

# Police Reform and Reinvention Collaborative

# Agenda

- Ground Rules
- Overview
- Team Members & Stakeholders
- Roles & Responsibilities
- Implementation Approach & Timeline
- Milestones & Communications
- Next Steps

# Ground Rules

- **Meetings will start promptly**
- **Respect other people's opinions**
- **Stay on topic**
- **Provide specific examples from our community**
- **Be respectful of people's time**
- **Meeting will end promptly**

# Overview

## Executive Order 203

Governor's Executive Order 203 was issued June 12, 2020.

**Requires the chief executive of each local government to convene the head of the local police agency, and stakeholders in the community to develop a reform plan.**

**Local legislative bodies shall ratify or adopt such plan by local law or resolution, as appropriate, no later than April 1, 2021**

- Executive Order 203 **requires** that the chief executives consult with the following stakeholders **at a minimum**:
  - Membership and leadership of the local police force
  - Members of the community with emphasis in areas with high numbers of police and community interactions
  - Interested non-profit and faith-based community groups
  - The local office of the district attorney
  - The local public defender
  - Local elected officials

Overview

Reform  
Requirements

- **The Reform Plan Must Address:**
  - The use of force by police officers
  - Crowd management
  - Community policing
  - Implicit bias awareness training
  - Procedural justice; any studies addressing systemic racial bias or racial justice in policing
  - De-escalation training and practices
  - Law enforcement assisted diversion programs
  - Community-based outreach and conflict resolution
  - A transparent citizen complaint disposition procedure
  - Hot spots policing
  - Focused deterrence
  - Crime prevention through environmental design
  - Violence prevention and reduction interventions
  - Model policies and guidelines promulgated by the New York State Municipal Police Training Council; and
  - Standards promulgated by the New York State Law Enforcement Accreditation Program.

# Overview

# Funding and Guidelines

- **Must ratify the plan by April 1st in order to continue receiving state funding**

Current NY State funding?? (Agencies and/or municipalities)

Child Passenger Safety Program

Seatbelt Mobilization Enforcement

Police Traffic Services

Others (law enforcement and others)

Total

- **Not quite clear if non-compliance means a loss of just police funding or other additional state funding**
  - Guidelines to be issued by the Division of the Budget and the department of Criminal Justice Service (DCJS)

# Overview

# Collaborative Approach

- To pass police reform that is **effective and meaningful to the community**, we will go beyond the Governor’s minimum requirements
- We desire to **partner with all the Law Enforcement Agencies in Chautauqua County** and agree to collaborate with each other as we develop a model that we can all utilize with minor revisions.

### Opt-in partners:

City of Jamestown      Village of Fredonia  
City of Dunkirk      Town of Carroll  
Village of Lakewood      Town of Ellicott  
Chautauqua County Sheriff’s Office

Forming the  
**Chautauqua County Police Reform Collaborative** across the county ensures all municipalities & police departments **are not left behind!**

# Overview

# Team Members & Key Stakeholder Groups





# Team Members & Key Stakeholder Groups

## Law Enforcement

- Chiefs of Police (all)
- Sheriff's Office
- Police/Sheriff's Union Officials
- Police Officers
- Probation
- Police Academy

## Elected & Appointed Officials

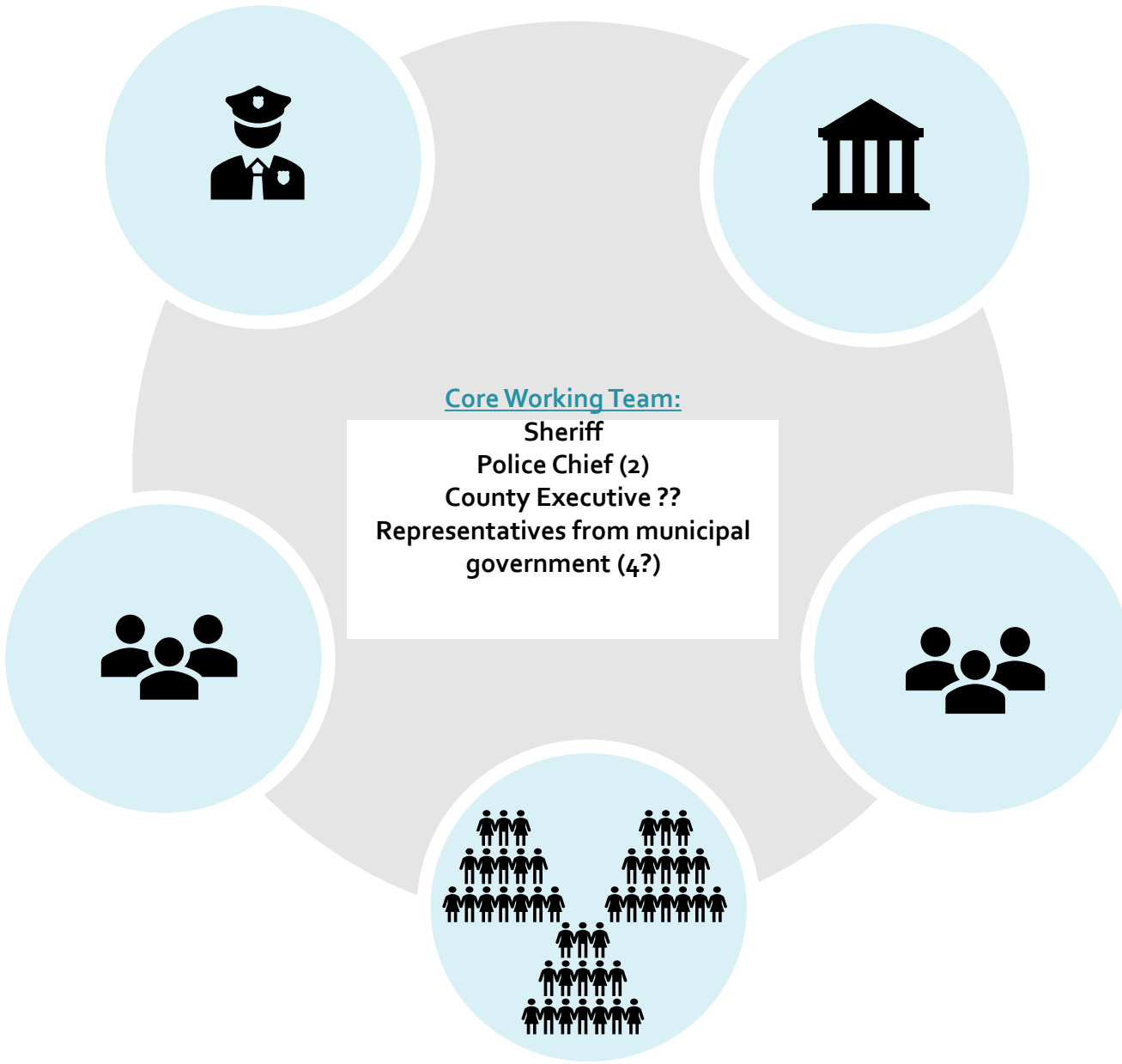
- City & Village Mayors
- City Councils (others)
- County Legislatures
- County Executive
- District Attorney
- Public Defender
- Town Supervisors
- Town & Village Boards
- Retired Judges

## Community Board Liaison#1 North

- Media
- Industry
- Service Providers
- Grocery
- Non-Profit
- Faith Based
- LGBTQ
- Substance Abuse Counselor

## Community Board Liaison#2 South

- Media
- Industry
- Service Providers
- Grocery
- Non-Profit
- Faith Based
- LGBTQ
- Substance Abuse Counselors



### Core Working Team:

Sheriff  
 Police Chief (2)  
 County Executive ??  
 Representatives from municipal  
 government (4?)

## Public Forums

# Roles & Responsibilities

## **Municipal Leaders**

- ❑ Responsible to review and present a reform plan to their legislative body for ratification and subsequently **submit certification to the governor's office.**

## **Sheriff and Police Chief's**

- ❑ Responsible to ensure a reform plan is developed for their respective departments and shall **submit the plan to their municipal leaders for ratification & certification**
- ❑ Assist and drive county opt-in partners to customize their own police reforms

## **Core Working Group**

- ❑ Responsible for ensuring a detailed program **plan is defined and executed in a collaborative manner** with county, city, town, village government & law officials. Assess potential project risk and plan mitigation actions.
- ❑ **Leads the team through the process** and handles the day to day management of the project. Ensure change management considerations are brought forth and managed across the project.
- ❑ Provide support to opt-in partners as needed.

## **Stakeholder Groups**

- ❑ Serve as ambassadors of this initiative to your individual communities. Attend meetings and represent interest of their organizations and community by **actively providing input towards recommendations**

## **General Public**

- ❑ Attend public forums and **provide input**

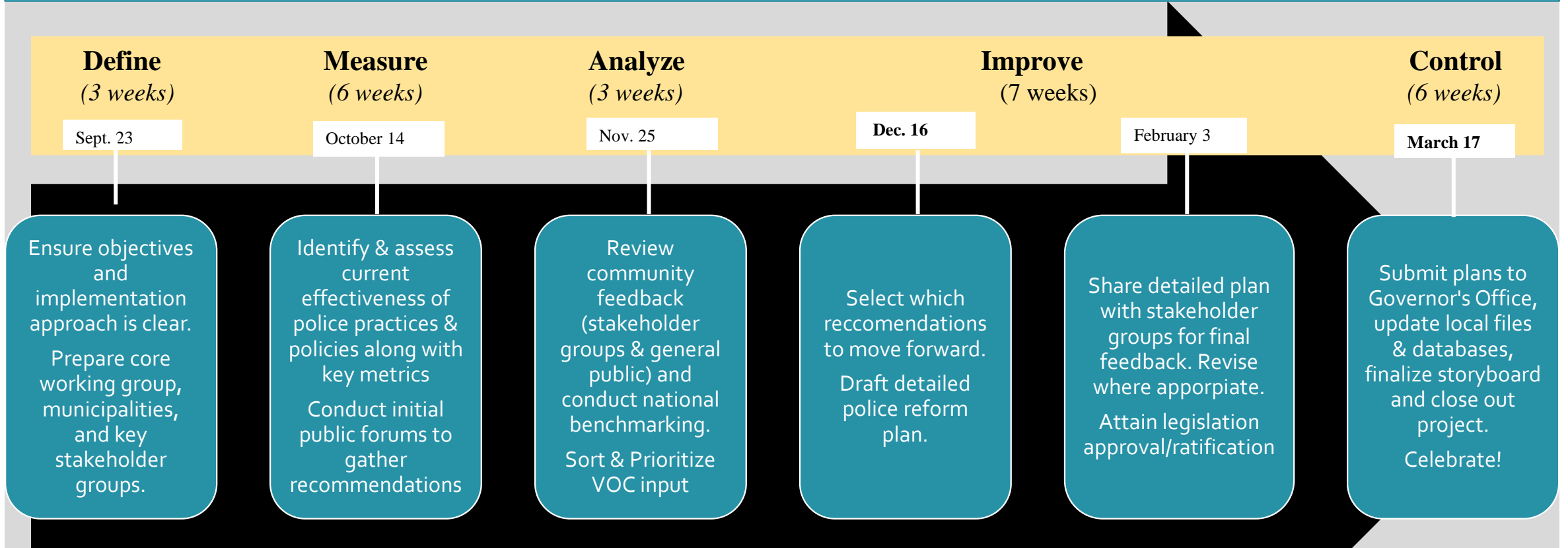
# What do we need from you?

Recognize we are entering into a **ground-breaking collaboration** to make real change happen.

## **The Community Stakeholder Groups are key to this collaborative process**

- ❑ Join in the process with an open mind, look all sides of the issues and seek understanding and not allow political differences to be a barrier
- ❑ Provide input and feedback (yours and from others) to the working group throughout the process
- ❑ Act as ambassadors of this initiative and encourage citizens to participate in public forums
- ❑ Help the working group to assess key risks and mitigation actions
- ❑ Continue to educate yourself on policing policies and procedures and cultural issues impacting people of color and those in lower economic brackets

# Implementation Approach / Timeline



- Core working group will meet as needed to move through stages
- Legislative bodies will be updated regularly
- Any changes to the known objectives and state mandate that materially affect project scope, schedule or deliverables will be escalated for mitigation immediately

# In Scope

- **Police departments across the county who opt in to move through this process in a collaborative approach:**
  - Police departments in: Jamestown, Dunkirk, Fredonia, Westfield, Lakewood-Busti, Ellicott, Carroll
  - Sherriff's Office
- **Consideration of reform to these law enforcement practices:**
  - Community interactions
  - Operational policies & procedures
  - Recruitment
  - Training
  - Transparency & Accountability
  - Equality & Social Justice
- **Engagement through public forums & focus group sessions. Including but not limited to:**
  - LGBTQ+ Community
  - Sexual Assault/Domestic violence victims
  - Drug & Addiction groups
  - Inmates in Chautauqua County Jail
  - Black Churches and/or Community Organizations
- **Regular communications to stakeholder groups and general public**

# Out-of- Scope

- **Police departments and community leaders who opt out of the county-wide collaborative**
- **State and federal law enforcement cases / occurrences outside our region**
- **Implementation of changes to:**
  - Civil Service System
  - Judicial & Court System
  - Economic Disparities
  - Healthcare Disparities
  - Housing Disparities
  - Educational Disparities
  - Mental Health & Social Services Disparities
- *❖ Feedback/ideas collected on out-of-scope areas will be documented and passed to the respective federal, state, and local officials*
- **Provide funding for identified recommendations**
- **Liability for stakeholders' actions or inactions**

# Success Criteria & Assumptions

## **Success Criteria:**

- Meeting the submission deadline
- Engaging the entire community
- Legislative body approval and/or ratification

## **Assumptions:**

- Core working group resources will be able to see the effort through
- Key City/Town/Village/County employees will have the time and capacity to work on this effort
- Stakeholder groups will bring an open mind to the process
- An environment of collaboration will truly be embraced
- Political differences will be able to be put to the side to enact change

## Next Steps

### **Stakeholder Groups Meeting #2**

- Community Board Liaison #1    October 14-16 @ 6:00 pm – 8:00 pm
- Law Enforcement Officials      October 15-16 @ 10:00 am - 12:00 pm
- Elected & Appointed Officials    October 15-16 @ 1:00pm – 3:00 pm
- Community Board Liaison #2    October 15-16 @ 6:00 pm – 8:00 pm
- **Zoom Meeting Requests will be sent out**

**Stakeholder group participants will receive a survey soon, please complete within 7 days**

**Law Enforcement participants will receive a police department stat sheet, please complete ASAP.**

Questions pertain to:

- Department Overview (agency size, rank structure, agency demographic etc)
- Department Stats (Use of Force, Citizen complaints, accountability etc...)
- Hiring Standards (Recruitment, Background Check, Training etc...)
- Key Areas Reform Plan must address (Crowd mgt, hot spot policing, implicit bias awareness training etc...)



## Next Steps

**We ask that you reflect upon the following topics and be prepared to share your thoughts.**

- What services does your local police department provide that are beneficial to the community?
- What police services, do you feel should be provided to the community, but are currently not?
- What police services are currently being offered that you feel are not beneficial to the community?
- What are the 2-3 top issues that are necessary to improve policing in our community?
- What does equality and social justice in regards to local law enforcement in our community mean to you?
- What does transparency & accountability in regards to local law enforcement in our community mean to you?

Thank you!

