



POLICE COMMUNITY RELATIONS PROGRAM:
CIVILIAN REVIEW BOARD
2019 ANNUAL REPORT

January 1, 2019 – December 31, 2019

SUBMITTED TO:

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MAYOR, ROCHESTER, NEW YORK

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PRESIDENT, ROCHESTER CITY COUNCIL

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EXECUTIVE SUMMARY

The Center for Dispute Settlement is a non-profit organization specializing in a variety of alternative dispute resolution and community building services within the 8-county NYS 7th Judicial District. The Center is an independent, impartial agency providing several different Police/Community Relations Programs offered for civilians and law enforcement agencies throughout this 41 year period; however, the Center is not an affiliate of any Police Department but is an independent community based organization. The end of 2019 marked the 41st year that the Center for Dispute Settlement has offered programs for civilians and law enforcement agencies in its 45-year history as an alternative dispute resolution & community building organization.

This report period, January 1, 2019 - December 31, 2019, Center staff logged twenty-nine (29) potential citizen complaints. Of these, 52% of complainants requested the assistance of the Community Advocate, which included accompanying them when giving a formal, stenographic statement at the Professional Standard Section (PSS) offices. Six citizens continued the process to file a formal complaint. The remaining complaints were investigated to the extent possible with the information available absent complainant support; however, these “Officed” complaint investigations are subject to CRB audit.

The Civilian Review Board (CRB) completed nineteen (19) investigation reviews. These 19 cases consisted of eleven (11) generated by citizens and eight (8) internally generated by the Rochester Police Department resulting in 144 allegations of police misconduct. The complaint investigation reviews took panelists an average of five (5) hours to complete. There were sixty-five (65) subject officers and one (1) non-sworn civilian employee complained of during this period.

Center staff provided more than 100 formal and informal information sessions and workshops to the public. Community organizations including Champion Academy, Liberty Partnerships and other youth groups participated in The Law and Youth workshops offered to introduce youth to their rights and responsibilities when interfacing with law enforcement officials. Staff conducted over one hundred (100) follow-up contacts with PSS and complainants.

II: INTRODUCTION

The Center's involvement in the field of police oversight has helped usher in program enhancements over the last four (4) decades. The report contains information on the Police and Community Relations Programs and the Civilian Review Board activities including case review findings, and statistics.

Center staff continues their efforts to provide education and address concerns about the current oversight process and developing partnerships with community organizations. Center staff and volunteers continued conducting information sessions, group presentations and small group dialogues with community members, organizations, media outlets, stakeholders and council members to provide education about the current oversight program. These presentations and public sessions ensured that the public remained aware that there remains a complaint system in place providing access to an independent police complaint process as a method to address police interaction concerns. The Center's dialogue with community members provides us a unique opportunity to identify and understand the changing needs of the public's growing expectations for police oversight programs. These efforts include community wide presentations on the CRB program, Community Conversation with Law Enforcement, workshops providing opportunities for positive interaction with law enforcement official for youth, and making policy, investigative and training recommendations to RPD Command Staff and collaboration with the UCLM and the Coalition for Police Reform police/community relations building forums and workshops.

III: STAFF

Program staff consists of Cheryl Hayward, Director and Grace O'Neil, Community Advocate. Staff continues to provide extensive outreach, establish relationships with community members, organizations and stakeholders throughout the City and surrounding towns explaining the oversight programs. Staff has conducted large and small group information sessions at neighborhood meetings, to community service organizations, faith based congregations, at Neighborhood Service Centers and libraries.

The Community Advocate continues to provide extensive outreach throughout the city explaining the oversight programs to city residents. To support outreach efforts, Ms. O'Neil continues to supply local businesses, libraries, and community organizations with the Police/Community Relations Programs overview brochure (available in English and Spanish), and has facilitated interactive discussion sessions targeted for youth and adult audiences regarding their Rights and Responsibilities when encountering law enforcement officers.

Staff and volunteer city resident panelists participated in ongoing in-service training opportunities to enhance their knowledge base of current legal decisions affecting citizen rights; police policy, procedures, training and equipment updates. Training opportunities also included emphasis on, restorative practices and mental health issues as they relate to citizen/police encounters to name a few. Both program staff members have attended the National Association for Civilian Oversight in Law Enforcement (NACOLE) conference. This international training conference convened civilian oversight practitioners from the United States, its surrounding territories, and international countries providing workshops that supported efforts to enhance fair and professional law enforcement that is responsive to community needs. Ms. Hayward completed her professional requirements achieving the Certification in Police Oversight (CPO) accreditation from NACOLE.

IV: POLICE AND COMMUNITY RELATION PROGRAMS

The goal of the Center's Police/Community Relation Programs is to strengthen the relationship between law enforcement and the community at large. To this end, the Center operates a number of programs intended to build bridges between the community and the police that serve them.

The Center for Dispute Settlement serves as a community complaint resource and an alternative site where citizen(s) complaints against Rochester Police Department personnel may be registered. Citizens are provided assistance with initiating a complaint or with filing a compliment for an officer who provided exemplary assistance in their official role.

In addition to conducting intakes on complaints, the Police/Community Relations Programs are also engaged in a number of other police/community relations initiatives. Each initiative, designed to improve the overall quality of civilian oversight services and raise the public's awareness and understanding of the various police/community relations programs offered at Center for Dispute Settlement (CDS). The Police & Community Relations Program continues to fulfill its duty to

- *Serve as an alternative complaint intake site*
- *Promote Accountability within RPD*
- *Monitor Citizen Complaints and Investigations*
- *Administer the Civilian Review Board*
- *Perform Community Outreach*
- *Make RPD Policy, Training and Investigative Recommendations*

Any person may file a written complaint against RPD officers or employees. Written forms are obtainable at the CDS office, Neighborhood Service Centers (NSC), and all RPD substations or facilities.

An ongoing initiative of the Police/Community Relations Programs is its Community Conversations with Law Enforcement program. Geared to increase community participation in these public processes provide a platform in which all voices are heard, the Center in partnership with community organizations and settlement houses host small group conversations between citizens and law enforcement officials.

POLICE COMPLAINT INTAKES:

The Center provides citizens with an alternative means of filing a police complaint. Citizens are less likely to feel intimidated or hesitate to file a police complaint initiated through the Center, an independent non-police agency. All complaints taken at The Center are protected by confidentiality based on Judiciary Law 21-A, and a contractual agreement consistent with current city legislation.

This report period, January 1, 2019 - December 31, 2019, the Center received twenty-nine (29) complaint inquiries. Of these, six (6) citizens initiated formal complaints through the Center's offices. These six formal complaints were forwarded on to PSS for further investigation. Fifteen (15) complainants requested the assistance and support services of the Community Advocate. The remaining citizen callers interested in filing complaints of police misconduct were provided assistance to access services with the appropriate law enforcement agencies. Community advocate support services include regular updates on case progress, forwarding additional documents, accompanying complainants and witnesses when providing a stenographic statement at the Professional Standard Section (PSS) offices, reviewing formal documents received from RPD offices, answering any questions and concerns regarding complaint findings. Citizens may also file complaints directly at City Hall, NSC, RPD Precinct and Professional Standard Section (PSS) offices.

POLICE CONCILIATIONS (PCON):

Police Conciliation is a voluntary process that brings the citizen and the officer together in a neutral forum to resolve possible misunderstandings or miscommunications. The meeting, conducted by a CDS mediator, is private and confidential. Mediators acting as Conciliators are professionally trained and highly skilled in conflict resolution techniques. If a PCON results in the issues being resolved, no PSS investigation is initiated and the case is closed. However, if the complainant does not believe their complaint was resolved due to the mediation they can then

choose to pursue their initial complaint. During this report period there were no PCON referred to CDS that resulted in resolution of the complaint.

YTD Total number of PCONs conducted by CDS:

Zero (0)

SECTION 75 HEARINGS:

If the Police Chief finds that a complaint is Sustained against an officer, that officer may be directed to receive remedial training in those situations where there were minor violations of the General Order or Rules and Regulations. If necessary, the Chief may order that departmental charges be prepared. Pursuant to the New York State Civil Service Law, Section 75, a charged officer has the right to an Administrative Adjudication. An Administrative Adjudication is a formal hearing to determinate the police officer's guilt or innocence.

The Hearing Board consists of three command officers appointed by the Chief of Police, if the complainant so desires, one officer can be replaced by a CDS appointed civilian from the CRB pool of panelists. During this report period, the Center for Dispute Settlement was not involved in any Section 75 hearings.

V: CIVILIAN REVIEW BOARD

The purpose of the Rochester Civilian Review Board (CRB) is to review and make recommendations on completed internal affairs investigations of alleged misconduct by employees of the Rochester Police Department. The Rochester Civilian Review Board (CRB) is by national definition a Type 2 civilian oversight system: Police officers investigate allegations of misconduct and develop findings; citizens review investigations and recommend to the chief of police that the findings be accepted or rejected. The Mayor and City Council of the City of Rochester approved the process in place in 1992; program enhancements made in 2013 limited all third party neutral panelists to being City residents and added a designated Community Advocate position.

Each CRB review panel consists of three (3) individuals selected on a rotating basis from a pool of qualified city resident mediators (neutrals) of varied ethnic, racial, age and gender backgrounds. The panelists have received extensive training in their role as an impartial reviewer of policies and procedures of the Rochester Police Department and Civil Rights protection for citizens.

The CRB review process is designed to ensure that each investigation is fair to both citizens and police officers. The standard used by CRB panelists to ensure fairness is the *preponderance of evidence* to reach their findings on the individual allegations, meaning greater than 50% of the weight of evidence is needed for a panelist to conclude a Sustained, Exonerated or Unfounded

finding. The absence of persuasive evidence to support a Sustained, Exonerated or Unfounded finding often leads to the Unprovable holding.

A three-person panel reviews completed investigations of each complaint for thoroughness, fairness and timeliness, as well as any possible deficiencies and submits their findings to the Chief of Police along with any investigative, policy or training recommendations. The determining criteria for CRB to review a misconduct investigation are allegations of racial profiling, actions that would constitute a crime and allegations involving the use of force. The categories of misconduct complaints are Investigation of Force, Investigation of Procedure, Investigation of Courtesy and Investigation of Conduct.

POSSIBLE RECOMMENDED FINDINGS ARE:

- **Exonerated** – The investigation determines, by a preponderance of the evidence, that the alleged conduct did occur but did not violate RPD policies, procedures, or training.
- **Sustained** – The investigation determines, by a preponderance of the evidence that the alleged misconduct did occur.
- **Unprovable** – The investigation is unable to determine, by a preponderance of the evidence, whether the alleged misconduct occurred.
- **Unfounded** – The investigation determines, by a preponderance of the evidence, that the alleged misconduct did not occur or did not involve the subject officer.

The city legislation currently in effect authorizes the findings and recommendations of the Civilian Review Board be forwarded to the Chief of Police for review. The Chief of Police then issues a final decision on all allegations.

CRB CASE REVIEWS

The CRB panel convened twenty-seven (27) times throughout the year to review nineteen (19) completed cases that contained one hundred and forty-four (144) total allegations. Two (2) case reviews required the panel to reconvene more than once to complete its review of an investigation package. The investigation reviews conducted in 2019 averaged five hours per case, with one review taking 16 hours requiring the panelists to convene on three (3) separate occasions.

Following are examples of randomly selected investigated cases reviewed by the CRB panel. These examples highlight the nature and type of some the misconduct complaints investigations that the CRB panel reviews; the findings noted reflect the decisions of the CRB only.

Case #19-0090: CRB reviewed a citizen generated complaint of use of force and procedure allegations of two named officers. Complainant alleges that officers used (1) unnecessary force

during her arrest and (2) caused her to fall to the ground. This complaint included a satellite issue (identified by PSS) that an officer failed to document his use of force as required by policy on the subject resistance form. BWC footage was included in the investigative packet. CRB's review resulted in a finding of ***Exonerated*** for allegation **1**, ***Unfounded*** for allegation **2**, and a finding of ***Sustained*** for the satellite issue.

Case #: 18-1132: CRB reviewed a citizen generated complaint of use of force (1) and procedural (2, 3) allegations of three named officers. The complainant alleged that (1A) he was forcibly removed from his vehicle, (1B) he was possibly struck on his face, and (1C) he was physically forced into a police vehicle. The second allegation was that the handcuffs were secured too tightly to his wrists. A third allegation was specific that officers searched vehicle without his permission. CRB review resulted in findings of ***Unfounded*** for allegations **1A** and **1B**, ***Exonerated*** for allegation **1C**. The second allegation resulted in a finding of ***Exonerated***, and a finding of ***Sustained*** for the third allegation made against the all officers. BWC footage was included in the investigative packet.

Case # 18-1321: CRB reviewed an internally generated complaint of use of force. The complaint alleged that officers grabbed and pinched her arm during the arrest of her son. BWC footage was included in the investigative packet. CRB review resulted in findings of ***Unprovable***.

Case # 18-1248: CRB reviewed an internally generated complaint of use of force and procedure allegations of seven named officers. The procedural investigation was into the circumstances surrounding the arrest of a citizen conducted by three of the seven officers. A second allegation was the justification of the use of force against a citizen administered by six of the seven officers. BWC footage was available during review. The CRB review resulted in findings of ***Exonerated*** for both allegations for all named officers.

Case # 18-0640: CRB reviewed a citizen generated complaint of use of force, conduct, courtesy, and procedural allegations for three named officers. The complainant alleged officers (A) used unnecessary force to arrest him, (B) violated his religious beliefs, (C) that unknown officers made racially insensitive remarks towards him, and (D) that unknown officers of the department took his identification and did not return them. BWC footage was not available for review. CRB review resulted in findings of ***Unfounded*** for allegations **A** and **B**, and ***Unprovable*** for allegations **C** and **D**. The CRB panel made two recommendations for training and investigation to PSS as a result of the information contained in the investigative packet concerning this complaint.

CIVILIAN REVIEW BOARD RECOMMENDATIONS:

CRB recommendations evolve from the panelists processing of cases. CRB panelists are encouraged to make recommendations to address concerns that have arisen during an investigative review. CRB panelists' concerns are formally noted and result in a formal

recommendation(s) during the review process that is submitted to and reviewed by the Professional Standard Section, and the Chief of Police, who will determine any actions to be taken. CRB recommendations are classified in one of three categories:

- 1. Policy Recommendation:** Suggested changes to an existing Departmental policy/procedure to improve the policy or service.
- 2. Investigative Recommendation:** Suggested investigation changes made to PSS and sergeants for attention to some aspect of the overall case investigation. For example, if potential witnesses were overlooked.
- 3. Training; Remedial Counseling/Memo/ Recommendation:** Officer recommended for a refresher course or additional training to deter problems from recurring; officer recommended for either oral or remedial instruction, or officer recommended for a memorandum of record drawn up and placed in file.

During this report period, the Civilian Review Board generated seven (7) recommendations. They are classified as follows:

POLICY:	Zero	(0)
TRAINING/ REMEDIAL:	Four	(2)
INVESTIGATIVE:	Three	(5)

SPLIT DECISIONS:

A "split decision" occurs when a CRB panel is not unanimous in its recommended finding(s) of an allegation. A "Final Determination" decision rests with the Chief of Police, which is the official reported "finding" for the record. In addition, if the recommended finding of PSS differs from the recommended finding of a CRB panel, the Chief's decision is the official reported finding. During this report period, there were two (2) split decisions by the Civilian Review Board.

NON-CONCURRENCES REGARDING 2019 CRB FINDINGS

A non-concurrent finding occurs when the CRB panel recommendations and the Chief of Police's final decision are not the same. The CRB and the Chief of Police did not concur on 16 allegation findings. As of this writing, there are 11 pending findings (all involving 1 case) of the overall allegation findings for the chief; the percentage of non-concurrences for allegations with both CRB & Chief findings is 11%.

AUDITS AND OFFICE REVIEWS:

The City Council amendment to the Resolution (95-8) requires that CRB Chairs conduct Office Reviews as well as random audits of all cases filed with PSS. There was one (1) audit and one (1) office review conducted during this report period.

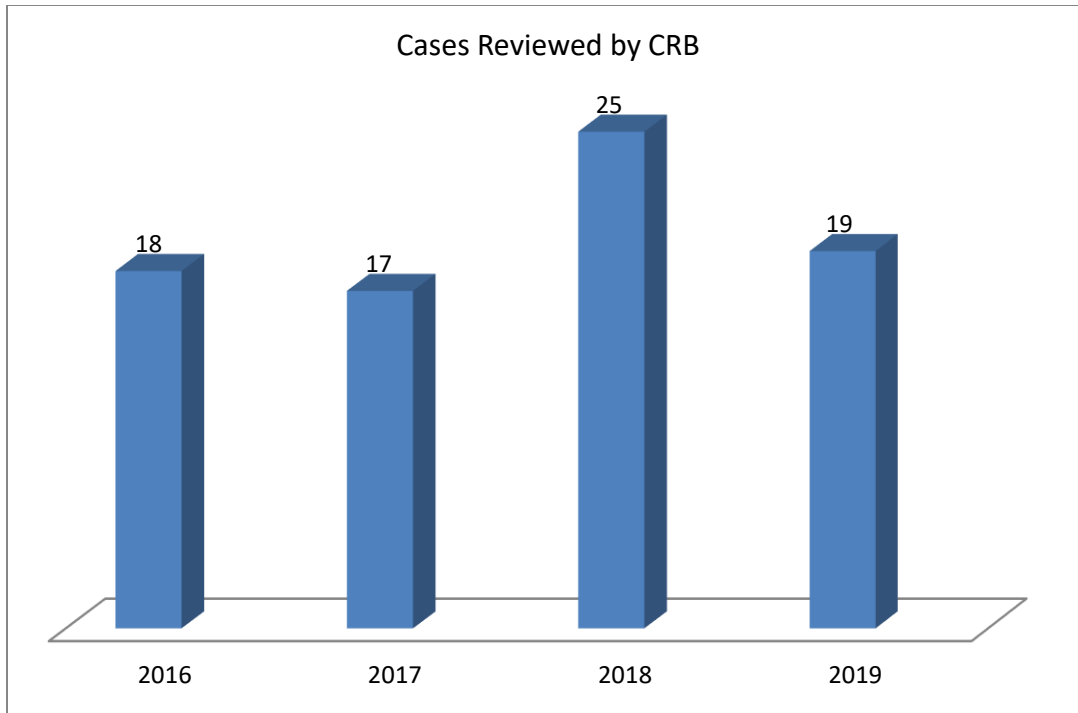
An Office Review involves the reclassification of a case initiated in response to a complaint and then the complainant fails to follow through with the complaint. There can be multiple reasons that may cause a complainant not to follow through- ex.: advice from their attorney, complainant moved or PSS is unable to contact complaint. When this happens, the status of the case changes from an Active Investigation to an Office Investigation. The investigation may be reclassified for a lack of sufficient information to render a finding or because the complainant refuses to (or cannot) cooperate further with the investigation. A CRB chairperson reviews these cases to ensure that diligent efforts were made to contact the complainant and for the thoroughness, timeliness and fairness of the investigation. PSS then recommends to the Chief that these cases be closed; the Complainant may reopen the case at any time.

VI: STATISTICAL DATA

From January 1, through December 31, 2019 the Rochester CRB reviewed **19** cases containing one **144** allegations of misconduct. Of these 19 cases, 11 were generated by citizens and eight (8) were generated internally by the Rochester Police Department.

Note: The total number of allegations contained 16 Satellite issues. A Satellite issue is an additional allegation discovered by the Professional Standards Section during an investigation or brought out by the Civilian Review Board when reviewing the investigation that was not part of the original complaint.

The average number of CRB cases reviewed annually for the last four years by the CRB is 18. The vast majority of complaints filed contain more than one allegation. The number of allegations per case over the 4 year period remains steady, averaging five (5) allegations per year. The number of allegations contained in the nineteen CRB reviews during 2019 was 144, averaging 7.5 allegations per case; this represents a slight increase in the average number of complaint allegations per case. This increase in allegations is due, in part, to changes made by RPD requiring an allegation finding for any officer even indirectly involved in an incident. Previously an allegation finding was only required for officers directly involved or named by the complainant.



REVIEWS FOR REPORT PERIOD:

65 officers were the focus of CRB reviews during this report period. Of the 65 subject officers, 53 were male and 12 were females. Zero (0) officers were the subject of four (4) reviews; One (1) officer was the subject of three (3) reviews; three (3) officers were the subject of two (2) reviews; and 61 officers were the subject of one (1) review. One (1) non-sworn civilian employee was the subject of alleged misconduct in one review.

Number of Annual Reviews	Number of Officers
4	
3	1
2	3
1	61
Total:	
	Comprised of <u>53</u> Male & <u>12</u> Female Officers

SUMMARY OF FINDINGS AND FINAL DETERMINATIONS:

The following is a statistical breakdown of the 144 allegations of police misconduct, which includes the non-sworn civilian employee complaint. It is important to note that although the CRB determine findings for each allegation of misconduct, the Chief of Police renders the final findings for all allegations. Allegations are divided into four (4) categories as defined by PSS include:

Force: any allegation of an employee's failure to utilize appropriate intentional physical strength or energy exerted or brought to bear upon or against a person for the purpose of compulsion, constraint or restraint as defined in General Order 335.

Procedure: Any allegation relative to an employee's failure to abide by the procedures set forth in Police, General Orders, and/or Rules and regulations of the Rochester Police Department.

Courtesy: Any allegation of an employee's failure to display appropriate conduct as defined in section 4.2 of the RPD's Rules and Regulations.

Conduct: Any allegation of an employee's failure to display appropriate conduct as defined in section 4.1 of RPD's Rules and Regulations.

For 2019 the numbers of complaints for each category were:

ALLEGATION	NUMBER
Investigation of Force	61
Investigation of Procedure	46
Investigation of Courtesy	7
Investigation of Conduct	30
TOTAL:	144

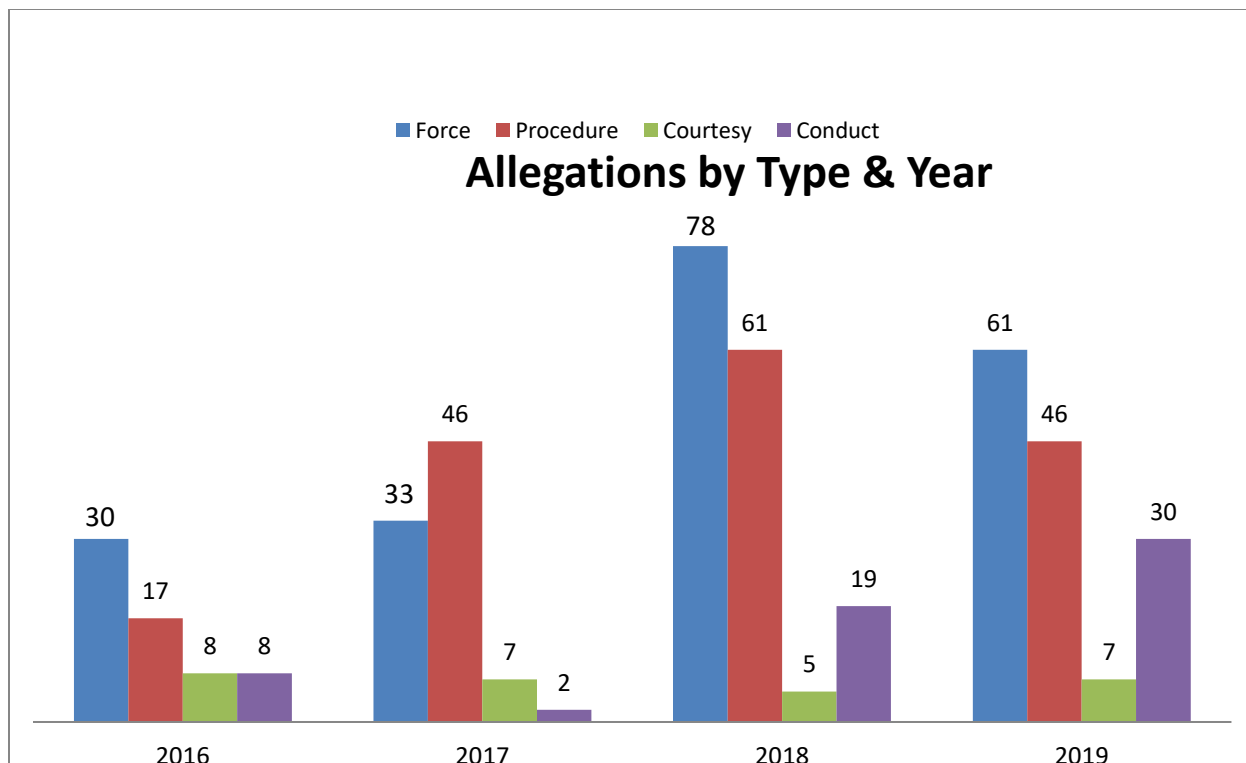
RPD's system identifying specific instances of an alleged violation of RPD policies and procedures regardless of actions and officers involved continues to impact the number of allegations reported and reviewed by the Professional Standards Section and the Civilian Review Board. Any officer named or found to have been involved with citizens during a misconduct investigation were identified with the appropriate allegation(s) assigned.

In 2019, internally generated complaints accounted for 43% of the completed investigations reviewed. Internally generated investigations are those investigations not directly prompted by a citizen complaint but come to the attention of supervisory police staff through other methods such as a review of BWC video footage or awareness arising from a high profile incident. Questionable police/citizen encounters warranting a full investigation are brought to the attention of the police command staff and will also generate an internal complaint.

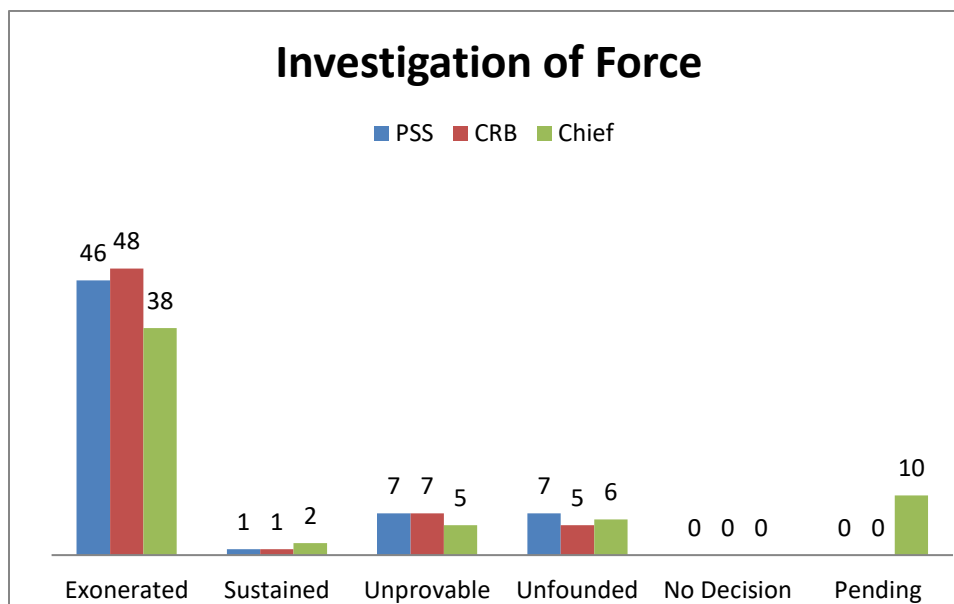
The Center believes the heightened scrutiny of police officer behavior, both on and off the job, is a positive step toward monitoring the public's expectations for overall police behavior and may be a reflection of a higher level of scrutiny of questionable police/citizen encounters by RPD Command staff.

As of the end of 2019, the availability to access and review police Body-Worn Camera (BWC) video evidence related to some of the investigated allegations of misconduct, continues to impact panelist's ability to be able to render a finding based on this independent video and audio evidence. The benefits of available BWC footage provides a neutral eye for panel members and introduces vital information to civilian oversight practitioners that enhance their ability to determine appropriate findings specific to alleged misconduct.

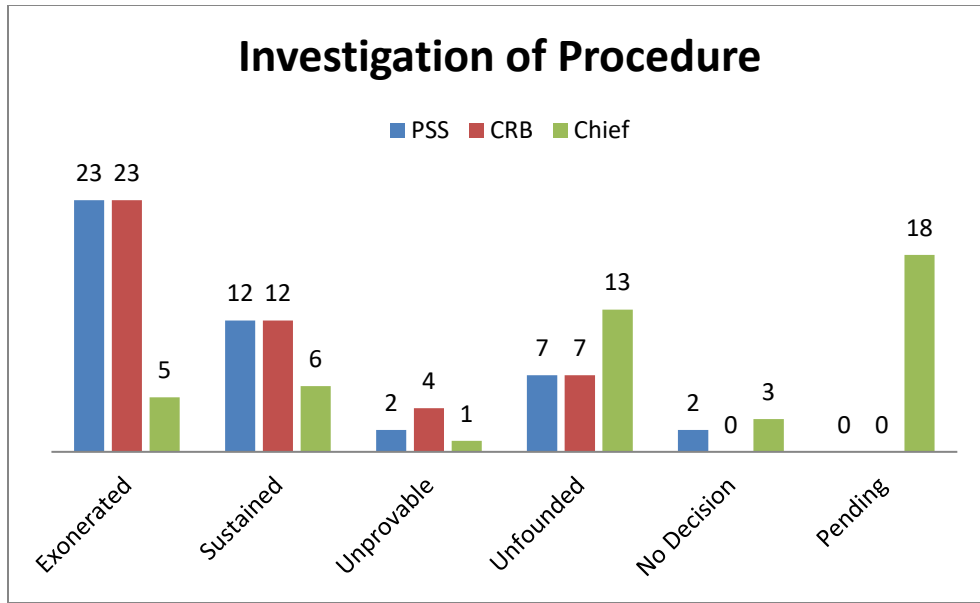
One of the primary benefits of having access to BWC footage is that it provides a neutral eye for panel members. Of the 19 cases reviewed by the CRB, 15 (78.9%) included BWC video footage including both internally and externally generated investigations. It is important to note, that a few of the investigations may have been on/off duty misconduct that may not have included citizen engagement. Of the 19 cases, there were four satellite allegations identified by the CRB panelists regarding the failure of an officer to activate BWC while engaging in an interaction with a citizen.



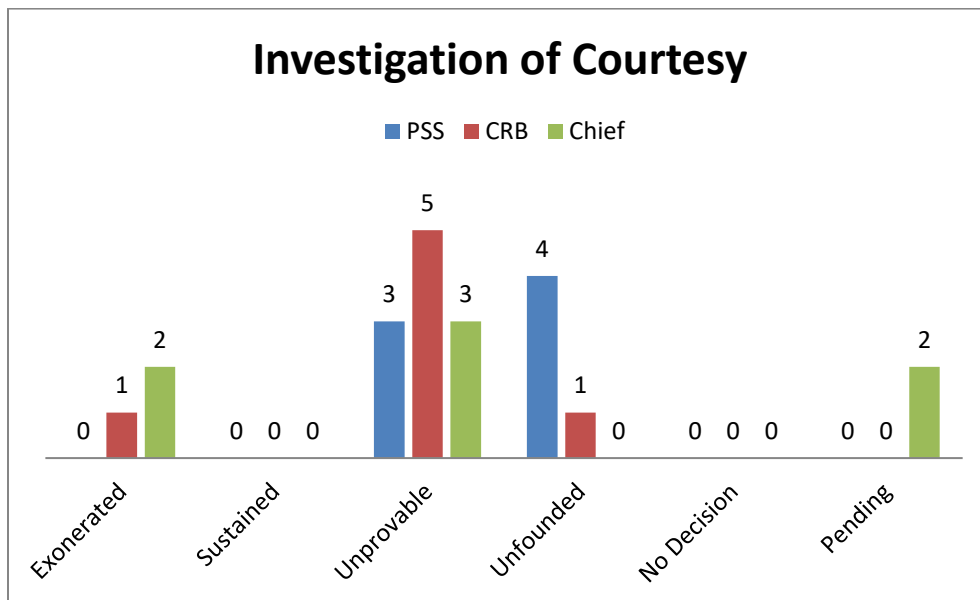
Total allegations: 144



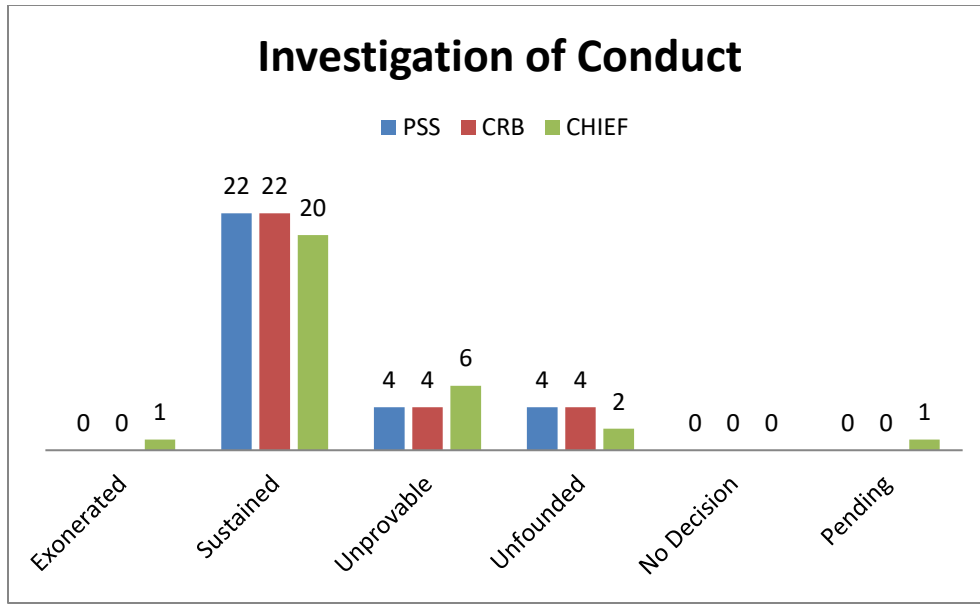
A total of 61 force complaints were received. Of that 27 were citizen generated and 34 were internally generated. The overall CRB sustained rate for Force complaints in 2019 was 1%.



A total of 46 procedural allegations were received. Of that 39 were citizen generated and 7 were internally generated. The overall CRB sustained rate for Procedure complaints in 2019 was 26%.



A total of 7 courtesy allegations were received. Of that 7 were citizen generated and 0 were internally generated. The overall CRB sustained rate for Courtesy complaints for 2019 was 0%.



A total of 30 conduct allegations were received. Of that 9 were citizen generated and 21 were internally generated. The overall CRB sustained rate for Conduct complaints for 2019 was 73%.

GRAND TOTAL OF CRB FINDINGS:

The CRB's review resulted in one hundred and forty four (144) findings for allegations of misconduct.

72 were EXONERATED (50%)

35 were SUSTAINED (24%)

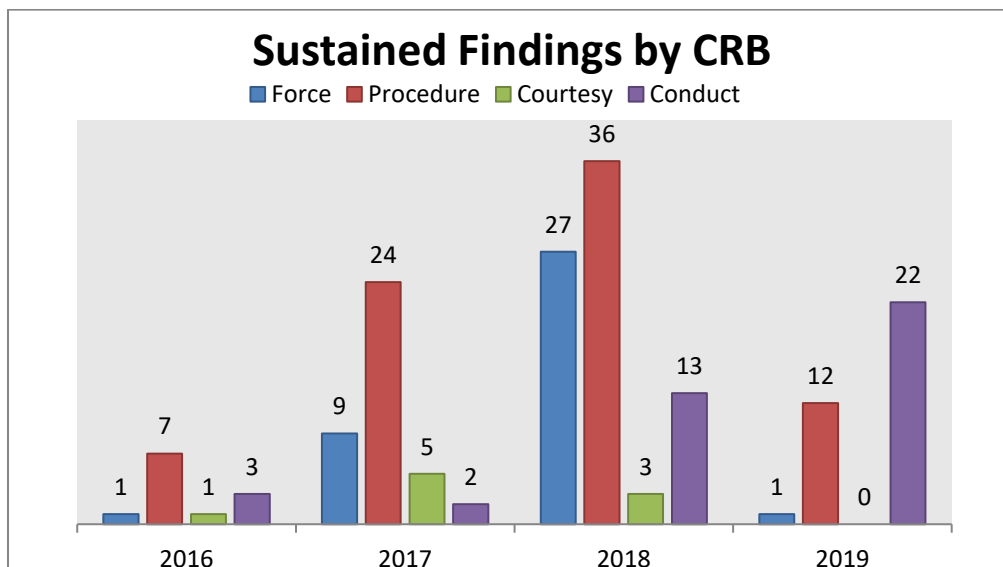
20 were UNPROVABLE (14%)

17 were UNFOUNDED (12%)

0 are PENDING.

Total: 144

GRAPHIC REPRESENTATION OF CRB *SUSTAINED* FINDINGS BY YEAR:



OVERALL *SUSTAINED* COMPLAINT FINDINGS BY CRB:

2016 Overall <i>Sustained</i> findings	19%
2017 Overall <i>Sustained</i> findings	45 %
2018 Overall <i>Sustained</i> findings	48%
2019 Overall <i>Sustained</i> findings	24%

The overall percentage of Sustained findings recorded by CRB panelists experienced a significant decrease in 2019. At 24%, the sustained finding rate denotes a 50% decrease from last year's (2018) percentage. This decrease is attributed to the additional evidence provided by Body-Worn Cameras (BWC) footage available during a review lending way to improved analysis of the information presented from complainants and officers as well. BWC often serves as an unedited window and third party neutral witness to behaviors that occur between officers and citizens during an interaction. Overall, the sustained rates over the past four years (2016-2019) averaged about 36%.

TIMELINESS:

The measurement for timeliness of a case investigation begins from the filing date of a complaint to the time a completed PSS investigation becomes available to the Civilian Review Board (CRB) for review. Business days are the standard in which a case length is measured. 10 cases took longer than the average; nine (9) cases took less than the average.

SHORTEST CASE: 42 DAYS
LONGEST CASE: 241 DAYS
AVERAGE: 134 DAYS

Reduced investigation time serves to enhance the credibility and integrity of the complaint process allowing for more quick resolution to these issues, which is a critical element for improving Police/Community confidence and trust.

CIVILIAN REVIEW BOARD PANELISTS

Throughout the year, due to circumstances beyond this agency's control (illnesses, death, and relocation), the CRB panel experienced a decrease in members as well as the availability of existing members to participate in ongoing reviews. At the beginning of the year, the CRB panel consisted of 13 members; however, by mid-year, the number decreased to ten. Ensuring case reviews occur promptly is harder to accomplish due to the decrease in CRB members. However, the turnaround time to schedule and complete a review continues to happen within a three week timeframe. The following breakdown reflects the current active civilian review board volunteer members as of the end of 2019.

Breakdown of Chairperson Panelists by Race and Gender:

Patricia Mason-Williams B/F

William Daniels B/M

Frank Liberti W/M

Cheryl Hayward B/F

Black Males	Black Females	Hispanic Males	Hispanic Females	White Males	White Females	TOTAL
1	2	0	0	1	0	4

Breakdown of Panelists by Race and Gender:

Black Males	Black Females	Hispanic Males	Hispanic Females	White Males	White Females	TOTAL
2	4	0	0	4	0	10

CRB Panelist Make Up:

Black Males	2	16.66%	Black	6	46.2%
Black Females	4	33.33%	White	4	53.8%
Hispanic Males	0	0%	Hispanic	0	0.00%
Hispanic Females	0	0%	Total	10	100%
White Males	4	41.66%			
White Females	0	8.33%			
Total	10	100%			

VII: TRAINING AND OUTREACH

A primary goal for CDS staff in 2019 has been to raise the community's awareness and understanding of the agency's programs including the role of mediation and restorative practices in resolving community disputes; advocacy for social justice initiatives in schools, courts and governmental organizations; and increasing awareness of the CRB and efforts to enhance citizen police oversight of the RPD. Given the national attention heavily placed on policing in the United States, staff and volunteers continue outreach to marginalized and disenfranchised community members engaging in dialog, education, and advocacy to heighten transparency, trust and independence for police oversight programs.

Emphasis included increasing community understanding of civilian oversight of local law enforcement; building public confidence in the police complaint, investigation and review process; ensuring fairness throughout the process; reaching out specifically to all sectors of the community and building bridges between the police and citizens.

Staff continues to increase their knowledge of RPD practices by attending trainings and participating in one on one discussion with members of Command and staff on operations, investigations, policies, procedures, and training.

COMMUNITY OUTREACH

Significant efforts are expended to discuss, examine and evaluate the police-community relationship in the Rochester area. This includes assisting community groups and individuals with identifying their needs as they relate to improving the police-community relations and developing plans and strategies designed to address specific community needs as part of a strength-based, coordinated effort to improve the relationship between the community and the police. To this end, the Police/Community Relations Programs also engage in a number of other police/community relations initiatives. Each initiative is designed to improve the overall quality of civilian oversight services while raising the public's awareness and understanding of the

various police/community relations programs offered at Center for Dispute Settlement (CDS) as well as increasing community participation in these public processes.

Over the past year, staff has made over 100 contacts with community groups and organizations to host speaking engagements where members of the community can engage in open, candid dialog, voice opinions and ask questions. Community presentations were provided to community organizations such as Champion Academy, Liberty Partnership, block club groups, local libraries, schools and faith-based organizations. The Center continues to respond to inquiries from the media and participate in interviews, attend meetings with other law enforcement agencies and community members to discuss transparency, building trust, community policing, bias in policing and diversity as well.

Police and Community Advisory Council

Input from local leaders representing diverse disciplines is crucial for the continued success and improvement of CDS's Police/Community Relations Program efforts in the greater Rochester area. The Center hosts its Police/Community Relations Advisory Council, which meets quarterly to sharing information, community feedback, statistical data on citizen complaints and outreach efforts. The purpose of the Council is to provide input and suggestions to CDS staff on how to expand and enhance current programs as well as explore new opportunities for growth. The Council includes membership from the academic, legal, community action and law enforcement communities. This body has been instrumental in bringing forward opportunities for enhancing police community relationships. Advisory Council members also become an integral part of the planning process for important events scheduled for the coming program year.

During the past year, the Police/Community Relations Program has continued to developed substantial collaborative relationships with several community organizations and government offices- including UCLM & the Coalition for Police Reform Summits, Monroe County District Attorney and Public Defender's Office, and Probation Office. The Center continues to develop opportunities to impact and improve relationships between law enforcement agencies, community groups and the citizens at large. Center staff participated in the planning efforts of the Police Reform Summits, as well as, efforts to impact and support the abolishment of cash bail system and improving the juvenile justice system via Raise the Age legislation.

The PCR department at the Center continues to support City Council's efforts to provide residents of the City of Rochester with services addressing concerns regarding the Rochester Police Department officer misconduct in an independent and neutral setting. The Center continues to fulfill its charge by serving as an alternative intake site for citizen complaints of police misconduct, and providing transparent and unbiased reviews of investigated allegations generated by citizens and RPD.