular folks in the community, I think that will go a long way. So I'm hoping that, you know, we can get some clarity on that as this program continues. Alright?

Thank you.

THE CHAIRMAN: Thank you.

I think Mr. Darche wants to respond.

EXEC. DIR. DARCHE: Thank you very much for your comments.

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I think with regard to cameras, one of the important roles the CCRB can play is, we will be -- when we review cases, if we find that officers did not properly operate their body-worn cameras, we will note that misconduct and refer it to the department for discipline. The -- we've been working closely with the department to develop those to make sure we're aware of what they are holding their officers to so that we can hold them to the same standard.

And one of the things they're doing is, they have a trial program so it's 90 days once an officer is issued a camera that it's considered in-service training. So once we're dealing with an officer who's had a camera for more than 90 days we're going to hold them to the letter of what the policy requires.

MR. BANKS: So the officers are trained actually on how to utilize the camera, when to turn it on. We were told that the -- it actually collects, as soon

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as they get on the job or, I believe, once they clock in or once they put it on, it turns on. Or once they are on a beat or is it only when they interact with somebody?

EXEC. DIR. DARCHE: So the officers are supposed to turn on a camera when they're leaving roll call at the beginning of their shift, at which point the camera is always on buffering 15 or 30 seconds, I forget which one. And then, when an encounter comes that would require them to record, they activate it. And at that point it stops recording over the buffer and then will record the rest of the incident, so recording is stopped.

MR. BANKS: So it is at their discretion, they can turn on the camera and use it for different situations or different engagements?

EXEC. DIR. DARCHE: Correct.

MR. BANKS: Okay, alright.

EXEC. DIR. DARCHE: And then, with regard to the NCO program, the way it's

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2 been explained to us is that the limited  
3 number of officers who we consider NCO  
4 officers are there to interact with the  
5 people in their sectors --

6 MR. BANKS: Right.

7 EXEC. DIR. DARCHE: -- and they  
8 are off the radio, which means that they  
9 are not responding to every day radio runs  
10 that comes in where people are calling  
11 911, so that they have the time to really  
12 interact with people. But that -- the  
13 concept of getting to know your community  
14 and getting to respect and understand the  
15 people who you're working with and working  
16 for, that is going to extend to all officers  
17 and not just the ones who are off the radio,  
18 is I think the phrase I've heard a lot.

19 MR. BANKS: Well, I do hope so.  
20 One good thing about the program, too, it  
21 takes a lot of stress off of the local  
22 community affairs officer so because most of  
23 the time I know at our particular precinct,  
24 everything is -- everything community  
25 related is directed to the two community

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2 affairs officers. But now with these  
3 NCOs, it's, you know, you got about at  
4 least 13 folks to reach out to. Or maybe  
5 one or two people, other than those folks  
6 that are in that particular sector.

7 So good job on that one.

8 THE CHAIRMAN: Thank you.

9 Any comments or questions from  
10 members of the board?

11 Mr. Peguero.

12 MR. PEGUERO: Yes. Just a  
13 curiosity. The same way that the public  
14 has the right and the opportunity to  
15 record an interaction with a police  
16 officer, does the new body camera protocol  
17 allow a civilian to ask for the  
18 interaction with the police to be  
19 recorded?

20 EXEC. DIR. DARCHE: So I did not  
21 know that was permissible, but that's what  
22 Mr. Banks said, so I have no reason to  
23 think that's not true.

24 THE CHAIRMAN: Any other comments  
25 or questions?

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2 (No response.)

3 THE CHAIRMAN: All right.

4 The next speaker I have is Shahid  
5 Khan, the Director of the National Youth  
6 Organization of Pakistan.

7 MR. KHAN: Good evening, and  
8 thank you very much for inviting me as a  
9 speaker.

10 Being a community activist, I  
11 have some different kind of opinion or  
12 comments that -- I live in Brooklyn at  
13 Coney Island Avenue, and I'm also a board  
14 member of Community Board 14. So we have  
15 a big Pakistani community, which is also  
16 famous as a little Pakistan and our  
17 population belongs to the 66th Precinct.

18 So first, I think we need to  
19 understand who we are and where we are  
20 from. Actually, I'm from Pakistan, a  
21 state where we are fighting against  
22 terrorism, activism, police torture, a lot  
23 of these kind of things. So we need to  
24 understand what is the mentality of that  
25 community, who are getting immigration

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2 here. What is their education barriers?  
3 We have cultural barriers. We have a lot  
4 of problems that we are facing in that  
5 country, that's why we moved to this  
6 country.

7 I'm also as asylum, so I came  
8 into this country in 2010 and then I  
9 applied my asylum and now I'm a resident  
10 here. My family joined me after four  
11 years. So these kinds of things we need  
12 to understand. So when you come from a  
13 state where you faced a lot of problems  
14 with the police department, a lot of  
15 things they're unable to help you. So  
16 when you come to this country, so you also  
17 have a lot of resistance. You have a lot  
18 of hesitation. You have a lot of maybe  
19 fearful that maybe if you go to the police  
20 department maybe they also treat you like  
21 that you faced in your country. So these  
22 kind of things we need to understand.

23 And because we belong to Pakistan  
24 community and we faced here with the NYPD  
25 people under the surveillance cameras, we



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2 have a lot of mosques at Coney Island and  
3 our one mosque is one of the biggest, I  
4 think we have a lot in the capacity of  
5 about 7,- to 8,000 peoples can be one time  
6 they can get prayer there. So we need to  
7 understand the language barriers. We have  
8 a big Pakistani community, we have a big  
9 Bangladeshi community, Muslim community.  
10 So do we have any translation interpreter?

11 So right now we have -- I also  
12 have a Pastor Monroe, who is from the  
13 borough president, director of interfaith  
14 dialogue and clergy. So last, there is not  
15 everything is in dark. We also have a good  
16 things. Last three, four years, we are  
17 receiving e-mails from Pastor Monroe. We  
18 have yet -- I think yesterday we went to  
19 1PP Plaza for freedom conference.

20 We have e-programs at mayor  
21 office, the City Comptroller's office. So  
22 things are changing. But with these  
23 amendments and these changing, we also  
24 need to understand the culture of  
25 everybody. This is a land of immigrant.

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2 Not everybody speak English, not everybody  
3 understand English language.

4 Where in Pakistan our literacy  
5 rate it is only 34 percent. So what do  
6 you think that 34 percent who are unable to  
7 speak their national language, are they  
8 able to understand these kind of community  
9 meetings?

10 So this is, I think, I'm just --  
11 I'm not going to that kind of depth, I'm  
12 just discussing the social problem, a  
13 public person who are thinking about like  
14 NCO program. Last -- one year we have an  
15 NCO program access 70th Precinct. So  
16 people that are unable to understand what  
17 is the NCO program. So they need some  
18 time to, if we interject these things like  
19 CCRB, NCO, NYPD, so then we're able to do  
20 some good works. So it is there for all  
21 you that, please, also involve everybody  
22 with the policy and we're able to get a  
23 lot of good things in the future.

24 Thank you very much.

25 THE CHAIRMAN: Thank you.

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2 Yojaira, do you want to address  
3 sort of the kind of work and outreach that  
4 the CCRB attempts to do with the immigrant  
5 communities and others?

6 Thank you.

7 MS. ALVAREZ: Thank you so much.  
8 I think you brought up some really great  
9 points. And I think that that's why we're  
10 here, right, to get better feedback on how  
11 to expand our outreach.

12 Last year we did around 820  
13 presentations in all five boroughs. We  
14 have bilingual coordinators where we can  
15 also bring translators with us. So  
16 whatever language you need, be it, any  
17 language, even ASL, we'll be happy to come  
18 out and do that.

19 We did host a South Asian dinner  
20 last year -- sorry, in 20- -- last year,  
21 and we would love to do something similar  
22 coming up to address those issues  
23 directly. Especially with immigrant  
24 populations that have a different  
25 relationship with police, where in certain

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2 communities police -- where places that  
3 they come from, police have a different  
4 authority over them, right?

5 So we would love to continue that  
6 and really kind of deconstruct those fears  
7 in order to, not only for bettering  
8 police/community relations, but also just  
9 public safety as a whole, right? Because  
10 if I don't trust that a police officer is  
11 there for my best interest, I might not  
12 file that complaint, file that -- report  
13 that crime, right, attend some of these  
14 meetings.

15 So please, I look forward to  
16 speaking with you in order to build that  
17 up.

18 THE CHAIRMAN: Thank you.

19 Any comments or questions from  
20 board members?

21 (No response.)

22 THE CHAIRMAN: All right.

23 Thank you.

24 Next on my list I have

25 Phyllis Brockett, who is the president of

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2 Linden Houses.

3 MS. BROCKETT: Good evening.

4 And the question that I want to  
5 address is No. 5, about the neighborhood  
6 community officers.

7 In my development, I have the  
8 residents constantly coming to me saying,  
9 How come the police sit in their car for  
10 15, 20 minutes and they never get out to  
11 interact with the residents? We don't  
12 know their names so that we can feel more  
13 secure, build a trust with them.

14 If any incidents occur within our  
15 community, they can feel free to go and  
16 speak to them. But they don't get that  
17 opportunity because they don't get out of  
18 those police cars. They sit there, and I  
19 guess they are observing what's going on.

20 When I go to the PSA2, which is  
21 the precinct meeting that they have in my  
22 neighborhood, and I address these issues,  
23 they say: "Well, you know, Linden is not  
24 the only public housing development that  
25 we service. We service quite an area." I

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2 can appreciate that. But what I can't  
3 appreciate, if you sitting in the car for  
4 15 to 20 minutes, you can get out of that  
5 car and you can interact with the  
6 residents in this community.

7 Because what it will do that if  
8 an incident does occur, they will feel  
9 free to speak to you and let you know and  
10 give you the necessary information, 'cause  
11 I'm looking for quality of life, not only  
12 for myself, but for the residents that the  
13 police officers serve within that  
14 development.

15 And if you have any answers in  
16 how we can get them out of car for 15,  
17 20 minutes, you can do a lot in 15 and  
18 20 minutes. You can establish a rapport,  
19 with not only the youth, but with adults,  
20 too.

21 So any information that you can  
22 give me would be most helpful.

23 THE CHAIRMAN: Thank you.

24 We have a representative here  
25 from the 70th Precinct Community Council,

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2 has that person spoken?

3 MR. POWELL: I thank you.

4 THE CHAIRMAN: Can you identify  
5 yourself for us?

6 MR. POWELL: My name is  
7 Ed Powell, and I am president of the  
8 70th Precinct Community Council; however,  
9 I'm not here in that capacity tonight, I'm  
10 here -- I'm also vice chairman of  
11 Community Board 14, and I was asked to  
12 come and represent the community board.

13 THE CHAIRMAN: Can I, just with  
14 reference to the previous speaker's issue  
15 about police officers sitting in cars and  
16 not necessarily taking time to get out to  
17 engage in community, has your Council,  
18 your Police Council of that particular  
19 precinct, had those kinds of  
20 conversations or have those issues arisen?

21 MR. POWELL: Those -- actually,  
22 those issues have not arisen lately.  
23 Years ago -- I've been president of the  
24 council for quite some time -- and years  
25 ago we did have those complaints come up

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2 and in our precinct they were addressed,  
3 because maybe a couple of months after  
4 that we had no more complaints about  
5 officers sitting in their cars and not  
6 getting out and engaging people.

7 The NCO program, as was mentioned  
8 earlier, kind of addresses that, you know?  
9 Officers interact very, very closely with  
10 the public and, you know, I would suggest  
11 to any precinct, who is having a problem  
12 or having complaints of that sort, that,  
13 you know, if they want to come and talk to  
14 us at the 7-0, we'll definitely give them  
15 some information on how to get those  
16 officers out of the cars and to engage the  
17 public.

18 THE CHAIRMAN: Great.

19 Maybe you can have a conversation  
20 with Ms. Brockett before the night's over  
21 and give her some tips about how to engage  
22 her precinct's community council around on  
23 this issue, as well.

24 MR. POWELL: I would love to.

25 THE CHAIRMAN: So since you're up



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2 on that, I'm going to keep you up and you  
3 can do your address as -- is it Community  
4 Board 14?

5 MR. POWELL: Community Board 14.  
6 Yes.

7 EXEC. DIR. DARCHE: Chairman, may  
8 I just?

9 THE CHAIRMAN: Sure, absolutely.

10 EXEC. DIR. DARCHE: Ms. Brockett,  
11 we will reach out to the police  
12 commissioner's office and inform him of  
13 your issues so that it can be addressed by  
14 the department.

15 MS. BROCKETT: I appreciate that.  
16 Thank you.

17 THE CHAIRMAN: Okay. Thank you,  
18 Mr. Darche.

19 MR. POWELL: When I was asked to  
20 come and represent the community board, it  
21 was not mentioned to me that I should  
22 speak, so I'm somewhat unprepared for  
23 that. But I would -- I would just like to  
24 welcome the CCRB and everyone here to  
25 Community Board 14, we're in that

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community board right now. It's a great pleasure to have you come and address us and to hear complaints.

I don't know how many people here actually live in this board district but, you know, as far as I know, we are not getting a lot of complaints. You know, I attended an NCO meeting last night and the only complaint that really struck me was a person got up and said: "Can you please tell your officers not to shout over the loud speaker at night when they come in our neighborhood?" And, you know, that's to me, that's a serious issue.

You know, it's disrespectful to the community and it's something that I intend to take up with the CO in the 7-0.

Other than that, I don't know of a lot of problems that we're having. But again, I was not asked to come and speak so I'll just leave it at, Welcome to Community Board 14.

THE CHAIRMAN: Thank you.

So next on the speaker's list I

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2 have Pastor Gilford Monroe from the  
3 Mt. Zion Church of God.

4 PASTOR MONROSE: Let me correct  
5 the record. Gilford Monroe, great  
6 thought into naming me, so I want that  
7 corrected.

8 In addition to being a Pastor of  
9 Mt. Zion Church of God, Community Board  
10 17. I don't know that we don't have  
11 complaints. We do have complaints. So  
12 good. Thank you for living over here.  
13 And in speaking to that, I want to speak  
14 from the position of the president of the  
15 67th Precinct Clergy Council.

16 So the couple of things that I  
17 think we can look at today is No. 1, the  
18 lack of faith leaders involvement in the  
19 process. I think that moving forward, one  
20 of the ways that we need to reach out to  
21 looking at the numbers in Harlem, which  
22 was the highest I see on some of your  
23 reports. But when you come to some of our  
24 communities, we believe that one of the  
25 things that we keep on hearing is that,

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2 whether or not my complaint is going to be  
3 actually, you know, be acted upon. I  
4 think that's the most thing that we always  
5 get.

6 We have had four police shootings  
7 within the confines of the 67th Precinct.  
8 I think, let me see, three police-involved  
9 shootings. Yeah. We have had three  
10 police-involved shootings, so we've had  
11 our fair share of police-involved  
12 shootings in the confines of the 67th  
13 Precinct. And again, when you look at the  
14 last two shootings that we've dealt with,  
15 one of the things that we do within the  
16 confines of the 67th Precinct, anyone who  
17 is killed, sadly, we offer free funeral  
18 services to that family as a member of our  
19 community from the Faith Community.

20 And, you know, the thing that we  
21 are looking at is making sure that, even  
22 in those situations the last two being  
23 mental patients that; No. 1, that there is  
24 the right approach to dealing with  
25 someone, even an EDP call. I think that's

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2 very important.

3 No. 2, the narrative after a  
4 shooting, I think that when you -- even  
5 moving to a case -- even with the last  
6 case that we were dealing with Saheed  
7 Vassell, when you have these pre-videos  
8 being rolled out, I think that even for a  
9 trial or the family who would want basic  
10 information of the police officer's name,  
11 releasing the actual video of the  
12 shooting, itself. I think that is  
13 something that we need to look at. It  
14 primarily happens in our communities  
15 because our community is the one who was  
16 on the other end of the police shootings.

17 And then to -- even with the body  
18 camera, what you've seen around the  
19 country is that those videos are released  
20 years later. And so the community focus  
21 has also shifted, you have gone through  
22 court proceedings Grand Jury, if there is  
23 ever a Grand Jury. And so, the freshness  
24 of the act is also shifted away from our  
25 communities because it seems like, again,

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2 we're dealing with one incident after the  
3 other incident, and after the other  
4 incident.

5 The other thing from our  
6 standpoint as faith leaders, as well, just  
7 making sure that the CCRB also gives the  
8 assurance of the faith leaders that all  
9 cases are taken seriously and all cases  
10 will be followed-up on.

11 The other thing is that there  
12 needs to be an interaction of dialogue  
13 specifically for faith leaders so that we  
14 can get a better sense as to how the  
15 narrative and how to navigate through  
16 complaints. Sometimes complaints should  
17 not be made and some times complaints  
18 should be made. There are some times that  
19 we prefer to deal with it on the top level  
20 as opposed to having a complaint.

21 But we need to also get in the  
22 back-end as to your advice for faith  
23 communities, especially our communities  
24 when we deal with high level of  
25 police-involved shootings, and also high

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2 level of shootings on a whole, as to how  
3 to navigate, really, the process and to  
4 streamline those processes.

5 So I think basically, again, when  
6 it comes to police relations I would say  
7 to the police commissioner, any police  
8 officer, every time that we have a police  
9 shootings involved, a police shooting,  
10 what happens is that our relationship goes  
11 back at least five, six, seven years; it  
12 rolls back and then we have to build again  
13 and again and again.

14 So more communication on the  
15 ground, more dealings directly with your  
16 group and your unit. Getting into the  
17 areas especially after you have an  
18 uprising in the communities. I think it  
19 will go a long way in making sure that we  
20 see you as someone who's a credible voice  
21 on behalf of the people.

22 And so, you know, we have the  
23 privilege of serving in between the police  
24 department and our congregation, our job  
25 is to be the buffer. And so sometimes

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it's difficult to take sides, but if we're going to take a side it's going to be on the community side.

But on the same side, you know, if someone said that if all the police leave New York, I'll be moving to Connecticut.

But at the same time, we have -- also have to be able to work together and live together.

Thank you so much.

THE CHAIRMAN: Thank you. Thank you very much. And before you go, Pastor Monroe, I think it's fair to say that if you were to organize a gathering of clergy and other community leaders, our outreach staff here would be glad to come and do a briefing for them on the CCRB process, from beginning to end. And would be willing to engage consistently with you around any questions or issues that you have related to the CCRB.

Yojaira, am I right about that?

MS. ALVAREZ: Absolutely.



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PASTOR MONROSE: And they have been good. Thank you so much. Congratulations with your new post.

THE CHAIRMAN: Thank you very much. I need your prayers. Thank you.

Board members, questions?  
Comments?

MR. PEGUERO: I don't know if we know the answer to this, but listening to the gentleman in the back from the Community Board, I think he makes a good point and I'm wondering whether or not with the NCO program the ethnic and cultural composition of a neighborhood is taken into account for the selection of the officers that are going to be placed in those community?

And two, whether or not the officers have ethical and cultural training prior to being selected for those roles?

THE CHAIRMAN: That's a good point.

I don't know the answer to that,

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2 but we certainly can refer that one as  
3 well to the commissioner of the NYPD and  
4 others there.

5 EXEC. DIR. DARCHE: We'll have to  
6 do that, I don't know the answer to that.

7 THE CHAIRMAN: Sure. And then  
8 we'll get an answer to that and we'll  
9 share it. Thank you.

10 Mr. Dwyer.

11 MR. DWYER: I just want to weigh  
12 in that it's fairly common in precincts  
13 and PSAs if a community leader wants to  
14 come in and talk to the officers, it  
15 happens all the time. The caveat that  
16 they -- the challenge is that it cuts  
17 between platoons where there is only 15,  
18 20 minutes for the officers to get  
19 instructions, et cetera. So you might  
20 only have an opportunity to talk for five  
21 or seven minutes. But if a community  
22 member wanted to come in and speak about  
23 what the experiences of being an  
24 immigrant, what the fears of being from  
25 another country are, that's very common,

1 Proceedings

2 with the caveat, again, that you might  
3 only have five minutes.

4 Equally, for community, you know,  
5 even to come in and explain that, We'd be  
6 very happy if you get out of the car and  
7 talk to us. Now, you say, Perhaps people  
8 should just know that. But sometimes the  
9 invitation makes the difference.

10 So I would just encourage  
11 community leaders to work through the  
12 precinct commander, through the community  
13 affairs officers to take advantage of  
14 those opportunities.

15 THE CHAIRMAN: Thank you,  
16 Mr. Dwyer.

17 Ms. Stahly-Butts just joined us.  
18 Would you like to introduce yourself?

19 MS. STAHLY-BUTTS: Yes. Hi, my  
20 name is Marbre Stahly-Butts. I'm so  
21 sorry, my day job this week is a massive  
22 action going on with mommas from across  
23 the country and we had an emergency in  
24 Denver, but luckily the momma's coming  
25 home from her jail cage tonight. But I'm

1 Proceedings

2 so sorry to be late and super happy to be  
3 here.

4 Oh, sorry. Brooklyn in the house.  
5 I used to live down the block, but I live in  
6 Bed-Stuy now, but I'm super happy to be here.

7 THE CHAIRMAN: Thank you. Oh, I  
8 didn't see you. Mr. Puma.

9 MR. PUMA: Good evening,  
10 everyone. I'm Joseph Puma, I am also  
11 sorry that I was a bit late. I'm the  
12 Manhattan City Council designee.

13 THE CHAIRMAN: Thank you.  
14 Welcome. Thank you.

15 So next on our speakers list I  
16 have Latravenous Collins, and you can  
17 correct my -- if I inadvertently  
18 mispronounced your first name, please.

19 MS. COLLINS: Good evening. My  
20 name is Latravenous Collins. I am the  
21 president of a small nonprofit  
22 organization based out of Brooklyn, New  
23 York, called the G.H.O.S.T. Project, and  
24 we are a trans living community-based  
25 organization centered around

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1  
2 gender-identity related issues within the  
3 LGBT community. And I want to share my  
4 personal experience with you all today  
5 dealing with law enforcement here in New  
6 York, in Brooklyn, New York, in  
7 particular.

8 My experience with law  
9 enforcement has taught me that I never get  
10 to be the victim. I'm never heard enough  
11 or beat up enough or scared enough or  
12 worried enough or human enough. I have  
13 learned that serving and protecting is an  
14 option the officer can choose to endorse  
15 or not endorse on a case-by-case basis and  
16 my case as a transgender woman usually  
17 don't count.

18 They don't count when I'm  
19 attacked. They don't count when I'm  
20 assaulted. They don't count when I'm  
21 harassed. They don't count when I'm  
22 followed. They don't count when I'm beat  
23 up. They don't count when I'm violated.  
24 They don't count when I'm raped. And they  
25 definitely don't count when I'm trans;

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2 which is every day, all day.

3 As transgender women, we're  
4 literally fighting for our lives and,  
5 unfortunately we're doing it alone. The  
6 people who we have been taught to count on  
7 in our most desperate times of need leaves  
8 our cases unsolved, and our mother's  
9 crying on the precinct's steps.

10 Cases of violence against the  
11 trans-community continues to increase  
12 while the resolvers with revolvers ignore  
13 the issue. My safety and well-being is on  
14 me. I have learned not to call the police  
15 in my time of need because usually they  
16 look back at me and think I've gotten what  
17 I deserve, which is totally unfair.

18 The only time the officer thinks  
19 to care about me is when he thinks I'm  
20 breaking the law. Too many times my lips  
21 have quivered to recounting of attacks  
22 that I've endured by trans-phobic  
23 psychopaths and an officer has not given a  
24 damn, there has been nothing done. No  
25 cases looked into, nobody picked up,

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nobody asked, nobody questioned. They just walk off and leave my case where it is. That's why so many transgender women are dying in the streets, being murdered and nobody is being punished. It's just being done. And the police support it and uplift it when they don't encourage them to not do so. When they don't arrest and they don't look into the cases, you present the evidence that this is okay to do to my community.

The changes I'm hoping to see when it comes to the police in my community are as follows: I want to be seen by them. I want to be human enough to deserve your service and protection. I want them to care enough to write down the evidence and actually pursue the assailant. I want to feel safe when they leave and I want to feel safe when they come.

I want to be respected. I want to be addressed by the pronouns I prefer without condescendence and judgement, and

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2 I want to be worthy of your service and  
3 protection despite your opinions on my  
4 journey to freedom.

5 Thank you.

6 THE CHAIRMAN: Thank you.

7 What are your pronouns?

8 MS. COLLINS: I identify as  
9 female. I'm a transgender woman. I was  
10 born male but all female now.

11 THE CHAIRMAN: Understood,  
12 Ms. Collins.

13 So I want you to know that --  
14 thank you -- that this agency is committed  
15 to intense engagement with  
16 historically-marginalized populations,  
17 which includes the LGBTQ community. And  
18 we've done considerable outreach with that  
19 community. We will continue to do so, so  
20 that people who feel like they have been  
21 mistreated --

22 MS. COLLINS: Ignored.

23 THE CHAIRMAN: -- by the NYPD can  
24 have an opportunity to really make those  
25 complaints and have those complaints taken



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2 seriously by us.

3 And I can personally commit to  
4 you that we will stay the course in that  
5 regard and we will do -- I know that there  
6 are efforts within the police department,  
7 itself, to deal with issues of implicit  
8 bias and prejudice when it comes to  
9 certain populations, in particular the  
10 LGBTQ and the trans-community.

11 MS. COLLINS: Particularly the  
12 trans-community.

13 THE CHAIRMAN: Particularly the  
14 trans-community. And we'll keep those  
15 efforts -- everyone will keep those  
16 efforts going. We've got a long way to  
17 go, admittedly, but we are committed to  
18 it.

19 MS. COLLINS: Thank you.

20 THE CHAIRMAN: And the more people,  
21 such as you, who are courageous to come out  
22 and take a stand, take a position, share the  
23 information, let us understand what it's  
24 like to experience life as you experience.  
25 The more you do that, the more we'll get

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2 better at what it is that we're supposed  
3 to do in regard to all New Yorkers.

4 So thank you very much.

5 MS. COLLINS: Thank you.

6 Y'all have a great day.

7 THE CHAIRMAN: Thank you.

8 (Applause.)

9 THE CHAIRMAN: Ms. Stahly-Butts.

10 MS. STAHLY-BUTTS: Thank you.

11 I just want to thank you so much.

12 That was just an incredibly powerful and  
13 beautiful statement and so important.

14 I think it's also important in  
15 this moment when we know the NYPD targets  
16 trans-women specifically and arrest them  
17 for sexual crime just for having condoms  
18 on their body, which is incredibly offensive  
19 and horrible things that it happens across  
20 this city. Thank you for your bravery.

21 And also there are huge, huge issues  
22 to face both inside the department and across  
23 the country and the City around this issue.

24 But thank you so much. That was  
25 beautiful.

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THE CHAIRMAN: Thank you.

We'll next hear from  
Zunera Ahmed, who is with the CLAS,  
C-L-A-S, Student Government Association, I  
think here at Brooklyn College.

MS. AHMED: Hi. Hello.

Well, first, I would like to  
welcome everyone to Brooklyn College, this  
is a campus that I love and cherish  
dearly, so the fact that everyone is here  
and seeing our beautiful trees and flowers  
makes me very happy.

My name is Zunera Ahmed, I'm part  
of the student government here at Brooklyn  
College. I represent undergraduate and  
full-time students.

The question I have, and it's a  
big curiosity, how do we rebuild the trust  
with our campus and the NYPD, and  
including the CCRB into that conversation?  
Earlier in the fall semester there was an  
article that went out saying that Brooklyn  
College students don't want police on  
their campus and police aren't allowed to

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2 use their bathrooms and all this negative  
3 press came about. And SBA actually  
4 Tweeted that maybe Brooklyn College  
5 students should get what they deserved.

6 That hurt so much, because I love  
7 this campus, I love the students here. I  
8 represent and I advocate on their behalf.  
9 To see something like that, NYPD, an  
10 organization that is sworn to protect and  
11 cherish the students, just like I take an  
12 oath of office to support and advocate on  
13 behalf of students, so I just wanted to  
14 ask what can we do as students? What can  
15 the CCRB do and what can the NYPD do to  
16 build trust within our communities?

17 THE CHAIRMAN: Thank you.

18 Comments from the board members?

19 MR. CARCATERRA: Hi, how are you?

20 Just, here's my question and it's  
21 a great point you brought up. So my  
22 question first, and I don't know if you  
23 know the answer. The statement that was  
24 made from Brooklyn, is that a true  
25 statement?

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2 MS. AHMED: So it was an outside  
3 newspaper, I think it was the New York  
4 Post, that they came to campus and they  
5 saw that the police officers were  
6 complaining about facilities and how the  
7 bathrooms are always broken so Brooklyn  
8 College doesn't want police officers using  
9 their bathrooms.

10 The funny thing is, the majority  
11 of our bathrooms have got issues because  
12 of State funding, so when that news  
13 article went out it seemed like Brooklyn  
14 College students don't want officers using  
15 their bathrooms.

16 MR. CARCATERRA: No, I -- I ask  
17 that question only because that's really  
18 right, that precipitated everything. So  
19 is that a true statement? And if it is,  
20 it could be. And if it is, so you're  
21 saying, how do you build trust? Obviously  
22 a statement like that does not build trust  
23 to begin with. So you have to walk that  
24 back.

25 I mean, I worked in this command

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1  
2 years ago, I was the XO here back in  
3 1993-1994, we, 7-0, is Brooklyn College.  
4 And we came here, we had events here. So  
5 if that's a true statement and that's the  
6 college policy, you're already starting  
7 off on kind of a negative note. And so  
8 how do you build that trust? That's a  
9 great question.

10 So to me, you know, coming from  
11 that world, the police want to be in these  
12 places and they want to help. So I think  
13 what you need to do, I think the rhetoric  
14 needs to go back down and I think you need  
15 to restart that dialogue and start again.  
16 And, you know, because if that is -- and  
17 there are -- listen, there are  
18 institutions like that, that is a policy.  
19 So if that's the case, you're fighting an  
20 uphill battle right from the beginning.  
21 And I don't have the answers to all those  
22 questions. You always have to work harder  
23 to get there. But that's why I just -- I  
24 didn't want to put you on the spot, but as  
25 far as if that is, in fact, the policy

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2 here, you know.

3 MS. AHMED: Well, I believe the  
4 policy is to allow officers that are by  
5 the campus to simply use the bathrooms  
6 that are available, yeah. But somehow it  
7 got spun as in, students don't want  
8 officers at --

9 MR. CARCATERRA: Sure. So I  
10 think that needs to be then, respun and to  
11 get out the correct message and to restart  
12 that dialogue again. So -- 'cause I don't  
13 if you -- listen, you could go into a  
14 restaurant, a restaurant -- you could own  
15 a restaurant and you could put out a  
16 hundred great meals, and you put out one  
17 bad meal and the restaurant is no good,  
18 right?

19 So negative press always gets a  
20 lot more than positive, so you need to  
21 counter that.

22 MS. AHMED: With my few minutes  
23 remaining, I would like to add that we do  
24 have a history of NYPD officers doing  
25 surveillance on Muslim students. So the

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2 tension just kind of, like, has a history,  
3 right? It's not one incident, it's not  
4 two incidents, it kind of grows. And as a  
5 student leader, I do want to help bridge  
6 that trust and bridge that gap of like,  
7 Why are these two organizations, one that  
8 is citywide and is meant to protect  
9 students and an organization like student  
10 government that is meant to advocate on  
11 the behalf of students, haven't come  
12 together?

13 MR. CARCATERRA: Right. Okay.

14 THE CHAIRMAN: Ms. Fernandez and  
15 then Ms. Stahly-Butts.

16 MS. FERNANDEZ: I have a general  
17 question. And I -- I'm not sure who can  
18 answer it exactly, but it's actually, this  
19 is the first time I'm hearing that NYPD  
20 would be able to actually just walk on to  
21 college campuses to use the facilities.

22 I know that at BCC, the public  
23 safety officers are actually extremely  
24 conscious about not allowing NYPD onto the  
25 campus unless they have a very specific



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2 reason. And that's primarily because of  
3 the large immigrant population, and they  
4 want to ensure that they protect the  
5 immigrant population, notwithstanding that  
6 there are clear policies between NYPD and  
7 ICE in New York City that we're very happy  
8 about.

9 But this is the first that I'm  
10 hearing that NYPD can go on to university  
11 campuses, so I'm posing that question.

12 MS. AHMED: Yes. So I think  
13 during the whole discussion it was  
14 clarified that it's kind of a courtesy to  
15 let the officers that are in the 7-0 to  
16 use the restrooms that are closest, which  
17 is that side of campus.

18 THE CHAIRMAN: Ms. Stahly-Butts.

19 MS. STAHLY-BUTTS: Yeah. I'm  
20 going to say something I think is similar,  
21 which is, I know that across the country  
22 and in New York City there's been a huge  
23 push, as well as in churches actually, to  
24 both stop calling the police and also to  
25 not allow police on campuses, inside of

1 Proceedings

2 some churches and inside the schools. And  
3 I think to your point only because of  
4 surveillance issues, harassment issues and  
5 in the worst-case scenario, the killings  
6 that we've heard about.

7 So I want to name something  
8 that's a movement that's happening and  
9 folks are trying to build ways to support  
10 and be safe inside of those spaces without  
11 the risk of what often happens and can  
12 happen when police are called.

13 And I think it's important this  
14 board has a mandate and does investigate  
15 cases and recommends discipline, but  
16 certainly cannot prevent folks from being  
17 harassed or harmed by the police, that's  
18 not something that we have the power to  
19 do.

20 And so thinking about how to  
21 strengthen safety and safety networks  
22 inside of your community and campus feels  
23 really important especially in this one where  
24 lots of folks may be scared to call the  
25 police or have them in that space.

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2 THE CHAIRMAN: Thank you.

3 Other questions or comments?

4 (No response.)

5 THE CHAIRMAN: Thank you very  
6 much. We appreciate your hosting us here  
7 and we appreciate your time.

8 I now have Monique Waterman,  
9 who's a co-founder and Executive Director  
10 of the East Flatbush Village.

11 MS. WATERMAN: Thank you. I'd  
12 like to let my students go first because  
13 they have to go home?.

14 THE CHAIRMAN: Sure. Thank you.  
15 Can you identify yourself for us,  
16 please. You can pull the mic down.

17 MS. LOWE: Hello.

18 I'm Savannah Lowe, I'm 15. I go  
19 to Tilden High School. I'm here under  
20 East Flatbush Village, Inc.

21 The question that I would like to  
22 answer is: With your experience on the  
23 ground and in the community, what  
24 police/community relations issues would  
25 you suggest we examine in the future?

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I said that: As a community, we all rely on police departments to protect and serve. And the police also rely on the community's support and cooperation in all disputes but the relationships is not what is said. Most relationships are very stereotypical.

I feel that police officers should communicate, and I'm not sure who said it but, someone already said this, but I feel that police officers should communicate with the residents because most people would -- actually, would stop being afraid of police officers.

I also feel that the officers should be more community-oriented because they would definitely earn lots of respect from, not just the residents, but probably some of the kids as well.

While driving and walking around the community, I notice that I see police officers in their vehicles also and they are observing and waiting to see all the things that are happening in the

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1  
2 community. I believe that there should be  
3 events, like activities with cops so that  
4 residents can feel safer and trust these  
5 police officers. This would affect me as  
6 a youth because I would love to  
7 communicate with officers and not feel  
8 afraid deep down, because of the  
9 stereotypical views.

10 Officers should also join block  
11 parties and have several other events with  
12 the community to build trust and respect  
13 for both parties.

14 Last June 2017, there was a block  
15 party on 29 Farragut. And closer to the  
16 evening, police officers came and enjoyed  
17 themselves and also got to know some of  
18 the residents. These police officers honestly  
19 changed my perspective about all police  
20 officers because I realized that all  
21 police officers absolutely aren't really  
22 the worst. It was the 70th Precinct.

23 THE CHAIRMAN: Great. Thank you.

24 (Applause.)

25 MS. WILSON: Good afternoon,

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2 everyone. My name is Chanalle Wilson, and  
3 I also go to Tilden Educational Campus and  
4 I'm here under East Flatbush Village, Inc.  
5 under Ms. Waterman herself. They question  
6 I chose to answer was: What can the CCRB  
7 do to foster public trust?

8 One thing that was said before  
9 was police officers actually coming  
10 outside of their vehicles. I believe this  
11 because you can't expect the community to  
12 trust people that they don't know that  
13 they just see in a car. Yes.

14 So if I just see you in a car,  
15 how can I be sure that you are going to do  
16 your job for when I need you. And I  
17 remember this time I had to call the  
18 authorities because I believed someone was  
19 in danger and I called and I never got a  
20 response back as to what happened. So I  
21 called to report something that was very  
22 important and I was hoping that I would  
23 have got a call back saying, like, Thank  
24 you or anything that happened, like, to  
25 let me know to be informed because it was

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2 around the area of my school. So I never  
3 received a call back and I really wanted  
4 to know and inform my fellow students.

5 Also, last June, as my -- there  
6 was a block cleanup on 79th Street and I  
7 really appreciated seeing police officers  
8 in the neighborhood interacting with kids,  
9 playing basketball and just being there  
10 and showing their faces and getting to  
11 know them, other than being inside a  
12 vehicle. And that's it.

13 Thank you.

14 THE CHAIRMAN: Thank you so much.

15 (Applause.)

16 THE CHAIRMAN: Any questions or  
17 comments from the board members?

18 (No response.)

19 THE CHAIRMAN: All right. Thank  
20 you, both. And now you can go and do  
21 homework, right?

22 Thank you.

23 MS. WATERMAN: Hello. My name is  
24 Monique Waterman, the founding Executive  
25 Director of East Flatbush Village, Inc.

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2 And actually, the event they are  
3 talking about is in response to us doing a  
4 -- we do Occupy the Corner, where we go,  
5 not the kids, myself and my staff, where  
6 we go to various hot spot areas. And what  
7 we're hearing from the community we come  
8 back out and try to make sure that we're  
9 doing that.

10 So on that particular block,  
11 there was a lot of police issues and  
12 concerns and racial profiling, slurs and  
13 comments and all these different things.  
14 And when I brought it up to the 7-0  
15 Precinct, that council meeting, the  
16 inspector Palumbo at the time, he made sure  
17 we had good relationship. So that ended in  
18 that block party, and we were able to have  
19 the community come together. So we turned  
20 around 360 on that block. So that was a  
21 very positive experience.

22 Now, to talk about the further  
23 examination of, I would say training, when  
24 it comes to NYPD, is to the approach is  
25 very aggressive. And as I look at this



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2 chart here, fully investigated CCRB  
3 allegations, it shows in the 6-7, which is  
4 in my community as well as 7-0, that we  
5 have one of the highest when it comes to  
6 abuse of authority, 119, which is  
7 70 percent.

8 I'm not sure exactly how it  
9 reads, but that means that, you know, it's  
10 a lot when it comes to aggressive approach  
11 with the community. It's a big disparity  
12 when it comes to our community with  
13 minorities where I feel or where I see,  
14 and the community feels that when it comes  
15 to deescalating other communities, those  
16 people go home at night, right, when they  
17 interact with the police.

18 Unfortunately, our community we  
19 are doing funerals. So when Pastor  
20 Monroe spoke about the young men with  
21 mental health issues, it was probably four  
22 police shootings we had where it ended in  
23 a fatality and this keeps on happening.

24 So what is the training that is  
25 given to the police officer? And we know

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it's not very much, so it's kind of unfair for them as well, and how can we get more training when it comes to mental health? So we basically send them to us. It's kind of almost like you're sending them to a situation that's dangerous where they don't have the proper equipment. So that's one.

What funding that needs to go into having that training and the sensitivity at the scene of the crime? When we respond to shootings, whether it's right, wrong, indifferent, and it's a police shooting especially, we get swamped with SWAT teams. We have tactic teams, we have snipers on the roof and we didn't shoot nobody, you know what I mean? If the police shot one of our community members and we out there deescalating and doing the best and they're voicing their concerns, which they have a right to, but we are treated as the criminal.

And then, at the scene the sensitivity level is not there where cops are, you know, it's like a regular day.

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They are laughing, they are having --  
they're talking on their phone. The  
body's probably brought out in front of  
everybody, it's no back door trying to be  
sensitive to the scene.

So oftentimes we as community  
members say, Can you stop laughing? Can  
you not? This is not the time to do that.  
So some simple stuff.

What collaboration is with the  
Department of Health and Mental Hygiene  
because NYPD is always coming in, so we would  
need another agency. And in recent shootings  
when we do listen to the 911, we get the  
official reports, the language sometimes in  
our community, we may say dotish or we may  
not use the proper term when we're talking  
mental health. We're not going to say EDP,  
right? And the translation to the person  
that's dispatching to the scene, they don't  
come prepared to deal with some mental health  
challenges sometimes. So sometimes that also  
is an issue.

I'm trying to make sure I get

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2 everything in.

3 And we understand that everyone  
4 wants to go home at night, but then, I  
5 didn't choose to be a police officer because  
6 I don't think that was my role. But when we  
7 choose to be a police officer, there's certain  
8 responsibilities that we have to take into  
9 consideration and it can't be, "I was afraid"  
10 all the time. It can't be, "It was a quick  
11 decision." It can't be a judgement.

12 What makes a situation where  
13 another culture, another skin color can  
14 target a black church, shoot nine people.  
15 That person goes to McDonalds and have a  
16 date where they go to court, but in our  
17 community it results in death.

18 So that is our community concern,  
19 whoever would like to answer that.

20 THE CHAIRMAN: Comments on the  
21 part of the board members?

22 (No response.)

23 THE CHAIRMAN: I would just say  
24 that we are in constant conversation with  
25 the NYPD about training and about the

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2 issues that are raised at these meetings  
3 and others. Clearly, there are way too  
4 many tragedies across the country, in this  
5 city, involving people with mental health  
6 issues or misunderstandings or just  
7 decisions that have to be made in the  
8 process of doing law enforcement.

9 Those tragedies are hurtful and  
10 harmful. I think it's incumbent on all of  
11 us to do everything we can to create an  
12 environment where those tragedies are  
13 reduced and we all are trying to work as  
14 diligently and as hard as we can to build  
15 good police/community relations. I think  
16 we've come a long way. We've got a long  
17 way to go.

18 You stay committed, we'll stay  
19 committed. We may never get to the  
20 beloved community that we all hope for,  
21 but we certainly can get close to it and  
22 we just have to stay the course on trying  
23 to create safe communities and having good  
24 relationships with the men and women who  
25 are charged with protecting and serving

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those communities.

Thank you.

(Applause.)

THE CHAIRMAN: So we're going to hear from Daron Goodman, who is the program manager of Gangstas Making Astronomical Changes, Inc.

MR. GOODMAN: Good day, everyone. Congratulations to the new Chair.

THE CHAIRMAN: Thank you.

MR. GOODMAN: When I received the e-mail and they asked us to respond to two questions, I contacted the youth in my community.

What has been the response to the neighborhood NCO, Neighborhood Community Officer Program?

They really have no relationship with the NCOs in our community. The youth would like the NCOs to get in touch and get intuned with them.

Suggestions: They could canvas the community, visit the businesses, churches, synagogues, parks, et cetera,

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where people hang out. Don't only show up when something negative happens, show face and take part when positive things are happening in the community.

So the overall feel is, if these are our community officers, they should be a part of the community. The youth should know them, the business owners should know them, the community organizations should know them. And when you do that, like Reverend Monroe says, they become a buffer when something negative happens in the community between the officers and the communities.

There is a police shooting or something, you have the NCO, to piggyback off what Mr. Darche said, the reason why the NCOs are who they are is because they should have a relationship with the community. We would like all of the officers to have a relationship with the community, but we know, due to cultural and ethnic barriers, that there's a lot of trust issues in the community when it

1 Proceedings

2 comes to the community and the officers.

3 So if you have those one, two or  
4 three people that can be regular faces in  
5 the community to interact with the  
6 community, I think that's what's best,  
7 because you have some type of consistency  
8 between the community and those officers.

9 Also, we wanted to touch on the  
10 cameras, the body cameras. When I asked  
11 the youth about the body cameras the  
12 concerns were, do the cameras have audio?  
13 Will the camera be able to see the person  
14 who is actually wearing the camera, will  
15 that person be a part of the camera? And  
16 who would the cameras go on? The youth  
17 felt -- the youth relayed to me that the  
18 cameras should go on officers that have  
19 bad reputations or Civilian Complaint  
20 Review Board issues.

21 So the worry is, they are going  
22 to put the cameras on all the good  
23 officers that actually help the community  
24 and they are not going to put any cameras  
25 on the police officers that they consider



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2 negative in the community.

3 Those were the two questions that  
4 I pose when we canvas out a community and  
5 reach out to the youth and reach out to  
6 the businesses and the community. They  
7 think that the body cameras would be good  
8 as long as they are fair. I don't know if  
9 the body cameras have audio. I don't know  
10 if I'm wearing a body camera would the  
11 camera be able to catch what I'm doing, as  
12 well as what I'm doing with the civilian  
13 that I'm stopping or questioning.

14 So that was the concerns from my  
15 area and our catchment area is from Kings  
16 Highway and Church to East 46th, Linden  
17 Boulevard to Snyder.

18 So those were the concerns of my  
19 community.

20 THE CHAIRMAN: Thank you.

21 EXEC. DIR. DARCHE: So with  
22 regard to the body-worn camera, there is  
23 audio. The -- so as I was describing  
24 before, there's a buffer that's constantly  
25 overrunning until the officer actually

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1  
2 activates the body-worn camera footage.

3 So in many videos that we have,  
4 the first 15 seconds don't have audio, and  
5 then once it's activated, the audio kicks  
6 in. So there is audio and we think that  
7 that's going to be -- make a huge change  
8 into how effective the CCRB can be by  
9 having audio, 'cause many times when we  
10 get surveillance video, it doesn't have  
11 audio and it doesn't give us the context  
12 that having the audio that the BWCs will  
13 give us and it's -- this could be a  
14 change, a real seat change in how  
15 effective the agency can be in finding  
16 determinations on the merits when there is  
17 body-worn camera footage.

18 With regard to the perspective of  
19 the camera. It's put on an officer's  
20 person, generally in their chest area and  
21 so it doesn't show you the -- what the  
22 officer is doing unless their hands or  
23 feet are in the view of the camera. But  
24 the audio that we do get does tell us what  
25 the officer is saying and what the

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2 officers around the officer wearing the  
3 body-worn camera are doing.

4 And I think it's important when  
5 you're saying, Who has the cameras? The  
6 department is planning on rolling them out  
7 to all patrol officers. So it's not just  
8 going to be one or two officers, it's  
9 going to be all the officers on patrol in  
10 precincts and public housing service  
11 areas.

12 MR. GOODMAN: Again, I just have  
13 one question.

14 The NCOs, what kind of checks and  
15 balance or accountability is there for  
16 those officers to ensure that they are in  
17 the community, interacting with the  
18 community, and getting to know their  
19 community so that they can have a valid  
20 say when something happens in the  
21 community?

22 Because if you my NCO and you're  
23 supposed to be in my area and I know  
24 nothing about you, when you come around to  
25 us, you're just a regular cop and we might

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2 assume that you're one of the bad cops  
3 because we have no relationship with you  
4 and you only showed up when something  
5 negative happened. I never got a chance  
6 to hear you say, Hello, my name is  
7 Mr. Davie, I'm your NCO in the community.  
8 This is what I do. I'm trying to build a  
9 relationship with you, et cetera, et  
10 cetera, et cetera.

11 So what checks and balances do we  
12 have to ensure that the NCOs are actively  
13 in the community engaging the residents?

14 EXEC. DIR. DARCHE: So I think  
15 we're going to have to refer that to the  
16 police commissioner. So we will get you  
17 an answer. I just don't know.

18 THE CHAIRMAN: Mr. Carcaterra.

19 MR. CARCATERRA: Thank you. If I  
20 could just comment briefly.

21 The NCO, the way it should be  
22 working, okay, so they have their direct  
23 supervisors. If it's in this precinct,  
24 you have your precinct commanding officer.  
25 They are actually judged on this stuff.

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2 So they follow up and they have reports  
3 that they have to do and they have  
4 contacts.

5 But a common thread I heard  
6 tonight, and you brought it up earlier,  
7 the Pastor brought it up, the first  
8 speaker brought it up tonight, and I'll  
9 call it an advocate, for lack of a better  
10 term. But when you talked about what an  
11 NCO should be doing and in the community,  
12 and sometimes there's this trust that  
13 doesn't happen, whether it's yourself in  
14 the position you hold or the faith-based,  
15 whether it's a pastor or somebody from the  
16 Community Board, that is a buffer that is  
17 more readily knowledgeable of the police  
18 and they're that buffer between the police  
19 and somebody who maybe has a complaint and  
20 they feel more comfortable with that  
21 person.

22 I think that's so important in  
23 what we're looking to do here in looking  
24 to make the police/community relations a  
25 tighter bunch. Some people, especially

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2 with the youth, you talk about the NCO.  
3 Absolutely, they should know the youth in  
4 that community; however, that has to  
5 happen. Now, if you can foster that, if  
6 you can pull something together and act as  
7 a catalyst for that, that would be  
8 phenomenal. Because all the meetings we  
9 come to, our target audience is the youth  
10 and you don't see many of them. And I get  
11 it. We were all that age, right? So it  
12 takes somebody to kind of push them along  
13 so they see it. And the young ladies  
14 earlier spoke about when they saw the cops  
15 and they went to an event, right, and they  
16 felt more comfortable. So that, to me, is  
17 what -- that's what police should be  
18 doing, right?

19 I think it's very helpful when  
20 you have this in precincts and  
21 communities, people that can act as a  
22 buffer. And I'm going to go back, and I  
23 don't know what the policy -- I don't want  
24 to get into policies with colleges and  
25 things like that. But all I'll say, we're

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2 looking to do NCOs, we're looking to make  
3 a community and police bond together. So  
4 what happens, all of a sudden, we get out  
5 of high school and we go to college and we  
6 put up a wall and we don't want to deal  
7 with the police any longer while they are  
8 in that environment.

9 That's my own person -- I don't  
10 get that, to be quite honest with you,  
11 right? Those young ladies said: I felt  
12 great. I had a good exchange with the  
13 police officers, now I feel better about  
14 it, so why would we stop that? Why would  
15 we only limit it to, you know, those are  
16 policy questions, I'm giving you only my  
17 personal opinion.

18 But the common thread again, I'll  
19 close on this, was people like yourself,  
20 like the Pastor, like faith-based people,  
21 they can play a tremendous role. The  
22 police can't do it alone. The CCRB cannot  
23 do it alone. We need the feet on the  
24 ground. We need the people in the area,  
25 in the neighborhood to help us pull that

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2 together, and because the trust is already  
3 there, you can absolutely do it a lot  
4 quicker and a lot more efficient, I think.

5 But thank you for your point.

6 THE CHAIRMAN: Thank you.

7 Any other comments from the board  
8 members?

9 Mr. Puma.

10 MR. PUMA: In responding to  
11 Mr. Darche's explanations of the body-worn  
12 cameras. Point of clarification and/or  
13 question. My understanding is that, in  
14 addition to the 30 seconds or so that our  
15 buffering and -- would be captured in a  
16 recording before an officer activates the  
17 camera, there is an additional 30 seconds  
18 that are captured after an officer would  
19 deactivate the camera, is that still the  
20 case or is that --

21 MR. CARCATERRA: It goes back  
22 30 seconds, prior.

23 MR. PUMA: It goes back 30  
24 seconds.

25 MR. CARCATERRA: When you active



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2 the camera the audio starts, the camera  
3 picks up 30 seconds prior, 'cause it's  
4 recording.

5 MR. PUMA: Right. And then  
6 after, if an officer were to actually  
7 deactivate the camera after the exchange,  
8 would there be an additional video being  
9 recorded?

10 EXEC. DIR. DARCHE: So it will  
11 resume buffer. So if it's reactivated for  
12 any reason, you'll get the video from --  
13 if it's reactivated quite quickly, you'll  
14 get the video again, but while it's  
15 buffering, you won't get audio.

16 MR. PUMA: Okay.

17 MS. STAHLY-BUTTS: Two quick  
18 questions. One is, so an officer has to  
19 activate the camera? It doesn't ever  
20 automatically activated, the officer has  
21 to make the choice to start filming?

22 EXEC. DIR. DARCHE: Correct.

23 MS. STAHLY-BUTTS: Okay. So I  
24 think that addresses your question, too,  
25 and concerns that you mentioned about who

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2 controls the footage. And my second  
3 question is, who actually controls the  
4 footage? It's the NYPD who keeps, stores  
5 and can distribute footage? Right?

6 EXEC. DIR. DARCHE: Yes.

7 MS. STAHLY-BUTTS: Okay. Cool.

8 Thank you.

9 THE CHAIRMAN: But we should be  
10 clear that in cases where the CCRB needs  
11 access to that body-worn camera footage,  
12 with some exceptions, we get it.

13 EXEC. DIR. DARCHE: Unless  
14 there's a legal justification for not  
15 giving it to us, it's related to a sealed  
16 arrest, then we are getting it. The  
17 department has really been -- they have  
18 made a commitment to the agency in 2017  
19 that they would get us body-worn camera  
20 footage in under seven days and they have  
21 done that. And I think that's, you know,  
22 we give them probably -- we give them a  
23 lot of requests, even though we're a small  
24 agency and they have been -- they have  
25 been a good partner on that issue in

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trying to turn around requests quickly.

MS. STAHLY-BUTTS: Just one quick follow-up. I'm just curious like my brain is now moving around.

If there was, like, some type -- if someone doesn't put on the camera when there is some kind of police interaction that leads to a complaint, and there was an intentional not turning on the camera, if there's anything inside of our mandate that allows us to discipline folks for consistently not putting on a camera if they are involved in misconduct?

Like if an officer is involved in misconduct and we get a complaint and the camera should have been activated but it wasn't, where that would fall under FADO for us to pursue? Or if they are beating somebody up or hurting somebody and there's a complaint, but the camera was not put on, but it should have been, what our course of action could be?

EXEC. DIR. DARCHE: The agency is treating that similar to how we would if

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2 someone's not recording an issue in their  
3 memo book.

4 MS. STAHLY-BUTTS: So it goes to  
5 the police department, we have no say over  
6 the discipline?

7 EXEC. DIR. DARCHE: So we're  
8 referring it as other misconduct right  
9 now. But again, it's the board's decision  
10 on what is in your jurisdiction.

11 MS. STAHLY-BUTTS: I would be  
12 interested in revisiting that.

13 EXEC. DIR. DARCHE: Sure.

14 THE CHAIRMAN: And we will. We  
15 will get some data and information and  
16 then we will have a conversation about  
17 that to see what we can do. Thank you.

18 Other questions, comments on this  
19 issue?

20 (No response.)

21 All right. Next -- I'm sorry.

22 Mr. Peguero.

23 MR. PEGUERO: I just want a point  
24 of clarification because I was lost in the  
25 conversation with, I think, the president

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2 of the student body, when we said that we  
3 were somewhat concerned that they were  
4 allowing the police officers to come in  
5 because of the high ICE activity.

6 My understanding was that the  
7 mayor of the City of New York and the  
8 commissioner of the police department has  
9 been on record saying that they are in no  
10 way, shape or form cooperating with ICE  
11 agents.

12 So I distinguish the two to say  
13 there would be no reason not to allow  
14 police officers to use the restrooms in  
15 colleges in the City of New York. I'm not  
16 talking about any other place in the  
17 United States, but in the City of New York  
18 if, in fact, that is a commitment that we  
19 have received?

20 THE CHAIRMAN: And I think that's  
21 a level of trust.

22 Mr. Peguero, that's a good point  
23 that we need to develop so that when the  
24 mayor and the police commissioner  
25 articulate those policies, that the

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2 citizens actually trust them to be true.

3 And I think that what happens now  
4 is that there remains a fear that there is  
5 a collaboration between ICE and other  
6 police jurisdictions because that happens  
7 in other parts of the country.

8 But I think we have to work  
9 double time to help people understand that  
10 even though other parts of the country may  
11 do that, it is not the policy in New York  
12 City and there's a commitment to making  
13 sure that that's not the policy in New  
14 York City.

15 Are there other comments?

16 (No response.)

17 THE CHAIRMAN: We will go to  
18 public comments in a minute and we can get  
19 some feedback.

20 We have a speaker, Mr. Darold  
21 Burgess, president of Ingersoll Houses.

22 (Applause.)

23 MR. BURGESS: Thank you, and  
24 congratulations.

25 THE CHAIRMAN: Thank you very

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2 much.

3 MR. BURGESS: You're welcome.

4 And thank you for inviting me to CCRB and  
5 the board members.

6 Two questions. The first, I  
7 would go with, what has been the response  
8 in the community to the NCO program?

9 I'm the president of the  
10 Ingersoll Houses in Downtown Brooklyn.  
11 Approximately three years ago we were  
12 plagued by a triple homicide in our  
13 development. And I would like to say, the  
14 NCO program has made a tremendous  
15 improvement in my community.

16 Safety tips for my seniors, they  
17 take the time to educate our elderly on  
18 suspicious telephone calls from persons  
19 claiming to be bank officials, who ask to  
20 withdraw money from their account;  
21 identity theft; credit card scams, and  
22 also other scamming ideas.

23 Crime prevention books have been  
24 given to my development residents with the  
25 collection of safety tips for personal

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safety and property. Subway and bus tips,  
at home, elevators and driving and  
parking.

Now, the NCOs in my development,  
my youth, as well as my seniors, know them  
on a first name basis, so the NCO program  
has really helped my development. There  
was once a time where our seniors were  
afraid to come outside. During the summer  
months, we have our annual family days,  
they never came out.

We had the youth, we had  
basketball tournaments. Our NCOs  
participated in the basketball tournaments  
with our youth. We also created movie  
night at our community center. We had  
game night in which the NCOs participated.

And we also started a mentoring  
program with our NCOs with the resident  
association, and we have a mentoring group  
called Kids in Crossfire, where we teach  
awareness to the youth in our community,  
ages 3 to 18. And we take them on  
numerous trips. We visit other



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2 neighborhood developments such, as Walt  
3 Whitman, Farragut, Lafayette Gardens,  
4 Atlantic Terminal, Marcy Tompkins, the  
5 Sumner.

6 The same NCOs that cover our  
7 neighborhood also cover those developments  
8 as well. They also stop by the local  
9 schools, our local churches. So there's a  
10 level of comfortability in our development  
11 now.

12 Our seniors come out every day.  
13 We have a beautiful garden, it's located  
14 right next to our community center, in  
15 which they come out 7:00 in the morning  
16 and they go in at 9:00 at night. There's  
17 no gunshots. There's minor crimes, but  
18 our major issue is mental health, domestic  
19 violence.

20 We have a number of new residents  
21 that move into our development that come  
22 from shelters, they come from domestic  
23 violence programs. And the problem is,  
24 the individual in which they had the case  
25 with domestic violence are invited to

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their apartment, in the new apartment in which they live, which causes every day arguments, fights, sometimes weapons are involved.

Our NCOs attend our general meetings monthly and they give our residents their telephone numbers. We have field reports. We have a number of anonymous tips in which we use in our development, in which we see something, we say something. But our main concern is the second question. With my experience on the ground and in the community, the police/community relations issues that I would like to address is when we have our family days.

Our family days start at 12:00 noon and they end at 7:00 p.m. in which the music and any audio is shut off, the grills are shut off. But during the hot summer months, our residents stay out all night long. The problem is, the local police department come around and they try to get everybody to go inside their house

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2 and they want them off the streets, but  
3 there's no crimes being committed.

4 Everyone is gathering peacefully and they  
5 are being forced to go back into a hot  
6 apartment where they don't have AC or a  
7 fan and it's a beautiful night and it's  
8 our development. So they would like to  
9 feel comfortable where they live at. If  
10 we go out to any other area you are  
11 allowed to walk the streets at any given  
12 time with no problems. But on our family  
13 day, there's always an issue where we're  
14 forced to go inside.

15 THE CHAIRMAN: So I would say  
16 that if, indeed, that is happening, you  
17 should, in every instance, file a  
18 complaint with us, as a step. I think  
19 there should also be a conversation with  
20 the local precinct. I think that most of  
21 my colleagues here, if not all of them,  
22 would agree that there is no law or  
23 justification that requires people to have  
24 to go inside just because they are  
25 instructed to by law enforcement.

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Now, obviously there are conditions under which that might be applicable and necessary, but to do it as a routine on a whim is not -- there's no way to sustain that or justify that. So if that is happening, please make those complaints. I would have a conversation with the leaders of the local precinct. If your NCOs are helpful in other areas, they can be helpful in this way as well.

But for us and what we do, we can handle it. We can investigate it if there is a complaint file. Okay?

Sure. Comments?

MR. CARCATERRA: Based on what you just -- your whole -- with the NCOs. I would think with that relationship, and getting through the NCO, if you can't do it directly with, whether it's the precinct or the PSACO, especially on those days when the people are outside having a good time, that's a phone call or a conversation that should happen that should translate to the next tour, whether

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the 4:00 to 12:00 or going into the later  
tour.

There's always communication,  
right? Communication, is always the lack  
of communication where these things come  
in.

What the Chair said, that's  
great. If there's a complaint to be made,  
I'd love to see it never get to that  
point. I'd like to see it addressed  
before it gets to the complaint form. And  
based on everything you just said, that it  
really should be other than -- listen, if  
there's something, I don't have to tell  
you. You could have 90 great people  
outside and you get a couple of people  
that -- and people call up on and then  
they respond.

So -- but I get it and that  
should not happen. And I think, based on  
the relationship you just described here,  
that should be an easy one to correct.

THE CHAIRMAN: Thank you.

(Applause.)

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2 THE CHAIRMAN: We have a  
3 representative from Council member Jumaane  
4 Williams' office, Xamayla Rose.

5 Is she here? Yeah. Hi.

6 (Applause.)

7 MS. ROSE: Hi.

8 Good evening, everyone.

9 I know I have five minutes so  
10 I'll try to be shorter 'cause it's getting  
11 late. I just wanted to say thank you for  
12 coming and hosting this meeting at  
13 Brooklyn College, which is well within the  
14 District of the 45th. And I also wanted  
15 to say congratulations to Mr. Davie on  
16 your appointment.

17 THE CHAIRMAN: Thank you very  
18 much.

19 MS. ROSE: So the Council member  
20 Jumaane D. Williams has been very active  
21 on this front. Many of you are already aware  
22 that he has passed many policies regarding  
23 community policing, police reforms and  
24 things of that nature.

25 And what I heard sitting down

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2 there as a member of the community, I also  
3 live here, was that many people asked  
4 question about how video cameras are worn  
5 and how is it regulated and what laws are  
6 in place about that?

7 And I just wanted to say that the  
8 Council member actually has a bill that  
9 was passed last year, which prohibits NYPD  
10 officers from restricting the right to  
11 record the activities. So that also  
12 allows anyone who is prevented from seeing  
13 their records, it gives -- it empowers  
14 them to be able to sue or take legal  
15 action in order to gain access to those  
16 records.

17 So I think that question had been  
18 posed earlier, so I just wanted to let you  
19 know that that is available for community  
20 residents that want to see or access their  
21 records.

22 He has also passed Intro-119D,  
23 which required the inspector general to  
24 review information on police conduct --  
25 misconduct and develop recommendations, as

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2 well as several other follow-up  
3 legislations that has empowered the office  
4 and pretty much determined what role that  
5 office will play.

6 So he's been very active on this  
7 front and he's also been advocating for  
8 many community residents on this  
9 particular issue. And so if there are  
10 problems within the community, you can  
11 definitely come to his office.

12 I'm very delighted to see that  
13 many of our community members were here  
14 today. We had East Flatbush Village,  
15 Monique Waterman. We had Gangstas Making  
16 Astronomical Changes, which is actually run  
17 by Shanduke McPhatter. We also had Gilford  
18 Monroe, who was the president of the  
19 67th Precinct Council, as well as a Pastor  
20 in our community.

21 So I think coming here was  
22 appropriate because I think we're an  
23 example of a community that's actually  
24 using all of our resources and all hands  
25 are on deck and we're all working



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2 together.

3 Our NCOs are very active in our  
4 community. We do have some complaints  
5 every now and then, but they come out to  
6 all of our board meetings. They are very  
7 active at Community Board 17, which I'm  
8 also a member of, and we see them all the  
9 time.

10 Now, with that hat taken off.  
11 Personally, what I would like to bring to  
12 the table. I heard many people mention  
13 mental health. So for -- I happen to come  
14 from an extended family. I live in East  
15 Flatbush. I'm part of this district and  
16 also the 67th Precinct. And for maybe  
17 more than 20-something years, my uncle who  
18 lived with us had a mental illness. So he  
19 was paranoia/schizophrenic.

20 And just to say the 67th Precinct  
21 spent a lot of time at our house because  
22 there were always issues. And at first  
23 when we would have to call police because  
24 things would get violent in the home, the  
25 precinct would come, the police would come

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2 and they would arrest him and they would  
3 take him away.

4 But what we realized is that  
5 sometimes it hurt him more than it helped  
6 him and we began to get concerned.  
7 Because we don't call the police because  
8 we want him hurt or abused or anything  
9 like that, we call the police because at  
10 that particular moment we didn't feel  
11 safe. And again, I'm speaking personally  
12 as a resident of this community, no longer  
13 representing the Council member.

14 So what we ended up doing, we  
15 worked with the ACT Team and whenever my  
16 uncle would have an episode, a  
17 paranoid/schizophrenic episode, we would  
18 sometimes call the ACT Team before we  
19 called 911. And by the time the police  
20 would come to our home, sometimes the ACT  
21 team would already be there. They are  
22 able to speak with him. If he was off his  
23 medication, they would convince him to  
24 take his medication and things never  
25 escalated to the point where it was a

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1  
2 violent interaction between police or my  
3 uncle.

4 And we're very happy for that.  
5 Right now, he's in a home. He's also diabetic,  
6 he lost both of his legs so he's in a  
7 nursing home. But you know because of the mental  
8 illness, he's not aware enough to take his  
9 medication. So what I wanted to say was,  
10 I think all of the recommendations that  
11 were raised by the community, which is  
12 having the NCOs know the families. You  
13 know, when you know your community, you  
14 know where the individuals are who  
15 typically will have a problem. And when  
16 you respond, maybe you're not responding  
17 with force in terms of firearms and things  
18 of that nature, but maybe responding with  
19 mental health professionals, social  
20 workers or clergy leaders, or even  
21 organized groups like the ACT team that  
22 can come in and kind of buffer that  
23 interaction between the community and  
24 police.

25 So that's all I wanted to say. I

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2 wanted to share my personal experience. I  
3 don't know if that's something that  
4 happens across the city, but it's probably  
5 something that should be looked into.

6 THE CHAIRMAN: Thank you very  
7 much. And yeah, it's a point well taken.

8 And as I said at the start of my  
9 remarks, this being Mental Health  
10 Awareness month, not just this month, but  
11 always, this agency is going to do all it  
12 can to make sure that its staff that  
13 interacts with the public are well trained  
14 on issues of mental health and wellness.

15 And I know that there are obviously  
16 efforts throughout the city, the First  
17 Lady's mental health initiative ThriveNYC,  
18 as well as many others.

19 And given the recent tragedies,  
20 as I referenced in my remarks, related to  
21 mental illness and engagement with law  
22 enforcement, we all have to be committed  
23 to addressing this issue and being more  
24 aware of it. And particularly in  
25 communities where there has been so much

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2 stigma surrounding mental health issues  
3 for so long. Now, that's -- we're  
4 hopefully, we're out of the closet on  
5 that, right? And so we can all talk about  
6 it.

7 And once we can all talk about it  
8 then, as a community, we can work to do  
9 something about it. And that includes  
10 working with the local precincts and the  
11 NCOs and community affairs officers and  
12 everybody else to try to make sure that  
13 the response to the people in need is  
14 proportionate to what the circumstance  
15 requires.

16 And again, it's another one of  
17 those things that we have to commit  
18 ourselves to over the long-term.

19 But thank you for sharing your  
20 story. It's very powerful.

21 Thank you.

22 Questions or comments?

23 MR. CARCATERRA: Just one quick  
24 question. While this was going on with  
25 your uncle, would you have had an issue if

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2 you were able to flag your -- whether it's  
3 your apartment on your address or when you  
4 had called 911 that there was some kind of  
5 record that there was an issue with mental  
6 illness? Would you have had personally,  
7 having lived that, was that something  
8 you'd want to see?

9 And the reason I ask it is  
10 because it gives a little different  
11 elevation maybe with who responds with  
12 what supervisors until they have to go in.  
13 And we see this a lot and it's common  
14 through a lot of the cases.

15 So I'm just trying to see, and  
16 you're the perfect person to ask, right,  
17 having lived it. Is that something -- I'm  
18 looking at it just to deescalate it and  
19 maybe be more helpful to you so it would  
20 automatically pops when you call at that  
21 location.

22 MS. ROSE: What I will say is,  
23 there was a two-pronged approach. There  
24 was our approach of reaching out to  
25 someone other than NYPD. And then what we

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2 realize is the relationship between NYPD  
3 and us got better as the officers actually  
4 began to know us and know our house and  
5 know my uncle. So as soon as they would  
6 come the first thing they would say is,  
7 Dervin, you know, they would call him by  
8 name.

9 So I don't know how that  
10 relationship and how they would know and  
11 whether or not flagging a home is the best  
12 route to take. But what I do know is that  
13 when there is a relationship that  
14 interaction is much better.

15 MR. CARCATERRA: Absolutely. And  
16 that's why they have NCOs and steady sectors  
17 and all that stuff now. Okay, thank you.

18 THE CHAIRMAN: Thank you. Other  
19 comments, questions by board members?

20 (No response.)

21 THE CHAIRMAN: All right. We  
22 have a representative from Assemblymember  
23 Bichotte's -- did I get that last name  
24 correctly -- office. I'm only  
25 acknowledging; is that right? Okay.

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2 Well, does that representative want to  
3 stand? I don't have a name.

4 (No response.)

5 THE CHAIRMAN: All right. Well,  
6 noted. And it will be noted in the  
7 record. Thank you.

8 So on our public speakers list,  
9 I -- the first name I have is  
10 Jennifer Henry.

11 MS. HENRY: I didn't plan to  
12 speak, but, hi. I just wanted to share a  
13 couple of personal experiences between the  
14 NYPD and my community.

15 A little bit about me, I'm in the  
16 management operations industry, director  
17 of operations, I became that at 20 years  
18 old. I left my company, the past year --  
19 a year ago because of the huge cultural  
20 difference that comes inevitably when  
21 you're the only black person in the room.

22 We -- to just to hit the nail on  
23 the head, we didn't grow up the same way.  
24 People who look like me, we grow up and we  
25 don't see people we grew up with again



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2 after maybe 12 years old. By the time I'm  
3 20, I can name on all ten fingers how many  
4 people I know locked up or I can name  
5 another 10 fingers how many people I don't  
6 see anymore. And I have a strong belief  
7 that it's because of how they look.

8 I want to say this because I feel  
9 like we're coming at the issue by looking  
10 at the symptoms and trying to control the  
11 symptoms of the facts, like cops murdering  
12 black people. Obliteration of black  
13 wealth, the mental health crisis, they're  
14 all symptoms of the bigger issue, which is  
15 whether it's conscious or subconscious,  
16 racism still exists at a very high level.

17 It makes no sense to me as to why  
18 you can choke someone to death on camera  
19 and go home, you know? It makes no sense  
20 to me why you can kill a 12 year old and  
21 then go home and all he had to do was just  
22 try to go home, he just had Skittles and  
23 he's just walking home. And this happens  
24 every year, every month, every day, every  
25 second, we just keep getting shot down

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2 just because we look this way.

3 And I know I can't go home and  
4 change it in any way possible, no faster  
5 than I can ask anyone who looks like me to  
6 change it. It's not fair and it's not an  
7 ignorant issue to the law makers and the  
8 law enforcers. You guys see it every day.  
9 There's no way you can tell me that if my  
10 white co-worker can grow up and go to the  
11 bar with everyone he grew up with and I  
12 can't do that, you think that's okay.

13 It's -- we don't go through the  
14 same things. My mental stress, I was born  
15 in a situation that will cause it,  
16 whereas, someone who doesn't look like me  
17 probably just drank too much or just  
18 someone -- some major tragedy, whatever.  
19 I see tragedy every friggin' day of my  
20 life. It's a little -- we don't go  
21 through the same thing. And if we don't  
22 acknowledge, not try to, Hey, you guys are  
23 racists and it's not right. But try and  
24 say, Racism still exists, let's fix it.  
25 It's not going to work out. You're just

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putting bandages on a huge wound. There's been body cameras on cops forever now, it doesn't work. It doesn't work. I'm not going to file a complaint to the precinct because no one is going to listen, you know? I have no reason to trust that when a cop is riding down my block that they are going to come out and say something friendly to me.

You guys ride around my neighborhood all the time. You don't come out all the time. And if you come out, you're patting people down. And my black people, my brothers, actual brothers who get shot down and I feel their pain every single time. Someone is shot down and I don't know them personally but they look like me.

I don't want to bring a kid into this world. It's to a point where I do not want to bring a kid into this world because I don't want to have that conversation with my kid as to why he can't go out at certain times and he can't

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2 approach a certain way, because he looks  
3 this way. I can't pop out a white baby,  
4 it's just not going to happen.

5 It's -- I think that if we  
6 acknowledge that the 1971 war on drugs  
7 that incarcerated so many of us and is now  
8 approached and looked at a different way,  
9 now that it's affecting a different  
10 demographic. We're approaching it with  
11 treatments and preventative, you know,  
12 overdose treatments and preventative  
13 measures and trying to get people away  
14 from jails and into treatments, that  
15 should have been done 40 years ago when it  
16 was affecting black people, as well.

17 And now that we acknowledge that  
18 it was taken care of the wrong way then,  
19 at the same time, we should take care of  
20 the people who were hurt by it. The  
21 restorative justice part of this package,  
22 that was not -- that's not in the upcoming  
23 budget, 2019, that needs to be addressed.  
24 And this issue that was brought up maybe  
25 two years ago now by the Assemblymember

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Diana Richardson, she brought this up and I don't see it on the news anywhere. There should be, at the same time, bottom line, you guys see the right way to deal with a drug problem now that it's affecting a different demographic now.

Now, acknowledge the fact that 40 years ago you should have did the same thing, instead of lock everyone up. To bring back up Saheed. Saheed was a normal guy. Assemblymember Richardson went and spoke to their family. His best friend was shot and killed in front of him, he wasn't the same after that. That's where his mental issues came from. So let's get to the root of it.

There is a racist issue in the NYPD, period. You shouldn't have to wear body cams. Why do you need to have a camera on you? You're a cop, that's to protect me. I need you to have a camera on you and you have complete control over this camera, how does that help me one bit?

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Let's get to it. There is racism, yes, acknowledge it. Let's take a note from the Starbucks leader who said, Yes, there is racism. Everyone should have bias training. Let's bring that to the NYPD, have bias training across the NYPD, not the task force, not some people go to the training. Don't take critical thinking for granted. The president thinks stopping school shootings means give the teacher a gun. That's the president.

Okay. Don't take a note from his book. Think a little deeper on it. Body cameras are not working. Asking us to file complaints are not working. It's racism, you need to address it. I hate seeing people who look like me not go home to their mothers, their kids; it's disgusting. It's like slavery -- it is slavery. Did we get over it? No, we didn't. There is still slavery in America today. Okay? We can't move forward as a people unless we acknowledge that.

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2 THE CHAIRMAN: Thank you.

3 Comments or questions from the  
4 board members?

5 (No response.)

6 THE CHAIRMAN: Thank you.

7 Next I have on the list,  
8 Constance Leslow.

9 Could you speak into the mic,  
10 please.

11 MS. LESLOW: Sorry. I came down  
12 here, I'm Constance Leslow as a member of  
13 a month-old, 100 -- committee of 100 to  
14 make the Brooklyn Botanic Garden free  
15 again.

16 As you may or may not know, there  
17 is not a single free day in the Brooklyn  
18 Botanic Garden anymore. Generations grew  
19 up and it was one of their playgrounds and  
20 they didn't tear it up and they had a  
21 wonderful time, black, white and  
22 everything else.

23 Now, that does not exist. You  
24 have one free morning from 8:00 to 12:00  
25 on Fridays. There's no free Saturday

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2 morning anymore. There's no free Tuesday  
3 anymore. There's no free Friday for  
4 seniors. There's only Friday morning from  
5 8:00 to 12:00. This punishes mainly the  
6 poor, the black, the immigrant and this  
7 has got to change.

8 Now, the reason I bring it to  
9 you, though, is not just to tell this  
10 crowd, 'cause that's certainly a big part  
11 of it, and you, is that, people are afraid  
12 to go out and picket. And this is in the  
13 neighborhood where people have been out  
14 and picketed and been knocked down and  
15 dragged out by the police and et cetera,  
16 et cetera.

17 But even people who are trying to  
18 help the Botanic Garden over the issues of  
19 the shadows that are going to fall over  
20 it, if this 44-story building is built by  
21 Bruce Eichner, if it's built it's going to  
22 endanger the Botanic Garden. There's  
23 people who are afraid to go out and picket  
24 for fear that they'll get knocked down and  
25 dragged out again. I mean, where have we



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come from? I grew up in the Civil Rights movement in South. I mean, to me this is just the same thing all over again.

Anyhow, however, all this discussion of mental health has made me identify myself as a clinical social worker with experience at Harlem Hospital in the Department of Psychiatry, Kings County Hospital in the Department of Psychiatry, et cetera, et cetera.

Please don't depend on the mental health system to solve anything. If there's another department that has problems besides the police department, it's the mental health system. This button I'm wearing right here says: Protest American Psychiatric Association 2018, and it's serious. And some of the best psychiatrists in the country were out there demonstrating against their own organization. Along with survivors and consumers, et cetera, et cetera.

It is important that you recognize the side effects of the

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1 medication that we've become accustomed to  
2 thinking are going to save the world.

3 These medications lead to diabetes, many  
4 of them. They lead to heart problems,  
5 many of them. It's been so serious that a  
6 friend of mine who was on some of these  
7 medications was part of a class action  
8 suit that won, and he got a little bit of  
9 money. So, you know, but that's not  
10 your -- why you're here tonight exactly.

11 But it does relate to two examples I want  
12 to give you quickly that relate to mental  
13 health.

14  
15 One -- and of people who did not  
16 go, I'm sure, to the Civilian Complaint  
17 Review Board because they were so  
18 traumatized by their experiences and  
19 because they were afraid. One was a young  
20 Greek man of Greek background who is an  
21 organizer with the Crown Heights Tennis  
22 Association. He was organizing in his own  
23 building, he wasn't doing anybody any harm  
24 or anything. The landlord called the  
25 police and the police picked him up and

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carried him off to Kings County Hospital as a psychiatric case, which he had never been and was not. This kind of abuse of our police goes on all the time, I hate to tell you. And in his case, they kept him all day long, did a lot of tests in the emergency room and then let him go.

I told him right away, 'cause I'm also a member of the same organization: You have a court case, you can sue. But he was young, there's nothing like this that ever happened, he was totally traumatized. And he waited too late and talked to a real lawyer 'cause I don't pretend to be any kind of a lawyer, and the lawyer told him it was too late, the Statute of Limitations had run out. But I talked to the big housing association --

THE CHAIRMAN: You should tell us your second example 'cause we're going to run out of time in a minute.

MS. LESLOW: Okay. My second example is much worse.

This occurred out in Queens to an

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2 immigrant family. The parents 95 years  
3 old. A group of police came to their home  
4 very early in the morning, nobody had  
5 called them. The family hadn't called  
6 them. The neighbor hadn't called them.  
7 Nobody had called them, and carried off  
8 their adult daughter to Queens Hospital  
9 out in Queens.

10 I monitored and was one of the  
11 founders of something called the Brooklyn  
12 Mental Hygiene Court Monitors Project, so  
13 I got a call from her sister, who was a  
14 lawyer, early in the morning as to what  
15 she should do. I referred her to  
16 Community Access, although I knew they  
17 couldn't do anything at that point. And  
18 you may be familiar with Community Access  
19 because they work very hard to try to get  
20 police better trained on these issues.

21 In this case, this young woman  
22 went to court, the Mental Hygiene Court  
23 and was released. She was no danger to  
24 herself or others. That's very rare to  
25 happen in the Mental Hygiene Court, by the

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2 way that anybody gets released like right  
3 away. She's not going to report to you  
4 because her family is terrified, they  
5 don't want her reporting to anybody. They  
6 don't want her suing anybody. She's going  
7 to leave the country, is that our answer?  
8 To force everybody out of the country?

9 In this case, it is most likely  
10 that she is correct that she -- there was  
11 some kind of -- some policeman didn't like  
12 something that occurred between them, and  
13 he got his buddies to go and set up the  
14 situation and have her put in a mental  
15 hospital thinking they'd keep her. And I  
16 can't tell you anymore than that, but this  
17 kind of situation where the police get  
18 together in groups and plan out something,  
19 this is not the first case I know like  
20 that. I'm just giving you a very recent  
21 one.

22 THE CHAIRMAN: And I think we're  
23 going to have to wrap up, it's getting  
24 really late and there are other speakers.

25 MS. LESLOW: I -- except for a

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2 one last thing I want to say. I can't go  
3 out of this room without saying that you  
4 have to get rid of the commanding officer  
5 of -- the new one of the 71st Precinct. I  
6 attended the Precinct Council meeting  
7 where he said in regard to Saheed at least  
8 five times, the man with the gun, the man  
9 with the gun, the man with the gun.

10 That's propaganda. That's not policing.

11 Thank you very much.

12 THE CHAIRMAN: Thank you very  
13 much. Thanks for your comments.

14 Any questions or comments from  
15 the board members?

16 (No response.)

17 THE CHAIRMAN: Next on our list  
18 is Betty Davis.

19 MS. DAVIS: Good evening. Thanks  
20 for having this hearing, you should really  
21 be thanking me. I graduated from this  
22 college and one of first things I did  
23 after graduating was to protest and  
24 organize a lot of my fellow students to  
25 get what we call a Civilian Review Board.

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And after we got it, we recognized that the problem is, like this young lady who spoke before me, is that it's a structural, cultural problem. You're in a country where there is genocide, so if they -- the people who originally had this property and this land have been exterminated. You can't expect them, the police authorities, who grew out of being the slave catchers. The police in America are the former patrol slave catchers, that's the legacy of the police. And that's what you are up against when you try to bring about justice.

And my point to you is, what I feel you need to do, and what all these so-called politicians who claim to represent us need to do, is to give you some kind of teeth. There needs to be structural changes.

And one of the first structural changes has to be, and I say this as a woman who was originally from the South, you have to recognize that most of the sheriffs in America are also members of

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2 the KKK. Many of your correctional  
3 officers are members of the KKK, and  
4 that's what you're up against when you  
5 talk about police training.

6 You're up against a system where  
7 the FOP has the power to get a teacher in  
8 East Orange, New Jersey fired simply  
9 because she encouraged her students to  
10 write to a prisoner and to wish him a  
11 happy birthday to hope he recovered. That  
12 prisoner, Mumia Abu Jamal who was prisoner  
13 because he was a whistleblower. And that's  
14 one of the structural changes you need to  
15 fight for. We all need to fight for.

16 There are good cops. But when  
17 they stand up and they speak up against  
18 racism within the police department, the  
19 gang, the real gang, the officers who are  
20 responsible for the racism, who walk  
21 around using the word nigga, nigga and  
22 spic, spic and anything else they can  
23 think of in the precinct, and everybody  
24 knows this happens, all the ones that gang  
25 up against them.



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2 So we need to stop this focusing  
3 on the whistleblowers. We need to empower  
4 the real warriors in the department who  
5 have moral integrity and give them the  
6 right to be peace officers, not police  
7 officers. That's one of the  
8 recommendations.

9 And I'm not just saying it to  
10 you. I recognize I made a big mistake  
11 because I really believed it was possible  
12 to change it from within. So we've got to  
13 deal with de Blasio. Here is a man who  
14 claims to be for justice and he's  
15 attacking a parole board that's obeying  
16 the law. As if in the '60s when we fought  
17 for freedom there were not issues that  
18 needed to be changed. 85 percent of the  
19 people in New York City had the sense to  
20 say, Turn Herman Bell loose, he's served  
21 his time, he's been a model prisoner and  
22 the mayor disobeyed the law. That's what  
23 you are up against.

24 We need structural changes, we  
25 need to protect the whistleblowers. We

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need to give him the right to really recognize that the criminals are at the top. The fish stinks from the head. And you can't have mental health issues if you're not going to deal with the mental health issue with the first officer of the government of the United States.

So my recommendation to you is, give your whistleblowers some power. Speak up for them in your synagogues, in your churches and in your mosques, okay? And we will back you, we will support you. But I recognize that when we came out in the '60s for the Civilian Review Board, they killed us from day one because they didn't empower you.

What do I mean by "empower you"? Name anyone who's been convicted of killing Eric Gardener? Can you name someone who is going to be convicted for killing Sandra Bland. Can you name someone who is going to be convicted for killing Herman Bell -- Shawn Bell?

So you don't have convictions.

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2 We don't have convictions. We don't have  
3 justice, and that's the contradiction that  
4 we are all dealing with today. Most of us  
5 and we would support that. And I thank  
6 you and congratulate you on your office  
7 and I wish you the best of luck.

8 THE CHAIRMAN: Thank you so much.

9 I just have a John, but no last  
10 name.

11 MR. JOHN: I guess usually the  
12 three-minute time. I guess it might be  
13 best if I just e-mailed the board members  
14 so if you can kindly just state your name  
15 and your e-mail address so I can e-mail it  
16 to you?

17 THE CHAIRMAN: We'll get somebody  
18 to talk to you and we will get a way for  
19 you to get us an e-mail.

20 MR. JOHN: I have to leave now,  
21 so can somebody --

22 THE CHAIRMAN: Yes. Sure. Thank  
23 you.

24 Ms. Alvarez, will talk to you.  
25 Thank you.

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2 I can't make out the first name  
3 but looks like the last name is Gillian?  
4 You'll have to help me with the first  
5 name.

6 (No response.)

7 THE CHAIRMAN: Well, maybe not.  
8 All right.

9 I just have one name, Lazamma?

10 MS. LAZAMMA: Hi. My name is  
11 Serena Lazamma from Crown Heights, I'm  
12 from Reid Housing. I live in the senior  
13 citizen building. About 200 seniors live  
14 there, but we don't have enough police  
15 protection there. A lot of seniors are  
16 afraid to go out at night.

17 But I'm the president of the  
18 Tenant Association Board there, so I'm now  
19 getting to know the two NCO officers that  
20 are there. So we need more protection  
21 because a lot of homeless shelters are in  
22 our area and sometimes they slip in our  
23 building and they sleep in the stairways  
24 and they use the bathroom in the  
25 stairways. And it is not fair to us, we

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2 need more protection there.

3 Matter fact, my daughter, I used  
4 to live right up there on Rogers and  
5 Foster. I lived there for 30 years, but  
6 my husband passed away, I had to move into  
7 a senior citizen building. But my  
8 daughter was assaulted by the police's  
9 brutality, that was about 12 years ago.  
10 And I know what I went through with her,  
11 but she sued the department, I think it  
12 was from the 67th Precinct or either the  
13 7-0. I don't know, wherever it is from,  
14 but it was a terrible and horrible  
15 feeling, and we got through that and  
16 everything.

17 But we need the police to  
18 understand us in our neighborhood and to  
19 get to know us. And we need more  
20 protection in our neighborhoods for the  
21 seniors that live there.

22 THE CHAIRMAN: It sounds like the  
23 NCOs are a good place to start and  
24 conversations between your tenant  
25 association and the local precinct could

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be a big help, too. So thank you for your  
comments.

Any other comments from the board  
members, questions?

(No response.)

THE CHAIRMAN: Thank you.  
Sheila Joseph.

(No response.)

THE CHAIRMAN: And the last one  
on my list is Chanalle Wilson. Did she go  
before? Okay.

All right. There being no other  
public comments, there being no other  
business coming before this body, then I  
declare this meeting adjourned to  
Executive Session.

Thank you. Thank you all for  
coming.

(Time noted: 9:06 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, NICOLE ELLIS, a Notary Public for and within  
the State of New York, do hereby certify:

I reported the proceedings in the  
within-entitled matter, and that the within  
transcript is a true record of such proceedings.

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 18th day of May 2018.

*Nicole Ellis*

\_\_\_\_\_  
NICOLE ELLIS

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