

A Call to Action Meeting Notes – 12-29-2014

These are the notes transcribed by Sarah Chalmers Simmons and various group members of the groups. Please contact Sarah at ssimmons@tompkins-co.org if something needs to be edited or changed. We received notes from seven groups. If your group is not represented, please contact Sarah.

Table led by Leon with Amos, Cynthia Brock, Jo and others

1. Please describe what you feel are the main issues related to community and police interactions

- Police don't know how person feels, some routine interaction may be disrespectful
- Lack of accountability. People mistreated by police don't feel their voices are heard
- Stereotyping from both sides
- Police don't solve problems; they are rated by the number of arrests they make
- Police don't personally know the people; there is a disconnect
- We need to open the dialog. Ithaca is small so we are salvageable
- Police work means reacting to a situation. Both cop and citizen are in a state of anxiety
- We are a divided community. Cornell has its own police force. Crimes are not only committed by blacks but they are the ones arrested
- 20,000 people in our population are students
- More focus on people of color. Out of proportion
- Distrust because certain people feel targeted
- Neighbors call the police instead of talking to each other about problems (i.e. noise)
- Police need training to be peacemakers, to deal with the adrenalin when they go into a situation

2. What is your vision for community and Police Relations?

- Need more friendly encounters, discussion groups, communication of feelings
- Put limits on how much discretion police have when arresting/citing
- Hiring practices, should be a minimum number of women, blacks, lbgt on the force
- More accountability about hiring practices
- Need some continuity between the various police agencies, sheriffs, state police, campus police
- Police need training about how to deal with scary situations besides just using weapon
- More social workers involved with police work. Someone disagreed with this and said it's militarizing the social workers
- Are police coming to a situation to deescalate or to aggressively shut it down?
- Cops need to know more individuals in the community

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3. How should police be incorporated in the resolution of issues?

- Police need to come to the table
- Police dept should have the goal to be exemplary
- Police union power needs to be diluted. Should not be that mayor/community is 100% against the police when they criticize
- Build trust, communication. We have a chasm in communication
- Police feel responsible for social ills the community has not taken care of and police can't fix
- Need other social supports
- Police are like a military unit
- We are a small community, we can do serious innovations for social order
- Police are individuals, not all the same. We should change our language
- Instead of buying new police cars, hire reserve units for crisis situations
- Train police with role playing different races
- General sense of impunity because cops acquitted for killing
- Officers need down time
- Make community involvement a part of their job. They get paid or comp time to spend 4 hours a week doing something in community: coach basketball, pancake breakfast, school volunteer, attend some type of community event at invitation from community group
- Citizens need to inform Common Council of their ideas, needs, preferences. We need a sustained community conversation about the changes we want to see

Gino, John, Tony, Susy, Karen, Elisabeth

1. Please describe what you feel are the main issues related to community and police interactions

- Some officers that have racist attitudes and lack of exposure in diverse groups (exposure and experience)
- Often those officers are unwilling
- Believe officers should not be singled out
- Community as a whole view right and wrong vs. black and white
- Stereotype based on previous experience
- Preconceived notions (act aggressively both groups)
- Lack of trust and respect on both sides
- Barrier between what we want them to be, but provide resources
- 3 Initiatives:
 - Citizens Police Academy
 - Explorer post

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- Coffee with police & mayor
- Police and community not equal (thick enough skins) Power that police have.
- CRO – community resource officer
- CAT – community action team

2. What is your vision for community and Police Relations?

- Events to bring community and police that are not on duty
- Playground on west hill
- Auxiliary police force experience down state (training, volunteers) citizens on patrol.
- Scheduled meetings – police/community liaisons
- Mentoring programs
- SRO

3. How should police be incorporated in the resolution of issues?

- Community police board – process transparent, express view @ meeting, more outreach
- Talking circles training
- Community involvement
- Icsd employees
- Cayuga medical employees
- Firefighters

Table led by Sue and George

1. Please describe what you feel are the main issues related to community and police interactions

- Customer service how IPD approaches civilians, respect how we are talked to by IPD, how we are approached, police should be obligated to have a respectful relationship, person gets upset, it escalates (+ ✓ agreement)
- Fears on both sides of issue, escalation, training of police does not make it easy to ramp it back down
- Lack of knowledge of each other, us not knowing IPD as humans and vice versa
- Something has to change
- Lack of trust, respect, knowing each other, lack of training of IPD in August situation
- Safety, respect
- Relationship of IPD with communities of color
- Our community does not know how to interact with police – what are our rights and responsibilities
- Accountability & lack of transparency
- Finally something got visible about cultural issue of things that were already – always – going on
- Profiling – men of color, suspect first (+ ✓ agreement)
- Most people never see the police except for when there is drama
- We don't know each other

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- We have a very workable city, take those and work on the problems
- Questions about is this a change or has it always been this way – yes –
 - Can this police-resident conflict be fixed or stopped here?
- What is happening here is part of a national issues
 - Ding (?) demographics
 - Militarization of police
- Community police boards look at case by case basis
- Lack respectful approach
 - We have problems, deny that it exists – it matters who you are, what treatment get from IPD

#1

- Lack of trust and respect
- Militarization mindset
- Need to change culture of police force

#2

- More interaction
- Transparency
- Accountability
- Working with each other on shifting culture
- Addressing racism

#3

- Hold police accountable to serve the whole community in their work
- Inclusive
- How to not allow a few bad apples spoil the whole IPD, the blue silence protections

2. What is your vision for community and Police Relations?

- IPD get to know your community, say hello to IPD, stop being standoffish in your IPD car, interaction honestly with residents
- DARE officers in public schools, good relationship with lots of kids, officers know kids
- PAL – Police athletic league
- Give IPD officers incentives \$ to live in the city
- See more interaction with IPD – residents, see each other as a human being
- Residents approach IPD as well to initiate contact – there is stigma to be overcome for approaching IPD
- IPD's responsibility to initiate contact
- An IPD that knows the community can serve it better
- Fear on both sides is issue, more walking, more biking
- Natural accessibility of officers
- Youth court
- Need community policing to ↑ trust level – we must have this
- Don't use the term police, need guardians, more proactive, variety of ways of interacting, resources for us
 - _____ the culture, _____ the language, _____ the training, mindset is so different (typist can't read the word! Please contact Sarah to clarify!)

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- Force working with the community
- Transparency, clear rules of engagement, to ↑ safety and ↓ abuse
- Deal with mass incarceration of small crimes offenders, break the cycle, channel the energy to guide young kids to do the right thing
- Help community, develop youth, less work for police, make connections
- Review of police reports used in court, police don't always tell the truth
- Rules, policies for use of police body camera
- Legal structural issues, grand jury indictments
- Value in community policing to de-escalate conflict for entire posture of how IPD
- Accountability of IPD to the public
 - stand there and watch, show that it matters to you, we can each do something
- how to create teeth in public accountability of IPD
- Rochester police board has subpoena power over the police
- Research other models of community board
- A community police board that is elected by the residents not appointed by mayor

3. How should police be incorporated in the resolution of issues?

- Make process inclusive, not that everyone is exactly involved in the same way
- Police not an equal or controlling partner in resolving issues
- It depends, treat each other with respect, but hold accountable
- Police as residents of the city
- How do IPD officers think about the community here
- Discover where police are coming from?
- Change our culture of racism & classism
 - If we change culture, then the police culture will change too
- Police is a role, not an identity
 - Not parallel to community member
- Residents need to know how to act around the police, this determines the reaction of the other
- Break up the separatism
- Acknowledge what I already know w/o getting angry
- Public input as to what is defined an issue
- Who gets to define the issue?
- Police have to be involved in resolving the issues – will be hard to ____ the culture
- De-escalation and fear mentioned a lot
 - Slow things down, deconstruct to see how things are, get the heat out of the situation
 - Requires concentrated training
- Mayor needs to be accountable to pick the chief of police that follows mayors vision – put pressure on mayor and police union
- This is a job, not an identity, hold these employees accountability to standards of the public
- Why are police allowed to perform poorly in their jobs and retain their job
- Bystander training

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Table led by Aislynn (sorry for getting name wrong please advise!)

The police keep people in line so capitalism and colonization can function distracting us from the real crime

What is the real crime

- Capitalism
- Militarism
- Systemic racism

What does this look like in Ithaca?

- Regular home raids by SWAT of families of color (militarization)
- Threat of lethal force for no reason
- Grand jury vindication in the murder of Shawn Greenwood

Not sure what group these notes came from:

To examine the myth of the past and present role of the police to keep communities safe by a community reading of the New Jim Crow; rooting ourselves in the abolitionist history of this land.

#1

Stop SWAT raids, demilitarize the police!!!

#2

Cannot move forward with justice without accountability for the death of Shawn Greenwood, Keith Shumway

Schellely and Audrey's Group

1. Please describe what you feel are the main issues related to community and police interactions

- Not appropriate police conduct
- Lack of trust
- 2 different worlds for officer – police & community
- Doesn't assume police are my friends
- Misuse of power – police can do and say whatever they want but a community resident can't – leads to distrust
- Lack of cultural awareness of officers and lack of accountability leads to having no faith in police force
- Personal stories told that show abuse of power

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- Some black men don't file a complaint because of the fear of retaliation from officers
- Lack of respect for officers of color from white folks
- Historically not good communications
- Lack of respect works both ways
- Different treatment – college students get away with a lot
- Issues of blatant racism and unconsciousness bias – implicit bias
-

2. What is your vision for community and Police Relations?

- Perception comes from outside our community (*not sure where this comment should go*)
- More involvement in community
- Officers need to know and learn about the community they serve
- Walking/biking for police officers – great interactions occur
- If behavior doesn't change – that's problematic
- Need accountability
- Need transparency
- Civilian board that has subpoena power for complaints
- Level the playing field
- Police union stops thinking of themselves – instead putting community first
- Community mentors that have community trust to be liaison to police when issues happen
- Clarity of what police culture is – helps to have better understanding
- More talking circles for police and residents
- Each officer reads The New Jim Crow
- Talking circles – yes! Yes! Yes!
- All training done in collaboration with police and community

3. How should police be incorporated in the resolution of issues?

- Community meetings @ police station to engage police
- Listen and learn sessions with police and residents
- Administration
- Commonality – things we share
- Small dinners informally to chat etc.
- Having a counselor on staff and available to officers
- Officers get paid to attend functions
- Finding opportunities to celebrate together which leads to building of relationships all over da place
- Walk-a-rounds – police joining resident to learn about neighborhood
- Police having _____ (?)

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Table led by Godfrey with Michael, Dan, Kathleen, Chris, Fred, Shirley, Christine, Sarah, Rebecca, Ibrahim, Reed

1. Please describe what you feel are the main issues related to community and police interactions

- Open communication
- Being able to feel comfortable with a back and forth conversation and having opportunities to do this
- Safety – every interaction needs to result in safety to the person being questioned and safety to the officer
- Serious concern with residency requirement and safety of officers – preserve and protect both sides (burning Bangs house down – wasn't a residency issue)
- You can be unsafe anywhere you live
- Cultural awareness – racial, economic, LGBT issues
- Residency requirement – it matters that you live where you work – somebody who lives in Cortland County is not invested in Ithaca and it shows in their work – shows that they are not committed to the community they are working in
- Understanding and respect – heard a lot on both sides of disrespect – it's easy to do – officers are trained and then the job beats them down – they get into the culture of co-workers and community – whichever side it's on. This culture breeds itself – need to figure out ways of instilling more respect
- Certain part of town is targeted and looked at by community in a certain way because it's lower income or higher income – history behind why certain part of town is set up that way – the income and the houses – and different places are patrolled in different ways – gap between people – close the gap between different neighborhoods to see less racial and class tension
- Class is a really big issue when it comes to policing, not because it's necessarily on the table but what comes out – particularly kids that are of different classes may get into the same kind of trouble but what happens as a result can be couched very differently, my kids right now go to BJM, we have promoted in our kids respect for police and the law but they can hear stories from other kids that the law did not work out for them. My kids are relatively privileged, they are basically middle class. A lot of the kids that they go to school with are not, those kids may have already had a rough time with the law, not them personally but somebody in their family, that will carry itself forward. I would hope that something more could be done in the schools than has been done than has been done for the last few years at BJM. That's the concern that I bring to this
 - Carry forward? – in terms of myself and my family. If I had trouble with the law, my kids would look at the law differently as a result and that would carry forward – there's an issue of racism, but I also think there's a huge issue of class that has got to be addressed here
- If my last interaction with an officer was seeing them put my family member in the back of a police car, I'm not gonna feel real good about police officers

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2. What is your vision for community and Police Relations?

- Program in schools to teach young people how to interact with police
- I don't have a vision
- Create neighborhoods and connections through our neighborhoods
- Open honest, hard, conversations. Pull the scab off. It's hard. People need to commit to doing that work. We have to get down the dirt. Police have to do that. People don't want to do that.
- How can we develop those connections
- See other points of view, let go of being right. We all want a little respect, all of us
- Daughter lived in DC, police did have a residency requirement – changing neighborhood, problems for many years, state of flux, having ways where communication is more accessible and seems more natural – helping people to know when they need help and be able to ask for it, but has a sense of community
- Look out for each other and not so inwardly focused
- Closing the gap between police and community – replace blaming cop with getting to know each other and bringing respect
- Police title doesn't make you better than average citizen – treat each other well – listen – have respect both ways
- Consider police as part of the community – change language from community-police to civilian-police
- How do we move beyond police as oppressive force intended to control the masses?
- Key is relationships – if the police forces were actually to put central creating a relationship with the community and getting to know people it seems harder to use excessive force if you know someone – that means financial commitments – it would have to be valued and money put there
- Respect and accountability – mutual
- Communication – honesty – to get to the respect and accountability
- Those of us who are white should recognize the need to tell other white people about white privilege and the history and the past leading up to this moment when police were not fair to people of color so they can be more sensitive
- Pull the scabs off – it's hard to do
- Underutilizing the schools – get schools on board to increase contact – community resource officers in schools so kids get to know them and are more trusting
- Police as social worker – looking for less violence, more interaction – police forces in other places use social work –
- as a kid my community looked out for me in ways I didn't always appreciate but it really did work – it used to exist in this town – much less so now – indication of how town has changed in last 15 years or so

3. How should police be incorporated in the resolution of issues?

- Recurring training in personal interactions and social sensitivity
- Perhaps they should have agency in the resolution – not just be incorporated
- Mental health screening for everyone that works with public for government:
 - Police, teachers, social workers

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- More _____ for police to interact with citizens in more positive situations
- School curriculum – hold classes to include all law enforcement issues
- Elected community police board that has fire power.
- Same as civilians – we should all be involved moving forward
- We should have conversations with police and find out what they think needs to happen
- Training for police similar to civilian police academies – show what some of our most vulnerable citizens are going through
- They have to be a part of the conversation
- They should be part of the solution by helping to come up with the solutions
- Gathering facts about a problem
- First responder in crisis situations
- Demilitarize the police
- Depends on the issue – each case is different to some degree. Be flexible
- Police side should be heard (as well as the other sides)
- Other police should be represented in the decision (along with the other side)
- If the police behavior was inappropriate, there should be appropriate consequences
- I think they should be treated like community members
- Without guns conversation
- It's on the force to allocate staff, money to take part in these conversations
- I think there should be a community police board elected by the city that have the ability to fire police to implement actions
- Be part of the discussion, not lead it
- Ask them what they think – listen to what others think
- They need to be at the table and part of the process in est. the reforms
- Contact, contact, contact
- Education, education, education:
 - More funding for police to interact with citizens in more positive situations
 - Police personnel need to be a part of all planning meeting
 - School curriculum needs to be changed to include all law enforcement issues
- Police should receive recurring training in personal interaction and social sensitivity
- Police should be given a self-reporting mechanism and receive training in acceptable behaviors.
- They should be incorporated (question about their level of agency in process)
- Be retrained
- Be restructured – change the function of the police
- Body cams resolve certain issues.

Graham, Élan, Andrea, Phoebe, Kirby, Jamie, Araina, Joni, Sam, Joanne, Eldred, Anna Ortiz, Jeff, and Mike

As typical, there are 4 or 5 dimension to this problem, and tonight we discussed 4 of these that need to be synced now before we can actually resolve the tension between the systems of historical oppression and coercion that are very, very real, and the absolutely critical function the police perform daily to protect and serve as well as to be the arbiters of social planning that takes place WELL above our heads.....

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The four dimensions are:

- 1- A list of Best Practices
- 2- The Work that's already come from Linda and the DOJ's work, as well as what is currently underway, both via IPD, and the broader Community.
- 3- The Mayor's 8 point plan, and
- 4- The information from this evening's session at GIAC (12/20/2014)

DIMENSION 1 - National Best Practices

- Politics.....Quotas, broken window theories, 'Comstat' directives, budgetary restraints, IPD Bandwidth issues, etc.
- Recruitment.....Pysch Assessment, what's done now? How does this become SOP
- Accountability Measures....Some are Sate wide,e.g., the AG picking up investigation
- Work on individual institutional race & racism issues...Talking circles. Information and history sharing circles - re: structural race and class issues.
- Entrepreneurial job creation - See Above ^^^^^^^^
- Training....Tech and weapons, Instinct training, Community Involvement
- Community.....Police Review Board (At present, they review and recommended. There is no subpoena, or investigatory prowess) vs. CPRB (Subpoena power, budget, legal skills, and a bulwark against the Legal, Authoritative Power of the PBA) Community Policing, PAL type structures...Training for Community Members. Youth, Parents (Citizens Police Academy, Community Auxiliary Police Officers, Ride Alongs. PSAs, Satellite OfficesOFFICES, Mentoring Programs for babies)
- Community Response Teams....Incident response.....

DIMENSION 2 - The Mayor's 8 Point Agenda (Svante acknowledges his limitations as a young black man)

- Cameras on Officers. Policy Work. Any Community Members involved.
- Residency Requirement
- Community Action Team... Time, & Response flexibility
- Downtown Social Worker...not IPD, but IPD + Mental Illness.
- West end CP Office in the Old Lehigh Valley Rest bldng.
- Full review of all policies and procedures
- 10% increase in staffing 5 new officers
- ? What is 8th...

DIMENSION 3 - The Previous Community Sessions with Linda from DOJ

- 4 hr sessions with Linda from DOJ
- Reasonable Suspicion vs. Probable Cause
- Our place in this place
- A 'shaping' event re: interactions with po-po
- IPD reflected on their thoughts
- Engaged Conversation continued.
- Was engaged participation universal?

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DIMENSION 4 - Our group's answers to the 3 questions posed at the Community/IPD relations session at GIAC on 12/29/2014

1. Please describe what you feel are the main issues related to community and police interactions

- What are the accountability and decision making processes...need to have integrity and we all need to work on it.....then community has no buy in and no insight. Transparency. That's something we demand.
- Why was officer not fired after the incident with the kids? Outcomes?
- Fear, fear that IPD is afraid of us and we are afraid of them. Mutual fear and distrust.
- Broader than simply community and police.. It is also the multiple layers above.
- The actual experiences of the relations between those in the different demographics...,ow do we get others to see?
- Ethnicity issues. How do we get those who aren't present to be aware. Language, immigration, culture issues. They live between the lines.
- Militarization of the police. How do we prevent tanks, drones, etc.,
- Transient nature of the community
- Empowerment of the citizenry. The community is often disengaged.
- We are missing political participation, and real understanding of the atmosphere in which the IPD is working in.
- Friendliness or lack thereof of the officers.....
- The scope of what the offers deal with on a daily basis is massive....we - the citizens - need to understand this...the Burlington model may alleviate some of this....

2. What is your vision for community and Police Relations?

- To have Community and Police to come together in community. More diversity
- An inherent contradiction between 'serve/protect' and 'enforce' on the other...
- AmPolice Free Society....Community Restorative Justice Models.....is that realistic. Police primarily protect property, and not to think of us all as thugs or inherent criminal
- A strong community police board....which mutual trust and respect
- Officer's 'club' feels obligated to protect themselves from oversight us and illegal behavior.....one.
- A Restorative Justice Model and Alternative Policing Models....Police as Advocates....societal issues...firearms and conflict.
- The community has a hole in its heart, as a result of the Sean Greenwood case. That broke trust, Justice and all else....no faith in current CPB resolving something...no healing.....,,
- Resolving our inability to externally investigate our or any police dept.
- Community based citizen's policing effort..
- See Burlington model mentioned above.
- Have more community its input regarding structures.....
- Keep our eye on addressing the economic system of disempowerment, marginalization, disenfranchisement, etc. Are we generating a healthy economy or simply perpetuating one in which Black, Latino, Young, LBGTQ, and marginalized just people simply seethe with rage beneath the the surface.....??

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3. How should police be incorporated in the resolution of issues?

- Conversation with officers...how do you manage these inherent contradictions? And when you manage them poorly what happens?
- How does it feel to have young black and brown
- Conversations embedded into their job descriptions
- More humane training, let's make them citizens for a moment....in reverse....
- Respect and take into account community intelligence
- Concern that reconciliation is problematic.....how do we manage them.
- Police Community events out of uniform.
- EDUCATIONAL CURRICULUM....WHAT'S THAT LOOK LIKE?
- SROs that travels throughout the School District not just the at the high school
- Ensuring that all community leaders are engaged at such events and in these types of conversations.....

Answers Provided by Lynne Jackier who was not able to stay for the small group discussions

1. Please describe what you feel are the main issues related to community and police interactions

- The interpersonal level – individual officers and the public:
 - Cultural misunderstanding/conflict
 - Implicit bias
 - Explicit bias
 - Personal qualities/problems (anger issues, power issues, PTSD...)
 - Lack of interpersonal skills
 - Misperception of situations
- The Institutional level – the IPD (PBA...) and the public:
 - Lack of accountability – efforts to impose independent accountability for accusations of wrongdoing are resisted and blocked (PBA).
 - IPD (PDs in general...) is a closed system. When there are negative incidents with the public, members protect each other or remain silent. There is a defensive culture.
 - The major part of training focuses on how to respond in situations of threat. There is much less focus on understanding the history, culture and sociology of the various stakeholder groups in the community.
 - Officers are not well trained in how to “stand down” emotionally from the adrenaline-fueled energy of a threat situation in order to move into de-escalation and calming of the people involved in an incident.

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2. What is your vision for community and Police Relations?

- IPD members treat all members of the public with respect, even those being arrested for probable cause.
- IPD members' interactions in all neighborhoods grounded in an understanding of the history, culture and sociology of the people who live there as well as real relationships with as many community members as possible.
- The IPD to honestly debrief any controversial situation publically, listen to and include community members in problem-solving solutions.
- IPD (PBA!) members so committed to "serve and protect" all community members that they support the removal of officers who regularly disrespect members of the public, are violent or undermine programs of reform and improvement.

3. How should police be incorporated in the resolution of issues?

- Police can be included in the resolution of the issues more easily in the interpersonal realm. Some ideas I've had:
 - A Police/Community Circle (designed by community members and IPD members) –
 - Pair up volunteer community members and officers to participate in program to include:
 - Facilitated dialog in a group once a week for X weeks
 - History, culture and sociology of Ithaca community stakeholder groups
 - Police procedure, policy, training and...?
 - Discussion of particular incidents from variety of perspectives
 - Pairs get together on their own between sessions
 - Community member do ride-alongs with officer-partner several times
 - Officer attends activities with and chosen by community-partner
- These pairs form the nucleus of a group that can connect around difficult situations, share ideas for improved relations and help bring new perspectives to their own groups.
- - Regular Ride-Along Program - Community members meet to train and organize to do regular ride-alongs with officers. Training would include how to listen, invite discussion and introduce topics for discussion. Imagine if officers had a community member riding with them once a week or more for four hours of real, respectful conversation.
- Police have resisted some important reforms. These would have to be pursued independent of their input unless the police culture were to shift. One example is:
- The creation of a truly independent body/person to investigate accusations of police wrongdoing.

Responses to Online Form

1. Please describe what you feel are the main issues related to community and police interactions

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- Police are expected to be responsible for too much. By giving police the power to dispatch the death penalty, we have granted them the power to short circuit every check and balance in the justice system that is intended to uncover the truth, ensure justice and prevent miscarriage of justice. The most severe punishment the justice system can deliver which properly only occurs after many legal hurdles, can come to pass in a few seconds by the judgment of a single fallible human under duress. Perhaps police need to have training and be formally granted permission to walk away from ambiguous situations where deadly force could make the situation worse.
- Thank you so much for your compassionate work, and for the opportunity to share thoughts. I was not able to attend the December 29th meeting. I feel that Leon Lawrence's post details the concerns and many excellent ideas that I would endorse. I also agree with all the recommendations that support community policing principles. Lastly, as many are saying, my hopes for change do not mean that I do not appreciate police officers and the work they do, often putting their lives at risk. I can mourn police officer deaths in the line of duty and the civilians who were killed at their hands, while demanding change.
- In addition to all that's been said, my only contribution is to express great concern for what is seen across the country and here in Ithaca, as a lack of real accountability for police officers' actions. What specific steps can be taken so that law enforcement is held accountable for their actions - (Greenwood case, recent incident with unarmed teenage youth).
- Also, culture change is desperately needed. The Ithaca's Police Benevolence Association's facebook page was filled with hateful us/them language during the time of Greenwood's shooting death. It wasn't important whether police officers did or did not directly participate in the postings. But the fact is that the conversation was not challenged and as such endorsed through silence on the part of the IPD members and leadership. A speech community was created that cultivated a culture of police superiority and untouchability, and that people were either for or against the police. It seemed that the community was the enemy. How can anyone trust the IPD if this is the kind of forum and dialogue that is endorsed by their union.

2. What is your vision for community and Police Relations?

- My vision is one of true service, collaboration, and importantly respect for all community members; to work in the spirit that every person is precious and that all lives matter equally. Human life and the dignity of all people need to be upheld above all else. Members of the IPD should represent the populations they serve in terms of demographics and lived experiences.

3. How should police be incorporated in the resolution of issues?

- I liked the idea of using the Talking Circle on Racism model in the context of community/police relations.
- If there is not something like this already, maybe the police department could benefit by having an internal education, training and personal growth program devoted to issues of racism and the white power structure which had the goal of developing: 1) greater consciousness and understanding of a) all aspects of the power differential that exists between police and the community and the effects that power differential has on citizens, depending on their race, b) the role that police have in maintaining the white power system, and 2) a new paradigm, a new police culture that replaces the adversarial mind set, and a new set of community interaction protocols that support it.

A Call to Action Meeting Notes – 12-29-2014

- We need a list of specific most troubling police behavior from the perspective of citizens, parents, youth, community, and also need to clearly list and find out the reasons why police believe they need to do the things that are troubling for the community

Ideas generated over Ithaca After Ferguson Listerv

Will Wittlin

- I suggest that the Community Police Review Board (CPRB) include 5 members (at least 3 minority members) elected from existing community groups.
- CPRB majority vote may choose to utilize an investigative team of an attorney, investigator and clerical support person, chosen beforehand by the Board and paid for by the City and County. This team may exercise subpoena power and may directly convene a grand jury that will be examined by the DA and the Boards attorney.
- The form for less serious police sanction can be addressed by the Boards charter.
- Power to the People

Daniel Keough

- I had filed a complaint with the Community Police Board (directly after the incident happened, which was almost 2y ago). The CPB quickly met with me, then I didn't hear from them. When the report finally came out, it stated that the officer refused to cooperate with the investigation. WHAT!? This is an official board of the City of Ithaca made up of appointed members. If an accused officer can decline to cooperate, "nah, I think I'll pass" much like they would decline an offer for a soda, then what good is this group?
- Even if the members of the CPB are hard working, doing everything they can, why is a public servant, a police officer ironically enough, given the 'right' to refuse to cooperate with an investigation into their own behavior? If the officer does not want to cooperate with an investigation they shouldn't have to--but they then forfeit the ability to protect and serve this community (one in which is they are likely not otherwise part of).