CIVILIAN COMPLAINT REVIEW BOARD
PUBLIC MEETING
MARCH 14, 2018
6:30 p.m.

TRANSCRIPT OF PROCEEDINGS

BEFORE:
FREDERICK R. DAVIE, Acting Chairperson
JONATHAN DARCHE, ESQ., Executive Director

Reported by:
Deirdre Smith
PUBLIC MEETING AGENDA:

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

FREDERICK DAVIE, Board Member
SALVATORE F. CARCATERRA, Board Member
FRANK J. DWYER, Board Member
LINDSAY EASON, Board Member
ANGELA FERNANDEZ, ESQ., Board Member
JOSEPH A. PUMA, Board Member
MICHAEL RIVADENEYRA, ESQ., Board Member
JOHN SIEGAL, ESQ., Board Member
MARBRE STAHL-Y-BUTTS, Board Member

JONATHAN DARCHE, ESQ., Executive Director
SPEAKERS:
Councilman Bill Perkins
Shauna Harmongoff, Director of Community Affairs,
Senator Brian Benjamin
Minah White, Office of Assemblyman Al Taylor
Athena Moore, Office of Borough President Gale Brewer
Officer Castillo, Executive Officer, 25th Precinct
Officer Edison Gutierrez, Executive Officer, 28th Precinct
Captain Natale, Executive Officer, 33rd Precinct
Officer Alexandra Ceruby, 30th Precinct
Jason Clark, Public Safety Chair Community Board 10
Farine Griffith, 20th Precinct Community Council Treasurer
Chaplain Robert Rice, Chaplain for NYPD 28th & 30th Precincts
Michelle Booker, Office of Congressman Adriano Espallat
George Ball, Each One Teach One
Student Speaker 1 Papa Dal
Student Speaker 2 Camara Cord
Bill Torres, Ali Forney Center
John Lynch, Vice Chair Community Board 10
SPEAKERS: (Continued)

Chaplan Reverend Dr. Antoinette Glover, PSA5
Chaplain & 28th Precinct Clergy Board
Vidal Guzman, Just Leadership & Close Rikers
Linda Llanos, Union Settlement Association
Marc Washington
Dimage Utshudi, Manhattan District Attorney's Office
Iesah Sekou, Street Corner Resources
Alvin Garcia
Dr. Tawanna Gilford
Jerry Whitfield
Unidentified Speaker 1
Audu Kadiri, African Communities Together
Tom Burnet, 24th Precinct Community Council
Julius Tradine
Unidentified Speaker 2
Ms. Ingrid Doffey
Pastor Stacie Ramos, Garden of Gethseman Ministry
Jackie Rowe-Adams, Harlem Mothers S.A.V.E.
Eva McFadden, My Sister's Keeper
Tom Spireson
Unidentified Speaker 3
CHAIR DAVIE: Good evening ladies and gentlemen, I would like to call this meeting of the Civilian Complaint Review Board to order. We're still going to be joined by at least two more of our board members.

I'm Fred Davie, I am the Acting Chair of the CCRB and before we get started, I would like to invite my colleagues to introduce themselves and tell you which designee they are. I'm going to start on my far left here with Mr. Rivadeneyra.

MR. RIVADENEYRA: Hi, good evening everyone, my name is Michael Rivadeneyra, I am the Bronx New York City Council appointment to the board, and thank you for being here tonight.

MR. EASON: Good evening everyone, my name is Lindsay Eason, and I'm a police commissioner representative.

MR. DARCHE: My name is Jonathan Darche, and I am the executive director of the agency.

MS. STAHLY-BUTTS: Beautiful. Good afternoon or evening, my name is Marbre Stahly-Butts, and I am a city council representative from Brooklyn.
MR. DWYER: My name is Frank Dwyer and I'm a police commissioner designee.

MR. CARCATERRA: Good evening everybody, I'm Sal Carcaterra, and I'm a police commissioner designee.

CHAIR DAVIE: Great. I want to welcome all of you to the third CCRB Community Board Meeting of the year. I want to thank Community Board 10 for hosting us tonight.

There are a couple of things I would like to acknowledge at the top of this meeting. First of foremost, I want everyone to be able to participate in tonight's discussion, and so I would like you all to know that we have Spanish and French translators available for anyone who needs their services. And can those designated Spanish and French translators stand up, raise your hands, and we have a sign language interpreter as well.

(Whereupon, language translators stand.)

CHAIR DAVIE: And can the language translators just say in Spanish or French what I just said please?

(Whereupon, the Spanish and
French translators addressed the audience.)

CHAIR DAVIE: Gracias and merci. And that's about as far as it goes.

Secondly, many students here in New York City and across the nation took a stand against gun violence today. History tells us that there is a great power in the passion of youth who challenge the notion that change is impossible.

Our young people look at the status quo and they rightfully reject it. Knowing that they are speaking out and walking out and marching in their own words, literally for their own lives.

I have faith in our students' ability to propel much needed change in this country, and I commend them for their spirit of public engagement.

This spirit of public engagement and the desire for a better future is the foundation of what the Civilian Complaint Review Board's partnership is with such youth based organizations like Harlem Children's Zone.

The CCRB believes that engaging in
meaningful dialogue with our young people is
to essential with improving police-community
relations and building trust in law enforcement
among our future generations. And it is indeed
in the spirit of public engagement that we come
here tonight and that we have asked all of you
to gather this evening.

It is only March but we have already had
so much happen at the CCRB in 2018. One of the
biggest recent developments is the board's
unanimous approval in February of a resolution
clarifying that sexual misconduct is an abuse
of authority, and thus, is within the agency's
jurisdiction.

Also, on Monday, members of the CCRB's
Executive Staff and I testified before the City
Council's Public Safety Committee. As part of
that testimony, we emphasized the agency's
commitment to taking on the the enforcement of
the Right To Know Act, preparing for an
increased volume of video footage from body
worn cameras by officers, and developing the
agency's plan for investigating allegations of
sexual assault.

In the coming weeks we plan to release our
2017 Annual Report and the CCRB's staff is hard at work preparing reports on the NYPD's use of tasers. They are also preparing reports on police interactions with people who are homeless and on allegations of police misconduct that involve young people.

I am looking forward to these upcoming developments and to feedback from members of the public regarding to how we might better serve the City of New York.

And now I would like to introduce to you the CCRB's Executive Director, Jonathan Darche.

MR. DARCHE: Thank you, Mr. Chair. Good evening and welcome to the Civilian Complaint Review Board's March Community Meeting. It is a pleasure to be with you in Harlem tonight.

I would thank community board 10 chairs, Cicely Harris, its public safety community chair Jason Clark, and district manager Andrew LaSalle, for having us here. I would also like to thank borough President Gale Brewer's office for their help in securing this facility.

We have two investigators here tonight, if they could stand up, Eric Rique and Wassim }
Abedrabbo. Guys I think there in that back corner.

(Whereupon, both investigators stand up)

MR. DARCHE: If there is anyone who wishes to file a complaint or talk to an investigator, they will be available to speak with you. There's Eric, right there, in the back corner.

When we look at Harlem in the context of police-community relations, we see that there is some room for improvement. As our policy unit will share shortly, the 25th precinct, which covers East Harlem, has one of the highest over all complaint rates in the city of New York, with 16 complaints per 10,000 residents in 2017. The 28th precinct, where we are today, had 12 complaints per 10,000 residents.

The good news, however, is that the agency believes that body worn cameras, which the city will issue to every NYPD patrol officer by the end of this year, will make it easier for the CCRB to make conclusive determinations about exactly what happens during civilian-police interactions.
CCRB data shows that video footage already has made a significant difference for investigations of complaints related to incidents here in northern Manhattan and throughout the city. As body worn cameras become the norm, we expect this trend will continue.

Chairman Davie mentioned the sexual misconduct resolution the board past last month and I would like to give an update on that front. As per the resolution, the agency now investigates complaints that involve sexual harassment. During the last month the agency received four complaints that included allegations of sexual harassment. During that same time, the agency received five complaints of sexual assault, which the CCRB referred to NYPD internal affairs and the relevant District Attorney's office.

In conjunction with healthcare professional and sexual violence advocates, the agency is developing a framework to ensure that our most experienced senior investigators will be able to investigate allegations of sexual assault.
Finally, as we move ahead with tonight's meeting, I want to encourage members of the public to bring their questions and comments to the board and staff, but I ask you to please hold them until we get to the Public Comment portion of the meeting.

Our outreach and policy units will present some information and then representatives from some community groups will speak. Once we are through those portions of the agenda we will gladly address any questions or concerns you may have. Mr. Chair.

CHAIR DAVIE: Thank you, Mr. Executive Director. I want to acknowledge all the elected and public officials who are here. We want to thank you for coming out and we will give you a chance to speak following the two reports.

I want to acknowledge all the members of the NYPD who are here as well, and we will also give you a chance to speak following our two reports. And then community based organizations, as well as other community and social service agencies, we want to acknowledge you as well, and you will also have a chance to
speak after the two reports that we have on community outreach and data.

And then after our elected officials, members of the NYPD, and community board representatives who have signed up to speak, we will then open it up to Public Comment. We have a list. We will go through that list and after we get through that list, if there are people who will still like to speak we will open the floor, at least for a little while.

So, the next item on our agenda is to hear from the folks at the CCRB who run community outreach, and have a presentation on community outreach.

MS. ALVAREZ: Hello everyone, first of all, thank you all for coming. I just want to introduce myself my name is Yojaira Alvarez, I am the deputy director of outreach of intergovernmental affairs here at the Civilian Complaint Review Board.

For those of you who are unfamiliar with the agency, I want to give you a brief overview of our jurisdiction and how to contact us. As many of you know, we are a city agency,
completely independent of the NYPD. We are neutral and unbiased. We are empowered to investigate, mediate and administratively prosecute allegations of misconduct. We are the nation's largest civilian oversight entity of the nation's largest police force.

Now, we are not empowered to investigate all allegations of misconduct. They are four major categories that fall under our jurisdiction. An acronym to remember that is the acronym FADO, F-A-D-O.

The first is, force. If force is used in an encounter with a police officer we are empowered to investigate that to determine under the totality of those circumstances if that force was excessive or unnecessarily.

The second category is, abuse of authority. That is a larger category that could include an improper stop, an improper search, entering a house without a warrant, refusing to provide a shield and name upon request. It can also include if a police officer threatens to call ICE. And we will talk a little bit about the sexual harassment misconduct that also falls under this category.
The third category is discourtesy. That can include discourteous action or gestures and that can include profanity as well.

And the last one is offensive language. So, this is language that inappropriately refers to my race, my ethnicity, my nationality, my perceived sexual orientation, my religion, my disability status.

Now, as it was mentioned, as of February the board has unanimously passed, unanimously voted, to include investigations of sexual misconduct under the abuse of authority category. The agency has already begun investigating those allegations. Those cases can include allegations of sexual harassment that include verbal sexual harassment, sexual harassment using physical gestures, taking unwarranted photographs or videos, sexual humiliation, sexual or romantic propositions, sexually motivated stops, summonses or arrest. The CCRB is currently devising a logistical and training plan to begin investigating sexual assault as well.

There are multiple ways of contacting the agency and beginning this process. The first
is through 311, everyone's favorite number, 1(800)341-CCRB. You can also come into our office on Church Street in lower Manhattan. Keith will actually talk a little bit about our partnership with local elected officials, we have partnered with local elected officials in all boroughs, and especially there is one here in East Manhattan, under Council Member Diana Ayala's office. You can also file a complaint at your local precinct, and you can also file a complaint via mail, by writing a letter, or on our website, nyc.gov/ccrb.

Last but not least, we want to encourage everyone to have us come out to your local after school program, to your religious institution, to any alternative to incarceration programs, mentoring programs. We just really want to share the information of the agency, how to better build police-community relations, how the process works. A full presentation is about thirty to forty minutes long.

And we have our community coordinators in the back -- if you can just raise your hands. I'm sure you are familiar with the two of them,
Ydarian Castillo and Timothy Harrell, which are our Manhattan representatives.

And if you want to be up to date with some of the things that are coming up and the events we have, feel free to follow us on Twitter, CCRB_NYC.

MR. TUBBS: Thank you for that presentation my name is Keith Tubbs, I'm the director of outreach and intergov for the CCRB.

I'm here just to kind of talk about some of our strategic partnerships that we're doing to help improve police-community relations.

One recent collaboration we have in Harlem Children's Zone, where we have been meeting with students, parents and staff. Educating all three of those on what their rights are when they have a police encounter, also informing them of the jurisdiction that the CCRB has as a civilian oversight agency.

Relationships like these are important in establishing credibility within the community. We met with the student advisory council, Papa 1 and 2, which are parent organizations for Harlem Children'Zone and with Harlem Children's Zone staff. We are currently looking to build
specific curriculum around after school programs and further engage with their student body.

We also work closely with Council Woman Diana Ayala's office. And her office is located at 105 East 116th Street, where we take complaints every first Monday of the month.

So, if you have a complaint and you want to come to your local elected official's office and you don't want to come downtown you can come to again, that's 105 East 116th Street.

The CCRB's outreach department, we offer internships as well, check out our website for more information, and if you guys have any questions around that, feel free to talk to me, or any of the folks who are on the outreach team after this meeting. Thank you.

CHAIR DAVIE: Thank you. Next, we'll have a presentation on data.

MS. NAPOLITANO: Good evening everyone. I'm the director of policy and advocacy, Nicole Napolitano.

I'm going to talk a little bit about some of the data in northern Manhattan. You may have already gotten one of the handouts up front,
with a bunch of tables and numbers, because I realize that some of these will be a little bit hard to see on the Power Point, but all of these are contained in table form in the handout as well.

So, just taking a look at the precincts in which and near we are. These are all of the lower Manhattan precincts. We have complaint received on the left, and crime on the right, and these are per one thousand residents. So, the complaint rate and the crime rate for northern Manhattan, and we can see that the 25th precinct, as was mentioned, has both a high complaint rate and a high crime rate. That's fairly common. We see often that precincts that have more community and police interactions have higher rates of complaints. But in some cases we see a higher complaint rate compared to the crime rate, so more complaints than would be expected given the crime rate, the 32nd falls into that category.

And conversely the 28th precinct has a higher crime rate compared to the complaint rate, so that would be fewer complaints than expected given the crime rate. And those type
of precincts are precincts in which we've started to focus a little bit more outreach, to make sure everyone knows that they can come to the CCRB if they experience misconduct.

This next slide shows the percent of fully investigated allegations by FADO type, by force, abuse of authority, discourtesy or offensive language.

On the left is Manhattan as a whole, and on the right is northern Manhattan. So, those precincts include the 23th, 25th, 26th, 28th, 30th, 32th, 33th and 34th, all combined together, they are separated out in your handouts so you can see them individually, but compared with Manhattan as a whole, northern Manhattan has a slightly higher proportion of abuse of authority complaints and a slightly lower proportion of force and offensive language. You'll note that the chart is titled, fully investigated allegations. There may be multiple allegations in a single complaint, and when we say fully investigated, that's a term we use to describe cases that go through a full investigation process. Not every complaint does. There are some
complaints that we are unable to pursue
frequently because we can't get in touch with
complainant or because a complainant will
withdraw a complaint. We call those cases
truncations, because they are closed without a
full investigation.

One of the reason that this month's board
meeting is being held here, in this
neighborhood, is that the 28th precinct has a
higher rate of truncations than some of the
surrounding precincts, so we have been focusing
our outreach efforts more carefully and using
data to help determine where we should be.

These are disposition and here we see
northern Manhattan on the right. Disposition
are what happens to a fully investigated case.
So, cases may be substantiated, in which case
that's evidence that the alleged misconduct
occurred. Exonerated, in which case the
alleged incident occurred but the officer's
reaction was determined to be within the law or
within NYPD protocols. Unfounded, in which the
alleged misconduct did not occur. Officer
unidentified are cases in which the CCRB could
not determine which officers were involved in
the complaint. And unsubstantiated means the CCRB could not determine whether or not the alleged misconduct occurred. And I'll show you Manhattan here and the left.

So, northern Manhattan has a slightly higher percentage of substantiations compared with Manhattan as a whole, 24 percent of complaints, compared with 19 percent of complaints. And in 2017 -- all the data that I'm presenting is from calendar year 2017 -- 45 members of service or 45 officers had at least one substantiated allegation in north Manhattan.

One of the things that was mentioned earlier is the importance of video to complaints and investigations. Video evidence helps the CCRB to come to a clearer determination of what happened during an encounter.

For northern Manhattan, this means that video evidence more than doubles the proportion of substantiations. So, 34 percent of complaints were substantiated when video evidence was involved, compared with 16 percent that did not have video evidence. And we anticipate that the percentage of complaints
closed as unfounded, or, officer unidentified, will decrease as the NYPD completes the roll out of its body worn camera program this year.

In addition some of these were mentioned by Mr. Davie initially, some of the upcoming policy initiatives include several items here. So, the 2017 annual report will be released in the spring, so within the coming weeks. The follow up report to our 2016 report on taser use will also be coming out shortly, and that will cover a two year span of data on taser use from the complaints we have received.

We are also working on reports on improving police interactions with the homeless and complaints that come from young people. And these are reports that we are working to involve community members in. We are looking to speak with community leaders and advocates to get more information about some of the interactions that are happening that perhaps don't come to the attention of the CCRB.

And just comparing here the age range of alleged victims in northern Manhattan is slightly different in terms of the complaints that we have received. So, allege victims
represent 22 percent of all the -- sorry, 
alleged victims who are 14 to 24 years old 
represent 22 percent of the allege victims that 
we get at the CCRB, compared with 15 percent of 
the New York City population. 
So, we've been focusing on working to 
understand more about these interactions 
between young people and police. Some of these 
have been mentioned before, the CCRB website 
has quite a bit of information. So, if you're 
interested in the data that I'm presented, all 
of that is available publicly via our data 
transparency initiative at nyc.gov/dti and 
there is a lot of data there, and then all of 
our reports are also available on the web at 
nyc.gov/ccrb reports. 
CHAIR DAVIE: Thank you. So, we've been 
joined by some additional board members since 
the meeting started and I'm going to start to 
my far left and ask those board members who 
have just recently come in, starting with John, 
Mr. Siegal, just to introduce yourself and say 
which designee you are. 
MR. SIEGAL: Good evening, my name is John 
Siegal, and I'm a designee of Mayor Bill de Blasio.
MS. FERNANDEZ: Good evening, I'm Angela Fernandez, and I'm a designee of Mayor de Blasio.

MR. PUMA: Good evening, my name is Joseph Puma, and I'm the city council's designee from Manhattan.

CHAIR DAVIE: Thank you, and thanks again to all the board members for being here tonight.

We're going to hear from our public officials and representatives of public officials and then from the NYPD, those who want to speak, and then from our community based organizations that have signed up to speak.

First on the, I saw him come in, is Council Member Bill Perkins. Council Member Perkins. Good evening.

So, council member it would help the folks watching from home if you would come up to the mic, thank you.

COUNCILMAN PERKINS: So, this is a good occasion and I'm glad to have the opportunity to be here with you all, to hear how we can all be better working together on the kind of
concerns that this particular meeting is
highlighting.

I'm just here, like everyone else, to
understand what's going on in terms of how we
can be useful in moving the agenda forward. We
are looking forward to a very, very intimate,
close and meaningful relationships, and it's
good to see so many of the activists in the
neighborhood participating, and so it's going
to be very rich in terms of what we do
afterwards I would hope in terms of addressing
some of these complaints and concerns.

So, I just want to make sure that my
presence, and my presence you understood as
supporting this, and I look forward to hearing
what has to be said. Thank you very much.

If anybody is interested my office is on
the 7th floor, 729, if you need anything from
my office that we could be helpful with, then
by all means, don't hesitate to ask, what's her
name over there -- I'm just teasing, so that we
can be as useful as possible. Thank you.

CHAIR DAVIE: Thank you. We'll now hear
from a representative from Senator Brian
Benjamin's office. Is there a representative?
MS. HARMONGOFF: Hi everyone, I'm Shauna Harmongoff, the director of community affairs for State Senator Brian Benjamin. The Senator is dedicated to criminal justice reform, and he knows that for so many of his constitutes, an interaction with the NYPD is the first interaction they have with the broader criminal justice system. We admire the good work that the CCRB and the NYPD are doing to try to ensure those are positive and purposeful interactions. We look forward to working with the CCRB to help address complaints that are happening in these precincts. Thank you so much.

CHAIR DAVIE: Thank you. We will now hear from a representative from State Assembly Member, Al Taylor's office.

MS. WHITE: Good evening everyone. The Assemblyman sends his apologies as he cannot be here tonight since he is in Albany. As you know he is a strong supporter of positive relationships between police officers as well as the community, and runs programs such as the Man Up Program, at the Polo Grounds, that aids to prevent violence within
the NYCHA Developments there.

On this day where students are leaving their schools in protest of gun violence, the Assembly just past five bills to reduce gun violence. And one is requiring out of state residents from purchasing firearms who are mentally -- who are deemed as mentally ill-fit to purchase those guns, as well as to keep firearms out of the hands and people who are deemed as a danger to themselves. As well as a ten day waiting period to a delivery of a gun that has been cleared -- that has not been cleared with a background check. The fourth is to prevent those convicted of domestic violence form purchasing a gun, and the fifth is to ban devices that increase the speed of firearms.

So, I'm so happy that CCRB is here today to deliver this information to us to and we're here to take back that information and the assemblyman will work hard to make sure that this is implemented and we will take that information to implement this. So, thank you.

CHAIR DAVIE: Thank you. We now have Athena Moore who has come in from Borough President Gale Brewer's office.
MS. MOORE: Good evening, everyone, I'll be very brief. Again, Athena Moore, on behalf of the Honorable Gale Brewer's Office.

Tonight we're just here in support of the CCRB. Our office is here, in the state office building, and I know that they will be utilizing the space for the continuation of the board's meeting. We also just want to say that today is a special day because we stood united with the young people who marched to our office, and who will be continuing to march on March 24th to Washington D.C. to address the issue of gun violence.

We know that today we are talking about issues related to the NYPD, and certainly the communities' concerns and complaints, and how they are being resolved.

My office, as the director of the office on 125th Street, continues to help support resolution between the community and the police department. And the borough President has taken policy actions and issued reports on this very issue. We will continue to do that in support you all, and as you give voice today we're here taking notes and making sure that we
brief the borough President on all that is of concern to you.

So, thank you for having us tonight. I won't get in the way of the continued business, but I just want to let you know that Honorable Gale Brewer, and myself, Athena Moore, are here with you in support. Thank you.

CHAIR DAVIE: Thank you. Are there anymore representatives from elected officials here who would like to speak?
(No response.)

CHAIR DAVIE: All right. Hearing none we will hear from our representatives from the NYPD. I have at the top of this list from the 24th precinct, Captain Seth A. Lynch, and then a representative from the 25th precinct.

OFFICER CASTILLO: Good evening, my name is Anelidy Castillo, I'm the Executive Officer of the 25th precinct, thank you for having me tonight. We are located on 119th Street, between Lexington and Park Avenue. Like I said, thank you for having us, if you have any questions I will be around.

I encourage everyone to attend our community council meetings, which is the third
Thursday of every month. So, tomorrow will be our next community council meeting at 6:30 in the evening, at the 25th precinct. And I also encourage everyone to Build the Block NYC, the website, you type in your address and you can find your next Build the Block meeting with you NCOs. Thank you.

CHAIR DAVIE: Thank you. From the 28th precinct, Deputy Inspector Christopher McIntosh or representatives.

CAPTAIN GUTIERREZ: Good evening, I'm Captain Edison Gutierrez, executive officer of the two-eight. The Inspector McIntosh couldn't be here because the community meeting was at the same time. The door is always open for, in participation with the CCRB, we take every complaint seriously. Our community NCO meeting is coming up the 21st and the 22nd, March 27th and March 28th, as well. We are advertising, distributing fliers within the community. Also if you go to our Twitter account or Facebook account, you can see our Building A Block website and you can be guided to more information. I will be standing here looking on, if you guys have or need any information,
you guys can approach me, and we can communicate. Thank you.

MR. DARCHE: Do you think you could describe the NCO program for the people here.

CAPTAIN GUTIERREZ: I'm Captain Gutierrez, the Inspector couldn't make it here. So, the Neighborhood Policing Program is based on a working relationship with the community, to bringing the community and the police to work together in solving community issues. So, you would have designated steady sectors, and two designated NCO officers per zone. You always see the same officer in the zone in every particular precinct were there are designated NCO Command. That's why it's very important to check the Twitter and Facebook account you can get their information and designated commands. And the telephone numbers the names and all the information is available on the website. So, whichever command you live by in the community, if the NCO program is available at that moment, at that command -- as of right now the NYPD doesn't have all the precincts have adopted NCO commands. So, if your command is an NCO designated command, you can get all that
information, you can get it from the website.

CHAIR DAVIE: Thank you. From the 33rd precinct, the executive officer.

CAPTAIN NATALE: Good evening everyone, my name is Brian Natale, I’m the executive officer of the 33rd precinct. I just want to say on behalf myself and Captain Brea, thank you very much for having us tonight.

The 33rd precinct was one of the original four NCO commands in the city. And I’ve been with the 33rd precinct since the inception of the program, so this is something that I care deeply about and I’ve watched succeed over the course of the last couple of years. I’m sure if you guys have any questions later on, I’ll be happy to answer them.

Our community council meeting is generally the last Thursday of every month, we welcome anybody who wants to come. This month though, it is the 21st. So, thank you very much.

CHAIR DAVIE: Thank you. Are there any other representatives for the NYPD who would like to speak?

OFFICER CERUBY: Good evening, I’m the executive office of the 30th precinct, my name
is Alexandra Ceruby. Captain Soto could not be here today, she is the commanding officer.

The 30th precinct covers 133rd Street to 155th Street, from Bradhurst to Riverside Drive. We do participate in the neighborhood coordination officer way of policing. We've been participants since February of 2017, and I'll be around if anybody has any questions. Thank you.

CHAIR DAVIE: Thank you so much. Is there anyone else from the NYPD that we've missed or the we've overlooked? Thank you.

We will now turn to our community based organizations and representatives. We have Mr. Jason Clark, who is the public safety chair, I assume, of the community board, is that you? Okay. Thanks.

MR. CLARK: Good evening, my name is Jason Clark, I'm the chair the public safety committee for community board 10. First, I would just like to take a moment to thank the CCRB for coming in and having this program here in Harlem.

We recognize, especially hearing some of the stats earlier, that it's important that
people in our community, as well as the officers, as well as the support system, like the CCRB, know exactly about what type of resource are available, and we can start to do what we can to start to really harmonize some of that distension that's happened in our communities over the last couple of years.

I would like to thank Cicely Harris, who is the chair of the community board for her work in making sure this happened, John Lynch, who is the first chair of community board as well as Andrew LaSalle, who is the district manager.

And I would also just like to say, just personally, I've had the pleasure of working with the CCRB in different capacities over the last couple of years. Whether it's organizing Know Your Rights Programs at barber shops, whether it's organize Known Your Rights Programs in this room, whether it's just trying to figure out what we can do to try to make sure to decrease the number of lethal encounters involving police officers and member of the community, and I certainly look forward to having this conversation, having this be
another bridge to taking the next step, so we
can do even better in the years to come. Thank
you.

CHAIR DAVIE: Thank you. I have Farine
Griffith.

MS. GRIFFITH: How are you. My name is
Farine Griffith, and I'm the treasurer at the
28th precinct community council, and I'm here
today to speak about police-community relations
within the 28th precinct confines.

They're improving, and they could get
better if more people -- it's a two-way street.
If the people would come out to community
council meetings, National Night Out Against
Crime, and learn the officers, the new NCO
program. And as well as the police, the NCOs,
if they get to know the businesses, the
community, the PTA presidents, the PA
presidents, the tenants association presidents,
I think we can move a little closer to getting
a better relationship.

And as far as the children, you know, we
need to think about putting our children, you
know, in the Youth Explorers Program, and they
have the Cops and Kids -- there is a lot of
programs, a lot of things put into place for police and community relations to improve. We all need to take a part in it.

And I think the most important thing for me, when I got my -- I'm the treasurer for eight years and I've been involved at the two-eight precinct council for twelve years. The thing that turned it around for me was attending the Citizens Police Academy. And a lot of people don't know about that, and I think the NYPD should do better marketing on that, so that people can partake in that. It's a thirteen week program and you learn all of the training that the NYPD goes through. And when you go through that you have a different perspective on the police and how they interact with the community.

In addition to that -- I believe that's it. And I do want to give hats off to the now Chief of Patrol, Rodney Harrison, because when he was our commanding officer at the two-eight, he was very instrumental in making sure community and policing was very important. So, I just wanted to say that to him because he just got promoted. Thank you.
CHAIR DAVIE: Thank you. We'll hear next from Chaplain Robert Rice.

CHAPLAIN RICE: Okay. Good evening everybody, my name is Chaplain Robert Rice and I won't be with you very long.

One of the topics that I see that they had down was, what has been the response in the community to the NCO Neighborhood Community Officer Program?

First, I would like to start off, I'm one of the chaplains for the 28th precinct and the 30th precinct clergy council. I'm also Manhattan Borough President Gale Brewer's chaplain. So, I'm here representing quite a few people. I'm also Bill Perkins' chaplain too -- I see him on the side too. So, I do a lot in the community.

But the first thing I can say is that the people in the community feel that the program, it's a good program. People appreciate that the fact that they can reach out to the officers with a concern and can see the officers address their concerns on a daily basis, and their NCO wants the people to take his or her cellphone number, because they do
care about what they have to say, and how they can better police the community.

And I'm one that's a strong supporter of the NCO program. I truly believe that this program is going to change the city of New York. I think people got to give it a chance, you got to get involved. Like she just finished saying, that you have to come to the community council meetings, you have to come to the NCO meetings and get to know the officers, because they are making an effort to be better in police relationship.

The second is, with your experience on the ground and in the community, what police-community relationship issue would you suggest we examine in the future?

Based on my experience on the ground, I have seen improvements in police-community relationships arising from bridge programs such as neighborhood coordinate officers, NYPD's sponsorship of outreach efforts with individual precincts, collaborating with community organizations and houses of worship helps to building trust and confidence among residents and law enforcement's response to crime.
I am one of the graduates of the Citizen Police Academy. And when I first went there I had a different understanding of the police department. And like she said, it used to be thirteen weeks, it's now ten weeks, and when you go there you will learn first hand. And some of the things I learned that I thought they were doing wrong, they was doing right. And you know, I think people think, have it wrong, the wrong perception of the NYPD. And, yes I'm a strong supporter of NYPD, I'm not going to stand here and act like I'm not. But I'm saying give them a chance and come out to the neighborhood coordination meetings. I got some fliers right here for the meeting, and if anyone is interested I'm going to put them over there on the table, and you can actually just pick it up. And this is the 28th precinct, I don't have the 30th, but I have the 28th precinct, it's one the precincts that I am the clergy council.

So, you know, come out, get to know the officers, pick their brain, and you will see for yourself that this NCO program will change the city of New York. Thank you.
CHAIR DAVIE: Thank you, sir. We now have a representative from Congressman Espaillat's office.

MS. BOOKER: Good evening everyone and thank you. I am Michelle Booker and I'm here on behalf of Congressman Adriano Espaillat. And I'm here because I just want to share that he believes in the programs. He believes in community and police mutual understanding and respect, and he's been pushing for that the entire district. If you have any future questions, I will be in the back. And also we have put out some fliers of all of his support for legislation for more stricter gun control. So, thank you very much this evening.

CHAIR DAVIE: We will now from George Ball and (inaudible.) Papa Dal.

MR. BALL: Good afternoon, good afternoon y'all. My name is George Ball and I work at three different organizes that covers community boards 10, 11 and 12.

We provide programs for youths, ages five to adults. Part of the DYCD program, and with my programs are the national association of Each One, Teach One, the Rucker Pro Legends and
Scan el Faro Beacon Community Center.

These are two of my students. I'm also the Assistant Dean of Students at Coalition High School for Social Change, so I spend a lot of time, some members from five years old to adulthood graduate the program and they always come back, they speak to the young guys and so forth.

I know we're here to discuss the CCRB and the NYPD and, you know, relations, but I think that's better spoken by these guys. These are the ones that have the daily interaction with the officers. I'm very familiar with the NCO program because it's in my school, and the officers are amazing. But those aren't the officers that these guys are running into on the street. So, I'm telling you, I'm pretty sure that all the precincts and all of the NCO officers are awesome -- but these aren't the officers these guys are running into on the street.

But as adults, we have a different relationship with other adults. Their relationship will be different. Because there's a respect thing, you know, with the
officers, the CPR, courtesy, professionalism, respect -- sometimes you don't get that CPR, I've witnessed this.

But as for the program, I can attest to, as chaplain said, awesome. We really need it. I'll leave it at that and I'm going to let these two young kids speak.

PAPA DAL: Hi, my name is Papa Dal. I attend the Coalition School for Social Change. Really, all I can say is like, I feel like the police in our community, in my opinion, I feel like they do what they have to do to protect us. Well, I have a different relationship with the 25th precinct because that's where I live close to. Like they come to our school, we have basketball games, and they treat us with respect and they treat us like we're one of theirs.

But, I know that from like some of my peers, they don't have the same relationship, based on their past or their background. And really, all I can say is, like, maybe you guys can talk to them, come together as a group, and discuss like what they can do to, like, make sure these young people, like us, can feel
comfort around them.

STUDENT SPEAKER 2: Hello, my name is Camara Cord, and I go to Wallace Secondary Performing Arts. This is like my first time, like -- no, my second time being at these like important meetings -- like, I just see how much people come together, like for all different types of reasons and how they talk about one specific things or how one thing like about kids or about how people can get jobs and things like that.

For me, I never really had any altercation with cops, to me like, they're cool, I don't have a problem with them. I don't, I don't have a problem them, they don't bother me, I'm good.

But all I got to say is that like for me, some of the cops, they like some of them go overboard, like they do certain things that certain people don't like. Just like, just talk to them. Like don't get into the violence so soon. That's all I got to say.

CHAIR DAVIE: Thank you, and keep coming back. We will now hear from Bill Torres.

MR. TORRES: Good evening everyone, my
name is Bill Torres, and I am the director of
community resources for the Ali Forney Center.
We are the nation's largest organization
providing critical life and death services and
shelter to homeless LGBTQ youth here in New
York city.

We are a scattered site program with sites
throughout three boroughs, but our biggest
footprint is our 24 hour drop-in center here
located in the 28th precinct, on 125th and
Saint Nicholas.

I'm here not only as a representative of
the youth but also as a liaison to the NYPD.
When we first moved here to the 28th precinct
we had many problems. Our clients, the youth,
the homeless youth, LGBT youth, are frequently
targeted by the police, fairly or unfairly, and
really don't have the resource to represent
themselves well, much less the training to
represent themselves well, and are easily
ccaught up in the system. My goal is to
represent them, to make sure they have a
parent-like figure who is going to be concerned
for them, who is going to show up for them and
is going to read them the riot act when they
need it to be read.

We've had a wonderful relationship with the 28th precinct. It started, quite frankly, rather ignorantly. We had a very limited idea of what our rights were and how we would respond to the police. I was brought on as the liaison to the NYPD so we could learn and improve our understanding and knowing our rights. The CCRB has been big a part of that, helping us with that, we look forward to working with you further.

And at first it was with the community affairs officers that we got to know the 28th precinct. Very responsive, very willing to come and listen to our needs, our concerns, the specialties of our clients and our population. And then it became the NCOs who I know individually, I know professionally and now I know personally. We are happy to continue to bridge the gap between police and community, our community in particular, and I'm happy to be here representing the Ali Forney Center.

Thank you.

CHAIR DAVIE: Thank you, very much. And we are pleased with the outreach, that so far
the CCRB outreach team has been able to do to
the LGBTQ community, particularly related to
young people and the trans community, so thank
you.

We will now hear from John Lynch.

MR. LYNCH: Good evening. My name is a
John Lynch, I'm the first vice chair of
community board 10. Again, thank you everybody
for joining us here tonight. I also chair CB10
economic development committee, and I'm a
member of the public safety committee.

And through that work I've often felt that
you cannot have public safety without economic
opportunity, and you can't have economic
development without public safety. Public
safety of course includes freedom and safety
from unwarranted harassment or interference.
And I know a lot of people here, on both sides,
are interested in that topic.

I've had quite a bit of involvement with
the NCO program, both through my work on the
public safety committee and I'm also an officer
of the Fredrick Douglas Boulevard Alliance,
which is an organization of residents and
businesses on the Fredrick Douglas Corridor. I
also am an officer of the building I live in, on their condominium board, so through all those organizations I've had the opportunity to communicate with the NCOs on several occasions, so I think it's a great program, and I think it's a great opportunity to increase communication. Again they come to our public safety meetings occasionally, they come to the FDBA, and we love it. We have their numbers in our cellphone, we call them if there is any kind of problem.

But I'm reminded, as the gentlemen with the two students referred to, I think we should make sure the NCO program drills down into the community and goes beyond just connecting and communicating with the organizations and the business alliances, but actually become, get down to a point where the residents of the community actually feel the same way, that they can reach out to these people, that they know where they are, they can pick up their cellphone and call them as well.

To me the program it's a throw back to the beat cops of the old days where they knew the residents and the residents knew them, and
there were far less problems all the way around.

    Just one other point that we've dealt with at CB10, one of the bullet points that we were asked about is the situation with immigrants. We actually, through the public safety committee, had a forum last year, a know your rights forum for immigrants in terms of and when they encounter the police or ICE agents. It was actually, frankly, was not very well attended, and we realized afterwards that we have to have a different kind of outreach to the immigrant community.

    They are afraid to come out, in some cases they are not, you know, subject to traditional forms and communication. So, we are going to continue to reach out to the immigrant community so that they know their rights. We past a resolution last year affirming Harlem's status, within New York City, as a sanctuary village -- thank you Donna -- and we're going to continue those efforts and we urge both the board and the police officers to also be sure that we're reaching out to that community as well.
Finally, one plug for CB10, next month we're going to be having a peace, a Harlem Peace Day, focusing on reducing violence among the young and the community in general. It's going to be an outdoor event and we hope to see many of you there. Thank you very much.

CHAIR DAVIE: We will now hear from Pastor Antoinette Glover.

CHAPLAIN PASTOR DR. GLOVER: Good evening, I'm Chaplain Pastor Dr. Glover, I'm the chaplain for PSA5. I'm also on the clergy board of the 28th precinct.

So, I heard some of the things that was said, I don't get that from the 28th precinct. My children had went to school in the 28th precinct zone, and I've seen a lot of things happen with children, and I've seen their interactions. So, I don't get the same thing that you guys saw.

And with the NCO, I think it's starting to work. We have to start giving these things a chance. We can't implement things think that's it's just supposed to work, just like Rome wasn't built in a day. So, it's going to take some time. The community do have to come out.
The clergies, the religious leaders, we all have to get involved to build the bridge, because there's a missing link in the bridge. You know, we have to get together, in the communities, in order for the community and the officers to work things out.

I mean, children, if they're uncomfortable, they're not going to respond appropriately to the officers, so then that's where the issue comes in. So, we need the officers to make the children comfortable and we need children to learn to respect the officers too. You know what I'm saying -- I mean we heard from two good young men but what about the ones that have problems at home, have problems in the street, and then when they see an officer, instead of talking -- you know we used to call them the beat cops, but now you all change it, I understand that, but they're running from them. So, that's where the bridge has to come in at.

We have to step up and stand up together and let them walk on our backs in order to get where we need to go.

So, I hope to be here again. I'm also on
the county committee on 68 so I know a little bit more about what's going on. So, let's build the bridge.

CHAIR DAVIE: Thank you. I just want to see if any of my colleagues on the board have any questions for any of the speakers, or any comments they would like to make.

(No response.)

CHAIR DAVIE: All right. We will now hear from Vidal Guzman.

MR. GUZMAN: Hey, how you doing everybody? Thank you for having me here, my name is Vidal Guzman, I'm the community organizer for Just Leadership USA.

If some of you all haven't seen my shirt it says, Close Rikers. I really want to come here and really want to have this conversation because I'm the organizer for Manhattan, so I'm not trying to bust anyone's bubble, so I organize from 151st to all the way to East River and I do a lot of Harlem contact and a lot of Harlem people I conversate with.

It's sad that, you know, I wasn't able to have them here, to create that conversation, but I do want to give you some feedback about
what the community in Harlem has to say about
the policing that's happening in Harlem.

See, police are supposed to protect our
community, but we have to trust them and it's
hard to do that. It's hard to trust police
when they are still arresting us for jumping
the turn style. It's hard to trust police when
their actions are, what start to many of us, on
a path to gladiator school. And gladiator
school is Rikers Island. Police, police will
tell you that they're always watching our
neighborhood when there's too many crimes.
What they don't tell you is one reason we have
problems in our neighborhoods is because we
don't trust the police enough to call them and
ask them to help us from these challenges.

So, these police act in a way that makes
us feel that we can't trust them, and then take
advantage of the fact that they abandoned us.
So, when they do show up, they're in SWAT gear
and busting down peoples' door and shoving us
on the hoods of their cars. I really say this
a lot because a lot of people in Harlem don't
understand about the police raids that have
been happening in our communities. Kids as
young as thirteen and fourteen years old, swept
up and put in jail and given thirty, forty
years.

So, when they do show up -- this isn't
policing, this is terrorizing our neighborhood.
We know that Manhattan is the most prosecuted
and incarcerated borough in New York. We know
Harlem is the most over policed, over
incarcerated neighborhood in Manhattan. For
all of it starts with an officer making this
decision, he's going to arrest one of us and
force us into, or back into, the criminal
justice system.

And I just want to keep saying this --
these are quotes that was from people that live
in our neighborhood and that is scared to be
here.

So, we're living in a world where we don't
trust police, where the decisions that police
have made have resulted in thousands of our
brothers and sisters locked up in Torture
Island. So, when we talk about
police-community relationship, there is no
relationship. There is fear and taking advantage
of that fear.
So, as person who is twenty-six years old, I did seven years incarcerated, and not even just talking about that, my first time in Rikers Island was sixteen. So, when we talk about policing, this year alone, I beat fifteen cases -- I beat fifteen case in 2008 when I was on probation. This year that just past, I got put in a settlement to get money from even trespassing in front of my building.

And I bring this up because these are the same conversations that I'm having with people in the community. So, when we talk about over policing, when we talk about building community, and we're not able to know who we're patrolling and what neighborhood you're actually working in, there's no bridge to be built.

So, yeah the youth are not here because they're scared. And as a person who's still on parole, and as a community organizer for Just Leadership USA, I'm going to keep doing my work. And if no one else stands for us, we stand for ourselves. That's all I have to say.

CHAIR DAVIE: Thank you. Linda Llanos.

MS. LLANOS: Good evening everyone, public
speaking 101, I think I got a B+, but we'll see how this goes.

Just to piggyback off of the gentlemen, the young men that were talking, it's kind of difficult to hear things like that because my girls are out of school, but I have a grandson, he's seven, and today when I was at work, I work for the Union Settlement Association, and I work with seniors, and I heard the children about a block away chanting and carrying on, and my heart sank because that could be my grandson in a couple of years marching as well. So, I just want to say that little speil about gun violence.

Thank you to the CCRB for asking me to come today. When you guys asked me to come and speak today, I needed a little bit of reinforcements. So, I spoke with my seniors, I spoke with a couple of my friends that live in NYCHA housing, I spoke with my sister, who is here with me today, and a couple of my friends. And some of the things that they said were, as far as, like, precincts, I don't visit precincts for whatever reasons, but they felt that having some type of a mediator -- I don't
know if you guys have that at the precincts --
but some type of a social worker that when
things do occur, that families could go and not
right away interact with police, maybe have a
mediator that could somewhat figure out what's
going on before the police become involved, you
know, to the extreme. That was one thing that
someone posed to me.

Another thing that somebody posed to me
was to be able to have, foster public trust, by
having cops visit and engage with senior
centers. So, as far as the NCOs is concerned,
we have that, but my question is, how often are
the NCO officers supposed to come to visit us
because I think the last time I saw them was in
October of 2017. And the seniors, they
actually felt comfortable when they saw the
officers come to the senior center. They felt
safe, they felt like they could approach them
and ask them questions. And they do give out
their phone numbers and they are friendly. And
like the gentlemen said, the ones that they
meet on the street are not so friendly.

So, that leads to my third flashcard,
which has to do with culture competency
training. I'm sure the police department has that, but if they don't, it should be mandated and it should be something that is ongoing all the time because of that particular purpose. If the gentlemen don't feel comfort because if the police officer is approaching them, and they are so abrasive, they become defensive, and that's where the interaction can change and goes from zero to a hundred within two seconds. So, I kind of understand that, so as far as my grandson is concerned, you guys, I want him to live, please. Thank you.

CHAIR DAVIE: Thank you. I just want to see if any representative from the NYPD wants to address the question about NCOs and when they visit community based organizations or how that's determined?

CAPTAIN NATALE: Good evening everyone. So, just maybe to give you a little bit of clearer picture about how the way the NCO program works, it's not just our NCOs. We frequently call the program the NCO program, it's actually the Neighborhood Policing Program because it actually goes a lot further than just our NCOs.
So, anyone here from Washington heights? Anybody? Okay, there you go. Our precinct goes from 155th Street to a 179th Street and we cut that precinct into four sectors. Each one of those sectors has two neighborhood coordination officers.

Now, obviously, we cannot get to know that community with just eight police officers, so the way the program works is those NCOs are completely off of the radio. They spend their days going to community meetings, going to schools, going to some of the senior centers, but in addition to that we have our steady sectors. And the way the police department used to do business is you might have a sector, you know, handling a job down on 155th Street one minute, and the next minute they were running up to 179th Street. So, we changed that and we keep same police officers on each and every tour in the same sectors. All right. So there is kind of a second facet to this program, and I just wanted to clarify that.

As far as the meetings go, once a quarter we have Build the Block meetings, and that is in addition to our precinct's community council
meetings. So, we do proactive outreach where I will send my officers to senior centers, to schools, but in addition to that, if there is anyone in the community who want to meet our NCOs, please go to the Build the Block website. It's so easy, all you need to do is put your address in and it's going to tell you where your next meeting will be held and when.

Does that kind of answer the questions that you had?

CHAIR DAVIE: Sure.

MS. FERNANDEZ: I have a question, how many people attend the Build the Block meetings when you have them on a quarterly basis?

CAPTAIN NATALE: It varies very much, precinct to precinct. Yeah, I mean, I've heard of some meetings as high as north of a hundred people and some as low as ten or fifteen. So, we have seventy-seven precincts in New York City, very different communities, very different involvement.

I can speak for the 33rd precinct, we go through painstaking efforts to promote our meetings. We put it on social media, we announce it at our community board meetings, we
want those meetings to be a hundred, two
hundred people.

MS. FERNANDEZ: And then what comes out of
the Building the Block meeting? So, you have
the meeting, and then do activities come out of
that, or what comes out of that?

CAPTAIN NATALE: Yes, absolutely. The
goal of the meetings is to create a kind of
intimate setting to the extent that as a
commanding officer, or the executive officer, I
don't even really go to these meetings, I want
my officers talking directly to the members of
the community. There will usually be a
supervisor there, but it's a forum to voice,
whether it's praise or complaints, it could be
anything from gang violence in your
neighborhood to somebody outside your house
making a lot of noise. And then we will take
notes on that, those notes come back to myself,
and then we'll come up with a plan at the
precinct to address whatever concerns the
community is having.

MS. FERNANDEZ: Thank you.

CHAIR DAVIE: Thank you. Any other
questions or comments from the board members?
MR. RIVADENEYRA: One question. So, it does seem as if there is information that goes back to the precinct in terms of policing, but are there larger discussions and more engagement opportunities after those meetings in terms of, you know, could there be, possibly, more frequent Build the Block meetings?

Because quarterly meetings seem a little disconnected. It doesn't seem that there's a consistency that's being created.

CAPTAIN NATALE: Right. Well, like with any program, we are evolving. And, you know, you may certainly have a point there, and we may get to the point where we increase the frequency of it. But, again, it's not just the quarterly meetings, it's the every day interactions in the street. We've heard, beat officer, come up several times tonight and that's certainly what we're trying do. But in terms of change the policy of the NYPD, perhaps, and we can talk offline about that if you would like.

CHAIR DAVIE: Any other comments or questions from board members?
(No response.)

CHAIR DAVIE: Thank you, sir.

CAPTAIN NATALE: Thank you.

CHAIR DAVIE: We will hear from Marc Washington.

MR. WASHINGTON: Hello to everyone from the community. I'm here to speak truth to power. I'm here to see accountability. It's very interesting to me that we sit here in this meeting with the expectation that the community behave a certain way when the police don't behave a certain way, right? Like we know that, what we call jurisdictional justice, the type of justice you get, depends on the zip code you live in, right? Like we know -- I just read in the paper the other day, the police chief was justifying the weed stops, right? But yet and still, for whatever reason, it just tends to only happen in certain neighborhoods, right?

Like, I feel -- I'm angry when I hear the police talk about all the wonderful things that they're doing, and knowing that they're treating communities different based on what is particularly criteria that they're using to
treat these communities different, right? But we're not going to get into all of that right now. It's offensive. I'm offended. I'm a 43 year old man, and I've seen the police do the right thing, and I've seen the police do the wrong thing.

And the next question that I have is why don't we see police stick up against crooked officers? Why don't we see that? Why is it up to the community to hold the police accountable? When a police officer, when a police officer is crooked, the community finds out second. The corresponding officers, the officers that are with these people know it, they know first that these officers are crooked, right? So, it's just not -- like, I mean, we want respect. In order to get respect, you have to give respect, right?

I deal with an organization named Friends of Island Academy. I just did an intake on someone. Someone got sentenced to six months probation for dancing on the trains. Right? I'm going to say this, and I'm going to say this clearly -- someone got sentenced to six months probation for dancing on the trains. Is that
who we are? Is that the kind of policing that we're looking for? Right? I mean, enough. We can try to have these kumbaya meetings and stuff like that, but until we tell the truth about what's really happening, this is just political theater that I'm not necessarily interested in being a part of.

If you want to really do this and have substantive change, let's talk about the things that need to happen, all right? We need real accountability. We need -- the community is calling for our community to get treated the same way 72nd and Park gets treated, right? For some strange reason, the weed arrest down there don't seem to be as high, right?

And the last thing I want to say is, stop pretending to be our friends when your behavior says that you really don't like us. Right? Because the police, in this city, their job, the way that I see their job, is to arrest people after they commit crimes, not necessarily to prevent crimes, right? I see this as case in point by the fact that we -- why do we even have under cover cops and the trains anyway? To what end? To catch you
after you do the crime? Shouldn't the ideal be
to stop the crimes before they happen? Right?
So, why not have visible officers, in their
uniforms, on the train, right?
That's because you got -- you guys, I'm --
this is just -- it's just money, right? We
live in the system that's willing to spend
$200,000 a year -- to lock a person up for a
year.
VIDAL GUZMAN: Two hundred
and seventy.
MR. WASHINGTON: I was being nice,
brother, right?
We live in the system that's willing to
spend that money, while I work with the YMI
Program, that these kids, if they complete
program in six months they get $900. It's
offensive. And the reality of the situation is
that's our money, right?
So, what I'm going to do is, I'm going to
go back into my community and help these young
brothers and sisters understand that that's our
money. And the next time when we come back
with those young brothers and sisters, we're
going to ask nicely one time, right?
I'm not sitting up here and seeing my community being victimized and then the people that are victimizing our community pretending to have our backs.

Enough with the games. If you are truly a friend, be a friend. If you're truly a foe, be a foe, and we can live with that. But you will not be a wolf in sheep's clothing. Thank you.

(Clapping from audience.)

CHAIR DAVIE: Thank you. We now have Adrienne Felton, from the Public Advocate's Office.

MS. FELTON: Good evening everyone, I am Adrienne Felton from the Public Advocate's Office. I actually am the Harlem person but I'm also the law enforcement liaison for the public advocates city wide.

So, I'm just here to listen, to hear what everyone has to say. And if I had to add anything, I want you guys to just have an open mind to listen to both sides, and hear. Don't listen just to be prepared to respond from your perspective seats because that retards progress. And that's on both sides, right?

So, we have to listen to those people who
are engaging, when someone is telling you they're experiencing something, let's not dismiss it because we sit over here. And if someone is telling you that they need to do a job, don't dismiss it. Let's erase, or try to erase, our cognitive appraisal and just really listen so that we can fix what's going on, right? You all agree with me? All right. Thank you.

CHAIR DAVIE: Thank you. Angela, did you have a question?

MS. FERNANDEZ: So, this is a question actually to the young gentlemen from Just Leadership.

MR. GUZMAN: Yes.

MS. FERNANDEZ: So, thank you for speaking earlier. And this is -- it's sounds like the NCO program and the Build the Block program are positive programs in the community. And so I commend the NYPD for doing that. But I am curious to know, as a community organizer, and your engagement with the community, have you heard any feedback from the community about the NCO or Build the Block, or are people even aware of it?
MR. GUZMAN: Nobody knows what that is. So, when people start talking about what this is -- personally, let me start by telling you something, when people start going to our housing complex, and start talking to people who are former gang member, like me, or start talking to people that they know to have a history of selling drugs -- the bridges that needs to be created is the people that know they're doing crimes out there.

We have this opportunity -- don't take this as a bad case of -- but no, no one knows in my neighborhood. No one in Manhattan. So, the kids that you're probably getting, is not the kids that I'm having conversations with. And I'm saying that from the truth, and I want to end it like this. I've seen kids -- I taught at a school today, and I seen kids hurting, mentally, spiritually, and they talking about the abuse that police is doing to them.

So, no, if we believe that this program can do something, it needs to go to the right people and it needs to get to the kids that is not here.
Because in reality, like we talk all this peace and good stuff, there is people out there who is teaching our youth, who are gang related, who are gang members, who are pimps, who are basically doing crimes out there, how to beat the white man.

So, the reality, if this program is working -- you need to start having these conversations with people who are fallen in the cracks. So, no, I never heard of it.

MS. FERNANDEZ: Thank you for sharing that and --

MS. FELTON: I'm sorry, I'm sorry, I'm sorry. I just want to ask this question, how many, just from my own edification --

CHAIR DAVIE: Ms. Felton, if we can, let's do this a little bit in order, okay?

MS. FELTON: Okay.

CHAIR DAVIE: So, if you want to speak again just come back up to the mic, but let's hold on until -- no, no, Mr. Guzman, please stay there -- and we are going to take the question from Mr. Eason on the board, and then we'll go from there.

MR. EASON: Mr. Guzman?
MR. GUZMAN: Yes?

MR. EASON: Have you attempted -- I know you said there was no bridge --

MR. GUZMAN: Yes.

MR. EASON: -- but have you attempted to go and, you know, be the ambassador to build, to start the bridge between -- because I know -- you speak very eloquently, have you made an attempt to go to either the NCO officer or to the precinct to get them to come to the areas that you mentioned?

MR. GUZMAN: So, I mean, as we talk about this, we're part of the Close Rikers campaign, our office is at 119th and Lexington. It's always open to everybody. I never seen a police officer come in there. The only time I've seen a police officer come in there is to figure out a crime that happened around the neighborhood.

MR. EASON: Have you invited them?

MR. GUZMAN: They never invited us.

MR. EASON: Will you invite them?

MR. GUZMAN: They never invited us.

MR. EASON: But I'm asking, would you invite them?
MR. GUZMAN: Well, yes, I would love them to come through. I don't have no problem. I speak -- listen, our part is to build community, and if we're not able to successfully close Rikers, then police officers are not on our side to build that community up.

So, that's all, I really want to leave.

CHAIR DAVIE: Before you leave, Mr. Guzman, Ms. Stahly-Butts has a question for you.

MS. STAHLY-BUTTS: I have less of a question for you than a comment. I want to thank you so much for speaking and also say it's not your job to reach out to police in to your community building.

So, I want to say that. I also want to thank Mr. Washington, who I think left, but I think one thing that often goes unsaid at these meetings is just how deeply entrenched racism is inside of our system.

So, the talk about week for instance, in New York City, you are four times more likely to be arrested for weed if you are black, even though we know that white folks smoke more weed than we do.
And I mean just to say that as a reality, that is a police choice. The police use their desecration to arrest black people. And I think it's really helpful, and I want to thank him for naming that, because I think so often we act like that's not the case in our system. So, I want to thank Mr. Washington, and also Mr. Guzman, for standing up for that.

CHAIR DAVIE: Ms. Felton.

MS. FELTON: Hi, so I just wanted, for my own edification, ask how many guys in here go to your precinct community council meetings, by a show of hands? How many of you guys actively attend?

(Whereupon, audience members raise their hands.)

MS. FELTON: So, that's maybe, a fourth of the room, maybe? So, the reason why I'm asking that question is because it is really crucially important that you go to your neighborhood community council meetings. It is crucially important that you know who your commanding officers are. It is crucially important for you to know who is in that precinct. Just like you know who your pastor is, just like you know
who the person who runs the laundromat is, just like you know your child's principal in the schools. Because they are paramilitary professionals who are in your neighborhood, to police your neighborhood. It is your neighborhood. And even though those relationships are there, it is critically important that you know who these people are who are running these in institutions in your neighborhood.

So, guess what, I'm going to tell you something -- a lot is to be said when an officer is mistreating someone and you look and say, you're officer so and so, I'm going to speak with Christopher McIntosh from the two-eight. I am going to speak with Michael Baker at the three-two. I'm going to speak with, I'm going to have a conversation so we all can get together, because I don't think they would appreciate the way you're engaging with me.

Sometimes, when people know that you have a relationship with who commands over them they treat you better. That shouldn't be the case, and I'm not saying that those behaviors should
go be excused, but when someone knows -- just
like a child, when they know that you're
friends with their teacher, when they know the
parent is friendly with the principal, that
child behaviors better. But when the parent
doesn't have a relationship with anyone in
school -- you understand what I'm saying?

So, I'm not saying that that should be a
necessity, but this is where we are. It is
what it is and it's not what it ought to be.
So, sometimes when you have those
relationships, and you make it your business to
have those relationships -- if you have a
teenager child and you walk them in the
precinct and say, this is my son, this is my
daughter, this is my phone number, you let me
know what's going on with my child.

You understand what I mean? These are our
neighborhoods, right? So, we have to have
relationships with those people who are
operating in our neighborhood no matter what
their responsibility is. Especially our
paramilitary professionals. So, that's all I
wanted to add and thank you.

CHAIR DAVIE: Thank you. We now have a
representative from the Manhattan DA, Cy Vance's office. From the Manhattan DA's office.

MR. UTSHUDI: Good evening, my name is Dimage Utshudi, I'm the community coordinator for the Manhattan District Attorney's Office.

I did not prepare any speech. I'm here to just listen in and also to build relationships with the community partners that I have not yet built a relationship with. Once again, my name is Dimandre the community coordinator for the Manhattan District Attorney's Office, I would like to give my contact out, which is (212)335-9302. I will be here after the meeting to build more relationships and I thank you all.

CHAIR DAVIE: Thank you. Iesha Sekou.

MS. SEKOU: Peace and blessings family. So, it's always an honor to be here with the community. I want to thank you, Civilian Complaint Review Board, for the work that they've been doing. They were on my radio show on Monday and we got a tremendous amount of feedback, and people asking me questions that I really couldn't answer. So, it's always great
to have an agency that can do that.

One of the things -- one I want to apologize, I would have been here earlier, I sprained my ankle, and I'm about trying to take care of myself better, so I can be better to the community, so I stopped to go to the doctor.

But I did want to make sure that on behalf of young people in particular, where the police is concerned, that young of the things I expressed when they were on the radio show, was that often times young people are put in a situation when they are mistreated by officers that they feel like there's this relief to be able to be released and out of their custody, so that they don't report. It's almost like, let me just get the hell away from them.

So, there is something wrong when you feel like you don't have recourse, or that that recourse will not work. And that they are so traumatized in some situations, that it's just so scary, it's like let me just get away from them.

So, I think -- and we've been talking about a lot about community engagement, and
I've been working on this for years, and I'm glad that finally the NYPD has looked at real community engagement, and decide to stop doing the bandaid, and I'm really appreciative of that, but there are a number of things we have to really look at.

I've just finished a training with NYPD about a week, two weeks ago, dealing with bias and racism, and they talked about black threat, meaning black and brown threat, and how people and the police department and others, see black and brown men, and how they are dealt with, with the police, different than young white men.

And so, they get this feeling of like, I just got to get away so I get away alive, right? And it's really about getting out of it -- I don't want to make a complaint, I don't want to go back to the precinct, they can keep my cellphone -- they abandon everything. So, this is not to be adversarial -- I want to make that clear -- because when we talk about the real issue, and what is really wrong, there are people who don't want to talk about that. But this is impacting our children, this is
impacting our community, and if we're going to create better community, we have to really expose those things that are impacting our community with the police. And then how we're impacting the police, right? Because there are two sides, right?

So, we can't have these forums and be, you know, so nice in words and not in reality. The reality is, if we want good community engagement, we have to deal with the issue of racism. We have to deal with the issue of racism, not just in our community, but within the police department itself. When you understand the history of the police, why police were started, it was to keep the slaves in order. Start there. That's why there were no brown and black people on the force. Just do the history. New York City Historical Society has a whole exhibit on it. So, this is not Iesha. This is the reality. And so, it was a crime when three black people would gather, that was a crime.

If you look at when three young people gather, especially doing stop and frisk, it became a crime.
So -- and I'm not saying this to create drama. I'm saying that we have go back and look at what has created some of the relationships that we see, and in order to heal, and to make things different, we have accept that things were really bad, right? And we have to accept why, you know, young black men don't even, when I bring an officer to do an -- and I know tons of them since they were in the academy, spoke at the academy, all of that, with them, but then when I bring them in uniform, it's like, yo, Miss Iesha, I ain't with that. But if I bring them out of uniform, it's a different thing. And we've done that. So, now I have to bring officers in that way, but we shouldn't.

So, we need to begin to really address the racial bias, because the training that I was in did not address that. And I have to be honest, I told Chief Harrison, called him to thank him for inviting me, but that we have to really put not a bandaid on this issue of racial issues and some of the disparity that we see in black and brown communities is different from white communities, and that we have to really have to
put it on the forefront, and I'll just give you
an example why.

In the training -- and I know people in
here are from NYPD, so you can take it back and
say Iesha said that, and I'm okay with that,
I'll stand with it -- there was a white woman,
blond hair, blue eyes. And I don't have a
problem with blond hair and blue eyes. But when
you stand in front of a room -- and she has a
two year contract with NYPD, and somebody needs
to address it, right, because it's not the real
training -- that's the first thing.

So, when you have a woman who stands in
front of a room and says that she has an issue
with black men, and most of the men in the
room, who were officers were black, and they
were commanding officers -- that was the first I
thing. And because other higher ranking
officers were in the room, they lost their
voice. They didn't say anything. You
understand? So, we have to look at who are we
putting there to fix the problem and do they
really understand that that in itself is
racist?

The other thing is, she had another
officer, community affairs, young woman, who probably really didn't know any better, she said, take, video tape the training.

Now, if you're talking about race, racial issues and bias and being sincere and transparent, and the if that's what you want and you want to get to healing, you cannot tape the meeting. Why? Because people will go back and review and rewind and pick apart what people say when they're trying to be honest.

So, if we're going to really create this better, for real -- not like, let me take pictures so we can put it on NYPD's website, or go live, this is what we're doing -- for real, if we're going to make it real, lets bring people in to do real training in communities who are really ready to address the issue of racism, right, and what happens. In our local precincts we have to address racism and what's happening, how do we see young black and brown men? Because you see the gun when there's no gun because of black threat, and we talked about black threat in that training but it was kind of brushed over. We have to talk about black threat. Black threat can be a black or
brown officer out of uniform, with his
cellphone in his hand, right? Coming from the
gym. Black threat. Wrong officer, wrong day
and he could not be here. And we have to be
real about that because I know officers that I
have a good relationship with and we talked
about this.

So, I think that we just have to get to a
place of honesty. I'm glad that we are have
having this initial conversation but there are
more conversations that need to be had.

But greater than conversation, we need to
begin to take real action that brings real
results, that end up with real healing so we
have real community engagement, right? We
don't have to do the fake commercial, right?
And act like we like the police and they act
like they like being in our community. They're
scared to damn death, because they don't have
relationships --

CHAIR DAVIE: Ms. Sekou, may I ask you --

MS. SEKOU: -- and when you don't have
relationships, that's it. So, I can stop --

CHAIR DAVIE: No, I just want to ask you a
question about --
MS. SEKOU: Yes?

CHAIR DAVIE: It will only take a minute to answer if you can, and then you can --

MS. SEKOU: Sure.

CHAIR DAVIE: We have a pretty large party --

MS. SEKOU: I know you do. Sure, it's fine, it's fine. I'm here behalf of young people?

CHAIR DAVIE: It's fine. What training were you just describing?

MS. SEKOU: Say that again?

CHAIR DAVIE: What training were you just describing?

MS. SEKOU: This was the, it was at Metropolitan College, and it was called by -- well Chief Rodney Harrison invited me -- but it was about two weeks ago. Yeah, about two weeks ago, two and a half weeks ago, and it was about, around bias policing. That was title if I'm remembering correctly. I'm sorry, I'm a little older than you.

CHAIR DAVIE: It's all right. I bet you aren't, but that's okay.

MS. SEKOU: It dealt with bias policing,
so that, bias policing was in the title. If you call Chief Harrison, he can give you the exact --

CHAIR DAVIE: Sure.

MS. SEKOU: He can show you curricula that they operated from. But I will tell you that the training needs to be looked at because it didn't really deal with issue. It just kind of -- she almost told us how we feel, right? And then you can't -- you just can't do that. And if it's going to be real, it has to be transparent. It cannot be video taped. It has to be where people in the room don't have there senior officers standing over them, so that they can be honest, right? You can't be honest with bosses in the room, this is who signs off on you.

CHAIR DAVIE: Thank you.

MS. SEKOU: So, we have to make it real. And maybe it needs to be done precinct by precinct but the people who live in that community, maybe that's more valuable. Because I was there as a leader, and that's one thing, but I don't speak for everybody, everybody doesn't feel like I do, so, I think we should
do it precinct by precinct, community by
community, so we can really build some healing
in the community. Peace and blessings to you.

CHAIR DAVIE: Thank you. So, we're going
to go to the the public comment list now. And
just remember, there are two minutes. We are
going to ask you to respect that. We have a
lot of folks on this list and we want to make
sure we can get to it and not be here when it's
time to go to work tomorrow morning.

All right, so two minutes. We got a timer
up here. We're going to ask you to respect
that and respect the speakers that come after
you.

So I'm going to start with Alvin Garcia.

MR. GARCIA: Good evening everyone. Thank
you for having us. My name is Alvin Garcia and
I'm a family services specialist for The
Fortune Society. We're a non-profit
organization, we service providers.

It's interesting to listen to a lot of
dynamics. Obviously, I'm going to speak about
some of the services that our agency offers for
the youth that come from, have a criminal
justice background. But it's really
interesting because you have a lot of
stakeholders here with different opinions and
different perspectives. Our agency could be a
liaison. It could be someone that we
collaborate with to address some of these
issues with the youth, with employment, with
family services issues, with substance abuse.
We provide all those services. We provide
services for all five boroughs. We get a lot
of individuals, young individuals with criminal
justice backgrounds from the Harlem district,
so they come, and so we're familiar. I deal
with them personally at times and you hear some
of these stories in regards to, you know, their
interaction with the police and things of that
nature. Obviously, I have my own personal
opinions and perspectives on that, I'm going to
keep them to myself because I'm a
representative of the agency. So, those are
some of the services that we have. Anybody --
I'm going to leave some fliers -- anyone who
feels that they have a situation where they can
use some of our severs they are more than
welcome to come to the agency. They can come
in any time, Monday through Friday, from nine
to five p.m. Thank you very much. I appreciate the opportunity.

CHAIR DAVIE: Thank you. Now, Tawanna Gilford.

MS. GILFORD: Good evening everyone. First I would like to thank CB10 for co-sponsoring the forum. I would also like to thank CCRB for also co-sponsoring the forum, and also for the support you have given to myself, my family, over the year.

Just to introduce myself, my name is Dr. Tawanna T. Gilford, and I'm a licensed psychologist here in New York City. But above and beyond that, is that I'm the sister of young man who was wrongfully convicted in the St. Nicholas Housing Projects, walking down the staircase in his building carrying only cash. He was sentenced to a criminal sale of a controlled substance.

So, his incarceration was due to the draconian arrest practices that came from information that was provided at one of the police forums in the neighborhood without any type of thought about how information would be enacted in a safe way. And I spoke up at that
forum, just saying that I hope that someone in my family, a loved one, wouldn't be arrested based on a tip that was given, and within a month my brother was arrested and sentenced to six years. This past February he completed three years of that sentence.

So, as you all know, this week in buzzfeed, they released an article stating that from 2011 to 2015 at least 319 NYPD employees who committed serious offenses were allowed merit to continue their jobs.

Many officers lied, cheated, stole and assaulted New York City residents.

So, by not having transparency in an NYPD's officers disciplinary records there are three outcomes, possible negative outcomes, of protecting irresponsible officers, such as in my brothers case.

First, there is an increase in the number of wrongful arrests and wrongful incarcerations, as in my brothers case.

Second, there is an increased likelihood of an officer reoffending. So, the officer in my brothers case, he actually had another wrongful arrest in another housing project in
Queens, and a successful lawsuit was filed against this officer, before my brother's case. So, had action been taken against this officer my brother's arrest would have never happened --

CHAIR DAVIE: Take thirty seconds, please.

MS. GILFORD: -- okay, thank you, third there is a breakdown in trust among people in the community that could potential be essential in community policing. So, that was an issue that came up throughout the night. If you think about transparency and holding officers accountable, than that will increase the trust that people like myself will have in reaching out to an officer to prevent crime.

Last point please. Think about the impact of keeping irresponsible officers on the force. Think about the negative effect on fellow police officers, and how that put other officers lives at risk.

Other effects on honest officers include low moral, poor mental health, increased homicide and suicide rates amongst officers, and feelings of animosity towards their peers when you keep an irresponsible officer on the
force.

So, in thinking about a resolution for the 50A crisis, I challenge the CCRB to work together with the internal affairs bureau or the NYPD Investigated General Office to develop a confidential survey for officers to complete regarding their attitude about working along side of irresponsible officers. Because there has been such an opposition to the perspective of civilians like myself when pressing to overturn, or modify 50A, perhaps another route would be to consider the perspectives of the individuals within the department, and hopefully that would have an impact on 50A. So --

CHAIR DAVIE: Once again, we have to get to --

MS. GILFORD: -- my closing point, if you would like to know more about my brother's story, you can Google search his name, Tyreik, T-Y-R-E-I-K, last name, Gilford, G-I-L-F-O-R-D. We have a documentary up that was filmed by The Guardian about his case. Thank you very much everyone. Have a good night.

CHAIR DAVIE: Thank you.

MS. STAHLY-BUTTS: I just want to thank
you so much for that, and I think many of us are
in deep opposition to 50A, or I am, let me say
that, and would love to think and strategize
about ways to support and push for it being
overturned.

CHAIR DAVIE: Thank you. We'll now hear
from Jerry Whitfield.

MR. WHITFIELD: Good evening. I'm up here
today because I wanted to share time where I
encountered, contact with a police officer.
It wasn't really a good moment. Basically, I
was walk down the block with a friend, and he
exchanged words with somebody else who was
across the street, and then we got a block
ahead, we got another block ahead, and then a
whole bunch of cop cars swarmed in front of me
and my friend.

I thought about running, because I didn't
know why so many cops came. That was the first
thing I thought, but I didn't. Then the cops
got out, they said -- I asked them what was
problem? They said they got a complaint that,
they got a complaint that I was harassing
someone, even though it's not true, they
searched me. They said, you're going to be
fine, you're going to go home, everything is going to be okay. Then five minutes later I'm in handcuffs going to the precinct.

Really, after that it just made me think, why should I trust, why should I trust the police if they're telling me I can go home and then later I'm in the cell? It doesn't make sense.

That's really all I wanted to share.

(Audience applauds.)

CHAIR DAVIE: Thank you.

UNIDENTIFIED SPEAKER: Can I say something?

CHAIR DAVIE: Sure.

UNIDENTIFIED SPEAKER: Good afternoon everybody. I wasn't going to speak but after hearing everybody else speak I decided to say something, to share something.

I don't have nothing against cops, and I know cops don't have nothing against me, but I do realize that this is America, and I'm black, so I'm careful about what I say to a cop when they come across. Not all cops are bad. Not all cops are good. It's just that you have to keep your mind -- it's a racist thing. You
know, a black boy, he gets into an altercation with a cop, he's liable to get shot. If a 
white boy gets in an altercation with a cop, he's liable to get handcuffs put on him. So, 
Friday, just an example, I was in a cab on my way to the Bronx to meet up with a couple of 
other friends and a cop car pulled over the cab, and I was in the cab with a friend, and 
the friend was very, very nervous because, you know, the cab driver (sic) was shining the 
light in his face, and he asked him to get out of the cab. He didn't ask me to get out of the 
cab because I was calm, but my friend was very paranoid. So, you know, he checked him, but me 
sitting in the car, I was calm, and the cop was calm with me. He only asked my friend to step 
out of the car because he seemed nervous as if he had something on him, but they checked him 
and he didn't have nothing on him. And I was in the car and the cop just asked me to lift up 
my shirt, he wanted to see if I had anything under my shirt.

Now, I didn't have nothing on me. My thing is that I could have had something in my 
coat, I could have reacted, just by him telling
me to lift up the my shirt. They shouldn't be searching us if we're not doing nothing. If we're doing something wrong, then they can search us. If we're not doing something wrong, for them to just pull over the cab and to search us -- I just felt it was out of line. But I also knew, let them do what they have to do and I'll be on my way. That situation could have gone left because you're not even searching me properly, you're just asking me to lift up my shirt, and like I said, I could have had something in my coat, they would never know, because they didn't properly search me.

So, just knowing that they wanted to search me that way, it's like you're doing a half job. If you're going to search me, search me all the way, if not, then don't search me at all. But that's it.

Everybody have a good night.

CHAIR DAVIE: Both of you young men, if you want, we have investigators here, right over there, holding up his hand. I would encourage you to go and talk to them.

UNIDENTIFIED SPEAKER: I don't want to speak to nobody because, like I said,
this is America, nothing is going to change. I'm black. I'm going to stay black, so I just know how to deal with officers when I come across them. But for the young brothers, they don't know how to deal with that. So, when they come across, they get defensive, when they get defensive, then the cop gets defensive, and that's the situation --

CHAIR DAVIE: I can understand that, and I can appreciate the need to know how to comport yourself in public. That's very important. But if you feel like you've been mistreated, and then you don't -- let me finish.

UNIDENTIFIED SPEAKER: I'm listening.

CHAIR DAVIE: And you don't report it, then we don't have an ability to do anything about it. And it's not enough that the onus should just be on you to comport yourself appropriately in public. The onus should also be on us to make sure that you're not put in those situations.

So, if you don't report it, then you're out there trying to do it all on your own, and we've been charged with the responsibility of trying to address these issues.
So, you don't have to talk to the investigators, but I would encourage you not to give up on the system, because if you do, then everybody in the end is at an disadvantage.

UNIDENTIFIED SPEAKER: You say not to give up on the system, the system wasn't made for me --

CHAIR DAVIE: Well, well --

UNIDENTIFIED SPEAKER: -- at all. I can sit there and talk to him --

CHAIR DAVIE: All right. All right.

UNIDENTIFIED SPEAKER: It's not going to change.

CHAIR DAVIE: Thank you. I appreciate your perspective. Thank you. Marcus Altheus.

MR. DARCHE: He left.

CHAIR DAVIE: He left, All right. All right. Have we heard from Vidal Guzman?

MR. DARCHE: Yes.

CHAIR DAVIE: We, did. Is it Glover Chaldiya? All right, no. Mike Vitorious? All right. Neyon Kadine?

MS. SEKOU: I think it also needs to be made clear that CCRB is not with the police department, because that's a point of confusion
sometimes with people --

CHAIR DAVIE: Sure.

MS. SEKOU: -- because the applications used to be in the precinct --

CHAIR DAVIE: Sure, thank you.

MS. SEKOU: -- not that they ever had to be. They need to know that CCRB is not the police.

CHAIR DAVIE: Mr. Kadiri.

MR. KADIRI: Thank you, my name is Audu Kadiri, and I'm here on behalf of African communities that are in Harlem and in the South Bronx. We want to help African immigrants dealing with DACA and TPS. Recently, forty-five Gambian nationals were deported by ICE officials and they were subject to much -- getting sent back to a country that they didn't want to return to. And I want to see more outreach to African communities, the local mosque, the local churches, and many people now are afraid to leave their house because they are afraid to get deported, and as a result issues with dealing with the police or issues that they're facing, they don't really have a chance to
complain because they're afraid that will
affect their status as being illegal
immigrants. Once again, if any of you have,
would like to talk to me, our office is at the
Dempsey Center, on the second floor, it's
called African Communities Together. Thank
you.

CHAIR DAVIE: Thank you. Regina Smith?
Bill Torres? Okay. Tom Burnet?

MR. BURNETT: Thank you CCRB for giving me
the opportunity to speak. I'm the president of
the two-four precinct community council.

The two-four precinct is 86th to 110th
Central Park West, to and including, Riverside
Park. And I just want to invite all of you,
especially ones who live in the precinct
confines, to attend our community council
meetings, which are held on the third Wednesday
of every month at 7:00 o'clock at the precinct
on 100th Street, between Amsterdam and Columbus.

Next Wednesday night, a week from tonight,
is our next council meeting. You get an
opportunity to ask questions to the commanding
officer, the community affairs officers, you
meet the NCO officers. We've had very good
feedback at our meetings and I really encourage you, everybody, especially those who live within the confines of the precinct, to attend our meetings. And lastly, I looked at the data sheet, and I'm not surprised to see that the two-four precinct is tied for the lowest complaint rate of anybody in the data base. So, thank you again for your time.

CHAIR DAVIE: Thank you. Maray Washington?

Julius Tradine?

MR. TRADINE: Good evening. First I want to say I'm the victim of an assassination attempt by police officers. My nephew at sixteen got sentenced to thirty years in prison, he'll be coming home in 2020. I have the honor, and this honor I've bestowed upon myself, of drafting the original proposal of the NCO program, which was first germinated out of the 28th precinct, under the command of Rodney Harrison.

Back then we had what was called, Sector Presidents, instead of NCO officers, and they were the bridge between the community and the police. So, it could work both ways, it wasn't just that, you know, we were being in that
position to just hear one side. Some of the other sector presidents, I just want to mention them, who served with me were the late Pastor Vernon Williams and Tamara Martin.

Because of that history for the most part we do have a good relationship between the community and our police in the 28th precinct, but I would like to point out some concerns I have with the policing community.

Sometimes the police don't give community residents adequate protection. A dispute between a landlord and a resident could turnout criminal, and it seems that the police will take, will stay neutral. Illegal construction can be taking place, which could be criminal, and the police will stay neutral.

One of the principal elements of the NCO program, and one of the officers did use one of the words, but it's solving problems together through innovation and intimacy.

So, right now, I don't think that everyone has quite figured out, you know, to the degree of satisfaction, what do we mean by innovation and intimacy? Well, at the 28th precinct we came up with some very innovative ideas and we
got rid of drug dealers, we stopped a lot of stuff -- and nobody went to jail.

So, it's something that you can't tape record, as sister Iesha said, when you're going into these type of discussions, you can't tape record things, but you do have to, you can empower yourselves. And this NCO program was designed to empower the community.

So, you're going to have to get with those NCO officers when the cameras aren't rolling, and you're going to have to talk one on one, get intimate and innovative -- and I'm going to tell something -- it does work. But it just can't work with Julius Tradine. Everyone of you citizens has the power to make it work. So, I try to go throughout the city and visit different NCO meeting and so forth, but, you know, this is just a message to some of the NCO officers and commanding officers who are here, you know, you got to really make this innovation and intimate idea work, and they can work.

CHAIR DAVIE: Thank you.

MR. TRADINE: Thank you.

CHAIR DAVIE: Yvonne Jennings, Yvonne
Jennings? Okay. Is it --

UNIDENTIFIED SPEAKER 2: So, May 11, 2006, but the panel, hopefully Mr. Jonathan will talk to me later. It's a stalking issue that has been going on for twelve years. I sat over there, and the whole time I sat, I acted like I couldn't see the hands coming at me, but you all know what's going on in here, you walk around with some paper to calm me down.

I was chased into here. Chased into here, grabbed, but you all know that, because I reached out to you last year, and over the many years, asking for help. Stalking and harassment of me, the property of MTA transit, I reached out to you too, to absolutely no available.

So, the wonderful shined-up officers, you see the officers over there, I come into this neighborhood because I have to do some business, and I'm chased down, and I call community affairs, and they're not nice to me. No, they are very not nice. I call 911 at this point, and I fear for my life, because if you can reach at me, grab at me, put your hands on me as police drive by and watch, we have a
problem. And I've already told the wonderful CCRB that. I tried to reach Ms. Wiley, but she left, the other nice lady, Ms. Archer, left and now the other nice man with the glasses is the next person here. My name is (inaudible), the underlying of what this is about and I fear for my life. So, I'm going to speak to Mr. Jonathan after. No harm intended, I don't expect anything from this anymore, because this is a police issue and no one is doing anything about it. No one is doing anything about it. It's very bad.

CHAIR DAVIE: Thank you. Ingrid Doffey. We'll bring a mic to you if you can't get to a mic.

MS. DOFFEY: Good evening.
(As-Salaam-Alaikum)

MS. DOFFEY: My name is Ms. Ingrid Doffey, my Islamic name is (inaudible), I've been in the Muslim community, well, a very long, but I've been in the Harlem community now for twelve years.

A lot of what I see happening is very, very disturbing for me because the life blood of the community is being but just sucked out,
but necrotized. It's like a bone and the
marrow inside is dried up.

I have a friend who is doing an expose,
and she was riding in a police car, and a
comment was made, and the comment was, how are
your sons doing? So, she just jotted it down.
She thought, oh, wow, that's just so precious,
how are your sons doing, I didn't know that
police, that they talked to each other like
that.

So, at the end, when she got ready to
leave, she said, I just wanted to ask you
something, I think it's so nice, you know, that
the police officers, how they're talking to
each other, that the comment about how are your
sons doing, she asked him, well, how many sons
do you have? The police officer says, sons?
She said, yeah, how many sons do you have? So,
the officer, who was very hesitant -- so, you
know, she was like, well, you don't want to
speak about your sons? And, so they were like,
oh, no, that's just something we say amongst
each other and everything, right. She was
like, okay, but how many sons do you have? And
he kept being hesitant. So, finally she said,
well, you know, okay, if you don't want to tell me, it's fine.

So, when she got to the precinct she inquired again. You know, the officers were really nice, I was in the car, we were riding and everything, and then someone says, well, how are your sons doing? And come to find out that -- she spoke to the captain of the precinct -- and the captain of the precinct said, oh, well, that's just an in-house thing that we use and everything. Then she got very adamant because she was like getting ticked off. She was like, what's going on? And she came to find out that the in-house quote, how are your sons doing, meant, it's the same old nigger shit.

And she was livid. She could not believe it. She said what, what do you mean? And the officer, the captain was like, well, you know I'm very sorry we you were just expose to that, but you know, when you work together in close proximity, you have little acronyms and things that you say and you do, and it's really in-house. And she let them know, that's not in-house, she said, because you were riding
through a community where people of color --
young, old, male, female, everything -- were
out there. So, what were you really looking
at? Who were you really seeing? Why would you
feel comfortable enough to reduce a population
to an acronym that meant something so dividing
and defiling?

So, I'm just wanting to say, we really
have to step up what we do because there is an
accounting. What we're going through with this
life now, very caviler, like oh, don't worry
about it, don't say anything, oh, it's going to
change -- and it's not.

That sun shines everyday and reflects the
light of the moon every night. And we are
accountable, each and every one of us, to
improve. That the only reason why we are here,
to live a quality life. You know we're in a
point of accepting so many degradative type of
things, degradation, demonic, everything, we
are just going down hill in a hat basket. And
then we look at each other, and we wonder, well
what's going on? Then we want to blame --
well, now we want to blame the President, but
the President is only a reflection of attitudes
that really exist in America, that are accepted in America, in open doors and closed doors.

CHAIR DAVIE: So, thirty seconds, please.

MS. DOFFEY: So, what will we begin to do, in honesty? Are we going to have a truthful conversation and talk about the continent of Africa. Talk about Egypt being in Africa. Talk about things that we're still not being honest about. You know our schools -- I don't understand, why are we relinquishing our children back to individuals who we always said, just, it's just that they don't look like us, or are us, but I went to catholic schools, and the nuns, they didn't look like certain things but they had prejudices, you see, so when are we going to begin to say, enough is enough, let's be truthful, let's be honest, let's engage, let's do right by your creator -- because we are created, and we are part of creation --

CHAIR DAVIE: Thank you.

MS. DOFFEY: -- and this is part of being in Harlem. This community is very rich. Let's take this richness and use it for what it can do. This can be a healing ground --
CHAIR DAVIE: Thank you so much.

MS. DOFFEY: -- so I'm hoping as officers and as, you know, administrators, you hold this really accountability, you want your children, grandchildren, to come into a better world -- where is it coming from?

CHAIR DAVIE: Thank you so much, thank you.

MS. DOFFEY: -- where is it coming from?

CHAIR DAVIE: Thank you.

MS. DOFFEY: It's coming from thank you?

That's what I'm talking about.

CHAIR DAVIE: Thank you so much.

MS. DOFFEY: Thank you. Have a great one.

CHAIR DAVIE: Pastor Stacie Ramos.

PASTOR RAMOS: Just praise the Lord everyone. I don't have much to say, I just want to piggyback on one thing about the NCOs, and it is an organization that is working. One of our brothers here just said, if you give it an opportunity it will work, it's working in our neighbors. The other thing I want to say is I brought some of the flyers here from the other community meeting, and I didn't see any on the tables up here, so I'll leave one and you can
make a copy.

   The NCOs, you can call them. If you cannot reach them, the sectors are set up, where you can call and they will call you back. You can leave information, you can send them an email, and they'll responded right away. So, I know for, from 119th to 124th, like I know it's working, and just to give it an opportunity and work with it, like one of the other speakers said.

   The other thing is we have lost an angel of the community, and that's really why I wanted to come up. I see two-eight here and I'm so grateful to all of you and the board especially, as you may know or not know, Pastor Reverend Vernon William has gone on to glory to be with the Lord, and he's done so very much for the community, in his community, outside the community, for the youth. The event that took place today with the youth walking out, he would have been one of those supporting them, encouraging them, to do something positive for their safety. And, so, I just really wanted -- he was here when the meetings were going on, as you know whoever was here prior, and I just
want to say if we can just have a moment of silence for him. And what he did as a pastor, and as reverend, a brother, as a friend, he was there. He will be remembered forever in our hearts. We're going to continue to do the work that he did and Jackie Rowe-Adams is here, she is going to be there tomorrow. Tomorrow is home going services, I do have some of the information if you don't know, it's will be at Mt. Calvary Baptist, at 6:00 p.m, that's on 142nd Street between 7th and 8th avenues. So, if you knew him, you know his wife, keep the family in your prayer, please keep his friends and everyone in prayer, the community in prayer, because he was very active in this community and he did a lot.

So, if we can just have a second, I don't think my moments are up yet, so I'm going to go pretty quick. If we can just have a moment of silence for him. And I know the police officers and if you would just stand for a moment, if you knew him, if you didn't that's fine, you would have wanted to. If we can just stand for just a moment please. His wife Gale Williams will be available tomorrow at the
services, again, at 6:00 p.m, at Mt. Calvary Baptist Church, open to all. Just a moment please, if you don't mind.

(Whereupon, a moment of silence was held for Pastor Reverand Vernon Williams.)

PASTOR RAMOS: Thank you so much. We thank you God for his life. Thank you.

CHAIR DAVIE: Thank you.

So, we have this room until nine o'clock, and it is now three minutes to nine. So, I'm going to ask the following people to line up, and we're only going to give you just a few minutes, not even a few minutes, maybe a minute. Harlem Mothers S.A.V.E. -- just come to the mic -- I have a G. Harris, a Jackie Rowe, Terrence Spirerson and Eva McFadden.

So, if you will go to the mic, you'll have one minute and then we're going to, the lights are going to go out.

MS. ROWE-ADAMS: Good evening, everyone. As you know, Jackie Rowe-Adams, co-founder of Harlem's Mothers S.A.V.E., Stop The Violence. I'm a mother who has lost two kids to gun violence.
First of all, I know in my one minute they are going to give me a second for you all to give community board 10 a big round of applause. This -- kudos to you, kudos, because this was very much needed.

I am so glad for the Civilian Complaint Review Board to give everybody a chance to see what you are about.

Now, when you talk about, let's talk about gun violence, let's talk about -- I am so proud the kids walked out today. I am so proud that finally, after all these years, after losing my kids, and many other kids, that somebody is speaking out. So they are listening to our children. I want everybody to get on board, continue to have relationships with the police NCOs is the best, and let's talk about Reverend Williams, three to six is the viewing.

But let's stop the gun violence. And one of the young men -- and I'll finish -- one of the young men said today, they go by the zip code, and that's how they treat us. Well, you know why they treat us like that? Because we don't come out and vote.

Now, on April 25th, we're having a big
voter registration drive, you will hear more about it, and we want you to come in droves -- come out and vote, build relationships with the community and let's stop this violence.

CHAIR DAVIE: Thank you. Remember, less than one minute.

MS. MCFADDEN: Okay. I'll be thirty seconds. I'm going to be a little more than that. Hi, I'm Eva, I'm the founder of my Sister's Keeper.

First let me thank you guys for being here, opening this dialogue up, because it's very important. Often times in situations like this, we look at it as a black or you know, police problem -- this is a human problem. It's not just a black, it's not just a white, it's not just the police -- it's a human problem, you know?

I had an experience, right -- I'm an activist. I've been providing in my community for many, many years. My son was 14 years old, he walked out of my house with the garbage can, and some shorts on, with nothing under the shorts, and some slippers, and the police ran up on my son to search him, he had on nothing. And there
had been some shooting in the neighborhood, but it wasn't from my kid. And when I ran outside I was so afraid that I just didn't know what to do. Why would I have to think that if my son had contact with the police he's going to die? Cause that was my thought, that this boy is going to die. Somebody said, your son is out there, the police got him and I just thought they were going to kill him. That's a problem.

I just want to say this, what I do is I work for women and families in the community, and I have a workshop that's coming up, it's called The Safe Workshop, and it has to do with sexual abuse. It's sexual abuse awareness for everyone. I think that we need to deal with some issues that we don't often deal with, it's a little taboo, but it's happening and it's happening a lot. We must start addressing these issues that we're uncomfortable with.

Thank you so much

CHAIR DAVIE: Thank you so much. Thank you. So forty-five seconds a piece and then we're done.

MR. BYERSON: Okay. My name is Terrence Byerson and I run a program, Strive, for youth
between the ages of 18 to 24 years old if they have some kind of criminal justice history, to get your credentials and get them ready for the world. I would like to thank all of you guys who are here, the police department, the CCRB, the elected officials, everybody who also has a vested interest in getting rid of this problem.

I also want to say that the NCO program works. I'm part of the 28th precinct. I think everyone should go to the 28th precinct council meetings and take your kids, take your kids. If you take your kids -- it's about building the relationships. Everybody, we all have some situations, but the NCO program really does work, the program works.

And I think in order to build that bridge everyone should be part of their community council precinct and bring their kids, bring their young men that are having problems.

For my program, I have somebody, Sergeant Sadiq, from the 25th precinct coming in to talk to my individuals in my program. So, I think building relationships is part of what's going to solve it.

CHAIR DAVIE: Thank you so much. That's
great, and Strive is a great organization, so
thank you.

MR. HARRIS: How you do my name, my
name is Mr. Harris, I don't want much of
your time, thank you. Thank you for this
opportunity.

I have my son who was harassed and I also
myself have also been harassed and jumped by
police twice. I lived in Harlem for over 40
years. I'll give you an example of what
happened in November 8th.

(Whereupon, speaker plays a
video on the cellphone.)

CHAIR DAVIE: Thank you.

UNIDENTIFIED SPEAKER 3: All right. I say
that to say this, we need transparency. If we
can't trust the cops, then the cops is not
going to tell the truth, and they're going to
make up situations and make up stories just to
stop somebody, just to harass somebody, then
you're always going to always have these issue.
Have a good day.

CHAIR DAVIE: Thank you so much. Thank
you everybody for coming out. We appreciate
the comments and we hope you will take
advantage of the programs of the CCRB and really register your complaints and other interactions that you think we should consider.

That ends the Public Comment Section of the meeting.

We will move to see if there is any Old Business to come before the board?

(No response.)

CHAIR DAVIE: Any New Business to come before the board?

(No response.)

CHAIR DAVIE: Hearing none I have a motion to adjourn to Executive Session. Is there a motion?

MR. DARCH: Motion.

CHAIR DAVIE: Is there a second?

MR. EASON: Second.

CHAIR DAVIE: All those in favor of adjourning to Executives Session, please say aye.

(A chorus of ayes)

CHAIR DAVIE: Any opposition?

(No response.)

CHAIR DAVIE: Thank you all. We will adjourn to Executives Session. I thank you all.
for coming. Thank you for your comments.

(Whereupon, the board holds an Executive Session.)
(Whereupon, the board meeting concludes.)
STATE OF NEW YORK )
 ) ss.
COUNTY OF WESTCHESTER )

I, DEIRDRE SMITH, Court Reporter and Notary Public within and for the County of Westchester, State of New York, do hereby certify that I reported the proceedings that are hereinbefore set forth, and that such transcript is a true and accurate record of said proceedings.

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

WITNESS MY HAND, this 29th day of March, 2018.

_______________________________
Deirdre Smith

Deirdre Smith
Notary Public
My commission expires: April, 2019
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