

From: Margaret Milman-Barris <mmilman@gmail.com>
Sent: Monday, February 15, 2021 12:21 PM
To: PoliceReform
Subject: Comments on Draft Madison County Police Reform and Reinvention Collaboration Plan

Hello,

Here are my public comments on the draft Madison County Police Reform and Reinvention Collaboration Plan:

I appreciate the effort and time the committee has spent on the plan, and overall I like it. I am pleased with most portions of it. I have two suggestions:

- 1 - It would be nice to have a brief Executive Summary that contains a bullet-list summary of the changes.
- 2 - For the Citizen and Internal Complaints, if the county is unwilling to set up an independent citizen review board to handle complaints, I suggest handling complaints through the DA's office instead of the Sheriff's office. I assume there would not be a significant net cost to the county to implement this change, since it would be a matter of shifting labor from sheriff's department personnel to DA's office personnel. This change would have the benefits of 1) being a process that is actually more independent and fair; 2) being a process that is perceived by the public as being more independent and fair, so that people would feel less intimidated from submitting complaints; 3) the DA's office is already a law enforcement investigatory agency with personnel familiar with relevant laws and investigation procedures, so it would be a natural fit.

Ideally, I would still prefer to see a fully independent citizen review board, that is a shared service among jurisdictions in the county, that could receive and investigate complaints for law enforcement agencies county-wide (i.e., the sheriff's office, Oneida City Police, village police, etc.), with members appointed from different parts of Madison County, to set terms, and provided training and administrative support. Many cities across the country and here in CNY have some version of a citizen review board (e.g., Ithaca and Newburgh), as well as other government departments (e.g., the water board in the City of Oneida hears complaints and appeals from the public about water department issues, and votes to make a recommendation to the common council on how to resolve it). This is a reasonable and successful model for handling public complaints about a government agency. However, if the county is not willing to do that, I suggest handling complaints through the DA's office instead of fully internally at the Sheriff's office.

Thank you for your time and efforts.

Sincerely,
Margaret

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From: John Bailey <john.bailey50@gmail.com>
Sent: Wednesday, February 17, 2021 12:37 PM
To: PoliceReform
Subject: Comments on the draft police reform plan
Attachments: Response to the MC police reform plan 2-17-21.docx

Please forward the following email with attached comments to the Police reform committee.

Thank you,
John Bailey

To: the Madison County Police Reform Committee

Response to the Madison County Police Reform Plan 02-17-21

I commend the committee for their plan to include the Crisis Intervention Team training of 40hrs for all fulltime officer and also the expansion of the Mobile Crisis Program. The 911 Mental health diversion policy and the Improved data collection are also good additions. I realize that many of these changes will require funding. As a resident, I for one would promote this funding.

HAARC will be sending you a more detailed response to the draft plan. However, right now we have few suggestions that, if incorporated, would make your plan more in-line with the New York Police Reform Guidelines.

The first is about the existing Complaint process.

Page 67 of the NY Police Reform Guide states that there should be an easy, accessible and well-publicized process for members of the public to report complaints about police misconduct.

I submit that the County include a tab on their website for complaints. It should include the telephone number, the process steps and an on-line form for issuing complaints about misconduct. A best practice would be to also have complaints be accepted and processed through a different department.

Second is on officer training.

Page 89-90 of the NY Police Reform Guide states that some training academies are modeled after military camps. Police departments should assess whether their training fosters adversarial relationships with their communities, and should consider training models that ensure they align with community policing goals. This can involve engaging community members in the process of developing training programs.

I propose that the use of the DART Academy not be used for cultural diversity, hate crimes, and anti-bias training. Another training organization that specializes in this type of training should be used and that the community should be involved in its selection.

Finally, these simple additions to your plan will bring it closer to performing the intended purpose of executive order 203.

Thank you,

John Bailey

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From: Mary Godwin <olympvictus@gmail.com>
Sent: Thursday, February 25, 2021 12:50 PM
To: PoliceReform
Subject: Police Reform Suggestion!

In response to the request for suggestions to help citizens with police stops here are my suggestions:
Stop using lethal force with unarmed citizens. Use a taser to stop someone who is non-compliant and cuff them. Do not lean on anyone's neck or automatic leave without pay is the consequence. These suggestions are reasonable in cases of situations that may accelerate.

A shield instead of a hood on someone's head would make the person spit on themselves and may stop the behavior. (Just attach secure straps and put the shield on from the back of the person after handcuffing.) If a bag on the face is quick and necessary for safety, promptly remove it and place the shield.

Mary Godwin
Citizen of New York
Paraprofessional, Retired

ATTENTION: This email came from an external source. Carefully consider before opening attachments or clicking on links from unknown senders or unexpected emails.

From: Kelly Carver <kaycee2020@outlook.com>
Sent: Saturday, February 27, 2021 12:36 AM
To: PoliceReform
Subject: THIS IS NOT CONSTITUTIONAL

For ANY govt agency to tell our sheriffs they must REFORM, or even place ANY guidelines, restrictions, etc, they are USURPING POWER THEY HAVE NO RIGHT TO.

Talk to Sheriff Mack at CSPOA about this, and maybe take his classes. The sheriff's office is answerable ONLY to the PEOPLE who put them in office!

Also the "STAKEHOLDER" stiff is UNITED NATIONS evil, NOT U.S. Constitutional activity. There should BE no 'stakeholders'! This is the evil U.N. takeover of OUR govt and system, and it needs stopped!

The U.N. Agendas are straight out of HELL ITSELF, and we should have NOTHING to do with it. It strips us of EVERYTHING WE OWN, including all rights, property, and more. Please watch Youtube Kelly Carver Urgent Alert To All U.S. Sheriffs/Worldwide Tunnels, and research what I say there. Every bit is fact. Here also is what I am sending sheriffs, because they NEED to know this info. I have sent this info to the fed levels and state assoc also, months ago. If they did not forward it to you, then you cannot trust them to keep you informed.

Sheriffs, pls fwd to all you can! Do you want deep state scumbags watching you WITH YOUR OWN EYES? HEARING EVERY THOUGHT YOU HAVE? TALKING TO YOUR MIND WITH NO OUTSIDE SOURCE? The vaccines have a computerized GEL in them that attaches to the nerves and grows into THE BRAIN! It allows the monsters to do all I just said AND MORE! And the tyrants in our govt are wanting to FORCE THIS TECH FROM HELL ON US! PLEASE SHERIFFS, DON'T LET ANYONE BE VACCINATED W THIS DEHUMANIZING, DEMORALIZING, and just plain SICK tech! STAND AGAINST THE MONSTERS AND REFUSE TO AGREE, EVER! I'm a victim of these monsters and I CRY EVERY DAY from what they have done to me! I hate them with a hatred that cannot be measured.

Please forward this to the sheriff and staff.

You need to be done with ALL news, because NONE are telling the full truth! Here's a letter I sent my governor and sheriff. The president, governors and sheriffs should ban all Covid vaccines, stop unconstitutional lockdowns and mask mandates, stop all weather geoengineering and ask sheriffs to enforce these constitutional policies. Links below are Youtube Dr. Carrie Madej on Sons of Liberty Radio Show, Youtube Kelly Carver Worldwide Tunnels/Urgent Alert to all Sheriffs and TRUNEWS interview of Dr. Judy Mikovits titled Plandemic Big Pharma, also linked below Kelly Carver video. Please share with all. Dear Sheriffs, Please forward this urgent info to all sheriffs! Dr. Judy Mikovits, who formerly worked under traitor Fauci, says the virus is from FORT DETRICK NOT WUHAN. She says they moved the virus from the U.S. due to fed law restricting that work, and then the NIH gave the Wuhan lab over 8 million in grants to continue their work there. This has been VERIFIED. She also says that the vax will KILL MILLIONS if not stopped. The vax that is planned will have cancer, disease, and even death causing substances and tech in it that is even worse than Dr Carrie Madej exposes in her video I link to below. This tech gives the U.N. controlled Deep State scum the ability to see through your eyes, hear through your ears, know every thought and MORE! Research neural lace and hydrogel. I know because I am a victim of this evil tech, and it steals every bit of our dignity, privacy and even our humanity. I have never felt more violated in my life than when I discovered the tiny holes in my inner wrists and knees, and saw the creepy gel substance moving in the sample I'd taken from them, and viewed with my scope. I told my local police chief that rape would have been better. At least a woman can heal after that. Dr Madej says this gel is permanent and self replicating. She also says it can be ingested, injected or absorbed through skin. I suspect they may even be putting it in our food, or even the Covid tests. This is not beneath these psychopathic monsters, believe me. I wouldn't want ANYONE having this. There are many symptoms, but the most noticeable is uncontrolled shaking when moving from a laying position to a sitting position upon waking. This is due to the polymer's movement in the brain, I believe. Because they are covertly turning us into literal walking surveillance systems, ANYONE could be used as a SPY for the Deep State filth. Are they in your WIFE or HUSBAND'S BED and BATH like they've been in MINE the last several years?? (Check inner wrists and knees for tiny holes using a magnifying glass.) Elon Musk says they are also injecting this evil tech in jugular veins. Why is he, Gates and Fauci not arrested for crimes against humanity? This evil tech can do IRREVERSABLE damage to humans AND any CHILDREN they may choose to have! Our SHERIFFS MUST STOP THESE MONSTERS! I wrote to the FDA begging them not to approve ANY vaccine, but when does any govt agency listen to us anymore? I called the F.B.I. and was told they will NOT investigate any implants AT ALL.(!!) They hung up on me! I could write a BOOK on the illegal things these monsters have done to me. Stalking. Tapped phones. Hacked computers. Illegally breaking in every home I've lived at. I need a house sitter to keep agents out if I go anywhere at all. My little doxy has had seizures for years. Sometimes till he's nearly DIED. Four mos ago I caught agents using my husband's CELL to emit a high pitched noise, immediately causing my dog to start seizing! They stopped doing this since I caught them, praise God! They love to make me cry. Years ago they poisoned a little helpless puppy I had, and I held him for hours, crying and begging God to spare his little life, and he died a brutally painful death. This was done to punish me. They have damaged my cars, got in my mail and packages, and broken things in my home to threaten me. And more for 30 yrs! Are these the psychopathic monsters you want in YOUR BRAIN??! Controlling YOUR WHOLE LIFE??! LOCKING US DOWN IN THEIR U.N. controlled PRISON CITIES? That's their PLAN! This tech is in the vaccines! They have admitted that! NEVER take their vaccines! Dr. Stella Emmanuel and other Frontline Doctors have given us the CURE for Covid and we don't NEED a vaccine, but traitor MSM has hidden and even outright LIED to hide this fact. Because traitor Congress gave full control of the internet to the evil U.N., anyone receiving this vax will be U.N. CONTROLLED! What a dirty, underhanded way to overthrow all nations and their militaries, including ours!! Traitor MSM (AND TRUMP) are hiding the true facts of all of this, and MSM are now stealing the election for the Deep State U.N. controlled Democrats. There truly should have been no election due to the fact that Biden was exposed as guilty of TREASON the week before! And

Hunter exposed as a child raping pedophile accepting illegal foreign monies. Traitor FBI refused to arrest them, just like many others, even though they've had the evidence over a year! WHERE ARE OUR SHERIFFS and why aren't they arresting the traitor FBI and restoring justice in our nation?? WILL YOU ALLOW THE SATAN SERVING PEDOS TO RULE US? GOD FORBID! Any judge, politician or anyone else (!) who refuses to uphold our Constitution and do their JOBS should be arrested and charged! Our sheriffs have the Constitutional power to do this. Trump himself is in support of this unconstitutional, immoral and UNGODLY vaccine, and has kept us in the U.N. making him guilty of treason as well!! Please keep in mind, lockdown and forced masks on HEALTHY PEOPLE IS CALLED COMMUNISM. It's also unconstitutional no matter what the excuse! Covid was released for evil U.N. purposes. According to the letter from the Archbishop who wrote to Trump, they have another virus called Covid 21 they are PLANNING on releasing! They are also geoengineering other disasters as well, to further evil U.N. goals. Our sheriffs need to REMOVE their counties from U.N. membership and REVERSE all U.N. policies implemented there. I will gladly help with this as much as possible. Bush Sr declared war against us in 1992 when he agreed to U.N. Agenda 21, and traitor MSM refused to inform us of this fact! Please watch these IMPORTANT

vids. <https://www.youtube.com/watch?v=QYR1802Tm-U> <https://www.youtube.com/watch?v=PZt03ko-R2I> Be sure to watch the links in comments below this KELLY CARVER vid as well! I am risking my life to send you this, but life won't be worth living if they aren't stopped!! They plan on killing most of us anyway. (U.N. Agenda 21 calls for 80-90 percent DEPOPULATION!) They are doing that even now by geoengineering disasters, fires, droughts, and more, and the vax will take out MANY MORE IF NOT STOPPED! Watch Youtube The Horrible Truth About The Northern CA Fires. Rothschilds are founders of the evil U.N., and control most banks and utilities.) Rothschilds own utility PG&E, and they were found guilty of starting 6 or more of the fires. Want the real reason for them? U.N. Agenda 21. Watch the vid HELL NO, NO BAY ONE. P.G.&E made the U.N. plan for Bay One and the people rightfully rejected it. Research the areas of the fires and U.N. planning maps. Some of OUR military is serving the evil U.N. and so is a LOT of our federal govt!! Please be aware that the Deep State filth WANT us to BLAME CHINA for the virus and everything else, because they have PREPLANNED WAR with CHINA Research TRAITOR BUSH'S PROJECT FOR THE NEW AMERICAN CENTURY. It's a list of PREPLANNED wars by the Deep State! DON'T BLAME CHINA FOR WHAT OUR OWN DIRTY DEEP STATE GOVT DID! These filth want to stop us from EATING MEAT. ALL weather is now geoengineered!! Unseasonal storms and droughts killed thousands of cattle.(To keep prices unaffordable for us.) This weather geoengineering is killing the whole planet! Once you start investigating it all opens up to the truth. The monsters must be stopped. Get this to your SHERIFF and tell him to STOP THE VACCINES! Watch the Dr. Carrie Madej vid above! And watch the other link as well. Urgent info everyone NEEDS! DON'T TAKE THE VAX EVER! The vaccines are NOT going thru the normal SAFETY CHECKS due to Trump's EMERGENCY status of the nation, and the MILITARY is in charge of the vaccines! Wake up your friends and family and get your sheriffs awake. And if you have family in nursing homes, BRING THEM HOME! Watch the Youtube vid titled UNDERCOVER EPICENTER NURSE to see how our hospitals are being bribed to murder us! Also know that the monsters are CULLING our elderly and handicapped. That's why traitor Cuomo sent covid patients to nursing homes! That was no accident, it's Agenda 21 in action, just as COVID IS! May God guide and protect those who uphold our Constitution and freedoms in Jesus name. Barbara 440-752-6112 And sheriffs, Could you PLEASE start arresting the TERRORISTS running MAINSTREAM MEDIA, because ALL of us are FED UP with their filthy LIES , illegal THREATS, insurrection, instigation of civil war, not including what they are doing to YOU!! They are TRAITORS against our country and they've been LYING to us all our lives! They are Deep State controlled communist scumbags and we REALLY want to see you put the CUFFS ON THEM ALREADY and get some HONEST NEWS TEAMS IN THERE! POLICE LIVES MATTER just as ALL DO. God bless.Sheriffs, please don't enforce the masks, or lockdowns designed to STEAL everything we've worked so hard to get, and STARVE US to death! These are evil U.N. GOALS! EVERY job is essential to SOMEONE, and I don't care if these monsters THINK they are GOD, people DO still have a RIGHT to LIVE, RIGHT? Please sheriffs, stop being the enforcers of these filth! They have NO RIGHT to DO THESE THINGS TO US! They had NO RIGHT to turn me in to a CYBORG without my knowledge or permission! And now they want to do it to YOU and YOUR WHOLE FAMILY! Please, sheriffs, STOP THEM!WATCH DR CARRIE MADEJ VIDEOS AND

STOP THE VACCINES! Also know that DR PIERRE KORY told Congress that the drug IVERMECTIN CURES AND PREVENTS COVID.

Research Gates and Fauci and tell me WHY these murdering psychopaths aren't in PRISON instead of running our country?!

Check out the new Covid Relief Bill to see how traitors in DC are giving BILLIONS to foreign countries while giving Americans 600.00 who are losing HOMES AND BUSINESSES. This is more evil U.N. policies called REDISTRIBUTION of AMERICAN WEALTH and it's PLANNED. Wake up sheriffs! Fast!

The Bible says that demons are HERE. ALIENS ARE DEMONS. Praising the name of JESUS will make demons FLEE. Please remember this as it may save your life some day. If you don't know Jesus, please get to know Him as Savior. Jesus loves you. Barbara

To test the vaccines for this tech, the samples should be 'fed' and kept at human body temp to allow the tech to grow. Any and all testing should be completed under that temperature because the tech shrinks and withdraws into itself at cooler temps.. The vaccines are changing our human DNA, turning us into GMO CYBORGS, stripping us of our right to mental privacy! This is a MONSTROUS crime against humanity that is worthy of the death penalty for those behind it! Please watch Dr Carrie Madej videos and know the tech is more invasive than she exposes.

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February 28, 2021

We would like to take this time to clarify something, it seems that when HAARC says racism, you hear that we are accusing you of being members of the KKK or some other white supremacist organization. That's what we used to think racism was. Through educating ourselves and years of hard work and research, we have come to recognize that many systems in this country are built to benefit white people, and that is what is called systemic racism. It is coded into our language, it is subconscious and these are biases that affect all people and not just black people. At the meeting yesterday, concern was expressed that the socioeconomic disparities are more pressing than racial disparities in our county. I agree, we do need to address socioeconomic disparities and socio economic biases, but these do not exist apart from racial disparities. One great thing about addressing systemic racism is that it will benefit all people to eradicate it.

Policing in America was born out of slave catchers. The fact that police carry guns which they are consistently trained to use with lethal force, and that Black people in America are pulled over and even killed by police at a rate higher than their percentage of the population is the reason that police are targets of reform.

But the training to undo systemic racism does not exist in this proposal, and that is what we are asking for. We need to dig deep into our souls to do that work. Police work can be dangerous, and it is okay to be afraid when doing dangerous work, but the fact that our culture for centuries has taught us all to be afraid of Black people and especially Black men, means that it is something that exists in an officer's mind when they are interacting with Black people, whether they realize it or not. The inclination to lock your car doors or roll up your windows when in certain(usually Black) neighborhoods is racism. That is the racism that we are talking about, that Executive Order 203 is aimed at addressing, and that is deep seated and will take time to eradicate. As a white person it is difficult to understand how it feels to be a Person of Color in America, it's hard to understand what it means to fear for your life when you are pulled over, to not feel like the police are here to protect you.

The "thin blue line" is a representation of the divide, an us against them mentality, good versus evil very clearly defined. The problem is that in real life, good and evil are not so clearly divided, the lines are blurry and they zigzag. Your work with mental health and substance abuse organizations shows that you recognize that that line is not so clearly defined.

That said, we are not saying that you are doing a bad job, we are asking that you do better. We want you to do better for all of the residents of Madison County as well as for yourselves. Undoing systemic racism will allow all of us to live better lives. It is for this reason that we are asking that you include a plan to address systemic racism in your proposal.

We commend the committee for their plan to include the Crisis Intervention Team training of 40hrs for all full time officers and also the expansion of the Mobile Crisis Program. The 911 mental health diversion policy and the improvement to data collection are also very good additions. We would like to see policies for ongoing training for mental health and crisis

intervention included in the reform plan, as well as a solid plan for improving data collection, not just “we are looking into it”.

Racial inequities in policing do exist. They are harder to see in a majority white county like ours, because they are systemic and may not be obvious, but that does not mean that they do not exist here too. Black parents in our county also have “the talk” with their kids about what to do if they encounter the police because Black people don’t know if they, or their children, will survive an encounter. Also, our county police do not only deal with people who live in our county, many people pass through our county, or travel in and out of our county for work. Many people in our county travel outside of the county as well, and we have the opportunity to be an example of police reform for neighboring counties.

Many people were shocked that the police in Rochester handcuffed and pepper sprayed a nine year old Black girl. Most likely, none of the officers involved thought that morning that they would **assault** a child of nine. Understanding that adults view young black girls as less innocent than white girls of the same age may have made a difference. Tamir Rice was a 12 year old boy playing with a toy gun in a park when he was shot and killed by police in Cleveland Ohio, because the police viewed him as an adult where they would have seen a white child of the same age and stature as a child. Perception is influenced by bias. Police literally hold people's lives in their hands. Learning about research indicating that racial bias may affect actions is very important for police training. There are numerous examples on this website: [Mapping Police Violence](#) (we are glad that there are no markers in Madison County, and we are hopeful that these reforms will be a first step toward keeping it that way)

Here are some recommendations that we have for the plan:

I. Create a Citizen Review Board including community members who have expertise and/or experience in: addressing racial and other social inequalities as they pertain to policing, policing strategies, policies, procedures, and practices and expertise and/or experience in addressing racial and other social inequalities as they pertain to developing practices to better address the needs of communities of color and other marginalized communities, promote safety as defined by the community, improve community engagement and foster trust within communities of color and other marginalized communities.

Develop effective community engagement and feedback processes for ongoing assessment and evaluation of policies, procedures and practices.

Resource:

[National Association for Civilian Oversight of Law Enforcement](#)

[International Association of Chiefs of Police Communities of Color Toolkit](#)

II. The existing Complaint process must be amended. Page 67 of the NY Police Reform Guide states that there should be an easy, accessible and well-publicized process for members of the public to report complaints about police misconduct. The county should include a tab on their website for policing complaints. It should include the telephone number, the process steps

and an on-line form for submitting complaints about misconduct. Also, best practice would be to have complaints accepted and processed through a different county department, such as the District Attorney's office. Police under investigation for misconduct who are suspended, should not receive pay during the suspension.

III. Collect data in the following areas:

- All data collected should be broken down by demographics such as race, gender, age, sexual orientation, and English language proficiency.
- All officer stops, including ticketless stops, summonses, ticketing, warrantless searches and arrests, civilian injuries, use of force/restraint incidents, shootings by officers, and taser and firearm use.
- Complaints against officers including summary of complaint, action taken, resolution, monies paid out.
- Include hate crimes and intimate partner violence in crime stats.
- Along with reporting information to the committee, publish same data on county website quarterly

Resources:

The Center for Policing Equity's [COMSTAT for Justice \(C4J\) program](#) assists law enforcement agencies in collecting data

The Center for Policing Equity [guidebook](#) on best practices for data collection.

IV. Explicitly ban the following: no-knock warrants, positioning someone on their stomach while being restrained, application of pressure on someone's back while face down, use of force on an individual who is handcuffed and retaliatory use of force.

V. Use summonses rather than warrantless arrests for minor incidents. Discontinue pretextual stops. These are stops that use minor traffic violations as a reason to stop a person in order to investigate suspicious activity, and are more often used on BIPOC (Black, Indigenous, People of Color) people.

Resource:

[Article by Johnathan Banks "How Pretextual Stops Undermine Police Legitimacy"](#)

VI. Institute procedural justice policies.

Develop evidence-based pilot projects such as: 1) diversion programs that focus on the root issue (such as mental health or addiction), and 2) restorative justice programs 3) no longer performing routine traffic stops (or non-police traffic control).

Resources:

[Principles of Procedurally Just Policing](#),

[Legitimacy and Procedural Justice: A New Element of Police Leadership](#)

VII. Use only mental health and medical professionals in response to mental health crises, substance use/overdose calls, and non-violent events.

VIII. Create a policy where officers are required to inform individuals of their rights (not required by law) such as the right of a person to refuse a warrantless search and that the refusal would lead to the end of the interaction with no penalty or retaliation.

IX. Create a policy where officers are required to give an individual/s a receipt with the officer's name and badge number, information about why the stop took place and where to file a complaint. Receipt data should be collected. (Buffalo has a policy like this)

X. Conduct ongoing cultural diversity and implicit bias training with experts in the field. Pages 89-90 of the guide state that police departments should assess whether their training fosters adversarial relationships with their communities, and should consider training that ensures alignment with community policing goals. Some training academies are not appropriate. Selecting a training company should involve the community.

Based on their website, DART Training Academy's expertise lies in weapon use and de-escalation training. There is nothing on their website about cultural diversity or implicit bias training nor do the instructors on their website list these as areas of expertise. We propose that the use of the DART Academy not be used for cultural diversity, hate crimes, and anti-bias training. Another training organization that specializes in this type of training should be used and the community should be involved in its selection. Training in these areas should be provided by people who are experts. There are experts locally, such as Patrick Johnson from Utica who works regularly with the police in Utica.

XI. Remove police from schools. Police, who are there for the purpose of maintaining security, should be removed from all schools in the county. Policing in schools only reinforces the school to prison pipeline and criminalizes behavioral issues of children. Schools should be safe places for children to learn and grow, where they do not fear arrest for behavioral issues or because of a teacher or administrator's bias. The presence of police in the Parkland school in Florida did not prevent that shooting from happening. Students would be better served with more counselors to address problematic behaviors and mental health issues than with armed police in schools.

The School Patrol Officers Program you mentioned does not outline procedures for special training to work with children, yet armed police are stationed in elementary, middle and highschools throughout the county. At the very least this [guide](#) should be used to examine policies regarding SRO's.

Resources:

[Studies Point to Downside of Police in Schools](#)

[Do Police Keep Schools Safe?](#)

XII. Make a statement against white supremacist groups and instate a policy that membership in hate groups and display of hate group insignias on official uniforms (including facemasks worn during COVID-19) by staff is banned. Investigate potential involvement of any staff in the Jan 6th Capital insurrection. Develop a task force to assess domestic terrorism groups in the area, including the KKK chapter in Hubbardsville.

XIII. Remove the “thin blue line” flag from county buildings. The only flags that should be flown or displayed at county buildings are the flags of the United States of America, New York State and Madison County. Any flags in support of the only police alone leave out firefighters, nurses, the armed forces, security guards, emergency dispatchers, corrections and mental health officers, those who have been killed and injured while on duty, first responders and EMTs, among others. This is creating unnecessary divisions.

Even after the process mandated by Executive Order 203, is completed, the work of reform should be ongoing. The Hamilton Area Anti-Racism Coalition stands ready to work with the County to make Madison County a safe place for all its residents.

Thank you,
HAARC Planning Committee Members

From: John Bailey <john.bailey50@gmail.com>
Sent: Monday, March 1, 2021 9:11 AM
To: PoliceReform
Subject: Addendum to HAARC's Statement - Training

To: The Police Reform and Reinvention Collaborative Plan Committee

Addendum to HAARC's Statement

We wanted to add this information on the Adirondack Diversity Initiative on free police training. Please review this wonderful program.

Thank you for your hard work on the plan.

By Geoff Herbert | gherbert@syracuse.com

The state-sponsored Adirondack Diversity Initiative has announced a Community Policing Initiative to help local law enforcement meet the diversity, equity and inclusion (DEI) requirements of Gov. Andrew Cuomo's executive order on police reform.

The initiative sent a [letter](#) to law enforcement and local government officials in the North Country region, offering to provide Renz Consulting, LLC, as a consulting and training resource for police agencies. ADI said it also secured funding to offer the program at no cost to the first 60 participants.

At ADI we don't do diversity 'training' — something with a beginning and end. We develop cultural consciousness, which is a lifelong practice," said ADI director Nicole Hylton-Patterson. "Cultural consciousness allows us to see ourselves as part of larger systems and structures that shape our values, beliefs and biases that are inherently human. Cultural consciousness is the groundwork of transformational justice."

"The Community Policing Initiative is a gateway to realizing transformational justice in the Adirondack Park region, and we are excited to work with our law enforcement partners and community stakeholders throughout the region."

The trainings are designed to address specific requirements in Cuomo's Executive Order 203 (EO203), including reducing racial inequities in policing; reforming and modernizing policing strategies, policies, procedures and practices; and developing and implementing practices to better address the needs of Black, Indigenous and People of Color (BIPOC) communities.

Hylton-Patterson moved from the Bronx to Saranac Lake in late 2019 [to take the newly created director's job of the Adirondack Diversity Initiative](#), but said last year she was moving out of the village because she didn't feel safe as a Black person after seeing [racist graffiti](#) spray-painted on a railroad bridge in the village, which is 95% white.

Hylton-Patterson said she'd remain in the Adirondacks to continue her job, which was covered by a \$250,000 grant from the state's Environmental Protection Fund. Before launching the Community Policing Initiative, she started a series of online "Listen-in" and "Teach-in" sessions, featuring experts addressing the Adirondack community on the issues of racial equity and justice.

The ADI will host three Zoom meetings for law enforcement and government officials who wish to learn more about the initiative on March 3 at 3 p.m., March 5 at 1 p.m. and March 8 at 11 a.m. Additional information is available at www.diversityadk.org/community-wellness-initiative.

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From: Art<alelio@netzero.com> <alelio@netzero.com>
Sent: Sunday, February 28, 2021 11:00 AM
To: PoliceReform; Christine Coe; Mark Scimone
Subject: draft police reform plan comments
Attachments: police_reform.rtf

To : policereform@madisoncounty.ny.gov

I am very happy with Sheriff Hood and the policing of our county by his deputies & accredited department. I was also very happy with the efforts of his predecessor, Sheriff Riley. I have not heard any anecdotes or stories of perceived bias from the community--but we do not appear to be listening for it; let me elaborate:

My comments on the latest revisions to the Madison County draft police reform plan are below:

1) This draft plan fails to include ANY reference to the expressed Racial Bias goals requested in Exec.Order 203: BIAS based policing reviews are NOT being conducted; there are NO Sheriff's department goals to even conduct these BIAS reviews, or to try to survey for Racial Bias in order to eliminate Racial Inequities in policing, as requested in E203. Further, there are NO departmental goals to study, determine, or address any Racial Bias & disproportionate policing of communities of Color as requested at least three (3) times in Exec.Order 203 --The draft plan does NOT reference even trying to survey for these required reviews-- or for ANY Bias AT ALL. It seems these omissions from the draft plan reflect a closed mindset in this area --or lack of knowledge of Total Quality management (TQM) principles for management. Certainly, the draft plan does have a Link to Exec.Order 203, but you will note at least three (3) ways that E203 does request '...urgent & immediate Action needed to eliminate Racial inequities in policing' -- BUT the draft plan Does NOT reference this goal AT ALL....Again, it seems that these omissions from the draft plan reflect a closed mindset in this area---or lack of knowledge of TQM principles for management.

Further, E203 mentions '...urgent & immediate Action needed to modify & modernize policing strategies, policies, procedures, & practices, & to develop practices to better address the particular needs of communities of Color (to promote public safety, improve community engagement, & foster trust)'--BUT the draft plan Does NOT reference ANY such effort AT ALL.

Further, E203 mentions local entities are tasked to: '...develop a plan to improve deployments, strategies, policies, procedures, and practices, for purposes of addressing the particular needs of communities served by our police agency & promote community engagement to foster trust, fairness, & legitimacy, & address any Racial Bias & disproportionate policing of communities of Color'--BUT the draft plan Does NOT reference even surveying these needs AT ALL.

My highlights above are meant to point to these glaring omissions of fundamental aspect of the E203 order from the draft reform plan. These glaring omissions lead me to ask: Why was the most fundamental aspect of the E203 order ignored in Madison County's draft plan??

2) The draft plan does mention Madison county's population is 94.2% white, and the sheriff's department's Racial makeup is noted at 5 members of color out of 166 members, or 3 percent. But the draft plan does NOT mention the E203 goals to study Racial Bias, or eliminate Racial Inequities in policing AT ALL. The draft plan also fails to note any related trends, i.e., is the Racial makeup of the county and department trending up or down? Does the department have any plans or goals for its racial mix in staffing? This would be more valuable than the snapshot currently provided.

3) The draft plan also ignores the much higher Racial mix of our other communities of color: those in our corrections facility, and among the traveling public, i.e., those members of other communities who are travelling through our county, and therefore subject to interactions with our deputies. We hope these are overall positive interactions--but we are not even looking at ANY of their interactions with deputies for Bias, beyond the formal complaint process. In this area, we are managing WITHOUT data and NO plans to obtain such data, but Total Quality Management (TQM) tells us that you really cannot manage without statistics. In other words, if we don't have the data, then we cannot manage the details. We have NO data on deputy interactions with our communities of color and NO plans to survey on a sampling

basis to obtain any Bias data! It seems these omissions from the draft plan reflect a closed mindset in this area--or lack of knowledge of TQM principles for management.

4) The draft plan does NOT disclose the racial makeup of the Police Reform & Reinvention Committee, or the county Criminal Justice, Public Safety & Emergency Communications Committee. where complaints are reported. In view of the stated goals of E203, these details should be a part of this plan, as they may lead to understanding the 'why' behind these glaring omissions from the draft plan, and may suggest the need for further changes in committee makeup to address these omissions. You know, when an organization conducts a handicap accommodation assessment, they do include a member of the handicapped community--so I must ask if there has been any representation from the community of color in drafting this plan to meet E203 goals?

5) The draft plan has NO proposal for Bias based policing reviews being conducted by supervisors in the department, as directed in E203...conduct of these periodic reviews are needed for departmental management to begin to develop statistics and an understanding of possible Bias in areas that are NOT even considered at present, ie, in road patrols and marine patrols and corrections. Right now it seems that their omission from the draft plan reflects a closed mindset in this area--or lack of knowledge of TQM principles for management. To this end I suggest amending the plan's goals in line with E203-- and a strategy for this goal: plan to provide body cameras for at least road patrol & marine patrol deputies, in view of their high level of interaction with the public & to address goals as contemplated in E203. This would help supervisors to begin to accomplish periodic Bias based policing reviews through film review, perhaps on a periodic sampling basis, and generate statistics that matter in this area. Initial data will either point to Bias found--or NO bias found; right now we have NO Bias statistics and we seem to be closing our eyes to this area. TQM principles tell us that lack of data suggests lack of management of this area. Those Bias based policing reviews as requested in E203 are glaringly missing from the draft plan.

6) Filing a complaint needs to be easier: the draft reform plan makes it sound easy-breezy--but for the average citizen it's NOT. For example, I cannot find any Link to a complaints form at the Sheriff's website page. The sheriff's website page has NO apparent Link to a complaints form--I'm requesting that you place a Link under both of these website tabs: 'Contact Us' and 'How Do I' tabs.

Further, the 'Locations' link on the website needs better directions, i.e., a sitemap to the county complex location for the Law Enforcement building, where walk-in complaints are taken...This needs to go beyond the simple wording that the building as pictured is located on the north side of the complex....for those of us who are direction-challenged, a sitemap would be helpful.

Further, the sheriff's website has NOT posted the details of the Complaint handling procedure. Please be more transparent here, along with sharing of statistics and results following the complaints process. Lack of data suggests lack of management of this area.

7) Please publish online the following Sheriff's Policies or Manual Orders:

Uses of non-lethal Force Methods, Taser Handling and Deployment, Pursuit Operations, Personnel Complaints and Internal Affairs, Mental illness Incidents.

8) Please publish statistics from the Sheriff's complaints reports to the county Criminal Justice, Public Safety & Emergency Communications Committee, along with related outcome information. Lack of data suggests lack of management of this area.

9) The Sheriff's website also needs to be updated: i.e., the online crime mapping was last updated in 2017; it is missing for 2018-2019-2020. A picture is worth a thousand statistics, and I'd suggest that the periodicity of data maps could be changed to quarterly or semi-annually.

The website's FAQs also needs to be updated with a link to the pistol permit area--or answers to common permit questions.

10) The draft plan has no system for tracking self-generated stops of vehicles and people, to allow the department to more accurately assess and track all citizen interactions with deputies. This would allow the department to conduct a

more thorough and accurate Bias review to ensure that there are no biased practices at a departmental or individual level. The glaring omission of any Bias reviews and statistics from the draft plan must be recognized and addressed. Lack of data suggests lack of knowledge of Total Quality Management (TQM) principles. Simply linking the draft plan to the Exec.Order 203 cannot substitute for addressing issues that are raised in Exec.Order 203. The Committee and/or Department should have access to personnel trained in TQM principles in order to operationalize the goals of E203.

In summary, I have provided details on needed County reform goals and strategies to implement them, in response to E203. These goals and strategies are necessary elements in the County's proposed reform plan in response to E203. As a comparison, in Sheriff Hood's accreditation submittal, providing a simple link to the accreditation standards without addressing some of them would have resulted in failure. He has proven himself as a professional, and highly capable of managing the details. Certainly, planning and operationalizing the implementation of E203 initiatives will not be easy; I speak from experience--and education. Therefore, I am willing to offer to assist this Committee and/or Sheriff Hood on a consultative basis to plan and implement these TQM initiatives; please contact me if I can assist in any way.

Arthur Lelio

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