



**Tompkins County Administration**  
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Ithaca, NY 14850  
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www.tompkinscountyny.gov

**COUNTY ADMINISTRATOR**  
Lisa Holmes

**DEPUTY COUNTY ADMINISTRATOR**  
Bridgette Nugent

*Inclusion Through  
Diversity*

*"Promoting excellence in County operations while respecting the needs of the people we serve."*

Rich John, Chair  
Tompkins County Ethics Advisory Board  
121 East Court Street, 2<sup>nd</sup> Floor  
Ithaca, NY 14850

August 16, 2022

**Re: Ethics Investigation (Complaint of Cynthia L Brock)**

Dear Mr. John:

This is in response to your request for a detailed response to the issues raised in the Ethics complaint of Cynthia Brock. A review of Ms. Brock's complaint indicate two areas potentially involving the County:

*#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 (...)*

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

Furthermore, you requested the following additional information and materials:

- 1. What was the scope of services provided to Tompkins County by CPE?*
- 2. How was CPE identified as a consultant for the Reimagine Public Safety ("RPS") Collaborative?*
- 3. What was the process for review, investigation and selection of CPE by the County?*
- 4. Did the County undergo any Requests for Proposal, Request for Quote or other procurement process when it selected CPE?*
- 5. Who made the decision to select or retain CPE?*
- 6. Was any other consultant, contractor or entity considered? If so, please identify the consultant contractor or entity.*
- 7. Did CPE advocate for any limits as to the participation in working grounds, including the inclusion or exclusion of ethnic groups, community groups or public officials?*
- 8. Did the County receive any donation of goods or services from CPE? If so, was the donation of goods and services approved by the County Legislature?*
- 9. Any additional information or materials which you believe would assist the Board in its investigation.*

My responses are as follows:

*#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.*

CPE is a recognized research organization on race and policing and a 501(c)(3) not for profit funded through foundation grants and collaborates/consults with municipalities free of charge. The mission of CPE and the expertise of its staff aligned with the goals with which the County was charged to accomplish under NYS Executive Order 203, to address racial bias and disproportionate policing of communities of color. There were no public funds provided to CPE for their involvement and as such the County did not undertake a formal procurement process, which would have involved seeking quotes or issuing an RFP for paid services.

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

The scope and role of the Center for Policing Equity in the City and County efforts were publicly discussed and disclosed as evidenced by a press release announcing the City and County's collaboration with CPE as well as through regular updates to Ithaca Common Council and the Tompkins County Legislature. CPE served as an advisor to Tompkins County and the City of Ithaca in Reimagining Public Safety efforts. Once the Reimagining Public Safety Plan was adopted by both the Tompkins County Legislature and the Ithaca Common Council in 2021, Tompkins County Administrator Jason Molino and Ithaca Mayor Svante Myrick requested CPE's support in plan implementation as evidenced by a memo dated 4/30/21. That assistance included the following:

- Provide content expertise for the establishment of the Community Justice Center including review of position descriptions and operational plan
- Support community engagement efforts for the implementation of recommendations to ensure minoritized voices are centered based upon the focus of Executive Order 203
- Serve as project managers for the City of Ithaca Taskforce for the Redesign of the Police Department
- Serve as a participant on the search committee for the Chief of Police and/or Division Leader positions for the City of Ithaca
- Serve as a process liaison between the City of Ithaca and Tompkins County for implementation of recommendations
- Support the development of an implementation timeline including prioritization of the plan recommendations
- Provide content expertise related to law enforcement and the public safety system
- Provide information related to national trends and best practices related to the public safety system
- Provide content expertise to support the development of an alternative response model that centers equity in the delivery of services.

In response to your additional questions:

1. *What was the scope of services provided to Tompkins County by CPE?*

See #6 above.

2. *How was CPE identified as a consultant for the Reimagine Public Safety ("RPS") Collaborative?*

The County and City originally began work on their own reimagining plans separately, and then agreed to collaborate somewhat early on in the process. Mayor Svante Myrick had already agreed to work with CPE on behalf of the City of Ithaca. When informed about this, County staff arranged a meeting with CPE to better understand their mission and the services they would offer.

3. *What was the process for review, investigation and selection of CPE by the County?*

See #2.

4. *Did the County undergo any Requests for Proposal, Request for Quote or other procurement process when it selected CPE?*

No (as previously stated in #5 above).

5. *Who made the decision to select or retain CPE?*

Mayor Svante Myrick had agreed to work with CPE on behalf of the City. In partnering with the City on this project, Jason Molino, Tompkins County's Administrator made the decision on behalf of the County.

6. *Was any other consultant, contractor or entity considered?*

Yes.

*If so, please identify the consultant contractor or entity.*

Prior to partnering with the City on Reimagining Public Safety, the County had initial conversations with Belisa Gonzalez, Paula Ioanide and Taili Mugambee as potential consultants to the County's

efforts; however soon after deciding to partner with the City of Ithaca and CPE, the County brought those consultants into the larger collaborative structure and engaged their participation.

7. *Did CPE advocate for any limits as to the participation in working groups, including the inclusion or exclusion of ethnic groups, community groups or public officials?*

CPE sought to center the voice of community, particularly the voices of black and brown community members, in the work of Reimagining Public Safety, per Executive Order 203.

8. *Did the County receive any donation of goods or services from CPE?*

No.

*If so, was the donation of goods and services approved by the County Legislature?*

The County partnered with CPE as previously stated, and any services provided were “in-kind” contributions of staff time toward the common goal of Reimagining Public Safety and reducing the disparate impacts of policing on communities of color. Tompkins County staff have a long history of collaborating with non-profits and local educational institutions in a similar manner to achieve common overarching goals. Such collaborations have not necessitated the approval of the County Legislature.

9. *Any additional information or materials which you believe would assist the Board in its investigation.*

See attached.

Sincerely,



Lisa A. Holmes  
County Administrator

## Lisa Holmes

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**From:** Jason Molino  
**Sent:** Friday, August 21, 2020 11:02 AM  
**To:** Amie Hendrix; Lisa Holmes  
**Subject:** FW: Next steps

No take backs.....

**Jason Molino**  
*County Administrator*  
Tompkins County Administration  
125 E. Court St  
Ithaca, NY 14850  
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Fax: 607-274-5558  
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**From:** Jason Molino  
**Sent:** Friday, August 21, 2020 10:56 AM  
**To:** 'Svante Myrick' <mayormyrick@cityofithaca.org>; Tracie Keesee <keesee@policingequity.org>  
**Subject:** Next steps

Svante and Traci-

Yesterday, Lisa, Amie and I met with three of the community members that we were working with prior to our discussion last week. Prior to our discussion, these three leaders had met as part of our County leadership team as we thought of ways to have community conversations, creating safe spaces and how we can capitalize on the resources they bring with them. As I had shared with Svante prior to the meeting last night, the goal of the meeting was to ensure that our community leaders were aware of our collaboration with CPE and the City, and to gauge their interest in continued involvement as we go down this joint path.

Our community leaders that we had previously brought to the table include:

- Taili Mugambee, the program coordinator for the Ultimate Re-entry Opportunity (URO). Taili has a data team that has been collecting information and data in our community regarding reducing systemic barriers to reentry and prevent recidivism. They have a team of people, including some from higher ed, that have great connections in the community and can assist with community conversations.
- Paula Ioanide Associate Professor, Center for the Study of Culture, Race, and Ethnicity. Paula is spearheading a qualitative study related to prison re-entry and systemic racism.
- Belisa González, Associate professor of Sociology and Director of the Center for the Study of Culture, Race, and Ethnicity at Ithaca College.

During our meeting last night, Belisa advised that she was meeting with both of you this coming week but was unsure what the discussion would entail. There were also still questions about the City plan and County plan.

I shared with Taili, Paula and Belisa our discussion as well as the meeting with our staff leadership teams. During the conversation we realized that we all could benefit from a get together to better understand everyone's roles and how we move together as one team, not separate City and County teams.

I share this all with you so that you are aware that there may continue to be confusion about the ways the City and County will be moving forward together. I realize we still may be playing catch up with what Svante originally started with CPE a week prior to our discussion and we haven't yet come into sync. I'd like to ask what our next steps are to bring everyone up on the same page. Should I, or someone from my team, join the meeting with Svante, Belisa and Sean Eversley Bradwell, next week so that everyone is hearing and understanding the same things? Should we schedule another meeting with our leadership teams and CPE to outlay next steps? Are there other ways for us to communicate the approach in a clearer manner?

Thank you both for your understanding and clarity as we approach this as one team consisting of City, County, and Tompkins County Community. With many different players and an engaged community, this will be a challenging process so I appreciate the clear and direct communication from the start of the process through project completion.

Best,

Jason

**Jason Molino**  
*County Administrator*  
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## Lisa Holmes

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**From:** Jason Molino  
**Sent:** Saturday, August 22, 2020 5:43 AM  
**To:** Amie Hendrix; Lisa Holmes; Dominick Reccio  
**Subject:** FW: Working Together

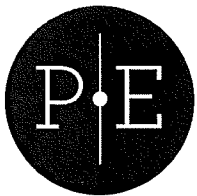
There was this too, I guess we can create a webpage with an email address. My thought would be that all emails go to one person on the team to distribute.

**Jason Molino**  
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**From:** Tracie Keesee <[keesee@policingequity.org](mailto:keesee@policingequity.org)>  
**Sent:** Friday, August 21, 2020 9:17 PM  
**To:** [mayormyrick@cityofithaca.org](mailto:mayormyrick@cityofithaca.org)  
**Cc:** Jason Molino <[jmolino@tompkins-co.org](mailto:jmolino@tompkins-co.org)>; Robert Kenter <[rkenter@policingequity.org](mailto:rkenter@policingequity.org)>; Dominique Johnson <[djohnson@policingequity.org](mailto:djohnson@policingequity.org)>  
**Subject:** Re: Working Together

Checking to see if we have resolution on this?

Tracie



**Dr. Tracie Keesee**  
**SVP of Social Justice Initiatives  
and Co-Founder**  
303.945.6659  
w: [policingequity.org](http://policingequity.org)  
t: @PolicingEquity  
f: /CenterForPolicingEquity  
pronouns: she/her/hers

On Wed, Aug 19, 2020 at 12:34 PM Svante Myrick <[mayormyrick@cityofithaca.org](mailto:mayormyrick@cityofithaca.org)> wrote:

Hey Jason,

A housekeeping question!

We've got a catch-all email address we've shared with the public at [reinvetpublicsafety@cityofithaca.org](mailto:reinvetpublicsafety@cityofithaca.org)

People are using it to send suggestions, ideas, questions. Would you like the below folks added to that email address? That way they'll be able to see all the feedback. Should we create a similar one for the county? [reinventpublicsafety@tompkins-co.org](mailto:reinventpublicsafety@tompkins-co.org) that the city folks will be copied on?

Thanks!

Svante

Sent from [Mail](#) for Windows 10

**From:** [Jason Molino](#)  
**Sent:** Tuesday, August 18, 2020 4:40 AM  
**To:** [Tracie Keesee](#); [Svante Myrick](#)  
**Subject:** Working Together

Tracie-

Yesterday we had our joint meeting with both leadership teams and we have buy-in from everyone. They were vocal about working together and felt it was the best way to have community dialogue and best serve our community.

We are reaching out to you to start the scheduling process to get the leadership team and CPE together to start to discuss process and timeline.

Here are the County members:

Amie Hendrix, Deputy County Administrator – [ahendrix@tompkins-co.org](mailto:ahendrix@tompkins-co.org)

Lisa Holmes, Deputy County Administrator – [lholfmes@tompkins-co.org](mailto:lholfmes@tompkins-co.org)

Derek Osborne, Sheriff – [dosborne@tompkins-co.org](mailto:dosborne@tompkins-co.org)

Jenn Olin, Undersheriff – [jolin@tompkins-co.org](mailto:jolin@tompkins-co.org)

Dominick Reckio, Communications Director – [dreckio@tompkins-co.org](mailto:dreckio@tompkins-co.org)

Rich John, Legislator (also Chair of the Public Safety Committee) – [rjohn@tompkins-co.org](mailto:rjohn@tompkins-co.org)

Also, yesterday the Governor released [guidance](#) for NY communities for police reform. We haven't had a chance to review it yet but wanted to pass it on.

Thank you again for your interest to working together and we looking forward to seeing you soon.

Best,

Jason

**Jason Molino**  
*County Administrator*

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## Lisa Holmes

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**From:** Amie Hendrix  
**Sent:** Saturday, August 29, 2020 12:23 PM  
**To:** pioanide@ithaca.edu; Taili Mugambee; Belisa Gonzalez  
**Cc:** Lisa Holmes; Jason Molino  
**Subject:** Center for Policing Equity Discussion  
**Attachments:** 8.27.20 CPE County City Intro Call.docx

Good Afternoon,

Last week, Jason, Lisa, Belisa, and I joined with additional County and City participants for a meet and greet with the Center for Policing Equity. During this 45 minute session CPE shared how they will be supporting this work with the City and County. Prior to this meeting, a smaller team (CPE, Sean Eversley Bradwell, Belisa) also met to learn about the data component CPE would like to work on. I am sure Belisa can fill us in more about this.

Prior to the CPE/County/City meeting, Jason reached out to CPE and Svante and encouraged the City and CPE to develop a timeline and work through this process as a team. We have designated our TC Management Fellow, Nick Murphy, to assist in project managing this process along with our newly hired Chief Equity and Diversity Officer, Deanna Carrithers. Both Nick and Deanna were engaged in the meet and greet. We shared with CPE and the City that we would like Taili and Paula to join us in the process and have let Nick know to link both of you into future conversations.

Attached are our draft meeting notes from the meet and greet. These notes were captured by Nick and Dominick and provide an overview of CPE as well as our next steps. We will continue to work with CPE and the City to ensure that all of us are on the same page throughout the process. If you have any questions or concerns please feel free to make us aware of them. We are in the midst of the budget process so our attention may be a little scattered this week, but we are continuing to keep this work on the top of our radars.

Have a nice weekend,

*Amie M. Hendrix*

*Deputy County Administrator*  
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## 8/27/20 CPE Meeting Notes

Present: Tracie Keesee(CPE), Jeff Asher (data analytics company), Robert Kenter (CPE), Dominique Johnson (CPE), Ben Horwitz (data analytics company), Jason Molino, Amie Hendrix, Dominick Recchio, Jenn Olin, Derek Osborne, Deanna Carrithers, Nick Murphy (PM), Lisa Holmes, Sean Eversley Bradwell, Dennis Naylor, Belisa Gonzalez, John Joly, Schelley Michell-Nunn, Svante Myrick

### Center for Policing Equity Introduction

"We do science to promote justice." Described as a research and action think tank, and a resource for equitable change, bringing expertise and the ability to bring in other folks.

CPE Team has field offices all over the country. Team has doubled in the recent past due to heightened demand for services

CPE staff use data to build fairer systems through analysis

"We use data to build fairer and more just systems, partner with law enforcement and communities, and aim to bridge the divide of communication, generational mistrust, and suffering."

- Mental health
- Vehicle searches
- Foot pursuits
- Immigration enforcement
- Data analysis + training
- Homelessness
- Patrol practices

CPE does not charge for these services. Funded by grants and foundations.

Encourage all of the folks who partner with them to be transparent about reports.

### Introductions of County and City Leadership Teams

*Schelley Is the City Chair.* This team is a resourcing team.

- Create plan that the governor has outlines
- Specific City/County needs
- Dominick working on Communications both internally and externally
  - Assist with website development
- Inclusivity (translation, etc.)

### Next Steps

CPE will send out a set of documents for everyone to review.

Nick Murphy (County Management Fellow) will be serving as the project manager. His role will be to:

- Keep timeline
- Stay on task

- Make sure information is public
- Adjustments

CPE will be trying to get an indication of what work is underway.

This will help design the Community engagement plan.

Because we are collaborating (city / county) this will be a model.

If we feel like someone needs to be at the table, don't hesitate to invite them.

Sean and Belisa will be looking at the data needs, shared data and what are we solving for?

List of baseline topics that CPE wants us to include in budget meetings/conversations.

How do we report out – get feedback – inform the community?

Biggest challenge will be where we all intersect in the criminal justice system.

There will have to be public discussion on governmental and law enforcement *operations* so the community has good understandings of systems.

Don't forget about employees not on the screen, change management will need to be solid and well planned.

## **Risks & Concerns**

2 other partners not on the call. Taili and Paula would add value to the data piece and bring additional resources to the table. Would like to bring them into future conversations.

County ITS is custodian of law enforcement records/data. Need to get them in conversation with Jeff/Ben, IPD, and Sheriff

Concern of community as to whether there is actual structural change. "Now what."

"As we're producing the document, the changes are already underway."

## Lisa Holmes

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**From:** Nicholas Murphy  
**Sent:** Friday, September 11, 2020 12:35 PM  
**To:** Derek Osborne; Jennifer Olin; dnayor@cityofithaca.org; Tracie Keese; Richard John; jjoly@cityofithaca.org; bhorwitz@ahdataanalytics.com; jasher@ahdataanalytics.com; Greg Potter; Taili Mugambee; pioanide@ithaca.edu; kmoore@tompkins-co.com; Lisa Holmes; Dominick Recckio; Dominique Johnson; tbrooks@cityofithace.org; Belisa Gonzalez; smichell-nunn@cityofithaca.org; Sean Eversley Bradwell; rkenter@policingequity.org; Jason Molino; Amie Hendrix; mayormyrick@cityofithaca.org; Deanna Carrithers; dcogan@cityofithaca.org  
**Subject:** CPE/City of Ithaca/Tompkins County/Community police reform - Internal Resource Group communication  
**Attachments:** CPE - Work Groups-Members-Timeline.xlsx

Good afternoon,

Below are a series of preliminary updates based on the work that we have done so far, the next steps, and some logistical and planning matters. Attached you will find the list of group members broken into working groups, as well as a general timeline for working on and completing the police reform document. Please review and refer to the excel spreadsheet when responding to some of the items below.

### Shared language for groups

**Internal Resource Group:** *The larger group comprised of City of Ithaca representatives/Tompkins County representatives/Community members*

**Working Groups:** *Smaller groups comprised of various City/County/Community members based on a focus area*

**External Community Group:** *Comprised of members of the community*

### Where we are

Following our initial meet and greet on August 27th, Tracie Keese from CPE, Schelley Michell-Nunn from the City, and I have met on multiple occasions to discuss the path forward.

The three of us will meet again on Monday, September 14th, to discuss and create a baseline goal for each group. Our plan is to meet regularly throughout the next several months to stay in constant communication with one another. As the primary project managers for this project, meeting regularly will be essential for keeping all groups on track and up to date.

### Working Groups/Timeline

**Working Groups:** So far, we have assigned members of the Internal Resource Group to various Working Groups based on their role and expertise. These are not set in stone, so please provide feedback if you want to be in a different Working Group. The Working Groups' purpose is to break down the document which will be provided to the Governor's Office into smaller pieces based on a defined subject area for people to work on. Each Working Group will tackle a specific section (policy, policing, community, etc.).

Project Managers (PM) have been assigned to each Working Group to provide assistance to the group. You should expect to hear from a PM in the next two weeks to set up a regularly scheduled meeting of your working group. You will be asked to provide feedback on your availability and the cadence of the meeting.

Timeline: We have a very tight timeline to develop a document to share with New York State. The timeline currently includes several milestones to keep us on track to deliver the police reform document by April 1<sup>st</sup>. Please review and provide feedback to this timeline, acknowledging this is based on document creation, not related to the work to be done.

-

### **Internal Resource Group Meeting**

In addition to the Working Group meetings, we would like to set a regularly scheduled meeting for the entire Internal Resource Group.

**We would like to hear from you on the following by September 21, 2020:**

- How often should we meet?
- Should the meeting occur in a regular time interval? (i.e., second and fourth Tuesday of each month at 9 am)
- What time should they occur? (i.e. mornings, afternoons, evenings, etc.)
- How long should each meeting be?
- What is your availability for the next meeting?

Please let me know if you have any concerns or questions. In addition, please let me know if someone should be added to the contact list, if you would like to change the working group you're currently in, or if you have suggested additions to the timeline.

Thank you,

Nick

**Nick Murphy**  
Management Fellow  
Tompkins County Administration  
Phone: 607-274-5551

**Work Groups****First Name****Last Name****Email****Law Enforcement (PM: Trade)**

- Policing Data	Derek	Osborne	dosborne@tompkins-co.org
- Policing Policy	Jenn	Olin	jolin@tompkins-co.org
	Dennis	Nayor	dnayor@cityofithaca.org
	Rob	Kenter	rcenter@policingequity.org
	Tracie	Keesee	keesee@policingequity.org
	Rich	John	rjohn@tompkins-co.org
	John	Joly	jjoly@cityofithaca.org

**IT/Data Analysis (PM: Trade)**

- Data Gaps	Ben	Horwitz	bhorwitz@ahdataanalytics.com
- Policing Data	Jeff	Asher	jasher@ahdataanalytics.com
- Policy	Greg	Potter	gpotter@tompkins-co.org
- Administrative Policy	Taili	Mugambee	tm554@cornell.edu
- Policing Policy	Paula	Ioanide	pioanide@ithaca.edu
	Kim	Moore	kmooore@tompkins-co.com
	Lisa	Holmes	lholmes@tompkins-co.org

**Communication/Community (PM: Schelley)**

	Dominick	Reckio	dreckio@tompkins-co.org
	Dominique	Johnson	djohnson@policingequity.org
	Travis	Brooks	tbrooks@cityofithaca.org
	Belisa	Gonzalez	bgonzalez@ithaca.edu
	Sean	Eversley-Bradwell	seanbradwell@gmail.com
	Schelley	Michell-Nunn	smichell-nunn@cityofithaca.org

**Academic (PM: Trade)**

	Belisa	Gonzalez	bgonzalez@ithaca.edu
	Sean	Eversley-Bradwell	seanbradwell@gmail.com
	Rob	Kenter	rcenter@policingequity.org
	Tracie	Keesee	keesee@policingequity.org

**Administration/Budget (PM:Nick)**

- Administrative Policy	Jason	Molino	jmolino@tompkins-co.org
	Amie	Hendrix	ahendrix@tompkins-co.org
	Lisa	Holmes	lholmes@tompkins-co.org
	Svante	Myrick	mayormyrick@cityofithaca.org
	Deanna	Carrihers	deannacarrihers@gmail.com

**Leadership**

	Jason	Molino	jmolino@tompkins-co.org
	Amie	Hendrix	ahendrix@tompkins-co.org
	Lisa	Holmes	lholmes@tompkins-co.org
	Svante	Myrick	mayormyrick@cityofithaca.org
	Dan	Cogan	dcogan@cityofithaca.org

## Lisa Holmes

---

**From:** Dominick Recckio  
**Sent:** Wednesday, September 16, 2020 11:30 AM  
**To:** Nicholas Murphy; Derek Osborne; Jennifer Olin; dnayor@cityofithaca.org; Tracie Keese; Richard John; jjoly@cityofithaca.org; bhorwitz@ahdataanalytics.com; jasher@ahdataanalytics.com; Greg Potter; Taili Mugambee; pioanide@ithaca.edu; kmoore@tompkins-co.com; Lisa Holmes; Dominique Johnson; tbrooks@cityofithace.org; Belisa Gonzalez; smichell-nunn@cityofithaca.org; Nicholas Murphy; Sean Eversley Bradwell; rkenter@policingequity.org; Jason Molino; Amie Hendrix; mayormyrick@cityofithaca.org; Deanna Carrithers; dcogan@cityofithaca.org  
**Subject:** CPE/City of Ithaca/Tompkins County/Community police reform - Announcement Press Release  
**Attachments:** Final 9.16 Public Safety Reform PR.pdf

Good morning,

Attached is a press release that I will be putting out today announcing the collaboration. Here is a [link](#) to the release as well in case you would like to share (please hold on doing so until 12:30 or so, by then I will have sent to press).

I will be sharing this with all TC Legislators before it goes live, can someone from the City please share with Common Council as well (or if you advise, I can share with them as well).

Thank you to folks who provided feedback and quotes for this release. And thank you to CPE for reviewing as well. If there are any follow up questions from press or others I will share them accordingly.

Looking forward to working with you all,  
Dominick

**Dominick Recckio**  
*Communications Director*  
Tompkins County Administration  
125 E. Court St  
Ithaca, NY 14850  
Cell: 315-730-1189  
[drecckio@tompkins-co.org](mailto:drecckio@tompkins-co.org)  
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*Inclusion Through  
Diversity*

*"Promoting excellence in County operations while respecting the needs of the people we serve."*

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### **FOR IMMEDIATE RELEASE**

## **Tompkins County and City of Ithaca Announce Public Safety Reform Collaboration**

(Ithaca, N.Y., 9/16/2020) - Tompkins County and the City of Ithaca are announcing a collaborative approach to public safety reform and reinvention. The collaboration will bring together County and City leadership and their respective public safety departments, including the Tompkins County Sheriff's Office and the City of Ithaca Police Department. **The County and City will be working with the Center for Policing Equity, a national organization that partners with police departments on data-driven interventions.** The group also will engage other Tompkins County municipalities with public safety departments throughout the process.

All municipalities with police departments in New York State must adopt a plan for police reform and reinvention by April 1, 2021, per an executive order. Guidance shared with municipalities can be found on the [governor's website](#). The guidance includes that municipalities must address policing functions, standards, and strategies; fostering community-oriented leadership, culture, and accountability; and recruiting and supporting excellent and diverse personnel.

When assessing the process for developing plans, County and City conversations focused on how an approach involving both organizations could be more engaging and lead to consistencies across jurisdictions. Throughout the process there will be various opportunities for the community to engage in conversations and share perspectives.

Leslyn McBean-Clairborne, Chairwoman of the Tompkins County Legislature stated, "This collaboration will allow us to come to a more equitable and consistent public safety system throughout our community. With the Sheriff's office and IPD being our two largest local police forces, we'll be able to make real inroads addressing tensions between the community and police. Immense tragedies have impacted the entire country, and this is an opportunity to listen, reflect, and act toward equity in policing and real systemic change."

City of Ithaca Mayor Svante Myrick remarked, "This is not a new crisis. The national attention on police killings of unarmed black people and the global movements that we're seeing are demanding that governments and police departments take serious action for change, and we're rising to that challenge in Ithaca and Tompkins County. Having a collaborative approach and engaging with the Center for Policing Equity will give us more tools to build on work done to date and respond thoroughly to community input."

The County, City, and Center for Policing Equity hosted a remote meet-and-greet for their teams on August 27 and will meet regularly in working groups and engage members of the community and other municipalities and their public safety departments throughout the process. The County and City teams include employees as well as community members.

Ithaca City Police Chief Dennis Naylor stated, "Engaging with the community is critical for effective and equitable policing. I'm looking forward to this process giving our teams the opportunity to listen to community members and use data to make the changes needed so we can best protect and serve everyone. It's our goal to build stronger and safer communities, and by working collaboratively we can make a difference together."



Tompkins County Sheriff Derek Osborne stated, “It’s our goal to build trust so we can best serve our community. Taking a data-driven approach will allow us to take a look at the work our departments have done to date and at what more we can do to be more equitable. At the end of the day we want to make sure people in Tompkins County are safe, and we’re open to making changes to ensure that equitable practices are applied in our work.”

County Legislator Rich John, who chairs the Public Safety Committee, added, “Our community has put so much effort toward a more compassionate system of justice — we’ve reduced our jail population consistently over time and worked hard to find alternatives to incarceration. This unique collaboration will help us to build on that work and to find new ways to make continuous improvements in policing and public safety.”

Both Tompkins County and the City of Ithaca have web pages where information on the collaborative will be shared throughout the process, along with details on how community members can participate and provide feedback.

The City of Ithaca’s reinventing public safety web page can be found [here](#).

Tompkins County’s police reform collaborative web page can be found [here](#).

**-end-**

**About Center for Policing Equity:** As a research and action organization, Center for Policing Equity produces analyses identifying and reducing the causes of racial disparities in law enforcement. Using evidence-based approaches to social justice, we use data to create levers for social, cultural and policy change. Center for Policing Equity also holds a 501(c)3 status.

## Lisa Holmes

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**From:** Deanna Carrithers  
**Sent:** Wednesday, November 18, 2020 6:19 PM  
**To:** Richard John; Jason Molino; Lisa Holmes; Amie Hendrix; Dominick Recckio; mayormyrick@cityofithaca.org; dcogan@cityofithaca.org; Robert Kenter; Josh Young; asherman@cityofithaca.org; dnguyen@cityofithaca.org  
**Cc:** Tracie Keesee; Schelley Michell-Nunn  
**Subject:** Leadership Team Meeting Notes and Next Steps  
**Attachments:** Meeting Notes - Reimagining Public Safety Leadership Team Meeting 11.16.2020 .docx

Greetings –

Thank you for a productive meeting on Monday afternoon! Please find the attached meeting notes from our discussion. Also, the next two Leadership Team meetings have been scheduled for December 3 and 17 and calendar notices have been sent to the group.

Please contact Schelley, Tracie or myself if you have any questions otherwise, we encourage you to continue to engage residents around the conversation of reimagining public safety. Thank you!

Deanna Carrithers  
Chief Equity and Diversity Officer  
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**Meeting Notes**  
**Reimagining Public Safety Project**

Leadership Team Meeting

Date: November 16, 2020

Time: 3p - 4

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**Attendees:** Mayor Svante Myrick, Ducson Nguyen, Dan Cogan, Schelley Michell-Nunn, Dr. Tracie Keese Dr. Rob Kenter, Josh Young, Rich John, Jason Molino, Lisa Holmes, Amie Hendrix, Dominick Recckio, and Deanna Carrithers

**Meeting Purpose:** To gather leadership within the City of Ithaca, Tompkins County and Center for Policing and Equity to discuss project updates, next steps, project management and strategic ideas for moving the process forward. Below are items discussed:

- A. Welcome/Introductions** – Deanna welcomed City, County and CPE leaders to the meeting and thanked the leadership team for their time, dedication, and energy throughout the process. She also welcomed Rich John to the group and indicated that his leadership is appreciated and welcomed as the Chair of the Public Safety Committee for the Tompkins County Legislature. Rich thanked Deanna for the welcome and indicated that he looked forward to getting to work.
- B. Project Plan Update**
- a. *Work Group Deliverables Update* – Deanna indicated that an updated attachment of the working group document was sent to the group. The document was updated to include deliverables from each working group. She indicated that this update was in response to the request for additional information regarding the expectations pertaining to the outcomes from each group. She also stated that the document would continue to be updated but would serve as a reference document in the event there are additional questions.
  - b. *Process for Approval of the Draft Proposal* – Tracie asked leadership about the process expectations for submitting the report. Jason responded that Executive Order 203 requires each municipality with the law enforcement to submit a plan. Based upon that requirement, the City of Ithaca Common Council and the Tompkins County Legislature would have to hold separate public hearings and approve the plan. Jason also suggested that special meetings should be scheduled by both municipalities to provide as much time as needed to receive input and finalize the plan.
  - c. *Ownership of the Final Proposal, Joint? County?* – Because Executive Order 203 requires each municipality with a law enforcement department to submit

a plan, the final proposal would be a collaborative effort but would be submitted separately.

- d. *Transition* – Tracie encouraged City/County leaders to begin identifying the implementation team to move this process to the next step. Tracie indicated that this would be an ongoing discussion that would require thoughtful consideration; however, City/County leaders should begin planning for the next phase of the process which may or may not include a timeline.

**B. Shared Data Protocol Update** – Deanna indicated that the document continues to be updated and edited to achieve process goals of maintaining integrity and confidentiality within the process. Deanna indicated that she met with Tompkins County IT staff to clarify language in addition to the Sheriff's department staff to capture data that may not be held in a centralized system. She indicated that both the City and County attorneys had been engaged in the discussion and she would be setting up a time for both to meet and finalize the document. Once the protocol is approved, then non-disclosure agreements can be signed, and data can be shared as approved within the process.

**C. Community/Communications Update** – Deanna encouraged members of the leadership group to identify ways to engage those within their both professional and personal networks to participate in the process. Specifically, Deanna encouraged leaders to vigorously promote current efforts to encourage voices that have been disengaged to engage in the process. She reiterated the various forms in which residents can participate and encouraged leaders to do the same.

- a. *Community Voices Update* – Dominick shared updates from the previous Community Voices forums and indicated that is a challenge with the current format but wanted to design a process. As a part of this discussion, there was also discussion around how to expand efforts including forums in the community in a visual form, possible canvassing, increased social media, or other efforts. In addition, it was stated that there was a lot of activity around the work being done and we need to communicate more of the activities in response to community questions. As a possible idea, it was stated that we could consider modifying Community Voices to include a two-way dialogue with a process update at the beginning or potentially find another time for question and answer sessions with the community.
- b. *Focus Groups and Interviews Update* – As a part of the ongoing discussion, Schelley indicated that 18 focus groups had been scheduled. She indicated that individual interviews would be scheduled after the focus groups to continue to engage the most underrepresented populations.

## Lisa Holmes

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**From:** Deanna Carrithers  
**Sent:** Friday, April 30, 2021 7:46 AM  
**To:** Tracie Keesee  
**Cc:** Jason Molino; Svante Myrick; Schelley Michell-Nunn; Dominick Recckio; Josh Young  
**Subject:** Tompkins County-City of Ithaca Support for Implementation Request  
**Attachments:** Tompkins County-City of Ithaca RPS Implementation Request.pdf

Dr. Keesee,

On behalf of Tompkins County and the City of Ithaca, please find the attached request for support for the implementation of the Reimagining Public Safety recommendations.

Please let us know if you have any questions. Thank you for all of your support!

Deanna Carrithers  
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**Memo**

From: Jason Molino, County Administrator, Tompkins County and Svante Myrick, Mayor, City of Ithaca

To: Tracie Keesee, Ph.D., Center for Policing Equity

Date: April 30, 2021

RE: Request for Reimagining Public Safety Implementation Support

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Since July 2020, Center for Policing Equity has served as an advisor to Tompkins County and the City of Ithaca for the Reimagining Public Safety project to respond to the requirements of Executive Order 203. Tompkins County and the City of Ithaca have adopted collaborative recommendations and request assistance from the Center for Policing Equity to support the implementation of recommendations.

To move forward, County and City leadership request assistance from CPE on the following:

- Provide content expertise for the establishment of the Community Justice Center including review of position descriptions and operational plan
- Support community engagement efforts for the implementation of recommendations to ensure minoritized voices are centered based upon the focus of Executive Order 203
- Serve as project managers for the City of Ithaca Taskforce for the Redesign of the Police Department
- Serve as a participant on the search committee for the Chief of Police and/or Division Leader positions for the City of Ithaca
- Serve as a process liaison between the City of Ithaca and Tompkins County for implementation of recommendations
- Support the development of an implementation timeline including prioritization of the plan recommendations
- Provide content expertise related to law enforcement and the public safety system
- Provide information related to national trends and best practices related to the public safety system
- Provide content expertise to support the development of an alternative response model that centers equity in the delivery of services.

With approval of this request, the non-disclosure agreement between the City of Ithaca, Tompkins County and Center for Policing Equity would continue in addition to the Shared Data Agreement.