



**CITY OF ITHACA**  
**108 East Green Street — 3rd Floor Ithaca, New York 14850-5690**

**COMMON COUNCIL**

CYNTHIA L. BROCK, FIRST WARD ALDEPERSON

Telephone: 607-398-0883

Email: cbrock@cityofithaca.org

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Mr. Bill Troy  
Tompkins County Attorney

4 May 2022

Dear Mr. Troy,

You have requested a complete set of papers in support of my ethics complaints. I am endeavoring to create a one-document package and have included my previous correspondence. I will be using different numbering than my original request of 12 April 2022, which I hope does not cause undue confusion, and have appended my previous correspondence to you at the end of the package without its attachments as they are elsewhere in this document.

These matters largely pertain to Myrick's involvement and administration of the City working group (appointed by Myrick) charged with recommending changes to the Ithaca Police Department pursuant to [Reimagining Public Safety Resolution on March 31, 2021<sup>1</sup>](#). I do believe my questions also include Reimagining Public Safety as administered by joint City-County efforts, but much of these activities are out of my purview and would benefit from discussions with those involved.

I am requesting an investigation and determination of the following:

1. The conduct and appropriateness of former Mayor of the City of Ithaca Svante Myrick, and his designees, resulting in possible misappropriation of municipal funds in the promising of \$10,000 each to City RPS working group co-Chairs for their services. This appropriation had not been presented, discussed, or approved in advance by Common Council either by Resolution or in the City Budget.
2. The conduct and appropriateness of Myrick and/or his designee soliciting and arranging (outside of City review or regulation):
  - a. \$10,000 from the Park Foundation to pay to the co-Chairs of the City of Ithaca Working Group;
  - b. \$25,000 from the Dorothy Cotton Institute to pay:
    - i. \$10,000 to the co-Chairs of the Ithaca Working Group, and
    - ii. (estimated) \$12,000 to the members of the Working Group who were not employees of the City, at \$2,000 each; and
    - iii. (estimated) \$3,000 to the subcommittee members of the Working Group who were not employees of the City, at \$500 each.
3. The conduct and appropriateness of members of the City Working Group being paid by a 3<sup>rd</sup> party for their participation without disclosure to the public, Council, working group members, or recusal from the process;

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<sup>1</sup> <https://www.tompkinscountyny.gov/files2/2021-4/Master%20Final%20Document%20City%20of%20Ithaca.pdf>

4. Possible conflicts of interest created by the Park Foundation and Dorothy Cotton Institute;
  - a. If, by providing funding for the services provided by the members of the City of Ithaca Working Group, the donating organizations may have had any:
    - i. influence in the selection of the members, and
    - ii. influence over perspectives and performance of the members themselves
  - Council does not have a practice of paying or contracting with working group members who are appointed by the Mayor to serve a City function.
  - It is highly unusual, if not an outright violation of City Ethics Code<sup>2</sup> that a contractor would both provide services for the City and simultaneously be appointed to vote on their own work product without being expected to recuse themselves.
  - Council was not advised, informed or asked in advance to approve or authorize any City contract for services to working group members, but was asked to retroactively approve at the 27 April 2022 meeting of the City Administration Committee. The request was not approved.

Please see the following:

- I. 3 April 2022 4:43pm email from LLewis to CBrock that the City contracted to pay the working group leads Rosario and Yearwood
  - II. 3 April 2022 11:32pm email from CBrock to LLewis expressing that Council did not discuss or agree to payments to working group members, or 3<sup>rd</sup> party payments to working group members.
  - III. 5 April 2022 9:44am email from CBrock to LLewis requesting information and clarification on the basis for approvals for City and 3<sup>rd</sup> party payments to working group members.
  - IV. 18 April 2022 9:23pm ALavine to MSmiley responding to questions of gifting, solicitation, and payments to working group members
  - V. Chapter 55 of the City Code, Code of Ethics –appointed working group members are considered City Officials under the code.
  - VI. City Gifting and Solicitation Policy – requests for donations for City services are not permitted
5. The appropriateness of City (and County) staff in their enforcement (or lack thereof), and interpretation of State and City procurement legislation regarding the use of unpaid services that would:
    - a. be expected to result in legislative changes,
    - b. impact a City (and County) department which receives Federal funding and support (see Item 13 General Purchasing Standards, City Purchasing Policy and Procedure Manual, pg 7),
    - c. impact agency functions, staffing, oversight, as well as have a potential impact PBA union contract, and
    - d. potentially result in the need for one or more City referendums

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<sup>2</sup> Chapter 55. [City of Ithaca, NY Ethics, Code of \(ecode360.com\)](http://ecode360.com)

The City received free consulting services valued at well over \$20,000 from the [Center for Policing Equity](#)<sup>3</sup> and CPE's consultant Matrix Consulting. CPE's founder Dr. Phillip Atiba Goff has an expressed interest in dismantling the Ithaca Police Department<sup>4</sup>, and CPE's expertise and qualifications were not reviewed or investigated;

- All New York State agencies must procure services in accordance with Article 11 of the New York State Finance Law; and follow procurement processes to: ensure fair and open competition; guard against favoritism, improvidence, extravagance, fraud and corruption; ensure that the results meet agency needs; provide for checks and balances to regulate and oversee agency procurement activities; and protect the interests of the State and its taxpayers.
- According to Councilmember Robert Cantelmo, Faith Vavra indicated that the Center for Policing Equity offered a contract of services to the City for work in 2022-2023 for \$700,000. This contract was denied for payment but was accepted as a gift to the City.
- Matrix Consulting was selected by the Center for Policing Equity, and their services provided free of charge. No screening of CPE or Matrix was conducted to determine expertise or qualifications.
- Contractors providing services should reviewed and accepted and paid for by the City having been accepted based on their qualifications and to avoid any possible conflicts of interest.
- According to Acting Mayor Lewis in her email of 3 April 2022 (see I. above) no procurement process was conducted, and no review of qualifications were done for CPE or Matrix since their services were received free of charge to the City, despite the fact that the value of the services exceeded \$20,000.

Please see the following:

- VII. Goff Art of Power - Full Interview – 26 August 2021 (highlighting is mine) whereby Goff describes a conversation with Myrick saying "I don't know if you need to have a police department. He's like, "Yeah cool, Let's make that happen".<sup>5</sup>
- VIII. New York State Procurement Guidelines May 2014<sup>6</sup>
- IX. City of Ithaca Purchasing Policy and Procedure Manual revised 7 March 2018
- X. 2 March 2022 11:17 am email from CBrock to Council and staff asking how CPE and Matrix were selected
- XI. 15 March 2022 2:34pm email from CBrock to LLewis and SThayer requesting information on procurement policies

6. What was the scope and the role of Center for Policing Equity in City and County efforts, which were not fully discussed or disclosed?

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<sup>3</sup> <https://www.policingequity.org/>

<sup>4</sup> <https://www.wbez.org/stories/defund-the-police-dr-phillip-atiba-goff-the-data-scientist-behind-police-reform/60254fac-3af5-41b7-9427-c01110f3ed4a>.

<sup>5</sup> <https://www.wbez.org/stories/defund-the-police-dr-phillip-atiba-goff-the-data-scientist-behind-police-reform/60254fac-3af5-41b7-9427-c01110f3ed4a>.

<sup>6</sup> <https://ogs.ny.gov/system/files/documents/2018/08/psnys-procurement-guidelines.pdf>

- a. When brought on to assist in the City Working Group efforts, Council raised concerns regarding CPE's involvement, and were informed by Myrick that CPE's role was strictly administrative – to help arrange meetings and take notes. However, based on feedback from working group members, it appears CPE directed the agendas, discussions, as well as the work and pace of meetings, and that CPE contributed to discussions as subject matter experts at the exclusion of local law enforcement, the District Attorney or other local experts.
- b. Members of CPE were also involved in the advisory group to create the Advisory Group for the Community Justice Center for the City and County
- c. It was accidentally discovered that there existed (until just last week) a RPS Collective Weekly Project Management Meeting made up of City (3), County (3), and CPE (5?). Questions regarding the purpose and scope of this work, who CPE works for, and if it was approved have not been answered.

Please see the following:

- XII. 4 May 2022 Agenda RPS Collective Weekly Project Management Meeting
- XIII. 29-30 April 2022 correspondence between CBrock and LLewis regarding RPS Collective

7. If an actual or perceived conflict of interest exists in:
  - a. Then-Mayor Myrick being a paid employee of People for the American Way during his tenure as Mayor, and
  - b. While employed at PFAW, in 2021 Myrick transitioned from the non-profit branch of the organization and began being paid by the lobbying branch of PFAW whereby he fundraised with PFAW for the hiring of 5 organizers (a value of over \$250,000) for the purpose of lobbying in support of the passage of the Reimagining Public Safety City specific legislation and referendum – legislation, which was presented by Mayor Myrick in February 2021 to Common Council for adoption;
  - c. Myrick using his position as Mayor and by extension through PFAW to influence and pressure members of Council, staff and the public for the purpose of implementing legislation that he proposed.
  - Stacey Dimas, co-chair of the Tompkins County Democratic Committee, and former Chief of Staff for Anna Kelles is the Senior Advisor for the People for the American Way Ithacans for Public Safety Campaign. She informed me that there are 5 people who have been hired: Alana Byrd, Stacey Dimas, Gayraud Townsend, Nicholas Daniluk and one other.

Please see the following:

- XIV. 10-12 January 2022 email from AByrd to JBarken introducing herself as running the People for the American Way's campaign to get the Reimagining Public Safety referendum passed in November, working closely with Svante Myrick to garner support and popular opinion, and that she is running Ithacans for Reimagining Public Safety.

- XV. 2 March 2022 PFAW Field Organizer job posting on Indeed.com
- XVI. 2 March 2022 PFAW Public Engagement Advisor job posting on Indeed.com
- XVII. 4 April 2022 Cynthia Brock Editorial in the Ithaca Voice<sup>7</sup>
- XVIII. 4 April 2022 Screenshots of Stacey Dimas Social Media Posts

8. Given the impact of one or more of the incidents mentioned above, can the report [Implementing the City of Ithaca's New Public Safety Agency](#)<sup>8</sup> produced by the working group, with assistance from the Center for Policing Equity, and incorporating the Report on Patrol Staffing and Deployment produced by Matrix Consulting, be deemed to be impartial, unbiased, and appropriate for recommending legislative changes in accordance with County and [City Ethics Code](#)<sup>9</sup>

Please see the following:

- XIX. 12 April 2022 CBrock to WTroy Request for Investigation
- XX. 28 April 2022 CBrock to WTroy email

I sincerely appreciate your investigation into this matter.

Cynthia Brock

Cynthia Brock  
City of Ithaca Common Council Ward 1  
324 Brookfield Road, Ithaca, NY 14850  
607-280-0661, [cbrock@cityofithaca.org](mailto:cbrock@cityofithaca.org)

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<sup>7</sup> [Op-Ed: We should do better - The Ithaca Voice](#)

<sup>8</sup> [https://www.cityofithaca.org/DocumentCenter/View/13725/WG\\_IthacaReport\\_Final](https://www.cityofithaca.org/DocumentCenter/View/13725/WG_IthacaReport_Final)

<sup>9</sup> Chapter 55. [City of Ithaca, NY Ethics, Code of \(ecode360.com\)](#)

## Cynthia Brock

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**From:** Laura Lewis  
**Sent:** Sunday, April 3, 2022 4:44 PM  
**To:** Cynthia Brock; Steve Thayer; Schelley Michell-Nunn; Faith Vavra; John Joly; erosario.civitas@gmail.com; kay27@cornell.edu; Monalita Smiley; Aaron Lavine  
**Cc:** Common Council; Travis Brooks; Richard John; sblack@tom-pkins-co.org; Deanna Carrithers; Van Houten, Matt; vpillar@tom-pkins-co.org; Henry Granison; Anne Koreman; dklein@tom-pkins-co.org; rbrown@tom-pkins-co.org; msigler@tom-pkins-co.org; Deborah Dawson; lshurtleff@tom-pkins-co.org; Amanda Champion; gmezey@tom-pkins-co.org; mlane@tom-pkins-co.org; Osborne, Derek  
**Subject:** Re: Brock Op-Ed re RPS

Hi Cynthia,

I'm pleased we had an opportunity to speak this morning. I also must apologize for my delay in responding to your questions -- no excuses. Some of the information you convey in your OpEd (draft?) is not based on full or accurate information, and for part of that I must blame myself.

As I said on the phone this morning, the Reimagining Public Safety Working Group was created in response to the Governor's Executive Order 203 issued in June 2020 to address, "the particular needs of the communities served by such police agency and promote community engagement to foster trust, fairness, and legitimacy, and to address any racial bias and disproportionate policing of communities of color."

The Working Group that addressed the first city-specific Recommendation was comprised of community members and others noted below and named in the final report, led by two highly regarded community representatives, Eric Rosario and Karen Yearwood. Throughout our months-long discussions (some 50+ meetings) we followed the charge from Common Council (excerpted below):

- Create a task force to design the DCSPS (the initial department working title discussed in March 2021) to manage various public safety functions in the City.
- This task force shall include some combination of IPD staff, other City staff, Alderpersons, interested City residents, and outside experts or consultants.
- The DCSPS will include a unit of unarmed first responders to respond to certain non-violent call types. The precise identification of such call types shall be subject to further study to minimize risks to the public and to unarmed first responders that could arise if violence occurred.
- The DCSPS will retain a unit of armed, uniformed first responders who shall qualify in all respects under NYS law as police officers, with said unit therefore led by someone who shall qualify in all respects under NYS law as a Chief of Police.
- The DCSPS may be overseen by a Superintendent with relevant emergency response and administrative experience who can lead the DPS toward the goals of the "Reimagining Public Safety Plan."

As you'll recall, we had multiple discussions of the Resolution leading up to March 2021 and there was ample time to raise questions and ask for clarifying information before a vote was taken and the resolution was unanimously passed.

In response to your first question regarding how CPE came to be a lead partner in both the RPS Plan as well as the working group to develop the report?

CPE was not a "lead partner" but CPE staff, most of whom have years of experience as law enforcement officers, were exactly the type of "outside experts or consultants" we needed to take on our own work of reimagining public safety for our community.

Former Mayor Myrick identified CPE . A Statement of Work was agreed upon, but no contract with payment for service was signed with CPE.

Did the City go through a procurement process such as an RFQ to select CPE?

No RFP was required as CPE agreed to provide services pro bono during the initial phase. The City did not agree to cover costs of the working group project management.

The City did contract to pay the Working Group Project Leads (Rosario and Yearwood) \$10,000 each, and as the City understands it, the Park Foundation through the Dorothy Cotton Institute is providing each of them with an additional \$10,000 grant, for a total payment of \$20,000 to each.

Additionally, as the city understands it, the Dorothy Cotton Institute provided funding for a stipend (for which City officials/Council/staff were ineligible) of up to \$2,000 for each Working Group member and \$500 to each sub-committee member, though not all stipends have been claimed to date.

The City did not pay and has no outstanding payment obligation to CPE. CPE did propose to the City a budget for Phase II (2022-2023) work, but the City declined to contract for that work and did not agree to any payments. It is the City's understanding that CPE relied upon outside philanthropic funding.

On what basis or qualifications was CPE selected, and how can we be confident this is an unbiased report?

CPE was identified based on their extensive experience in policing and work in and connections with other communities.

City staff and Council members worked closely and extensively with CPE throughout this process, providing involved City officials with insight into the manner in which the CPE assisted the City and County in determining the content of the report.

How was the Matrix Consulting Group selected to conduct a report on patrol staffing and deployment?

CPE chose the Matrix Consulting Group based on their experience. It was not a City funded study so there was no RFQ. The underlying data was provided by IPD.

What are NYS procurement requirements regarding soliciting and receiving consulting services and studies such as these?

There are no procurement requirements for unpaid services of the sort provided to the City by CPE.

I'm happy to discuss this with you or others directly as well as at Council.

Best,  
Laura

Laura Lewis  
Acting Mayor

**Cynthia Brock**

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**From:** Cynthia Brock  
**Sent:** Sunday, April 3, 2022 11:32 PM  
**To:** Laura Lewis; Steve Thayer; Schelley Michell-Nunn; Faith Vavra; John Joly; erosario.civitas@gmail.com; kay27@cornell.edu; Monalita Smiley; Aaron Lavine  
**Cc:** Common Council; Travis Brooks; Richard John; sblack@tompkins-co.org; Deanna Carrithers; Van Houten, Matt; vpillar@tompkins-co.org; Henry Granison; Anne Koreman; dklein@tompkins-co.org; rbrown@tompkins-co.org; msigler@tompkins-co.org; Deborah Dawson; lshurtleff@tompkins-co.org; Amanda Champion; gmezey@tompkins-co.org; mlane@tompkins-co.org; Osborne, Derek  
**Subject:** Re: Brock Op-Ed re RPS

Laura,

At no point that I am aware of, did the Common Council discuss or agree to any of these arrangements. I do not know of any approved resolution or budget document which includes city payments for a working group or allows working group members to be paid consultants of a 3rd party.

Cynthia

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**From:** Laura Lewis <LLewis@cityofithaca.org>  
**Sent:** Sunday, April 3, 2022 4:43:32 PM  
**To:** Cynthia Brock <CBrock@cityofithaca.org>; Steve Thayer <SThayer@cityofithaca.org>; Schelley Michell-Nunn <SMichell-Nunn@cityofithaca.org>; Faith Vavra <fvavra@cityofithaca.org>; John Joly <JJoly@cityofithaca.org>; erosario.civitas@gmail.com <erosario.civitas@gmail.com>; kay27@cornell.edu <kay27@cornell.edu>; Monalita Smiley <msmiley@tompkins-co.org>; Aaron Lavine <ALavine@cityofithaca.org>  
**Cc:** Common Council <council@cityofithaca.org>; Travis Brooks <TBrooks@cityofithaca.org>; Richard John <rjohn@tompkins-co.org>; sblack@tompkins-co.org <sblack@tompkins-co.org>; Deanna Carrithers <dcarrithers@tompkins-co.org>; Van Houten, Matt <mvh@tompkins-co.org>; vpillar@tompkins-co.org <vpillar@tompkins-co.org>; Henry Granison <hgranison@tompkins-co.org>; Anne Koreman <akoreman@tompkins-co.org>; dklein@tompkins-co.org <dklein@tompkins-co.org>; rbrown@tompkins-co.org <rbrown@tompkins-co.org>; msigler@tompkins-co.org <msigler@tompkins-co.org>; Deborah Dawson <ddawson@tompkins-co.org>; lshurtleff@tompkins-co.org <lshurtleff@tompkins-co.org>; Amanda Champion <achampion@tompkins-co.org>; gmezey@tompkins-co.org <gmezey@tompkins-co.org>; mlane@tompkins-co.org <mlane@tompkins-co.org>; Osborne, Derek <dosborne@tompkins-co.org>  
**Subject:** Re: Brock Op-Ed re RPS

Hi Cynthia,

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As I said on the phone this morning, the Reimagining Public Safety Working Group was created in response to the Governor's Executive Order 203 issued in June 2020 to address, "the particular needs of the communities served by such police agency and promote community engagement to foster trust, fairness, and legitimacy, and to address any racial bias and disproportionate policing of communities of color."



**Cynthia Brock**

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**From:** Cynthia Brock  
**Sent:** Tuesday, April 5, 2022 9:44 AM  
**To:** Laura Lewis; Steve Thayer; Schelley Michell-Nunn; Faith Vavra; John Joly; 'erosario.civitas@gmail.com'; 'kay27@cornell.edu'; 'Monalita Smiley'; Aaron Lavine  
**Cc:** Common Council; Travis Brooks; 'Richard John'; 'sblack@tom-pkins-co.org'; 'Deanna Carrithers'; 'Van Houten, Matt'; 'vpillar@tom-pkins-co.org'; 'Henry Granison'; 'Anne Koreman'; 'dklein@tom-pkins-co.org'; 'rbrown@tom-pkins-co.org'; 'msigler@tom-pkins-co.org'; 'Deborah Dawson'; 'lshurtleff@tom-pkins-co.org'; 'Amanda Champion'; 'gmezey@tom-pkins-co.org'; 'mlane@tom-pkins-co.org'; 'Osborne, Derek'; Lisa Holmes; 'ahendrix@tom-pkins-co.org'  
**Subject:** RE: Brock Op-Ed re RPS - request for documentation  
**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Laura, Ari and Steve,

In response to Laura's statement below, I am requesting the following information:

**The City did contract to pay the Working Group Project Leads (Rosario and Yearwood) \$10,000 each, and as the City understands it, the Park Foundation through the Dorothy Cotton Institute is providing each of them with an additional \$10,000 grant, for a total payment of \$20,000 to each. Additionally, as the city understands it, the Dorothy Cotton Institute provided funding for a stipend (for which City officials/Council/staff were ineligible) of up to \$2,000 for each Working Group member and \$500 to each sub-committee member, though not all stipends have been claimed to date.**

As far as I am aware, the City does not have a practice of paying, or allowing 3<sup>rd</sup> parties to pay, for the work of members of working groups – work that is intended to advise or influence government operations or legislation. By extension, there was no resolution, memo, discussion or approval by Common Council for any approval of payments to working group members, or recognizing and approving outside funding for working group members. I have reviewed the agendas for 2021, and Myrick's power point budget presentation <http://cityofithaca.org/DocumentCenter/View/13323/2022-Budget-Presentation-on-page-22>, in which funds were put into contingency for 2 new officers, \$307,000 for implementation of joint City-County Reimagining work, and \$400,000 in start up costs for a proposed new department. I feel fairly certain there was no discussion of City funding for the working group in the City's Budget discussion or approval process.

1. On what approval or budget line was City funds to be allocated to Eric and Karen?
2. Please provide signed copies of the City contracts with Eric and Karen.
3. On what approval was it agreed that working group members would be paid by 3<sup>rd</sup> parties for their work?
4. Please provide signed copies of City requests for funding for working group members from the City to the Park Foundation and the Dorothy Cotton Institute for payments to working group members.
5. What power and influence did the Park Foundation or the Dorothy Cotton Institute have in the selection of working group members? On what evidence can we be assured that the working group members were not recommended or pre-selected by the Park Foundation or DCI?

I am not confusing the small gift cards that were given to members of the public for their participation in focus groups, which I understand was funded through donations. I am not questioning that.

Finally, (I cannot believe I am asking this, but apparently I should) are the members of the City – County Redistricting Working Group also being funded by the City, County, 3<sup>rd</sup> parties or some combination of the three? Are there other working groups which are being paid for by the City or 3<sup>rd</sup> parties?

Respectfully,  
Cynthia

Cynthia Brock  
Ithaca City Council  
First Ward Alderperson

Planning and Economic Development Committee  
Chair, Special Joint Committee for Ithaca Area Waste Water Treatment Plant  
Chair, Tompkins County Water Resources Council  
Liaison, Parks, Recreation, and Natural Resources Commission  
Liaison, Workforce Diversity Advisory Committee

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**From:** Cynthia Brock  
**Sent:** Monday, April 4, 2022 11:17 AM  
**To:** Laura Lewis <llewis@cityofithaca.org>; Steve Thayer <SThayer@cityofithaca.org>; Schelley Michell-Nunn <SMichell-Nunn@cityofithaca.org>; Faith Vavra <fvavra@cityofithaca.org>; John Joly <jjoly@cityofithaca.org>; erosario.civitas@gmail.com; kay27@cornell.edu; Monalita Smiley <msmiley@tom-pkins-co.org>; Aaron Lavine <alavine@cityofithaca.org>  
**Cc:** Common Council <council@cityofithaca.org>; Travis Brooks <TBrooks@cityofithaca.org>; Richard John <rjohn@tom-pkins-co.org>; sblack@tom-pkins-co.org; Deanna Carrithers <dcarrithers@tom-pkins-co.org>; Van Houten, Matt <mvh@tom-pkins-co.org>; vpillar@tom-pkins-co.org; Henry Granison <hgranison@tom-pkins-co.org>; Anne Koreman <akoreman@tom-pkins-co.org>; dklein@tom-pkins-co.org; rbrown@tom-pkins-co.org; msigler@tom-pkins-co.org; Deborah Dawson <ddawson@tom-pkins-co.org>; Ishurtleff@tom-pkins-co.org; Amanda Champion <achampion@tom-pkins-co.org>; gmezey@tom-pkins-co.org; mlane@tom-pkins-co.org; Osborne, Derek <dosborne@tom-pkins-co.org>  
**Subject:** RE: Brock Op-Ed re RPS

Laura,

Based on your response, I have not found anything in my Op-ed that was inaccurate.

Your email confirms that there was no RFP, RFQ or any review process in selecting Center for Policing Equity, or by extension Matrix Consulting, in either their work for the joint City-County Reimagining Public Safety development process, or in their work with the City working group.

By extension, it appears that there was no investigation as to who was funding the CPE's work, or the work of Matrix Consulting. Without a City or County review of qualifications of Matrix or identification of funding of Matrix' services, we cannot assure the public or our staff that Matrix' product or recommendations are either qualified or unbiased.

Based on your response, the fact that CPE's founder and Mayor Myrick had a conversation about getting rid of the Ithaca City police department prior to CPE's selection in the City-County process, and then the City working group is of no legal concern, and the possible influences they may have wrought throughout this process is immaterial, because their services were free and by law no procurement process, evaluation of expertise, or consideration of possible bias is required.

It is now becoming evident that Myrick, during his simultaneous tenure as both Mayor and Director of the People for the American Way, was actively fundraising to hire up to 3 staff organizers for PFAW to publicly campaign to pass legislation

for the Reimagining Public Safety Plan. Alana Byrd was hired by PFAW to be Campaign Manager, and on March 2, 2022, Indeed.com showed PFAW seeking to fill the Field Organizer (\$50,000 per year) and Public Engagement Advisor (\$65,000 per year) positions. For all I know, CPE and Matrix were funded by Myrick through the People for the American Way.

We demand from our law enforcement the highest level of professionalism, ethics, equanimity and accountability under the law. We expect them to avoid even the appearance of impropriety at all times. I think we should expect the same from our municipal government.

Cynthia Brock  
Ithaca City Council  
First Ward Alderperson

Planning and Economic Development Committee  
Chair, Special Joint Committee for Ithaca Area Waste Water Treatment Plant  
Chair, Tompkins County Water Resources Council  
Liaison, Parks, Recreation, and Natural Resources Commission  
Liaison, Workforce Diversity Advisory Committee

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**Sent:** Sunday, April 3, 2022 11:32 PM  
**To:** Laura Lewis <[LLewis@cityofithaca.org](mailto:LLewis@cityofithaca.org)>; Steve Thayer <[SThayer@cityofithaca.org](mailto:SThayer@cityofithaca.org)>; Schelley Michell-Nunn <[SMichell-Nunn@cityofithaca.org](mailto:SMichell-Nunn@cityofithaca.org)>; Faith Vavra <[fvavra@cityofithaca.org](mailto:fvavra@cityofithaca.org)>; John Joly <[JJoly@cityofithaca.org](mailto:JJoly@cityofithaca.org)>; [erosario.civitas@gmail.com](mailto:erosario.civitas@gmail.com); [kay27@cornell.edu](mailto:kay27@cornell.edu); Monalita Smiley <[msmiley@tompkins-co.org](mailto:msmiley@tompkins-co.org)>; Aaron Lavine <[ALavine@cityofithaca.org](mailto:ALavine@cityofithaca.org)>  
**Cc:** Common Council <[council@cityofithaca.org](mailto:council@cityofithaca.org)>; Travis Brooks <[TBrooks@cityofithaca.org](mailto:TBrooks@cityofithaca.org)>; Richard John <[rjohn@tompkins-co.org](mailto:rjohn@tompkins-co.org)>; [sblack@tompkins-co.org](mailto:sblack@tompkins-co.org); Deanna Carrithers <[dcarrithers@tompkins-co.org](mailto:dcarrithers@tompkins-co.org)>; Van Houten, Matt <[mvh@tompkins-co.org](mailto:mvh@tompkins-co.org)>; [vpillar@tompkins-co.org](mailto:vpillar@tompkins-co.org); Henry Granison <[hgranison@tompkins-co.org](mailto:hgranison@tompkins-co.org)>; Anne Koreman <[akoreman@tompkins-co.org](mailto:akoreman@tompkins-co.org)>; [dklein@tompkins-co.org](mailto:dklein@tompkins-co.org); [rbrown@tompkins-co.org](mailto:rbrown@tompkins-co.org); [msigler@tompkins-co.org](mailto:msigler@tompkins-co.org); Deborah Dawson <[ddawson@tompkins-co.org](mailto:ddawson@tompkins-co.org)>; [lshurtleff@tompkins-co.org](mailto:lshurtleff@tompkins-co.org); Amanda Champion <[achampion@tompkins-co.org](mailto:achampion@tompkins-co.org)>; [gmezey@tompkins-co.org](mailto:gmezey@tompkins-co.org); [mlane@tompkins-co.org](mailto:mlane@tompkins-co.org); Osborne, Derek <[dosborne@tompkins-co.org](mailto:dosborne@tompkins-co.org)>  
**Subject:** Re: Brock Op-Ed re RPS

Laura,

At no point that I am aware of, did the Common Council discuss or agree to any of these arrangements. I do not know of any approved resolution or budget document which includes city payments for a working group or allows working group members to be paid consultants of a 3rd party.

Cynthia

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**From:** Laura Lewis <[LLewis@cityofithaca.org](mailto:LLewis@cityofithaca.org)>  
**Sent:** Sunday, April 3, 2022 4:43:32 PM  
**To:** Cynthia Brock <[CBrock@cityofithaca.org](mailto:CBrock@cityofithaca.org)>; Steve Thayer <[SThayer@cityofithaca.org](mailto:SThayer@cityofithaca.org)>; Schelley Michell-Nunn <[SMichell-Nunn@cityofithaca.org](mailto:SMichell-Nunn@cityofithaca.org)>; Faith Vavra <[fvavra@cityofithaca.org](mailto:fvavra@cityofithaca.org)>; John Joly <[JJoly@cityofithaca.org](mailto:JJoly@cityofithaca.org)>; [erosario.civitas@gmail.com](mailto:erosario.civitas@gmail.com) <[erosario.civitas@gmail.com](mailto:erosario.civitas@gmail.com)>; [kay27@cornell.edu](mailto:kay27@cornell.edu) <[kay27@cornell.edu](mailto:kay27@cornell.edu)>; Monalita Smiley <[msmiley@tompkins-co.org](mailto:msmiley@tompkins-co.org)>; Aaron Lavine <[ALavine@cityofithaca.org](mailto:ALavine@cityofithaca.org)>

## Cynthia Brock

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**From:** Monalita Smiley <msmiley@tom-pkins-co.org>  
**Sent:** Tuesday, April 19, 2022 8:52 AM  
**To:** Cynthia Brock; Deanna Carrithers; Jennifer Greenawalt; Laura Lewis; Paula Ioanide; Schelley Michell-Nunn; Sean Eldridge; Shawna Black; Travis Brooks  
**Subject:** FW: Additional Questions  
**Attachments:** Gifting and Solicitation Policy - Issued 9.28.16.pdf

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**From:** Aaron Lavine <ALavine@cityofithaca.org>  
**Sent:** Monday, April 18, 2022 9:23 PM  
**To:** Monalita Smiley <msmiley@tom-pkins-co.org>  
**Cc:** William Troy <WTROY@tom-pkins-co.org>; Deanna Carrithers <dcarrithers@tom-pkins-co.org>; Schelley Michell-Nunn <smichell-nunn@cityofithaca.org>  
**Subject:** Re: Additional Questions

Monalita - Thanks again for these questions.

Question #1: I am attaching the City's Gifting and Solicitation policy, Part 2 of which speaks directly to your first query. As you surmise, requests made by City entities for donations (as opposed to applying for an established grant opportunity) are not permissible, though I do need to note that I'm not familiar with the particular years-old facts you describe below and am not opining on them.

Question #2: You are absolutely correct to look to Chapter 55 of the City Code, which does prohibit outside compensation to City board members in connection with their City service. The portions of Chapter 55 quoted in your email below speak directly to this point, so I won't repeat them here. Additionally, even were the outside funds offered (not solicited) as a donation to the City (not to its board members), Part 1 of the attached policy would require certain approvals—likely a vote of Council—before even the City could accept the donation.

I hope this is helpful to you, and thank you for asking. Best,

Aaron (Ari) O. Lavine  
City Attorney, City of Ithaca

108 E. Green St.  
Ithaca, NY 14850  
Tel: [\(607\) 274-6504](tel:(607)274-6504)  
Fax: [\(607\) 274-6507](tel:(607)274-6507)

On Apr 13, 2022, at 12:30 PM, Aaron Lavine <[ALavine@cityofithaca.org](mailto:ALavine@cityofithaca.org)> wrote:

Thanks Monalita. These are great questions, and the City has a formal policy governing some of the answers. I'll be back in touch with details. Best,  
Ari

Aaron (Ari) O. Lavine

City Attorney, City of Ithaca

108 E. Green St.  
Ithaca, NY 14850  
Tel: [\(607\) 274-6504](tel:(607)274-6504)  
Fax: [\(607\) 274-6507](tel:(607)274-6507)

On Apr 13, 2022, at 9:48 AM, Monalita Smiley <[msmiley@tomkins-co.org](mailto:msmiley@tomkins-co.org)> wrote:

Hello Ari and William,

Thank you for your insightful input on the CJC Advisory Board draft document. Below are some additional questions that members of the development committee had. The committee will meet again on Tues. 4/19 and would like to discuss these questions. Your input is valuable in the development of this document. If you could please review these questions and respond no later than Friday at 4pm it is greatly appreciated. I look forward to hearing from you.

1) May the City or County request donations or contributions from outside individuals or groups to fund a particular program? This is different from the City/County applying for grant funding from an existing funding program, but rather someone from the City/County asking individuals or groups to make a donation to a City/County program. Requests of this type, in my view, not only create the appearance of a conflict of interest, but it also creates pressure on the group or individual to comply with the request in order to stay in good favor with the person asking for the funds. For example, several years ago I received calls from a business owner who said someone from the Mayor's office called them to ask for money to pay for community fireworks, and he felt obligated to donate. He also felt that since he did make a sizeable donation to the fireworks fund at the request of the Mayor's office, that he was owed some leeway in terms of consequences for complaints that were made against his company (complaints that I was following up on). The City has since transferred the fundraising of community fireworks out of the City and to a non-profit in order to avoid future potential conflicts of interest.

2) May a person who is appointed to serve on an advisory committee receive outside compensation for their participation on the advisory committee? According to Chapter 55 of the City Code (Code of Ethics), The purpose of this chapter is to establish minimum standards of conduct to help ensure that the exercise of governmental responsibilities by City of Ithaca officials and employees is free from improper influences that might cause those officials or employees to make, promote or hinder public decisions in order to advance their own private interests. The standards and guidelines set forth in this chapter are intended to eliminate, to the greatest extent possible, the existence of conflicts of interest pertaining to city officials and city employees in the exercise of their official duties, to minimize unwarranted suspicion that such conflicts exist and to avoid potential conflicts of interest before they arise.

- 55-2: City Official is any elected official and any person, other than a city employee, appointed to any position in the city government. As CJC advisory board members will be appointed by the City and County

governing bodies, I believe they are considered a City Official. The County has the practice of swearing in advisory board members, but the City does not. As a City Official, under Section 55-7C:

No city official or city employee shall receive, or enter into any agreement, express or implied, for compensation for services to be rendered in relation to any matter before any city agency of which he or she is an officer, member or employee or of any city agency over which he or she has jurisdiction or to which he or she has the power to appoint any member, officer or employee.

Thank you,

Monalita

**Monalita Smiley**  
**Project Director**

Community Justice Center

Ithaca, NY 14850

(607)274-6290

Email: [msmiley@publicsafetyreimagined.org](mailto:msmiley@publicsafetyreimagined.org)

Web: [www.publicsafetyreimagined.org](http://www.publicsafetyreimagined.org)

**Chapter 55**  
**ETHICS, CODE OF**

**CHARTER REFERENCES**

Oath of office — See § C-6.

**GENERAL REFERENCES**

Personnel — See Ch. 90.

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**§ 55-1. Purpose.**

- A. The purpose of this chapter is to establish minimum standards of conduct to help ensure that the exercise of governmental responsibilities by City of Ithaca officials and employees is free from improper influences that might cause those officials or employees to make, promote or hinder public decisions in order to advance their own private interests. The standards and guidelines set forth in this chapter are intended to eliminate, to the greatest extent possible, the existence of conflicts of interest pertaining to city officials and city employees in the exercise of their official duties, to minimize unwarranted suspicion that such conflicts exist and to avoid potential conflicts of interest before they arise.
- B. The rules of ethical conduct set forth in this chapter are intended to supplement those of §§ 800 through 813 of the General Municipal Law of the State of New York and any other applicable general or specific law relating to ethical conduct and interest by municipal officials and employees.

**§ 55-2. Definitions.**

For the purposes of this chapter, the following terms shall be defined as set forth in this section.

**CITY EMPLOYEE** — Any employee paid by the City of Ithaca, other than any elected official.

**CITY OFFICIAL** — Any elected official and any person, other than a city employee, appointed to any position in the city government.

**ELECTED OFFICIAL** — The Mayor and any member of Common Council.

**FAMILY** — A city official or city employee's spouse or domestic partner, and all dependent children. "Spouse" shall mean the husband or wife of the reporting individual unless living separate and apart from the reporting individual with the intention of terminating the marriage or providing for permanent separation or unless separated pursuant to a judicial order, decree or judgment or a legally binding separation agreement. "Domestic partner" shall mean a person defined as a domestic partner pursuant to Chapter 215, Article IV, of this Code.

**§ 55-3. Applicability.**

Unless otherwise specified, all sections of this chapter shall apply to all city officials and all city employees.

**§ 55-4. Annual disclosure.**

- A. Applicability. This section shall apply only to elected officials.
- B. Annual disclosure statement required. By February 1 of each year thereafter, each elected official shall complete and file with the City Clerk a signed statement of financial disclosure containing the information and in the form set forth in § 55-13 of this chapter. Upon receipt of such forms, the City Clerk shall file them with the New York State Temporary State Commission on local government ethics.
- C. Such disclosure statements shall be kept on file as a public record by the City Clerk. Public notice of the existence and availability of such file shall be made annually by legal notice in the newspaper of record, announcement by the Mayor at each February's regularly scheduled Common Council meeting and posting of the notice conspicuously in City Hall.

**§ 55-5. Gifts.**

No city official or city employee shall, directly or indirectly, solicit, accept or receive any gift having a value of \$75 or more, whether in the form of money, service, loan, travel, entertainment, hospitality, thing or promise, or in any other form, under circumstances in which it could reasonably be inferred that the gift was intended to influence him or her or could reasonably be expected to influence him or her in the performance of his or her official duties or was intended as a reward for any official action on his or her part.

**§ 55-6. Confidentiality.**

Except as required by law, no city official or city employee may disclose confidential information acquired during the course of his or her official duties or use such information to further his or her personal interests or the personal interests of his or her family.

**§ 55-7. Required conduct respecting actual and potential conflicts of interest.**

- A. City officials and city employees must exercise their official duties solely in the public interest and must avoid actual conflicts of interest to the greatest extent possible.
- B. City officials and city employees should avoid circumstances which compromise their ability to make impartial judgments solely in the public interest and should, to the greatest extent possible, avoid even the appearance of conflict of interest. No city official or city employee shall knowingly take any action or incur any obligation of any nature which is in conflict with or might reasonably tend to conflict with the proper discharge of his or her duties on behalf of the City of Ithaca.
- C. No city official or city employee shall receive, or enter into any agreement, express



or implied, for compensation for services to be rendered in relation to any matter before any city agency of which he or she is an officer, member or employee or of any city agency over which he or she has jurisdiction or to which he or she has the power to appoint any member, officer or employee.

- D. No city official or city employee shall receive, or enter into any agreement, express or implied, for compensation for services to be rendered in relation to any matter before any city agency, whereby his or her compensation is to be dependent or contingent upon any action by such agency with respect to such matter, provided that this subsection shall not prohibit the fixing at any time of fees based upon the reasonable value of the services rendered.
- E. Avoidance of conflicts.
- (1) Each city official and city employee is responsible for exercising due diligence in attempting to avoid actual or potential conflicts of interest when voting or taking other discretionary action regarding all matters with which he or she deals on behalf of the city.
  - (2) A city official or city employee shall exercise particularly careful diligence in avoiding any actual or potential conflict of interest when voting or taking other discretionary action on any matter brought before any element of the city government by any entity that employs said official or employee. In any such case, the involved city official or employee should attempt to avoid taking any action that could reasonably be interpreted as benefiting his or her career advancement, salary or standing within the entity that employs him or her.
- F. Notwithstanding any provisions in this chapter, if a conflict of interest cannot be avoided because of the nature of the circumstances in a particular situation, any involved city official or employee shall bring the particular matter to the attention of the Mayor and the City Attorney, or such other city official or city employees as may be appropriate, before voting or taking any discretionary action on said matter.
- G. Provisions of this chapter shall not be deemed to prevent any city official from voting or taking other lawful action with regard to the establishment of salaries or benefits for elected city officials.

**§ 55-8. Recusal from voting or other discretionary act.**

Whenever a city official or city employee is called upon to vote on, advise on or otherwise take discretionary action on a matter before the city, and either the performance or nonperformance of such action would provide a significant and special pecuniary or material benefit to him/herself or his/her family or otherwise create any potential conflict of interest, the officer or employee shall immediately declare the nature of the conflict of interest and shall refrain, where appropriate, from taking any action or inaction that would affect the outcome of the matter.

**§ 55-9. Inducement of violations prohibited.**

No person shall intentionally induce a city official or city employee to take any action that violates any provision of this chapter. Any person who intentionally induces a city official or city employee to take action in violation of this chapter shall be guilty of a

Class A misdemeanor, subject to a fine of not more than \$1,000 and shall be barred from doing business with the City of Ithaca for a period of up to five years.

**§ 55-10. Claims against the city.**

Nothing in this chapter shall be deemed to bar the timely filing by a present or former official or employee of any claim, demand or suit against the city on behalf of him/herself or his/her family arising out of any personal injury or property damage or for any lawful benefit, or from receiving a municipal service or benefit that is generally available to the public or to other city employees or city officials.

**§ 55-11. Distribution of Code of Ethics.**

- A. Within 10 days of this chapter's enactment, the City Clerk shall post a copy of this chapter conspicuously and permanently in City Hall in a manner allowing public perusal of its provisions. Copies of this chapter shall also be made available by the City Clerk to members of the public upon request under provisions of the Freedom of Information Law.
- B. Within 30 days of this chapter's enactment, the City Clerk shall distribute a copy of this chapter to all city officials and city employees. Each city official and city employee shall be given a copy of this chapter before entering upon the duties of his or her office.

**§ 55-12. Penalties for offenses.**

- A. Any knowing and willful violation of this chapter will be a Class A misdemeanor subject to the penalties provided in § 813 of the General Municipal Law.
- B. Knowing and willful violation of this chapter may also subject the violator to a civil penalty and may also involve forfeiture of office or employment and liability for all damages. Civil penalties may include a fine not to exceed \$10,000, for knowingly and willfully failing to file a financial disclosure statement, for knowingly and willfully making a false statement with intent to deceive or for otherwise knowingly and willfully violating this chapter.

**§ 55-13. Form of statement of financial disclosure.**

The annual statement of financial disclosure shall contain the information and be in the form set forth hereinbelow.<sup>1</sup>

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1. Editor's Note: Copies of the statement of financial disclosure are on file in the office of the City Clerk and may be examined during regular office hours.



CITY OF ITHACA  
108 East Green Street Ithaca, New York 14850-6590

OFFICE OF THE CITY ATTORNEY

Aaron O. Lavine, City Attorney  
Robert A. Sarachan, Assistant City Attorney  
Krin Flaherty, Assistant City Attorney  
Jody Andrew, Executive Assistant

Telephone: 607/274-6504  
Fax: 607/274-6507

## CITY GIFTING AND SOLICITATION POLICY

Issues governed by this policy:

- 1) Can the City of Ithaca accept donations/gifts of goods, services, or funds?
- 2) Can City employees or officers solicit donations/gifts on behalf of the City?
- 3) Can the City of Ithaca donate/gift goods, services, or funds?

### 1) The City is able to accept donations/gifts of goods, services, or funds.

Under New York State Law, the City of Ithaca is able to accept any type of donation/gift that it *chooses* to (i.e. art, equipment, professional services, funds, etc.). General City Law § 20(3). If goods, services, or funds are donated for a purpose that is limited to the purview of a single City department, then the donation may be accepted by the Mayor upon the advice of the City Attorney's Office. If the goods, services, or funds are donated for a purpose that would fall under the purview of multiple City departments, then the donation must be accepted through a resolution of Common Council that specifies how the donation will be allocated between departments. Acceptance by the Mayor or Common Council is not required when a private entity makes an unrestricted donation of funds to the City, a City department, or a City department's pre-existing program ("unrestricted funds").

When making a donation reasonably valued in excess of \$1,000, the donor should sign a simple statement prepared by the City Attorney's Office stating that they are irrevocably and unconditionally donating the goods, services, or funds to the City of Ithaca.

Properly accepted donations of: funds (whether unrestricted or not) must be transmitted to the City Chamberlain or a department's Fiscal Manager, and thereafter dispersed for expenditure only after above-required acceptance by the Mayor or the Common Council has been completed, if required; goods should be delivered to the City department that will be using or storing the goods; services should be coordinated with the appropriate City department head(s) or their designee(s).

### 2) City departments, employees, and officers are prohibited from soliciting donations/gifts on behalf of the City.

City departments, employees, and officers have no authority, and it is against public policy, to solicit donations/gifts on behalf of the City. However, a local civic organization/not-for-profit (often a "Friends" organization) is permitted to sponsor a fundraising campaign and the City may subsequently accept the proceeds from the fundraising activity as donations in accordance with the procedures on accepting donations outlined in Section 1 of this

memorandum. Similarly, city departments that traditionally conduct fee-for-service events—predominantly if not exclusively youth services departments—may provide those events to the public and charge a reasonable fee for participation in the event. Additionally, the City’s receipt from a non-City entity (e.g., a store) of a gift of goods or services for which the City applied pursuant to that non-City entity’s publicly-advertised or long-standing program inviting proposals/applications for donations offered by the non-City entity shall not constitute solicitation of donations/gifts by the City, and shall be permitted in accordance with the procedures on accepting donations outlined in Section 1 of this memorandum.

The Mayor, City officers, and senior staff are prohibited from serving on the board of or soliciting donations for any civic organization/not-for-profit formed for the primary purpose of collecting and donating goods, services, or funds to a City department, program, or fund (i.e. Friends of the Ithaca Youth Bureau, Friends of Stewart Park). All other city employees may serve on the board of local civic organizations/not-for-profits formed to support a City department, program, or fund and solicit donations for such entities as long as they do so in their private capacities, not during work hours or in a manner in which it may be reasonably perceived that they are acting in their official capacity as a City employee.

**3) The City is prohibited from donating/gifting goods, services, or funds, unless doing so primarily serves a municipal purpose.**

The City is prohibited by the New York State Constitution from giving or loaning money or property “to or in aid of any individual, or private corporation or association, or private undertaking.” N.Y. Const. art. VIII, § 1. This prohibition includes the use of the City’s or its departments names or logos, the loaning/borrowing of city vehicles, no matter how briefly, the disposition of surplus or unneeded City property, aiding, by way of funds, equipment, or staffing, of a not-for-profit’s activities, and any other utilization of City services, equipment, or staff without fair and adequate compensation.

The City may provide goods, services, or funds to a private entity if doing so primarily serves a municipal purpose. An incidental private benefit will not invalidate an otherwise proper primary municipal purpose. In determining whether or not the disposition of City funds or property serves a public purpose, State courts defer to the judgment of a municipality’s legislature. Therefore, any provision of goods, services, or funds to a private individual or organization which, absent a municipal purpose would constitute unlawful gifting, must be authorized for a valid municipal purpose by Common Council. Notwithstanding the preceding sentence, the provision to the public of *de minimis* items that a department head reasonably believes will promote a specific program of the City shall not constitute unlawful gifting (e.g., Human Resources giving out pens that encourage the public to apply for City jobs).

To ensure that the City does not violate New York State’s prohibition on municipal gifting, the City Attorney’s office should be consulted any time a department plans to dispose of surplus or unneeded City property. This prohibition does not include the disposal of City

property through the trash, where no private party obtains a benefit beyond the cost of disposal. Furthermore, the disposition of surplus or unneeded City property by transferring it to another City department does not need to be reviewed by the City Attorney's Office. Before transferring City property from one department to another, the transferring department should confirm that the property will remain City property and is not being claimed for personal use.

The prohibition on municipal gifting extends to the use of the City's and its department's names and logos for anything other than a municipal purpose. City and department names and logos should only be used by City departments for City sponsored programs.

**Note:** Other applicable laws, regulations, and policies may additionally apply (e.g., the requirement that Council approve adjustments to revenue accounts after the City receives gifts).

This City Policy was approved and issued into effect by Mayor Myrick on September 28, 2016.

# Goff Art of Power - Full Interview - 2021.08.26

Wed, 3/16 11:44AM • 47:41

## SUMMARY KEYWORDS

police, people, denver, officers, police department, goff, public safety, power, implicit bias, ithaca, community, law enforcement, police officers, jobs, folks, black, person, golf, supported, abolition

## SPEAKERS

Andrew Cuomo, Anthony Salfaro, Dr. Phillip Atiba Goff, Aarti Shahani

### Aarti Shahani 00:02

For decades amidst police shootings of black civilians Eric Garner's cries of I can't I'm gonna do Dallas bother questions in the Briana Taylor case, the death of George Floyd. We've had a very charged debate in America about whether or not the police are racist knew the project racist and bad cops are in a front but you know what, shut down all reasonable dialogue is throwing up a term racism before it's been proven. Here's one man who stepped into that debate, not armed with emotions, but with the power of proof in cold, hard numbers. Even when you control for poverty, control for crime, you take those out of the equation. There's still huge disparities left over. If you're in the business of trying to keep communities safe, and you understand that safety does not hinge on your presence. You should be in the business of putting yourself out of business. From WBEZ Chicago, this is art of power. I'm Harvey Shahana. Today, Dr. Philip ativa Goff is CEO of the Center for policing equity. He's an academic who actually loves his job, a data scientist who's pioneered in the field of implicit bias. And he's done the nearly impossible used data to change how police departments operate from the inside. We discuss his successful effort to upend an entire police department in New York State, what police abolition means to him and how a very rude interaction changed the course of his life. And she said she looked me up at NASA. You know what, I don't think you're man enough to do anything real with your life or to power is supported by better help online therapy. We continue to live in some tough times. Whether you're struggling with grief relationships, or stress, or having trouble meeting goals. Online therapy might be for you. Better help is secure online therapy with a licensed professional therapist. BetterHelp strives to give timely and thoughtful responses. Plus, you can schedule weekly video or phone sessions. Artist power listeners get 10% off the first month of online therapy@betterhelp.com slash art of power. That's better hvlp.com/art of power. This WBEZ podcast is supported by the University of Chicago medicine. A community of physicians, researchers and care providers committed to providing treatment options for cancer, Crohn's disease, obesity, and more. Sickness can be relentless and UChicago medicine embraces challenges to help make a difference in every patient's life. Learn more about scheduling a video or in person visit at UChicago medicine.org. tougher, stronger, smarter. Dr. Phillip ativa Golf is a man of many aliases, light skinned did philosopher was his rapper named in grad school on one of the very first daily shows hosted by Trevor Noah golf got dubbed dirty shook night.

03:18

The program that nerdy should night developed which trains police officers to delete bias from their decision making.

**Aarti Shahani** 03:26

I came up with another one for it. Police whisper

**Dr. Phillip Atiba Goff** 03:30

Oh god no. No no, I love that one. So first off, it turns humans into animals, which is the thing that I generally don't want to do. And secondly, it sort of suggests that I'm I am and the work that my team has done is primarily interested in sort of situational change or institutional change. And not with the ultimate goal of structural change.

**Aarti Shahani** 03:57

Alright, um, track so don't treat people like animals and it's bigger than the police.

**Dr. Phillip Atiba Goff** 04:02

Yeah, yeah, those are good. I got put on a bumper sticker on my car

**Aarti Shahani** 04:05

that was born in Philadelphia and grew up in the Bougie suburbs. He says he calls himself the least impressive person on his mom's side of the family. She and her mom got master's degrees as a great grandma,

**Dr. Phillip Atiba Goff** 04:20

also a teacher with college degrees. Her mother, also a teacher with a college degree. Her mother not permitted by law to read and write and treated formally as property, but said all six of her children to college after emancipation.

**Aarti Shahani** 04:34

As for dad, who's white,

**Dr. Phillip Atiba Goff** 04:36

my dad was the first in his long line to go to college. He was the first one in anyone that he knew in the community to go to college. And so on the white side education was new on the black side education was an assumption. It was it was a requirement.

**Aarti Shahani** 04:51

His dad got a PhD in philosophy, which really affected conversation at the dinner table.

**Dr. Phillip Atiba Goff** 04:57

It's definitely shaped who you are. When the conversation is, um, oh, can I have the salt? I don't know. Can you Okay, now I have the salt Oh, so you're positioning me in in authority where I have the power

to give you authority over something that you would then taking the salt now dad that select shapes who you are.

**Aarti Shahani 05:18**

Sounds really tiresome. Like it was charming when you started that I was like, I don't know if I can handle

**Dr. Phillip Atiba Goff 05:22**

that. Probably a little mix of both. That's probably

**Aarti Shahani 05:25**

God's got his PhD as well in psychology. He researched the relationship between race and policing. Fast forward to the mid 2000s. Golf was fresh out of school when he had the great luck of meeting someone who would change the course of his life. Her name was chief Tracy kozy, a high ranking police officer in Denver PD. The two of them met at a conference at Stanford University, one that brought together academics like him and law enforcement like her. She conducted a study on implicit bias using students, not police officers. She was not convinced that the two groups were comparable. And she says when she sat down next to him, she told him as much here's busy

**Anthony Salfaro 06:16**

and so for me, I took sort of offense to the fact that students are not pops. They do not know where have they been through the training that's necessary to you know, make split decisions. And at that point, I challenged him to come back to Denver and to do this work with real officers while I was eating off his plate. I think he probably thought that

**Dr. Phillip Atiba Goff 06:43**

that's not quite how it happened. But the outcome is absolutely that.

**Aarti Shahani 06:49**

She said you were going to disagree with her telling you this story.

**Dr. Phillip Atiba Goff 06:52**

Yeah, no, because she gets it wrong. We there are witnesses. I want to be really clear. So as a police officer, she's a former police officer, she should know better. But what happened was she was sitting she did not sit next to me. I sat next to her. She was sitting by herself at the back of the little trailer where we had a catered dinner. And I approached her last year and I sit here and she said she looked me up and asked if I you know what, I don't think you're man enough to do anything real with your life. Oh, and I was like so after I picked myself off the ground like it took him like 234 beats I was like, I really appreciate you dispelling the stereotype that all cops are assholes My name is Phil and I sat down and and what is true is that we were instant siblings from that moment, because I knew she was kind of serious also kind of not

**Aarti Shahani 07:39**

she faced with that by the way. She said the same like that. She's She's She's my sister.



**Dr. Phillip Atiba Goff** 07:43

There's like, like from job and I asked her why she had no home training.

**Aarti Shahani** 07:51

She was not exactly a charmer, though. She schooled him in a way he really wanted. She told him the story of a black teenage boy who had been killed by police in 2003.

**Dr. Phillip Atiba Goff** 08:04

So she told me the story. of Paul child's

**Anthony Salfaro** 08:06

a 15 year old kid named Paul

**Dr. Phillip Atiba Goff** 08:07

child was shot in his own home and police officer wasn't an evil person. Denver Police officers had shot and killed him two years prior. He was a young person 15 years old, have a serious mental illness I should say. In his own home, he grabbed a knife because he was so frustrated with his inability to communicate the subtle family described it. officers showed up in the shot in his home. And she went to a town hall meeting shortly thereafter, and a black mother said you know I just have one question for you. Look into my eyes and tell me honestly, do you train your officers to kill young black men? I want to be clear for most police officers This is a layup right like this? Of course not. Ma'am. I'm so sorry. You have to ask. Of course. We're all devastated.

**Aarti Shahani** 08:56

There's it's such a reasonable question. Yeah.

**Dr. Phillip Atiba Goff** 08:58

But it's such a reasonable question. And Tracy, who is? I mean, in this way, not very bright. She doesn't do the easy political thing. But she has principles and compass. She said. I don't know the honest answer to that question. Out Loud where people could hear her I know. It's amazing. She get fired that day. But she had such integrity and so much standing amongst both community and law enforcement that she could survive saying that out loud several more times, and then looking for a gullible social scientist to go and actually answer the damn question. The way that we're training that ends up killing young black men, that's what so she said, what she bullied me into coming into Denver. And I said, I don't want to just do work that is respected by academics. I want to make sure that the work is useful to the people who can't wait for us to get the theory right.

**Aarti Shahani** 09:51

And so you end up going to Denver effectively to help answer the mother's question. Do you train officers to kill young black men? But answer it scientifically?

**Dr. Phillip Atiba Goff** 10:01

I think by that time, it had changed significantly, but that was a piece of it. The other part was what are the structural levers we can pull to make sure not only that we're doing better by black and brown communities, but that we're getting feedback that helps us to continuously improve.

**Aarti Shahani** 10:22

At because these requests God sets out to Denver, staying with her, add her husband in rural Colorado in their home. Make no mistake, the mission was as groundbreaking as it wasn't. His first task, observed Denver Police in Action Day in and day out in real time. Officers would not be able to hide him away when they didn't want him to see them using force. They couldn't pick one golf did and did not ride along. He was going to see at all the good, the bad, the ugly.

**Dr. Phillip Atiba Goff** 11:01

And I saw the best and the worst of what people who want to keep community safe can look like I saw rich people in Denver calling the police because there was a brown person delivering washing machine up the street. I saw folks in in the midst of substance abuse and mental health crises being evicted and law enforcement gets called for that and the ways in which they they really wish they weren't there. I saw the worst of law enforcement I saw law enforcement doing terrible things to folks involved in, in sex work. And I just I saw a world that I had experienced some tiny sliver of in my terrible interactions with law enforcement but nothing like the scope of what I got a chance to see.

**Aarti Shahani** 11:48

And so as you're witnessing this up close, you know more vividly than you've ever before. How do you go from witnessing it to making suggestions to them?

**Dr. Phillip Atiba Goff** 12:07

Initially, I was a little bit well, not a little bit I was nervous to say all the things I thought should happen. Because here's this strange woman who is both my sister and incredibly rude whose house I'm living in. Who if she didn't tell you her husband has a handlebar mustache and as a bow hunter. So I walk in and our animal heads on the wall, kind of grunts at me as a welcome creep and it was highly plausible that if I was too far off that I would show I would show up with an arrow through me. I wasn't sure that they would take what I had to say. Because none of the stuff that I was saying felt controversial. It just seemed obvious from from just observing, like if folks had the resources then you wouldn't have law enforcement here in the first place. And also, all of the ways you've trained law enforcement sort of conspiring to make sure that they end up doing awful things when they get called. So she really did give me permission to speak how awful the things that I had seen were and how heroic things I had seen were in the context of all that awfulness.

**Aarti Shahani** 13:13

Once golf made his rounds and had his anecdotal evidence, he made the request for data, individual personnel, records of officers, citizen complaints, disciplinary incidents, performance evaluations. He wanted access to the use of force database. Police departments don't give that kind of access to independent investigators. And Tracy kozy went to bat for it.

**Dr. Phillip Atiba Goff** 13:42

She goes to the chief and says this was the work we're going to need to do. I thought she had already gotten permission she had not, she'd been bluffing the whole time. She said, Yeah, okay, we walked out. I'm pumping my fist. She's high. fiving me I'm like, Wait, you didn't know she like go oops. And then we started collecting the data. We started doing analyses and we started I started being able to give back to Denver information on where the disparities were worst and where they were most responsible for

**Aarti Shahani** 14:13

them. Can you recall what you found in Denver? What did the analysis tell you? Number was

**Dr. Phillip Atiba Goff** 14:17

not unlike every other city where we looked. And we have looked since which is that racial disparities are there for sure. But even when you can fall for poverty, control for crime, which are the big things that people say, Well, they're crime ridden areas, that it's the community doing this, when you control for those things, we take those out of the equation. There's still huge disparities left over. And in fact, the disparities, they stay at six and seven and eight and nine and 10 to one, we're talking about stops and two and three and four to one. And it talks about when we talk about police using coercive physical force.

**Aarti Shahani** 14:49

This point is worth repeating Goff is saying that according to internal police data, Denver PD was stopping and using physical force against black residents at significantly higher rates than against whites.

**Dr. Phillip Atiba Goff** 15:05

And so when we give that back and I said, Look, you have no way of collecting these data, you have no way of holding officers accountable for this information. Now that you know, if you don't change anything, it will be difficult for you to argue that equity is a deeply held value. You have a hard time saying I really care about justice. If someone brings to you an injustice and you don't even bother to measure it going forward.

**Aarti Shahani** 15:30

In exchange for the unprecedented access to data gulfs team of scientists supported Denver Police to make reforms. Goff recommended the department revisit how officers were being trained to identify who or what constituted a threat. He instituted pre and post testing at the police academy. To track attitudes and behaviors and new recruits. Denver Police revised its training program implemented bias testing created a special mentoring program for female officers and also made the department's disciplinary process more transparent to the public. What did you learn about how power works? In that initial experience in Denver?

**Dr. Phillip Atiba Goff** 16:19

I learned that most people in senior positions who have a boss are more interested in keeping their jobs than doing their jobs. Even if they started out with a set of principles, a set of things that they think are right. When their ability to do that work to implement what they think is right is conditional on other

people's approval that they have that position. It is really difficult to decide, I'm gonna walk away. Instead, they'd rather make the compromise so that the next person who's not as moral and not as righteous isn't in place, and if you do that for long enough, you don't have a lot of those original principles left.

**Aarti Shahani** 17:07

That's me feels like one very real and also kind of pessimistic lesson on fishing for positivity. I wonder apart you've just told me, you know, Tracie Kasee, who was high up she didn't exactly have permission to do what she was doing bringing you in, she kind of suckered you She kind of suckered her department into an arranged marriage. And she got something done. Is there a lesson from that?

**Dr. Phillip Atiba Goff** 17:39

Yeah, I mean, so when I'm talking to you guys about how power works, you can send that's pessimistic and I suppose that it is, was also to me it was really useful for understanding how you get something to work. Because once I understood your interest is keeping the job and I understand what you think is going to help you keep the job then I just need to make sure that I factor that in to whatever I'm given to you. So chiefs, for instance, they talk about the three legged stool, you have to keep the public happy, the union happy and the mayor happy. You're never going to have all three at the same time. So usually keeping your balance in on two legs of a stool. You have a lose, lose two of the three and you're going to be out. And so I would say so. You've had protests around disparities and use of force. So public is not particularly happy. The mayor is going to start to be unhappy about that. That means you're out of a job right? That I learned that that tripod, right? So if you start collecting data on it, and sharing that with the public, at the very least, you'll have the ability to be in charge instead of having folks who don't know your business, who are just gunning for you decide, yep, that's too racist. You gotta go. Turns out there are a lot of chiefs who would rather leave and get dragged and so they will implement systems that require that they collect data on on injustice. And that actually is helpful for getting police out of situations where they shouldn't be in the first place because now we've got data. Every time they're over there, something bad happens. Nothing good happens. Let's stop sending them there.

**Aarti Shahani** 19:08

What he's saying is sometimes an armed officer can make things worse, for example, when a kid is stealing a bike or when a person is having a mental health crisis.

**Dr. Phillip Atiba Goff** 19:17

So you have to understand how power works to make anything happen in the world. And I mean, one of the lessons was for sure, that academics will read about issues of race and justice often get so far in the weeds of the thing that they're studying that they forget the blunt instrument of power. And so they don't do a proper a deep process analysis, how power is functioning in the space where they're trying to intervene. And if you don't, then your recommendations are for shit

**Aarti Shahani** 19:44

in the real world, yep. Garthen because he rode the high and aimed nationally together shortly after their success in Denver, the to founded the Center for policing equity in 2008. They wanted to replicate

what they had done to use the power of data and research to change policing across America. Now, here's an interesting and somewhat tragic fact about making change. That change can take on a life of its own. I'd asked your colleague Tracy kozy, what she thinks you've learned about power and free to use learn

**Anthony Salfaro** 20:31

how power can damage people, and if it is not cared for, and enacted in a very mindful way, then you are complicit in any type of harm you cause. And I think that he lays awake at night, concerned about whether or not he has caused damaged just by where he is now in this moment in time.

**Aarti Shahani** 21:07

What's an example of that? What's an example of something that's kept you up at night, a contribution you've made that you think is being morphed into something not intended?

**Dr. Phillip Atiba Goff** 21:16

Implicit bias trainings are exactly that.

**Aarti Shahani** 21:19

Implicit bias trainings, golf says in 1999, he started analyzing the idea of implicit bias. Basically the idea that we all have deep seated instinctive attitudes that we are aware of, and everyone including police officers, act on them,

**Dr. Phillip Atiba Goff** 21:36

and the goal is to show look, the racism permeates even beneath awareness. It is so broad and so deep, cannot escape it. So for everybody who thinks it's just about I like black people, or I don't like black people. It is so much more than that. And it worked. It convinced people that that gave people a language for racism that didn't look like it were white, you know, white robes and burn crosses.

**Aarti Shahani** 22:02

He dove into implicit bias research with Jennifer Eberhardt, a star social scientist and leader in the field.

**Dr. Phillip Atiba Goff** 22:09

I remember saying to Jennifer Eberhardt. You know at some point somebody is gonna think this the only solution right and that all biases implicit. And I remember her in the way that she did she lashed out funny.

**Aarti Shahani** 22:22

He's done that research God would later make one of the very first implicit bias training modules for police officers. These days this type of training has become ubiquitous in every field. You may have taken one yourself and that God says is what keeps him up at night.

**Dr. Phillip Atiba Goff** 22:43

There are definitely some people who think that all biases implicit that a training is the most important thing you can do to interrupt structural racism. That's not how any of this works. Trainings are weak

levers for change always happen. And structural racism is not, you know, solved by teaching each individual person that they press buttons faster when they're associating black with bad and white with good then the other way around.

**Aarti Shahani** 23:11

So you help to create a field that's now been in some way muddied or poisoned or or morphed to become, here some pure uphill which it doesn't, you don't even believe it.

**Dr. Phillip Atiba Goff** 23:26

Yeah. And so I feel comfortable in my soul going sleep at night knowing that I knew that it shouldn't be used for that. I've said that really loudly from job. And when self releasing equity was asked to make an implicit bias training. We said we can make a training on the psychological roots of discrimination where implicit bias is put into context. But we don't want to make any money off of it. We're going to give it away to other people, so anybody can have it for free. We gave it to DOJ, I felt comfortable my soul that was to interrupt the profit motive of an industry that was way out of control. But I think if you are someone who like my parents did someone who marched in what we think of as a civil rights movement, and wore suits in nonviolent protest, to show people that you were dignified. You were not some low life, and therefore you didn't deserve to get beat. You know, that you weren't trying to solve all of racism like that, but you might feel some type of way. When you see in the comment section. Oh, that person got shot. That person got beat by the cops. You know, it's those thugs they need to pull their pants up. Because it's the same politics of respectability. You were pushing on the streets of protest is now being weaponized against black folks today. That's how racism always functions. And so I'm kept up at night by trying to figure out what what do we do to prevent the effect of tools, as implicit bias has been as a research language from being perverted into tools against progress.

**Aarti Shahani** 25:00

After the break to abolish and defund the police, take off and Dr. Goffs focus shifts to New York. You're listening to art of power from WBEZ Chicago, I'm Aarthi Shani. Art of power is supported by better help online therapy. We continue to live in some tough times. Whether you're struggling with grief relationships or stress or having trouble meeting goals. Online therapy might be for you. Better help is secure online therapy with a licensed professional therapist better help strives to give timely and thoughtful responses. Plus you can schedule weekly video or phone sessions are to power listeners get 10% off the first month of online therapy@betterhelp.com slash art of power. That's better hvlp.com/art of power. This WBEZ podcast is supported by the University of Chicago medicine. You Chicago medicine leads the nation in heart transplants with the best survival rates and shortest wait times in the country. According to the scientific registry of transplant recipients. Heart disease can be relentless and UChicago medicine's heart transplant experts are committed to treating even the most complex cases Learn more at UChicago medicine.org/heart. Dr. Philip Ativa Goff recently helped make history in summer 2020. Now former New York Governor Andrew Cuomo ordered that all municipalities with police departments plan to reform those departments.

**Andrew Cuomo** 26:59

We're not going to be as a state government subsidizing improper police tactics we're not doing it.

**Dr. Phillip Atiba Goff 27:07**

we were in the midst of what felt like a really acute uprising, post the public lynching of George Floyd I got a text from a friend of mine, Svante Myrick, who's the Mayor in Ithaca.

**Aarti Shahani 27:23**

Ithaca is a small city in upstate New York known for gorges and the Ivy League university Cornell and yes, the mayor is texting him.

**Dr. Phillip Atiba Goff 27:33**

He's like, look, I don't want to just sort of paper over what's going on. I want to lead in this area. I think we've got enough support on city council and among community members that we can do something really big, what's the best thing we can do? And I said to him in the text was like, Well, you don't need to have a police department. He said let's do it. Like, oh, okay, great.

**Aarti Shahani 27:56**

You texted that. You don't need to have a police department.

**Dr. Phillip Atiba Goff 27:58**

They don't need to have one. I think that way. I think by that time, we were actually on the phone, but I was like, you know, I don't know if you need to have a police department. He's like, Yeah, cool. Let's let's make that happen.

**Aarti Shahani 28:07**

I mean, on the one hand, That sounds very cool. And it also sounds maybe a little blase. Depending on through where you fall on the spectrum.

**Dr. Phillip Atiba Goff 28:14**

Yeah, I mean, he was ready to do something big and the conversation then became, alright, so is that a real thing? Or is that a slogan? I was like, it's a real thing, and it's probably gonna be hard to get there. You need to set up the conditions for it. And I don't know how long that would take we've never done that in the United States. So he's like, Alright, so what are the first steps. That's like, well, this is the part where we hand it off to the person who does the on the ground work.

**Aarti Shahani 28:44**

He's talking about Tracie Kasee the officer from Denver, who he founded a think tank with. Together they got to work in Ithaca. They helped kick off a conversation with community members about what public safety means, if not armed officers showing up in response to every 911 call. They attended town halls, and then

**Dr. Phillip Atiba Goff 29:06**

we have a conversation right? So you guys don't trust this.

**29:08**

First and foremost, no one has faith in the process.

**Aarti Shahani 29:11**

We personally had conversations Myrick this is the worst fucking part. Sorry for the language.

**Dr. Phillip Atiba Goff 29:16**

What would you want to see? But how could you begin to trust anything?

**Aarti Shahani 29:21**

So it's like literally tell me what you don't trust. So we'll design something that takes that into account. We're going to troubleshoot that in the design of whatever we create.

**Dr. Phillip Atiba Goff 29:31**

Any impossible project starts with the list of all the reasons why it can't happen. And I love that list, because that list is the roadmap, all the things you got to worry about. Those are solvable problems, how you think they went to the moon, they spent a lot of time thinking about what they're going to do when they have to pee. And then when you've got that solved, you get in a rocket, you go to the moon, like it's it's 1000s and 1000s of 1000s of unsolvable problems that you break down into smaller and smaller problems, to figure out the latest solve them. And then that's your roadmap. That's it's the same thing for this. So once there was a plan for the plan, the folks in Ithaca the folks at Tompkins County, what about listening to each other, about their experiences with law enforcement about what really safety meant for them. And for most folks safety it's not I know I can call the police. Safety is a norm going to get the stay in my house. Safety is I've got I can go to the hospital or to a doctor when I need one or when someone who I love needs mental health or substance use support. And when you start listening to the way in which we've delivered public safety, continuing to do it seems just impossible, unacceptable.

**Aarti Shahani 30:44**

what you're finding is that most of the things that people think of and want, when you say the term public safety has nothing to do with an armed officer being able to show up somewhere.

**Dr. Phillip Atiba Goff 30:56**

Yeah, there are places where the fear of violence is so fraught, that they really feel like they want someone who can show up when they're afraid that that there's violence. But for most communities, the thing that safety means having the resources to take care of myself. And safety doesn't mean the presence of policing. It means the absence of fear. It's absence of insecurity on basic needs. And the presence of policing has been really traumatic for the folks who most engage with them, the folks in these communities that most need them. And that's the conclusion they came to us as a group as a community. They said, We don't want it that way. We want to call for the right resources to the right problem. And that begins to create the shape of a plan.

**Aarti Shahani 31:42**

Early on the police were not a fan of the plan and the president of the New York State police union, Anthony's Salfaro said as much at a press conference



**Anthony Salfaro 31:52**

This does not reflect the respondents views on providing law enforcement for the city.

**Aarti Shahani 31:58**

This entire process you're describing in Ithaca and Tompkins County it's threatening the jobs of a workforce, with benefits, with pension, you know, good salaries a road to being middle class and being homeowners I'm talking but police work it's it's good work by way of benefits. And here is unfolding a process that's basically saying we don't need as many of you I mean, it could literally mean this kind of public safety could then mean a whole lot of layoffs for a workforce that is organized that doesn't want to lose their jobs.

**Dr. Phillip Atiba Goff 32:35**

Yep. That's true. I don't know what else you want me to say. That's 1,000% True. If you're in the business of trying to keep communities safe, and you understand that safety does not hinge on your presence, and that in fact, the most safe communities don't need you very much. You should be in the business of putting yourself out of business. And police chiefs have been saying some version that for a long time, with the exception of putting themselves out of business stuff, that not having a budget, but you know Scott Thompson used to say give me a Boys and Girls Club over 10 officers any day of the week. And there's no serious law enforcement executive that doesn't understand the the communities that are the hardest for them to engage are the ones where they're the fewest resources, but they get that they also know they shouldn't be doing substance abuse, child welfare, unhoused issues, mental health issues, they shouldn't be doing those things. They're asked to do those things because we don't invest in other resources. And if we did, the logical conclusion is we could use them less for it.

**Aarti Shahani 33:39**

As this community process is unfolding in Ithaca, did anyone from the community stand up and say, Hey, I don't like what you're talking about. I want to make sure that someone armed can show up if my house has been broken into.

**Dr. Phillip Atiba Goff 33:53**

I think that there are still people who are nervous about that in Ithaca, around the country, and so the union eventually came out the day before the vote. It was the Monday before the vote. The vote was Wednesday.

**34:03**

The Ithaca police union formalizing their position on the reimagining public safety proposal

**Dr. Phillip Atiba Goff 34:09**

here are the things in the new plan we can support.

**34:11**

Police Benevolent Association held their own conversations with community members there end conclusion that it's clear changes need to be made now

**Dr. Phillip Atiba Goff 34:20**

It wasn't a full throated endorsement. It wasn't "We like this. We love it. Let's go." It was here a couple things that we think we can get behind. And no other statement about how much they couldn't stand it. I don't know that I'll ever see it again. But that is as close as we're likely to get to a police union supporting the dismantling of a police department. Now, the current plan says they'll all get to have jobs in the new department to begin with. But it sets up the conditions for make it a lot easier for the city just decide we need fewer people with guns to manage our public safety.

**Aarti Shahani 35:06**

On March 31 2021, Ithaca approved 19 recommendations to reimagine public safety. The Ithaca common council came to a unanimous decision

**35:20**

to it's considered one of the most ambitious police reform plans in the country and probably why it's gained so much national attention.

**Aarti Shahani 35:26**

It would replace their police department with the Department of Community solution and public safety. It would include both armed and unarmed first responders that would respond only to certain non violent calls. And the chief would be a civilian, not an armed officer. Goff and Tracie Kasee are quick to point out, nothing has changed quite yet. The amount of money going into public safety and Ithaca has not changed. No officers have lost their jobs. At this moment, summer 2021. There are working groups planning how to implement each recommendation and trying to determine what 911 call deserves an armed response and what does not. Still the progress has Goff excited what was your reaction to their partial endorsement?

**Dr. Phillip Atiba Goff 36:22**

One of those lightning bolt moments again, I remember. Like actually making noise I think I shrieked a little bit out loud. When I saw it in my inbox. I texted Tracie I said Does this mean the union just endorsed the dismantling of the police department. She goes Hang on. It was very reminiscent of that first time when we got access to the use of force database in Denver. I there was there was no small amount of tears Tracie will probably deny that that she was teared up. And I mean, rightfully when we're not done in Ithaca. A plan is not the same thing as implementation is not the same thing as results. And so if there folks who were skeptical, I mean, if they're not, I'd be surprised again the skepticism as well. But a place where there will be a civilian head of a department of community solutions to public safety. Where you got to justify staffing just like you do in every other public department every year, which means there can be layoffs or changes or reallocations every year. That is a fundamentally different place and different set of systems for making change to how we are delivering public safety.

**Aarti Shahani 37:33**

Let's talk a little bit about more universally your worldview your take on public safety. You've said we have a nation that is addicted to punishment. We lock someone up for reselling cigarettes. We see someone get shot and the first follow up question is did they deserve it? Yeah,

**Dr. Phillip Atiba Goff** 37:56

I mean the thing that seems truest is that we punish people for the choices they make within systems that give them only bad options. And that seems dumb to me. We just shouldn't do that. But we should give people the resources they need to keep themselves safe. It would cost us less money. It would buy us more dignity amongst the most vulnerable folks. We would get more genius out of those communities. I would clear up my skin and grow hair back on my head. It just it seems like the way that we say we produce public safety does not produce public safety.

**Aarti Shahani** 38:39

defund police smart brand or dumb brand.

**Dr. Phillip Atiba Goff** 38:42

Oh, brilliant brand for the target market. I think part of the issue that really is frustrating to me is you have professional partisan operatives who are upset with organizers and activists who have long been ignored by professional partisan operatives. Because those those those activists and organizers did not create a thing for professional parties and operatives. That's kind of dumb, right? It's not the case that you know, Neiman Marcus or Gucci are advertising to everyone. They're advertising to a select group of people. So oftentimes what you want to do as you want to target the way you engage to a small group of influencers in this case, the influencers are everyday people who are tired of having their relatives their community members shot by please, you want to galvanize them, and then let everybody

**Aarti Shahani** 39:30

else catch up. Kind of want to say amen.

**Dr. Phillip Atiba Goff** 39:34

If you feel so moved I do in a black church, but I'm up the black church at all times.

**Aarti Shahani** 39:41

Are you a police abolitionist?

**Dr. Phillip Atiba Goff** 39:44

So that question I think is a little bit fraught right now. It's fraught in part because the term is so scary within public safety spaces. It's also fraught because it means often it's a signal of a particular community that you belong to. But prior to this past year, when the term police abolition has really sort of exploded into the public imagination, I would refer to myself as a sort of Boise and abolition Democrat. In 1935. Wb Dubois writes a book called Black Reconstruction. In the book, he talks about the project of abolition democracy. Project is not just the destruction of slavery, it's the affirmative standing up of the systems that will read the body politic of the lingering toxins of slavery. Because poverty is a form of bondage. Like wage theft is a form of bondage. incarceration is obviously a form of bondage written into our 13th amendment and in that context, calling me a new voisine abolitionist, that's, that's easy for me. But that's not the way that the word functions today.

**Aarti Shahani** 40:55

I mean, are there instances where you believe Yeah, I want armed officers showing up like, in the instance of a violent crime or threat they're up

**Dr. Phillip Atiba Goff** 41:05

I don't see a way that tomorrow, we get rid of everything that we're doing on criminal legal systems, and the world doesn't have some deep injuries from so there has to be a process to get where we're going and I don't know if in the ideal world, there is nobody the state pays to manage when there are acts of extreme violence. But I do know those acts of extreme violence are incredibly rare. That would be rare. Still, if we were not a country that was addicted to guns. I also know that what we're doing right now isn't going to work and its size, its scope, as much as anything else that needs to change.

**Aarti Shahani** 41:49

It sounds like part of what's difficult in knowing the ultimate solution to for example, violent crime, murder, rape, terrorism, you know, unfolding in a place is that in your worldview, which is shared by many the way police departments have been designed to use force to show up with guns to show up ready for you know, paramilitary activity that vary the design further ignites the problem. So it's hard to see clearly in the end and game, what are the solution look like?

**Dr. Phillip Atiba Goff** 42:47

Part of the problem with with seeing what the end goal looks like is that we have to travel a path to get there. We don't know what the path is going to look like. And I don't know where it ends. I can imagine that we take such good care of folks that we have eradicated violence. I can imagine that if we are not able to eradicate violence between humans, then we've got better ways of dealing with it. Then locking people in cages for long periods of time. I can also imagine that there are some things we say, You know what that requires that someone be removed for from society from a period of time that we keep them safe and keep other people safe from them. That's an incredibly small number of books. That's about as far as it goes. I can't really imagine a huge, massive, you know, hundreds of billions of dollars industry. The way that we've got currently constructed is the best way and the ideal place that we go, but I don't know what those sets of outcomes are gonna look like, because we haven't traveled the path to get there. I do know the way we're doing it right now is absolutely anathema to the values that we say we have as a country and certainly in my personal ones.

**Aarti Shahani** 43:58

My lessons from Dr. Philip Ativa Goff. One, most people have their own self interest at heart, somewhat stardom, some just want to hold on to their jobs. In any space you are navigating. Make sure you understand what motivates different power players . Two, if you want to do something impossible, without all the reasons it cannot be done and then design a strategy that solves for those, you too can pee in outer space. Three, sweeping change is not neat and tidy. It has chain reactions. If you are in the blessed position of making a big change, remember it could huant you. In this episode of Art of power, I want to give a very special shout out to Hina Srivastava. You've heard her name before she started as an intern. She then became a producer, and today she is lead producer of this episode applause for SNAP fingers. Whatever it is you do also shout out to Justin ball and myself are efficient honey help produce. Our intern is Paloma modo Jimenez Our executive producer is Kevin Dawson, gratitude as well to Science Magazine and Colorado public radio for help with archives. If this episode

landed for you, both your brain and your heart, hit sub scribe. Leave a written review on Apple podcasts. Tell your friends and family. Let me know what you think. On Twitter and Instagram. I'm at RP 411 A RTI, four one month See you next week.

## Cynthia Brock

---

**From:** Cynthia Brock  
**Sent:** Wednesday, March 2, 2022 11:17 AM  
**To:** Steve Thayer; Schelley Michell-Nunn; Faith Vavra; John Joly; erosario.civitas@gmail.com; kay27@cornell.edu; Monalita Smiley; Aaron Lavine  
**Cc:** Common Council; Travis Brooks; Richard John; sblack@tom-pkins-co.org; Deanna Carrithers  
**Subject:** questions for RPS presenters

Hello all,

I wanted to share in advance a couple of questions that I am bandying about ahead of tonight's presentation, so as to not catch anyone off guard. It is entirely possible that these questions have been addressed previously, and it would be helpful to share the responses again. In either case, I think this information will be helpful to Council as we continue to receive questions and feedback from community members.

In no particular order:

- How did the Center for Policing Equity come to be a lead partner in both the Reimagining Public Safety Plan as well as the working group to develop the report being presented tonight?
  - Were CPE contracted by the City? Did we go through City procurement processes such as RFQ to select them?
  - If CPE was not funded by the City, and an RFQ was not conducted, who selected CPE, and how are they funded? On what basis or qualifications were CPE selected?
  - If it is not a City-funded study, how are we confident that this is an unbiased, quality report?
- How was the Matrix Consulting Group selected to conduct a report on patrol staffing and deployment?
  - Was it a City funded study? Did we go through City procurement processes such as RFQ?
  - If it was not a City-funded study, and an RFQ was not conducted, who selected Matrix and who funded this study? On what basis or qualifications were Matrix selected?
  - If it is not a City-funded study, how are we confident that this is an unbiased, quality report?
- What are NYS procurement requirements regarding soliciting and receiving consulting services and studies such as these?

Many thanks,  
Cynthia

Cynthia Brock  
Ithaca City Council  
First Ward Alderperson

Planning and Economic Development Committee  
Chair, Special Joint Committee for Ithaca Area Waste Water Treatment Plant  
Chair, Tom-pkins County Water Resources Council  
Liaison, Parks, Recreation, and Natural Resources Commission  
Liaison, Workforce Diversity Advisory Committee

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## Cynthia Brock

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**From:** Cynthia Brock  
**Sent:** Tuesday, March 15, 2022 2:34 PM  
**To:** Steve Thayer; Schelley Michell-Nunn; Faith Vavra; John Joly; erosario.civitas@gmail.com; kay27@cornell.edu; Monalita Smiley; Aaron Lavine  
**Cc:** Common Council; Travis Brooks; Richard John; sblack@tom-pkins-co.org; Deanna Carrithers  
**Subject:** RE: questions for RPS presenters

Laura and Steve,

I wanted to bring this email up to the top of your inbox in the hopes of receiving a response in advance of our next Council meeting where we will be discussing the recommendations from the task force.

Steve, can you guide me to the appropriate state regulations that apply regarding the City's a) solicitation and selection for the contracting of City services, and b) receiving of gifts of services? I have found the NYS Procurement Guidelines, which seem to be appropriate but date to 2014, so may no longer be applicable. <https://ogs.ny.gov/system/files/documents/2018/08/psnys-procurement-guidelines.pdf>

Cynthia

Cynthia Brock  
Ithaca City Council  
First Ward Alderperson

Planning and Economic Development Committee  
Chair, Special Joint Committee for Ithaca Area Waste Water Treatment Plant  
Chair, Tom-pkins County Water Resources Council  
Liaison, Parks, Recreation, and Natural Resources Commission  
Liaison, Workforce Diversity Advisory Committee

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**From:** Cynthia Brock  
**Sent:** Wednesday, March 2, 2022 11:17 AM  
**To:** Steve Thayer <SThayer@cityofithaca.org>; Schelley Michell-Nunn <SMichell-Nunn@cityofithaca.org>; Faith Vavra <fvavra@cityofithaca.org>; John Joly <jjoly@cityofithaca.org>; erosario.civitas@gmail.com; kay27@cornell.edu; Monalita Smiley <msmiley@tom-pkins-co.org>; Aaron Lavine <alavine@cityofithaca.org>  
**Cc:** Common Council <council@cityofithaca.org>; Travis Brooks <TBrooks@cityofithaca.org>; Richard John <rjohn@tom-pkins-co.org>; sblack@tom-pkins-co.org; Deanna Carrithers <dcarrithers@tom-pkins-co.org>  
**Subject:** questions for RPS presenters

Hello all,

I wanted to share in advance a couple of questions that I am bandying about ahead of tonight's presentation, so as to not catch anyone off guard. It is entirely possible that these questions have been addressed previously, and it would be helpful to share the responses again. In either case, I think this information will be helpful to Council as we continue to receive questions and feedback from community members.

In no particular order:

**RPS Collective Weekly Project Management Meetings  
Meeting and Agenda/Notes  
Weekly on Monday's 10:00am – 11:30am ET**

**Meeting Date: Monday, May 2, 2022**

**Attendees:** Tracie Keesee, Hans Manos, Rob Kenter, Schelley Michell-Nunn. Deanna Carrithers, Monalita Smiley, Melody Faraday, Faith Vavra, Dominick Recckio, Lydia Imani, Lillian Hua (notetaker), Emma Decker

**Action Items:  
Ithaca/Tompkins County**

- Identify additional outreach efforts for all RPS plans - **Mona - (Ongoing)**
- Follow up with City's attorney's office re: CJC contract - **Schelley - Due 5/4**

**CPE...**

**Agenda Items:**

- Opening Ice Breaker – Mona
- Announcements –
  - Any news or updates relevant to the group?

**Clarify Action Items- Mona**



## Cynthia Brock

---

**From:** Cynthia Brock  
**Sent:** Saturday, April 30, 2022 8:51 AM  
**To:** Laura Lewis; Aaron Lavine  
**Cc:** Faith Vavra  
**Subject:** Re: Question - RPS and CPE meeting

Laura,

Thank you for your prompt reply. I appreciate the significance of this in moving forward. However, my questions remain and I am looking forward to receiving answers to my inquiries.

Cynthia

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**From:** Laura Lewis <LLewis@cityofithaca.org>  
**Sent:** Saturday, April 30, 2022 7:54:02 AM  
**To:** Cynthia Brock <CBrock@cityofithaca.org>; Aaron Lavine <ALavine@cityofithaca.org>  
**Cc:** Faith Vavra <fvavra@cityofithaca.org>  
**Subject:** Re: Question - RPS and CPE meeting

Cynthia,

I determined on Wednesday that the City will not participate in any meetings with CPE in the coming weeks, as we evaluate the City's future, if any, with CPE.

Thanks for your concern.

Laura

Laura Lewis  
Acting Mayor

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**From:** Cynthia Brock <CBrock@cityofithaca.org>  
**Sent:** Friday, April 29, 2022 5:13 PM  
**To:** Laura Lewis <LLewis@cityofithaca.org>; Aaron Lavine <ALavine@cityofithaca.org>  
**Subject:** Question - RPS and CPE meeting

Laura and Ari,

I received this meeting announcement by mistake, and see that the membership of this weekly meeting has a majority of CPE employees on it. - With 3 City reps, 3 County reps and 5 CPE employees.

Please explain the purpose of this group, the role of CPE in RPS project management, and who is paying for CPE in this function? Are they City contractors, County contractors, or is this a gift of services? If they are City contractors, please clarify when this was discussed or approved by Council.

Cynthia

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**From:** Monalita Smiley <msmiley@tomkins-co.org>

**Sent:** Friday, April 29, 2022 3:53:21 PM

**To:** Cynthia Brock <CBrock@cityofithaca.org>; Deanna Carrithers <dcarrithers@tomkins-co.org>; Jennifer Greenawalt <JGreenawalt@cityofithaca.org>; Laura Lewis <LLewis@cityofithaca.org>; Paula Ioanide <pioanide@ithaca.edu>; Schelley Michell-Nunn <SMichell-Nunn@cityofithaca.org>; Sean Eldridge <seldridge@policingequity.org>; Shawna Black <sblack@tomkins-co.org>; Travis Brooks <tbrooks@tomkins-co.org>

**Subject:** Reminder

Hi all,

Hope this email finds you well. I have attached the PM Meeting Agenda for your review and input. Please take a few minutes to add agenda topics or questions for discussion to the attached document **by 9:00am ET Monday, May 2<sup>nd</sup>**.

Please let me know if you will **not** be in attendance on Monday or have any questions.

Have a Great Weekend!

Mona

**Monalita Smiley**

**Project Director**

Community Justice Center

Ithaca, NY 14850

(607)274-6290

Email: [msmiley@publicsafetyreimagined.org](mailto:msmiley@publicsafetyreimagined.org)

Web: [www.publicsafetyreimagined.org](http://www.publicsafetyreimagined.org)

## Cynthia Brock

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**From:** Jeffrey Barken  
**Sent:** Wednesday, January 12, 2022 8:28 PM  
**To:** Cynthia Brock  
**Subject:** Fw: Meeting Request re: Reimagining Public Safety

### See Below:

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**From:** Alana Byrd <abyrd@pfaw.org>  
**Sent:** Wednesday, January 12, 2022 7:35 PM  
**To:** Jeffrey Barken <jbarken@cityofithaca.org>  
**Subject:** RE: Meeting Request re: Reimagining Public Safety

Hi Alderperson Barken,

I wanted to follow up on this email offering some new times and to clarify my position.

I'm running **Ithacans for Reimagining Public Safety, which is a group of Ithacans who believe in police reform.** I'm **working with** People for the American Way to run a grassroots campaign to this end. While not employed by the city here, I think it would be helpful to collaborate with city leaders to find where we can be helpful to reimagining efforts.

That said, I'm hoping we can find time to sit down. Here are some updated times I have in the coming days, but feel free to suggest a better time:

Fri 1/14: 10-1, 3-5  
Mon 1/17: 10-10:30, 2-5  
Tue 1/18: 10-5

Thanks so much!  
Alana

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**From:** Alana Byrd  
**Sent:** Monday, January 10, 2022 3:55 PM  
**To:** jbarken@cityofithaca.org  
**Subject:** Meeting Request re: Reimagining Public Safety

Hi Alderperson Barken,

Happy new year and congratulations on your recent swearing in!

I wanted to reach out and introduce myself as **I'm running People for the American Way's campaign** to get the Reimagining Public Safety referendum passed in November, working closely with Svante to garner public support and popular opinion on the plan.

That said, I was hoping we might be able to meet in the coming weeks to talk through the campaign and how we can work together over the next year or so.

My schedule is pretty flexible in the next week, but I'll propose the times I have free - please let me know if any of the below works for you (and if not, next week is fine too!):

Tue 1/11: 4-5

Wed 1/12: 11-11:30, 3-5

Thu 1/13: 10-5

Thanks so much in advance!

Alana

--

Alana J. Byrd (*she/her*)

Campaign Manager

Ithacans for Reimagining Public Safety

M: 215-380-8114

# PFAW Field Organizer - job post

[People for the American Way](#)

[3 reviews](#)

People for the American Way in Ithaca, NY 14850  
\$50,000 a year - Full-time, Temporary

## Job details

Salary  
\$50,000 a year  
Job Type  
Full-time  
Temporary

## Qualifications

- - High school or equivalent (Preferred)
  - Driver's License (Preferred)

## Full Job Description

### Field Outreach Organizer

People For the American Way and its affiliate, People For the American Way Foundation, are progressive advocacy organizations founded to fight right-wing extremism and build a democratic society that implements the ideals of freedom, equality, opportunity, and justice for all. We encourage civic participation, defend fundamental rights, and fight to dismantle systemic barriers to equitable opportunity.

The field outreach organizer is a temporary position that will play a pivotal role in People for the American Way's on-going campaigns to engage key constituencies around priority work. The field outreach organizer will assist staff with implementing programs and plans designed to promote a strong democracy as well as encourage voter participation in diverse communities, ensuring that these populations are engaged and supported.

### Responsibilities

- Attend and represent campaign at community events and track attendance
- Distribute literature, including through canvassing
- Perform outreach via phone calls, text, and poll working

- Create and maintain campaign social media accounts
- Monitor press and social media for opposition and public opinion
- Draft newsletters for supporters
- Perform research as needed
- Assist Campaign Manager and Senior Advisor as needed

Qualifications

- Demonstrated interest and experience in working on progressive issues experience with public safety issues preferred
- Must be able to take initiative, build strong relationships, and plan ahead customer service experience preferred
- Local, state, and/or national organizing experience, including use of social media for organizing purposes, preferred
- Excellent research, writing, and communication skills
- A commitment to bettering the city of Ithaca, NY
- Strong attention to detail and organizational skills
- Strong time management skills and ability to multitask, and a capacity to balance multiple priorities
- A flexible schedule that may require working campaign-style hours when needed
- A team player attitude and a willingness to jump into unfamiliar circumstances when needed
- Proficiency in Microsoft Outlook and Google Drive

Job Types: Full-time, Temporary

Pay: \$50,000.00 per year

Schedule:

- Monday to Friday

Education:

- High school or equivalent (Preferred)

License/Certification:

- Driver's License (Preferred)

Work Location: One location

[https://www.indeed.com/jobs?as\\_and&as\\_phr&as\\_any&as\\_not&as\\_ttl&as\\_cmp=people%20for%20the%20american%20way&jt=all&st&salary&radius=25&l=ithaca%2C%20ny&fromage=any&limit=10&sort&psf=advsrch&from=advancedsearch&vjk=b535510054bb6131](https://www.indeed.com/jobs?as_and&as_phr&as_any&as_not&as_ttl&as_cmp=people%20for%20the%20american%20way&jt=all&st&salary&radius=25&l=ithaca%2C%20ny&fromage=any&limit=10&sort&psf=advsrch&from=advancedsearch&vjk=b535510054bb6131)

The screenshot shows a web browser window with the URL: [https://www.indeed.com/jobs?as\\_and&as\\_ph&as\\_any&as\\_not&as\\_11&as\\_cmp=people+for+the+american+way&jt=all&bt&salary&rads=25&li=ithaca%2C+ny&fromage=any&limit=10&sort=psf&advrchdr](https://www.indeed.com/jobs?as_and&as_ph&as_any&as_not&as_11&as_cmp=people+for+the+american+way&jt=all&bt&salary&rads=25&li=ithaca%2C+ny&fromage=any&limit=10&sort=psf&advrchdr). The search bar contains 'What job title, keywords, or company' and 'Where Ithaca, ny'. The search results are filtered by 'Date Posted' (within 25 miles) and 'Job Type'. The main content area displays a list of job results under the heading 'Upload your resume - Let employers find you'. The first result is for 'Field Organizer' at 'People for the American Way 4.0 \*' in Ithaca, NY 14850, with a salary of '\$50,000 a year' and 'Temporary +1' status. The second result is for 'Public Engagement Advisor' at 'People for the American Way 4.0 \*' in Ithaca, NY 14850, with a salary of '\$65,000 a year' and 'Temporary +1' status. A detailed view of the 'Field Organizer' job is shown on the right, including an 'Apply now' button, job details (Salary: \$50,000 a year, Job Type: Full-time Temporary), qualifications (High school or equivalent, Driver's License), and a full job description.

**Field Organizer**  
People for the American Way \*\*\*\*\* 3 reviews  
People for the American Way in Ithaca, NY 14850  
\$50,000 a year - Full-time, Temporary  
Apply now

**Job details**  
Salary  
\$50,000 a year  
Job Type  
Full-time  
Temporary

**Qualifications**  
• High school or equivalent (Preferred)  
• Driver's License (Preferred)

**Full Job Description**  
**Field Outreach Organizer**  
People For the American Way and its affiliate, People For the American Way Foundation, are progressive advocacy organizations founded to fight right-wing extremism and build a democratic society that implements the ideals of freedom, equality, opportunity, and justice for all. We encourage civic participation, defend fundamental rights, and fight to dismantle systemic barriers to equitable opportunity.

# PFAW Public Engagement Advisor - job post

[People for the American Way](#)

[3 reviews](#)

People for the American Way in Ithaca, NY 14850  
\$5,000 a year - Full-time, Temporary

## Job details

Salary

\$5,000 a year

Job Type

Full-time

Temporary

## Qualifications

- - High school or equivalent (Preferred)
  - Driver's License (Preferred)

## Full Job Description

### Public Engagement Advisor

People For the American Way and its affiliate, People For the American Way Foundation, are progressive advocacy organizations founded to fight right-wing extremism and build a democratic society that implements the ideals of freedom, equality, opportunity, and justice for all. We encourage civic participation, defend fundamental rights, and fight to dismantle systemic barriers to equitable opportunity.

### Responsibilities

- Help identify major goals, strategies, tactics, plans, and obstacles of campaign
- Develop, sustain, and refine a local and regional media, communications, and public relations strategies and lead execution to highlight the Reimagining Public Safety plan, ensure passage of the 2022 referendum, and highlight right-wing rhetoric against public safety reform
- Build and maintain relationships with local and regional reporters to ensure ongoing coverage of the PS plan
- Proactively secure local and regional media coverage. Independently provide creative ideas and pitch stories to key media and outlets.



- Help position the campaign on emerging political and policy issues regarding public safety.
- Coordinate with Campaign Manager and Media Consultant to develop, manage, and organize communications activities, including writing press releases, talking points, messaging guides, and other tools□organizing press for local events□updating web presence□coordinating with reporters□executing social media posts□and crafting and securing placement of op-eds and other written products.
- Act as a formal, on-the-record spokesperson and media liaison for all local media. Attend events and assist in planning as necessary for such purposes.
- Serve as an expert on the political dynamics of Ithaca□remain abreast of the current policy and political issues about which campaign members may be questioned□evaluate current events and media reports locally, regionally, and nationally for their impact on the campaign
- Engage in campaign groundwork including drafting newsletters and rapid response emails□help cut turf and assign outreach duties
- Assist with coordinating campaign volunteers

#### □ualifications

- Bachelor’s degree in communications, journalism, or political science preferable
- Demonstrated interest and experience in working on progressive issues in general and public safety issues in particular□substantive experience with public safety issues preferred
- Two to five years of proactive communications experience implementing progressive messaging strategies through national or local media relationships
- Substantial local, state, and/or national organizing experience, including use of social media for organizing purposes, and demonstrated ability to interface and manage relationships across a broad range of organizations and governmental allies
- Excellent research, writing, and communication skills
- Ability to work with and forge new relationships with reporters and editors□experience working with press and strong media relations skills
- Comfort working with reporters and understanding of the news cycle, including through print and online media
- Strong adherence to tight deadlines and close attention to detail
- Comfort working in a fast-paced campaign environment, taking initiative, and producing tangible results, and planning□demonstrated successful ability to handle rapid response and breaking news communications□ability to work campaign-style hours

□ob Types: Full-time, Temporary

Pay: \$□5,000.00 per year

Schedule:

- Monday to Friday

Education:

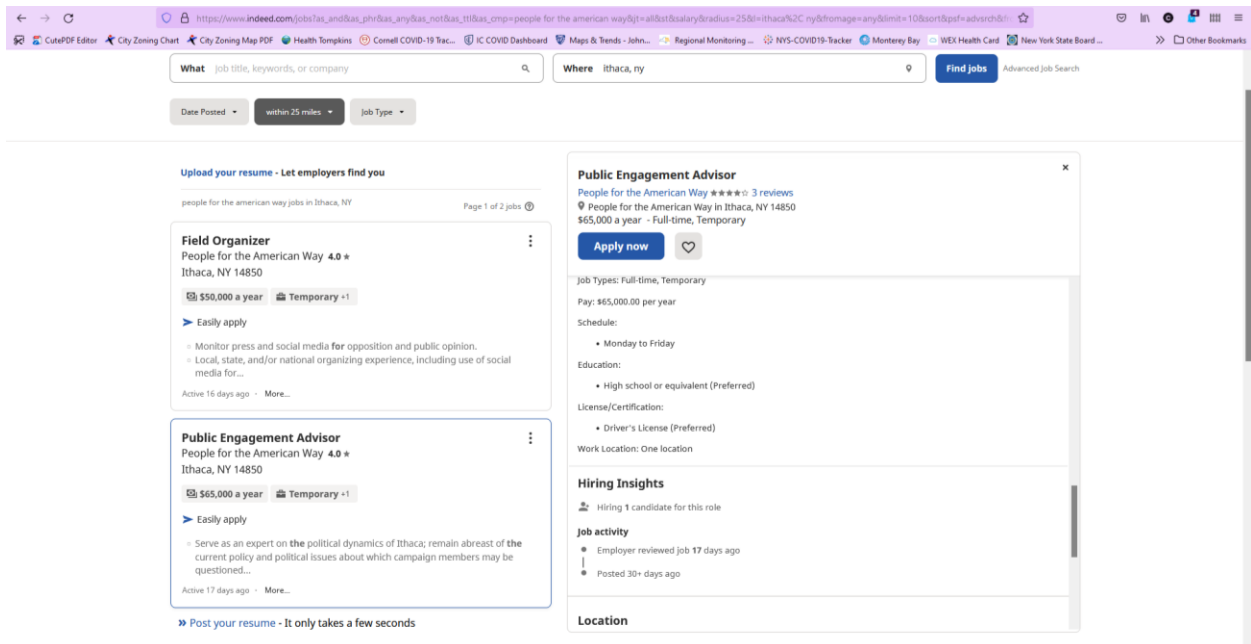
- High school or equivalent (Preferred)

License/Certification:

- Driver's License (Preferred)

Work Location: One location

[https://www.indeed.com/jobs?as=and&as\\_phr=as\\_any&as\\_not=as\\_ttl&as\\_cmp=people\\_20for\\_20the\\_20american\\_20way&jt=all&st=salary&radius=25&l=ithaca\\_2C\\_20ny&fromage=any&limit=10&sort=psf&advsrch=from\\_advancedsearch&vjk=d50f513f3c37ec7](https://www.indeed.com/jobs?as=and&as_phr=as_any&as_not=as_ttl&as_cmp=people_20for_20the_20american_20way&jt=all&st=salary&radius=25&l=ithaca_2C_20ny&fromage=any&limit=10&sort=psf&advsrch=from_advancedsearch&vjk=d50f513f3c37ec7)



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*The Ithaca Voice*

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## Op-Ed: We should do better



by Guest Contributor

April 4, 2022

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*This is an op-ed about the Reimagining Public Safety plan, written by Ithaca Common Council member Cynthia Brock. It was not written by The Ithaca Voice. To submit op-eds, send them to Matt Butler at [mbutler@ithacavoiced.com](mailto:mbutler@ithacavoiced.com).*

Followers of local politics are aware that City Council is considering a major restructuring of our Police Department. The proposal may be a

good idea and may in time achieve its stated goal of reducing bias in policing against people of color. I support and desperately want to see real and substantial changes in how we address public safety in our community. My concern, however, is that it is unclear to what extent the restructuring will be influenced by privately-funded advocacy groups' agendas.

Proposing radical changes in Ithaca in order to influence the national dialogue around specific social issues while gaining national press coverage in the process, is not new. Something very similar happened with the 2016 **Ithaca Plan: A Public Health and Safety Approach to Drugs and Drug Policy** for which the former Mayor, Svante Myrick, brought in the **Drug Policy Alliance** (DPA) — a self-described “leading organization in the US promoting alternatives to the war on drugs,” to recommend a supervised injection site in Ithaca. The furor over this one issue drew international attention, overshadowed the other recommendations proposed in the plan, and created consternation amongst government officials and services providers.

In a similar manner, in 2020 Myrick invited the **Center for Policing Equity** (CPE) to guide the City and County in developing a response to **Governor Cuomo's Executive Order 203**, issued after the police murder of George Floyd. Involved in every step of the process over these past two years, and providing hundreds of hours of CPE staff time, their services were given free-of-charge. There was no selection process abiding by NYS procurement laws, no public review of CPE's qualifications. Additionally, there was no real discussion of CPE's impact on the work of the City and County, or CPE's agenda in “working for free.” In developing the Reimagining Public Safety (RPS) Plan, local community members spent months talking and thinking through the issues, developing and approving 18 out of 19 published recommendations. However, on the date of the RPS release, **Myrick's Gentlemen's Quarterly article** unexpectedly announced that the City would replace the City of Ithaca Police Department and force all police officers to re-apply for their jobs. This recommendation #1 and his goal had not been vetted or considered by the City and County working

groups. Myrick apologized for the timing of his statements in the GQ article and then made a series of national appearances to talk about this one proposal, in the process gaining lots of public attention. But in doing so he also clouded discussion of all the other initiatives.

Following another year of working groups and meetings, here we are again. In addition to CPE, we now have paid organizers from the People for the American Way working an agenda. Recently posted on Indeed.com, PFAW offered \$65,000 for a Public Engagement Advisor in Ithaca to “Develop, sustain, and refine a local and regional media, communications, and public relations strategies and lead execution to highlight the Reimagining Public Safety plan, ensure passage of the 2022 referendum, and highlight right-wing rhetoric against public safety reform.” In the weeks following Council’s adoption of its **Reimagining Public Safety Resolution on March 31, 2021**, CPE’s CEO and co-founder Dr. Phillip Atiba Goff interviewed with the **Washington Post**, **NPR’s Fresh Air**, and **Katie Couric** touting repeatedly that the City of Ithaca voted to dissolve its Police Department, creating a new department of mostly unarmed first responders, and claimed that Ithaca’s Police Benevolent Union endorsed this plan. In August 2021, on **WBEZ’s Art of Power**, Dr. Goff recalled a text and phone exchange with Myrick where Goff suggested that Ithaca didn’t need a police department, to which Myrick responded “Yeah, cool. Let’s make that happen.” Dr. Goff expressed tears of joy at the thought of the Police Union endorsing the dismantling of the Ithaca Police Department. When asked about this interview, Dr. Goff apologized to the working group saying he could have done more to ensure that his message was to center the work on the people of Ithaca and Tompkins County to achieve the goals of our communities, a message that was missing in each of his interviews.

Cuomo’s Executive Order required communities to look for “any racial bias and disproportionate policing of communities of color.” In response, both the City and County committed to a data collection and analysis effort that would help build an evidence- and experience-based image of policing in the city and the county with which recommendations could then be formulated. To my knowledge the City

and County did not conduct a request for qualifications (RFQ) for a data analyst. Instead, our government utilized the donated services of CPE's contractor – Matrix Consulting.

In order to achieve the highest level of trust and confidence in government, NYS Ethics Laws puts forward clear rules to prevent corruption, favoritism, undue influence, and abuses of government position. Gifts of services — to the City and County itself — which may result in influencing of legislation should in my mind not be accepted or allowed and should be actively avoided and discouraged.

In order to determine the nature and extent of such change we need a process that is deliberate in seeking feedback on, openly analyzing, and addressing systemic racial bias in policing. Our efforts should be built on recommendations that come from a fair and equitable process. Our decisions should not be driven by hired lobbyists or unvetted organizations but based on unbiased expert analysis built on the circumstances, data, and experiences specific to our community. That is how you build trust and how you create profound and meaningful structural and cultural change around policing and public safety in Ithaca and Tompkins County.

Cynthia Brock

City of Ithaca Common Council Ward 1

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**Cornell STEP (Science & Technology Entry Program) Advisory Council and mother of two boys.**

**Upon joining IRPS, Stacey said: "I am thrilled to announce that I am joining the Ithacans for Reimagining Public Safety team. While having coffee with my dear friend, Alana, she asked if I would be interested in joining her and her team of dedicated organizers to pass Reimagining here in Ithaca.**

**As a close friend, Alana has seen firsthand my commitment to criminal justice and public safety reform. It was a challenging decision to leave my fulfilling role as Chief of Staff to my close friend state Representative Anna Kelles. However, as a mother of two boys of color and someone who understands firsthand how our criminal justice system operates, I couldn't turn down this opportunity to serve my community.**

**I enjoy volunteering in several organizations including the Tompkins County Democratic Committee and**





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**the Women's Fund of the Community Foundation. I do my best to be civically engaged, and I'm looking forward to taking this engagement one step further by working for a group so dedicated to social progress. My new position as Senior Advisor will allow me to provide my talent, drive, time, and love for the cause to effect real change and support my neighbors and friends.**





CITY OF ITHACA  
108 East Green Street — 3rd Floor Ithaca, New York 14850-5690

COMMON COUNCIL

CYNTHIA L. BROCK, FIRST WARD ALDEPERSON

Telephone: 607-398-0883

Email: cbrock@cityofithaca.org

Cell: 607-280-0001

Mr. Bill Troy  
Tompkins County Attorney

12 April 2022

Dear Mr. Troy,

Pursuant to Chapter 32 of the Tompkins County Code Section V (3)(b), I am writing on my own behalf to request the review of the Ethics Advisory Board into:

- a) The conduct of former Mayor of the City of Ithaca Svante Myrick, and his designees, resulting in possible misappropriation of municipal funds in the promising of \$10,000 each to City RPS working group co-Chairs for their services. This appropriation was not presented, discussed, or approved by Common Council either by Resolution or in the City Budget;
- b) The appropriateness of City interpretation of State procurement legislation regarding the use of unpaid services that would be expected to result in legislative changes, whereby the City received of free consulting services of the [Center for Policing Equity](#)<sup>1</sup> and CPE's consultant Matrix Consulting. CPE's founder Dr. Phillip Atiba Goff has an expressed interest in dismantling the Ithaca Police Department<sup>2</sup>, and whose organization's expertise and qualifications were not reviewed or investigated;
- c) If an actual or perceived conflict of interest exists in:
  - a. The Mayor being a paid employee of People for the American Way during his tenure as Mayor, and through his position at PFAW in 2021 he fundraised with PFAW for the hiring of 5 organizers (a value of over \$250,000) for the purpose of lobbying in support of the passage of the Reimagining Public Safety City specific legislation and referendum – legislation, which was presented by Mayor Myrick in February 2021;
  - b. Myrick and/or his designee soliciting and receiving
    - i. \$10,000 from the Park Foundation to pay to the co-Chairs of the City of Ithaca Working Group. The working group was appointed by the Mayor and tasked to recommend changes to the Ithaca Police Department pursuant to [Reimagining Public Safety Resolution on March 31, 2021](#)<sup>3</sup>;
    - ii. \$25,000 from the Dorothy Cotton Institute to pay:
      1. \$10,000 to the co-Chairs of the Ithaca Working Group, and
      2. (estimated) \$12,000 to the members of the Working Group who were not employees of the City, at \$2,000 each; and

<sup>1</sup> <https://www.policingequity.org/>

<sup>2</sup> <https://www.wbez.org/stories/defund-the-police-dr-phillip-atiba-goff-the-data-scientist-behind-police-reform/60254fac-3af5-41b7-9427-c01110f3ed4a>.

<sup>3</sup> <https://www.tompkinscountyny.gov/files2/2021-4/Master%20Final%20Document%20City%20of%20Ithaca.pdf>

3. (estimated) \$3,000 to the subcommittee members of the Working Group who were not employees of the City, at \$500 each.
- c. The members of the City of Ithaca Working Group being paid by a 3<sup>rd</sup> party for their participation;
- d. The Park Foundation and Dorothy Cotton Institute
  - i. If, by providing funding for the services provided by the members of the City of Ithaca Working Group, the donating organizations may have had any:
    1. influence in the selection of the members, and
    2. influence over perspectives and performance of the members themselves;
- d) Given the impact of one or more of the incidents mentioned above, can the report [Implementing the City of Ithaca's New Public Safety Agency](#)<sup>4</sup> produced by the working group, with assistance from the Center for Policing Equity, and incorporating the Report on Patrol Staffing and Deployment produced by Matrix Consulting, be deemed to be impartial, unbiased, and appropriate for recommending legislative changes in accordance with County and [City Ethics Code](#)<sup>5</sup>

For your reference, I am attaching the following documents:

- I. 2022.04.04 CBrock response to LLewis  
email exchange requesting information on the selection process for CPE, Matrix Consulting, and procurement policies. Email thread includes an email from LLewis to CBrock on 2022.04.03 discussing expenditures for working group members, and the absence of review.
- II. 2022.04.05 CBrock request for documents  
email exchange requesting information on approvals for payments to working group members, copies of requests for funding from the Park Foundation and Dorothy Cotton Institute, questions of appropriateness of process
- III. Goff Art of Power - Full Interview – 2021.08.26
- IV. PFAW Field Organizer 2022.03.02 Indeed.com
- V. PFAW Public Engagement Advisor 2022.03.02 Indeed.com
- VI. Cynthia Brock Op-Ed in Ithaca Voice dated 2022.03.31
- VII. 2022.04.04 Stacey Dimas Social Media Post (3 images)

I sincerely appreciate your investigation into this matter.



Cynthia Brock  
City of Ithaca Common Council Ward 1  
324 Brookfield Road, Ithaca, NY 14850  
607-280-0661, [cbrock@cityofithaca.org](mailto:cbrock@cityofithaca.org)

<sup>4</sup> [https://www.cityofithaca.org/DocumentCenter/View/13725/WG\\_IthacaReport\\_Final](https://www.cityofithaca.org/DocumentCenter/View/13725/WG_IthacaReport_Final)

<sup>5</sup> Chapter 55. [City of Ithaca, NY Ethics, Code of \(ecode360.com\)](#)

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to workforce diversification."

## Cynthia Brock

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**From:** Cynthia Brock  
**Sent:** Thursday, April 28, 2022 4:53 PM  
**To:** 'wtroy@tomkins-co.org'  
**Subject:** RE: request  
**Attachments:** 2022.01.12 JBarken email from Alana Byrd.pdf

Bill,

Further to my request of April 12, 2022 for investigation of the Ethics Advisory Board, and in regards to item

b) The appropriateness of City interpretation of State procurement legislation regarding the use of unpaid services that would be expected to result in legislative changes, whereby the City received of free consulting services of the Center for Policing Equity 1 and CPE's consultant Matrix Consulting. CPE's founder Dr. Phillip Atiba Goff has an expressed interest in dismantling the Ithaca Police Department<sup>2</sup>, and whose organization's expertise and qualifications were not reviewed or investigated;

It has come to my attention that CPE had originally valued its services for work for the City for Phase II at \$700,000. (page 14)

Further to my request of April 12, 2022 for investigation of the Ethics Advisory Board, and in regards to item

c) If an actual or perceived conflict of interest exists in:

a. The Mayor being a paid employee of People for the American Way during his tenure as Mayor, and through his position at PFAW in 2021 he fundraised with PFAW for the hiring of 5 organizers (a value of over \$250,000) for the purpose of lobbying in support of the passage of the Reimagining Public Safety City specific legislation and referendum – legislation, which was presented by Mayor Myrick in February 2021;

Please find attached correspondence sent to me on January 12, 2022 by Jeffrey Barken, newly elected City Council representative. In it he forwarded to me correspondence he received from Alana Byrd, who

- describes herself as running the People for the American Way's campaign to get the RPS referendum passed,
- that she is working closely with Svante to garner public support and popular opinion on the plan, and
- that she is running Ithacans for Reimagining Public Safety as Campaign Manager, working with People for the American Way.

In January, when I received this, I reached out to Deanna Carrithers to ask if the County had hired Alana Bryd as a campaign manager, in which Deanna confirmed that Alana was not a County or Community Justice Center employee. Deanna also confirmed that she and Eric Rosario were aware of Alana and her lobbying efforts on behalf of PFAW dating back to at least November 2021. This appears to demonstrate Myrick's fundraising activities and organizing via PFAW to lobby for legislation that he presented while also serving as Mayor of the City of Ithaca.

Cynthia

Cynthia Brock  
Ithaca City Council  
First Ward Alderperson

Planning and Economic Development Committee  
Chair, Special Joint Committee for Ithaca Area Waste Water Treatment Plant  
Chair, Tompkins County Water Resources Council  
Liaison, Parks, Recreation, and Natural Resources Commission