

APPENDIX D

**CONVENING AND LEADERSHIP
MEETING PHASE
RESOURCES**

APPENDIX D

LIST OF HOSTS, PARTNERS, AND ANCHOR ORGANIZATIONS

49 Strong, First Central Baptist Church
500 Men Making a Difference
Ali Forney Center
Arab American Association of New York
Atlas DIY
Bethel A.M.E. Church, Far Rockaway
Bronx Clergy Criminal Justice Roundtable
Bronx Fathers Taking Action
BronxConnect
Brooklyn Community Services
Brooklyn Defenders
Broome Street Academy
Brotherhood-Sister Sol
Brownsville Community Justice Center
Cardinal Hayes High School
Cardinal Spellman High School
Center for Court Innovation
Center for NuLeadership
Central Family Life Center
Chhaya CDC
Citizen's Union
Communities United for Police Reforms
Community Education Council 6
Community Voices Heard
Covenant House
Desis Rising Up and Moving (D.R.U.M.)
Dominican Officers' Society
East Flatbush Village, Inc.
East Side House Settlement
El Puente
Esperanza NY, Inc.
Exodus Transitional Community
Exponents
Families United for Racial and Economic Equality (FUREE)
FIERCE NYC
First Corinthian Baptist Church
Fortune Society
Gangsta's Making Astronomical Community Changes, Inc. (GMACC)

APPENDIX D

George Walker Coalition
Getting Out, Staying Out (GOSO)
Good Old Lower East Side (GOLES)
Hammel Houses Tenant Association
High School for Law Enforcement and Public Safety
InterVarsity Christian Fellowship, John Jay College
Justice Committee
LatinoJustice
Law Enforcement High School
Lead By Example & Reverse the Trend
Legal Aid Society
Life Camp, Inc.
Make the Road NY
Malcolm X Grassroots Movement
Man Up, Inc.
Mayor's Clergy Advisory Council
Mayor's Office of Community Affairs
Mayor's Office of Criminal Justice
Micah Group, Interfaith Center of NY
Morris Justice Project
NAACP-LDF
NACOLE
National Police Accountability Project
New York Center for Interpersonal Development (NYCID)
Northern Manhattan Coalition for Immigrant Rights (NMCIR)
NYCHA Citywide Council of Presidents
NYCHA Resident Engagement
NYCHA Richmond Terrace Houses
NYCHA Seth Low Houses
NYCHA Tilden Houses
NYCHA West Brighton Houses
Open Society Foundations
Osborne Association
Perfect Peace Ministry Outreach, Inc.
Picture the Homeless
Police Athletic League of East New York
Police Athletic League of Jamaica
Police Athletic League of Washington Heights
Police Reform Organizing Project
President's 21st Century Task Force on Policing

APPENDIX D

Queens Neighborhood United
Red Hook Community Justice Center
Red Hook Initiative
Rockaway Youth Task Force
Safe Horizon
Save Our Streets South Bronx (S.O.S)
Sheltering Arms - Rock Safe Streets
Sheltering Arms - Safe Space
Sikh Coalition
St. Paul Community Baptist Church
Streetwise and Safe
The Anti-Violence Project
Theatre for the Oppressed
Theatre of the Oppressed NYC
Trinity Wall Street
True 2 Life - Cure Violence
University Settlement
Urban Youth Collective
Vera Institute of Justice
VOCAL-NY
Wilson and East River Tenant Association
Yankasa Mosque
Youth Represent

APPENDIX D**CHRONOLOGY OF MEETINGS**

The Joint Remedial Process team has conducted in excess of 400 meetings with key stakeholders in the *Floyd v. City of New York Remedies Opinion* between the inception of the project in November 2014 and its completion at the end of April 2018. Major meetings in the convening and steering of the JRP are listed below:

RELATIONSHIP BUILDING CONVENINGS

April 20, 2015:	Meeting with Black, Latino and Asian Caucus, New York, NY
April 20, 2015:	Meeting with Lafayette Gardens Resident Association, New York, NY
April 21, 2015:	Meeting with Legal Aid Society, New York, NY
April 23, 2015:	Meeting with Youth Represent, New York, NY
April 24, 2015:	Meeting with Good Old Lower East Side, New York, NY
May 4, 2015:	Meeting with Queens Borough President, New York, NY
May 7, 2015:	Meeting with 500 Men Making a Difference, New York, NY
May 7, 2015:	Meeting with Citizens Crime Commission, New York, NY
May 11, 2015:	Meeting with Legal Aid Society Law Reform Unit, New York, NY
May 11, 2015:	Meeting with City University of New York, NY
May 12, 2015:	Conference call with Fathers Taking Action Group, New York, NY
May 14, 2015:	Meeting with Communities United for Police Reform, New York, NY
May 19, 2015:	Meeting with New York City Housing Authority, New York, NY
May 20, 2015:	Meeting with Man Up! Inc, New York, NY
May 21, 2015:	Meeting with Osborne Association, New York, NY
May 21, 2015:	Meeting with St. Paul's Community Baptist Church, New York, NY
May 26, 2015:	Meeting with Fortune Society, New York, NY
May 27, 2015:	Meeting with Allen AME Church, New York, NY
May 29, 2015:	Meeting with Bronx Defenders, New York, NY
May 29, 2015:	Meeting with Save Our Streets, New York, NY
June 1, 2015:	Meeting with Community Voices Heard, New York NY
June 10, 2015:	Meeting with Bronx Clergy Criminal Justice Task Force, New York, NY
June 24, 2015:	Meeting with NYPD Office of the Inspector General, New York, NY
June 26, 2015:	Meeting with Getting Out, Staying Out, New York, NY
July 6, 2015:	Meeting with Interfaith Center of New York, New York, NY
July 7, 2015:	Meeting with the NYPD Hispanic Society, New York, NY
July 9, 2015:	Meeting with Office of Congressman ???
July 10, 2015:	Meeting with Queens Defenders, New York, NY
July 14, 2015:	Meeting with Esperanza NY, New York, NY
July 17, 2015:	Meeting with BronxConnect, New York, NY

APPENDIX D

July 17, 2015: Meeting with NYCHA Counsel, New York, NY
July 20, 2015: Meeting with Safe Horizon, New York, NY
July 21, 2015: Meeting with Brooklyn Defender Services, New York, NY
July 21, 2015: Meeting with Exponents, New York, NY
July 23, 2015: Meeting with Micah Institute, New York, NY
July 24, 2015: Meeting with George Walker Park Coalition
July 27, 2015: Meeting with Intervarsity Fellowship, New York, NY
July 31, 2015: Meeting with Brownsville Community Justice Center, New York, NY
August 13, 2015: Meeting with DRUM, New York, NY
August 19, 2015: Meeting with NYCHA Citywide Council of Presidents
August 19, 2015: Meeting with The Door, New York, NY
August 20, 2015: Meeting with Arab American Association, New York, NY
September 14, 2015: Meeting with Mayor's Office of Community Affairs, New York, NY
September 14, 2015: Meeting with Police Athletic League, New York, NY
September 15, 2015: Meeting with Theatre of the Oppressed, New York, NY
September 16, 2015: Meeting with Committee on Public Safety, New York, NY
September 16, 2015: Meeting with City Council Committee on Community Affairs, NY, NY
September 22, 2015: Meeting with Brotherhood-Sister Sol, New York, NY
September 22, 2015: Meeting with Covenant House, New York, NY
September 23, 2015: Meeting with NYCHA Community Affairs, New York, NY
September 29, 2015: Meeting with Inner City Scholarship Fund, New York, NY
October 15, 2015: Meeting with the Anti-Violence Project, New York, NY
November 4, 2015: Meeting with Legal Aid Society, New York, NY
November 19, 2015: Meeting with Office of City Councilman Ruben Wills
December 2, 2015: Meeting with Clergy Council ????
January 15, 2016: Meeting with First Corinthian Baptist Church, New York, NY
February 11, 2016: Meeting with Crown Heights Youth Collective, New York, NY
February 24, 2016: Meeting with Life Camp, Inc., New York, NY
February 25, 2016: Meeting with Misunderstood Youth Development Center, New York, NY
March 7, 2016: Meeting with All Stars Project, Inc., New York, NY
March 7, 2016: Meeting with Mayor's Office of Criminal Justice, New York, NY
April 5, 2016: Meeting with Clergy United for Community Empowerment, NY, NY
April 8, 2016: Meeting with the Divided Communities Project, New York, NY
April 14, 2016: Meeting with NY Center for Interpersonal Development, New York, NY
May 9, 2016: Meeting with NYCHA CEO, New York, NY
May 10, 2016: Meeting with Manhattan Borough President, New York, NY
May 10, 2016: Meeting with Brooklyn President, New York, NY
June 2, 2016: Meeting with the Office of City Councilman Rory Lancman, NY, NY
July 1, 2016: Meeting with the Office of Congressman Gregory Meeks, New York, NY
July 6, 2016: Meeting with 21st Century Task Force on Policing, Washington, DC

APPENDIX D

August 17, 2016: Meeting with Civilian Complaint Review Board, New York, NY
 August 29, 2016: Conference call with NYPD Guardians Association, New York, NY
 August 29, 2016: Conference call with the People's Law Office, Chicago, IL
 September 9, 2016: Conference call with Police Executive Research Forum, Washington, DC
 September 9, 2016: Conference call with Red Hook Initiative, New York, NY
 September 12, 2016: Conference call with East Flatbush Village, Inc., New York, NY
 September 16, 2016: Conference call with NYC Department of Health and Mental Hygiene, NY
 October 4, 2016: Meeting with Lead By Example and Reverse the Trend, New York, NY
 October 4, 2016: Meeting with Perfect Peace Ministry, New York, NY
 October 20, 2016: Meeting with Community Education Council 6, New York, NY
 October 27, 2016: Conference call with Vera Institute of Justice, New York, NY
 October 28, 2016: Meeting with PAL Washington Heights, New York, NY
 June 2, 2017: Conference call with Sullivan ADA Consulting, New York, NY
 August 22, 2017: Meeting with Congressman Hakeem Jeffries, New York, NY

ADVISORY COMMITTEE MEETINGS

September 28, 2015: Meeting at JAMS, New York, NY
 October 29, 2015: Meeting at JAMS, New York, NY
 February 23, 2016: Meeting at JAMS, New York, NY
 April 11, 2016: Meeting at JAMS, New York, NY
 September 26, 2016: Meeting at JAMS, New York, NY
 January 30, 2017: Meeting at JAMS, New York, NY
 May 15, 2017: Meeting at Communities United for Police Reform, New York, NY

COMMUNITY FORUM DEVELOPMENT MEETINGS

February 10, 2016: Community Forum Planning Meeting, JAMS, New York, NY
 April 25, 2016: Community Forum Planning Committee, New York, NY
 June 7, 2016: Community Forum Planning Committee, New York, NY
 June 27, 2016: Community Forum Planning Committee, New York, NY
 September 26, 2016: Community Forum Planning Committee, New York, NY
 July 19, 2016: Community Forum Video Development Meeting, New York, NY
 July 25, 2016: Community Forum Video Development Meeting, New York, NY
 August 1, 2016: Community Forum Video Development Meeting, New York, NY
 October 14, 2016: Community Forum Facilitator Information Session, New York, NY
 October 21, 2016: Community Forum Facilitator Information Session, New York, NY
 December 21, 2016: Community Forum Facilitator Debriefing Session, New York, NY

PLAINTIFF'S COUNSEL MEETINGS

APPENDIX D

June 22, 2015: Meeting at JAMS, New York, NY
 June 22, 2015: Meeting at JAMS, New York, NY
 July 17, 2015: Meeting at JAMS, New York, NY
 July 22, 2015: Meeting at JAMS, New York, NY
 July 27, 2015: Meeting at JAMS, New York, NY
 August 27, 2015: Meeting at JAMS, New York, NY
 September 21, 2015: Meeting at JAMS, New York, NY
 September 22, 2015: Meeting at JAMS, New York, NY
 October 6, 2015: Meeting at JAMS, New York, NY
 October 20, 2015: Meeting at JAMS, New York, NY
 November 9, 2015: Meeting at JAMS, New York, NY
 November 10, 2015: Meeting at JAMS, New York, NY
 November 20, 2015: Meeting at JAMS, New York, NY
 January 7, 2016: Meeting at JAMS, New York, NY
 January 13, 2016: Meeting at JAMS, New York, NY
 February 11, 2016: Meeting at JAMS, New York, NY
 February 11, 2016: Meeting at JAMS, New York, NY
 March 24, 2016: Meeting at JAMS, New York, NY
 June 8, 2016: Meeting at JAMS, New York, NY
 September 15, 2016: Meeting at JAMS, New York, NY
 April 24, 2015: Meeting at JAMS, New York, NY
 January 30, 2017: Meeting at JAMS, New York, NY
 January 30, 2017: Meeting at JAMS, New York, NY
 February 8, 2017: Meeting at JAMS, New York, NY
 November 13, 2017: Meeting at JAMS, New York, NY

JRP ALL-PARTIES MEETINGS

March, 24, 2016: Meeting at JAMS, New York, NY
 April 19, 2016: Meeting at JAMS, New York, NY
 June 8, 2016: Meeting at JAMS, New York, NY
 July 12, 2016: Meeting at JAMS, New York, NY
 August 18, 2016: Meeting at JAMS, New York, NY
 September 15, 2016: Meeting at JAMS, New York, NY
 January 6, 2017: Meeting at JAMS, New York, NY
 May 15, 2017: Meeting at JAMS, New York, NY
 June 27, 2017: Meeting at JAMS, New York, NY___

CITY DEPARTMENT MEETINGS

APPENDIX D

_____ May 27, 2015: Meeting at 1 Police Plaza, New York, NY
 June 5, 2015: Meeting at 1 Police Plaza, New York, NY
 June 24, 2015: Meeting at 1 Police Plaza, New York, NY
 June 25, 2015: Meeting at 1 Police Plaza, New York, NY
 August 7, 2015: Meeting at 1 Police Plaza, New York, NY
 September 16, 2015: Meeting at 1 Police Plaza, New York, NY
 September 28, 2015: Meeting at 1 Police Plaza, New York, NY
 November 9, 2015: Meeting at 1 Police Plaza, New York, NY
 November 19, 2015: Meeting at 1 Police Plaza, New York, NY
 December 11, 2015: Meeting at 1 Police Plaza, New York, NY
 January 22, 2016: Meeting at 1 Police Plaza, New York, NY
 February 11, 2016: Meeting at NYC Law Department, New York, NY
 April 6, 2016: Meeting at 1 Police Plaza, New York, NY
 April 11, 2016: Meeting at 1 Police Plaza, New York, NY
 May 10, 2016: Meeting at 1 Police Plaza, New York, NY
 July 14, 2016: Meeting at NYC Law Department, New York, NY
 July 19, 2016: Meeting at NYC Law Department, New York, NY
 August 17, 2016: Meeting at NYC Law Department, New York, NY
 September 12, 2016: Meeting at 1 Police Plaza, New York, NY
 September 30, 2016: Meeting at 1 Police Plaza, New York, NY
 October 25, 2016: Meeting at 1 Police Plaza, New York, NY
 February 27, 2017: Meeting at NYC Law Department, New York, NY
 March 10, 2017: Meeting at JAMS, New York, NY
 March 15, 2017: Meeting at 1 Police Plaza, New York, NY
 March 15, 2017: Meeting at JAMS, New York, NY
 March 20, 2017: Meeting at JAMS, New York, NY
 March 27, 2017: Meeting at 1 Police Plaza, New York, NY
 July 24, 2017: Meeting at 1 Police Plaza, New York, NY
 November 6, 2017: Meeting at NYC Law Department, New York, NY
 November 15, 2017: Meeting at 1 Police Plaza, New York, NY
 February 27, 2017: Meeting at 1 Police Plaza, New York, NY

FEDERAL MONITOR'S MEETINGS

April 29, 2015: Meeting at Arnold Porter, New York, NY
 June 2, 2015: Meeting at Arnold Porter, New York, NY
 July 8, 2015: Meeting at Arnold Porter, New York, NY
 July 27, 2015: Meeting at JAMS, New York, NY
 August 5, 2015: Meeting at Arnold Porter, New York, NY
 October 7, 2015: Meeting at Arnold Porter, New York, NY

APPENDIX D

November 23, 2015: Meeting at JAMS, New York, NY
 May 9, 2016: Meeting at Arnold Porter, New York, NY
 June 9, 2016: Meeting at Arnold Porter, New York, NY
 July 11, 2016: Meeting at JAMS, New York, NY
 July 12, 2016: Meeting at JAMS, New York, NY
 September 14, 2016: Meeting at Arnold Porter, New York, NY
 October 19, 2016: Meeting at Arnold Porter, New York, NY
 November 16, 2016: Meeting at Arnold Porter, New York, NY
 December 14, 2016: Meeting at Arnold Porter, New York, NY
 January 19, 2017: Meeting at Arnold Porter, New York, NY
 February 15, 2017: Meeting at Arnold Porter, New York, NY
 March 22, 2017: Meeting at APKS, New York, NY
 March 29, 2017: Meeting at APKS, New York, NY
 April 20, 2017: Meeting at APKS, New York, NY
 May 25, 2017: Meeting at APKS, New York, NY
 June 22, 2017: Meeting at APKS, New York, NY
 September 6, 2017: Meeting at APKS, New York, NY

JRP OBSERVATIONS

May 7, 2015: Presentation at John Jay College of Criminal Justice, New York, NY
 April 28, 2015: NYPD Precinct Community Council Meeting, New York, NY
 April 30, 2015: All In Executive Conference at Police Academy, New York, NY
 June 5, 2015: NYPD CompStat Meeting, New York, NY
 June 8, 2015: NYPD Community Forum, New York, NY
 June 11, 2015: Focus Group at the Citizens Crime Commission, New York, NY
 June 13, 2015: 500 Men Making a Difference and Cure the Violence Forum, NY, NY
 June 24, 2015: NYPD Precinct Community Council Meeting, New York, NY
 June 29, 2015: NYPD Queens Community Crime Forum, New York, NY
 August 13, 2015: NYPD CompStat Meeting, New York, NY
 October 1, 2015: Citizens Crime Commission Meeting, New York, NY
 October 6, 2015: Tour of Covenant House, New York, NY
 November 5, 2015: Presentation at John Jay College of Criminal Justice, New York, NY
 December 6, 2016: NYPD Commissioner's Luncheon, New York, NY
 February 22, 2017: Monitor's Police Focus Groups at APKS, New York, NY
 February 23, 2017: Monitor's Police Focus Groups at APKS, New York, NY

NEW YORK CITY STOP & FRISK JOINT REMEDIAL PROCESS

IMMEDIATE REFORM MEASURES UNDER THE FEDERAL MONITOR

The following document includes a comprehensive summary of the current reform measures under the Immediate Reform Process.

POLICIES

New Policies

1. Revision of written policy on stop and frisk. (Patrol Guide Section 212-11).
 - a. The policy now clearly states:
 - What constitutes a stop
 - When a stop may be conducted
 - When a frisk may be conducted
 - When a search may be conducted.
 - b. The Patrol Guide also provides officers with guidance on encounters with civilians that are less intrusive than a stop.
 - c. Officers must document stops, frisks and searches.
 - d. Supervisors must review the constitutionality of the stop not just whether paperwork was filled out.
2. Revision of NYPD **policy prohibiting racial profiling** and other profiling. (Patrol Guide Section 203-25).
 - a. The policy states that police stops, frisks, arrests or other law enforcement actions may not be motivated by race, ethnicity or national origin of an individual, except in cases where race or ethnicity is part of a reliable and specific suspect description.
3. New **policy on interior patrol (sometimes called “vertical patrols”) of NYCHA buildings.** (Patrol Guide Section 212-60.)
 - a. An officer cannot stop and detain a person just because he or she is in a NYCHA building, or went into or came out of a NYCHA building.
 - b. Except for ordinary pleasantries, an officer cannot approach a person in public housing to ask him or her questions without an objective, credible reason to do so.
4. New **policy for interior patrol of buildings enrolled in the Trespass Affidavit Program (TAP).** These are private apartment buildings where the owners have authorized the Department to patrol in and around their buildings. (Patrol Guide Section 212-59.)
 - a. The Patrol Guide makes clear that just because a building is enrolled in the Trespass Affidavit Program, officers still need reasonable suspicion before they can make a stop.
 - b. Except for ordinary pleasantries, an officer may not approach a person to ask questions just because that person is in a TAP building. The officer must have a reason to approach that person.
5. After making a stop, an NYPD officer has to complete a **new stop report form**
 - New narrative sections require officer to give reasons for the stop in his or her own words
 - Requires separate explanation of frisk and, if conducted, search

- If the person is stopped but not arrested, the officer must offer the person an explanation and other information.
6. If an officer is making an arrest for trespass in either a NYCHA or TAP building, the officer must document that the person arrested was not a resident, a visitor or had business in the building.

TRAINING

Training is conducted for both NYPD new recruits and in-service officers. The new training material, described below, was developed by the NYPD in conjunction with the Monitor, the plaintiffs, and with input from other stakeholders. These materials are continuously undergoing revisions as new policies are approved, and in response to review by the Monitor's team. Most of what is described below has been officially approved by the court and/or the Monitor and are published on the Monitor's website.*

New Training of Recruits

7. There is a new training course for recruits at the Police Academy on stop and frisk.
8. There is new training for recruits at the Police Academy on racial profiling.
9. There is new training for recruits at the Police Academy on interior patrols of NYCHA and TAP building.

Training Conducted at the Commands (Precincts)

10. After the NYPD published its **new stop and frisk policy (P.G. 212-11)**, the Department **developed five short videos that it played at roll call in every precinct.**
 - Introduction to new stop and frisk policy
 - Level 1 – Requests for Information
 - Level 2 – Common Law Right of Inquiry
 - Level 3 – *Terry* Stop
 - Documentation and Supervision

These have been approved by the Monitor and are available on the Monitor's website.

11. The NYPD is **developing short training videos** to play at roll call in the precincts on the new policy on interior patrols in TAP buildings
12. The NYPD is **developing short training videos** to play at roll call in the precincts on the new policy on interior patrols in NYCHA buildings

Training for Current Officers Conducted at the Academy

13. Substantial **new training on stop and frisk and trespass enforcement is being developed for almost all members of the service.** The training will include, among other things:
- The use of realistic scenarios, videos of encounters and other methods that go beyond lectures;
 - Training for supervisors on their responsibilities to review and evaluate the conduct of their officers;
 - Training on “Procedural Justice.” This is a phrase used to describe the necessity of treating civilians with respect, listening to them, and explaining the officer’s actions.
 - Training on “Implicit Bias.” This is the concept that, because everyone lives in a particular environment (neighborhood, family, friends, etc.), everyone has biases that he or she might not even be aware of. The point of the training is to make officers more aware of what those biases are so that they do not interfere with the officers’ law enforcement functions.
14. Training is being developed for officers who are about to be promoted to sergeant, lieutenant and captain. This new training will include, among other things, training on new supervisory responsibilities.

Specialized Training

15. The NYPD developed **new training for Field Training Officers.** These are veteran officers who mentor and coach new officers who just graduated from the Police Academy.
16. New training is being developed for new plainclothes officers.

SUPERVISION

Supervision has been described above in the paragraphs on the stop and frisk policy and the new stop report form. But, to repeat:

17. The NYPD made changes in its policies and procedures for supervision and review of stops, including stops in TAP buildings and stops in/around NYCHA residences, and review of trespass arrests in NYCHA buildings.
- Supervisors must review the legality of stops, frisks and trespass arrests after conferring with the officer who took the action and reviewing the paperwork.
 - Supervisor must take corrective action when appropriate. This action could range from an informal conversation to a recommendation for formal discipline.

PERFORMANCE GOALS, OBJECTIVES AND EVALUATIONS

18. Work is under way to change how the Department evaluates the performance of officers, so that it is not just counting the number of enforcement actions, such as stops, arrests and summons.

BODY WORN CAMERAS

19. The Monitor is responsible for overseeing a one-year pilot program in which body-worn cameras will be used by about 1000 police officers. There will be an assessment of the effectiveness of body-worn cameras in reducing unconstitutional stops and frisks. At the end of the one-year pilot, it will be determined whether (in the words of the court) “the benefits of the cameras outweigh their financial, administrative, and other costs.”

AUDITING

20. Working with the Monitor and the parties, the NYPD has already changed the way it audits stops, frisks and searches. It is working on ways to change the way it audits trespass enforcement. When those changes are finalized, they will be submitted to the Monitor and the court for approval.
21. The Department is considering what in the police field is called an Early Identification System (EIS) to support supervision and management of NYPD officers and supervisors. This is a way to analyze information relating to behavior that might put the Department or its officers at risk. Police Departments use EIS to identify at-risk employees and patterns of at-risk behaviors so that they can be addressed and corrected before more serious misconduct occurs; they are not used for discipline.

COMPLAINT INVESTIGATIONS/DISCIPLINE

22. The Department is tracking and investigating complaints related to racial profiling. The guidelines for these investigations and training for the investigators will be finalized and submitted to the Monitor and the court for approval.
23. The NYPD must change its procedures for handling citizen complaints involving stops, frisks, searches and trespass arrests when the CCRB has found the allegations to be more likely true than not. The NYPD must not automatically count the word of the officer as more significant than the word of the person complaining. The Department must give greater deference to the investigative findings of the CCRB than had been given in the past.

***Additional information on the Monitorship and the Immediate Remedial Measures, as well as the Joint Remedial Process, may be found online at the Monitor’s website at <http://nypdmonitor.org/>**

**New York City Stop & Frisk
Joint Remedial Process
Leadership Discussion Themes**

Topics	✓
Community Centered Reforms	
Community Input in Performance Evaluations	
Community Boards and Precinct Performance	
Documentation of and Community Experiences with Level 1 and 2 Street Encounters	
Submission of Community Comments Post Stop	
Community Input in Performance Evaluations, Supervision and Monitoring of Officers	
Community Meetings and NYPD	
Community Input for Precincts, Regular Surveys	
Consent for Searches	
Freedom to Leave, Freedom to Walk Away	
Reforms Centered Around Training	
Trainings in the Status of the Law, De-escalation, Empathy and Mediation	
Training on Searches	
Specialized Trainings on Sexual Orientation and Gender Identity, and Searches	
Specialized Trainings on Individuals with Mental Illness	
Training on Cultural Sensitivity	
Trainings on Crisis Intervention, Anger Management, and Verbal Encounters	
Reforms Centered Around Discipline/Accountability	
Discipline and Accountability	
Discipline Matrix	

Officer History and Discipline Penalty	
Early Intervention System and Triggers, and Repeat Complaints	
Body Camera Footage and Supervision	
Accountability for Supervisors when Officers Misbehave	
NYPD Coordination of Disciplinary Penalties	
Discipline, Lack of Accountability for Officers	
Officer Accountability/Discipline/Supervision	
CCRB and NYPD	
Civilian Oversight Agencies and Police Departments	
Ending NYPD Commissioner's Exclusive Disciplinary Authority	
Updates, Communications and Disclosure of Disciplinary Penalty from NYPD Post Complaint, and Personalized Letter from Officer's Supervisor	
Presence of Complainants during Disciplinary Hearings	
Communications with New Yorkers when NYPD disciplines its officers	
Inter-Department Coordination Regarding Discipline	
Reforms Centered Around Supervision	
Supervision and Consideration of Repeat Complaints	
Officer Supervision and Personnel History	
Supervision and Performance Evaluation, Review of Stop Legality, Feedback Regarding Stops	
Independent Analysis and Supervision of Officers	
Officer Supervision, Monitoring and Evaluation	
Supervision and Ensuring Constitutional Policing	
Random and Independent Evaluation of Officers	
Active Interventions by Supervisors	
Performance Evaluations and Inclusion of Qualitative Interactions	

General Police Reform Ideas/Themes	
Collateral Consequences of Stops	
Collateral Consequences of Unlawful Summonses and Arrests	
Receipts	
Provision of Information During Stops	
Self-Identification of Officers	
National Best Practices for Cultural Change for Departments	
Coordination and Execution of “Instructions” for Officers	
Tracking and Addressing Racial Profiling Complaints / Anti-Bias	
Impact of and Assessment of IRP Reforms Ordered	
Undercounting of stops	
Precincts and Complaint Intake Mechanisms	
NYPD and Social Services	
De-escalation	
Stops and Sexual Harassment, Assaults, and Reporting of incidents	
Stops and Warrant Checks	
Substantial Compliance in Court-Ordered Reform Processes	
Communication to DAO post giving instructions	
Referrals to Social Services	
Reforms Centered Around Information Access and Gathering	
Access to Information About Officers who Stopped Civilians	
Information Regarding Reason for Stops	
Information Regarding Previous Complaints	
Correcting Unlawful Stops, Documentation of Stops and Appropriate Interventions	
Information Needed to Determine Whether Constitutional Violations Occurred	

Provision of Information around Rights in Stop Encounters	
Feedback on Experiences / Ability to Submit Comments about Experiences w/NYPD	
Post-Stop Surveys	
Transparent and increased reporting on officers and their actions	
Reforms Centered Around Cameras	
Body Camera Footage and Audio	
Body Cameras	
Best Practices	
Stops and Sexual Harassment, Assaults, and Reporting of incidents	
Best Practices for Investigations on Racial Profiling	
Best Practices for Cultural Change	
National Best Practices for Police Reform	
National Best Practices for Cultural Change for Departments	
Best Practices for Investigations on Racial Profiling	

PROPOSED
JOINT REMEDIAL PROCESS
LEADERSHIP MEETING AGENDA

I. INTRODUCTION

II. DISCUSSION OF IMMEDIATE REFORM PROCESS & JOINT REMEDIAL PROCESS

- a. Immediate Reforms to date
- b. Excerpted discussion themes from Joint Remedial Process focus groups

III. SHARING IDEAS

- a. Concrete reform ideas based on experience, practice, or research
- b. Refinement of general themes from Joint Remedial Process focus groups

IV. ADDITIONAL/SUPPLEMENTAL AREAS FOR EXPLORATION

- a. Neighborhood and community contexts for police reform
- b. Other complexities affecting urban police reform

V. QUESTIONS, COMMENTS AND NEXT STEPS

⁺Please note: Partnered organizations are encouraged to submit a white paper, if time and resources permit.