

## **[DRAFT] Policing Reform Collaborative Mission and Working Groups**

Through community engagement, public comment and dialogue, consultation with stakeholders and a review of evidence-based strategies, the City of Albany's Policing Reform Collaborative will develop recommendations to address racial bias and disproportionate policing in communities of color<sup>1</sup>, increase accountability and transparency and improve the delivery of public safety in the Albany Police Department.

The Collaborative includes a diverse group of individuals representing community, law enforcement, government agencies and service providers. Although it may not be possible to achieve unanimity on every issue, we will strive for consensus and commit to facilitate productive civic engagement in order to accomplish our mission.

To enable our work, we have created working groups to address specific policy areas. Each of these groups will hold public meetings, collect community input and consult with stakeholders. At their discretion, they will also review best practices and/or the work of outside experts.

Each working group will provide a written report that includes recommendations, implementation timelines and other proposals that the working group deems appropriate. These reports will be submitted to the full Collaborative for review no later than [January 31].

### **Policies and Standard Operating Procedures**

This working group will review current APD policies and Standard Operating Procedures (SOPs), including, but not limited to, use of force, tear gas deployment, use of body cameras, disciplinary procedures, community policing and union rules. They will create recommendations regarding changes, additions and/or the elimination of APD policies, SOPs and rules.

### **Civilian Oversight**

This working group will review existing by-laws and ordinances and make recommendations regarding the City's Community Police Review Board, the Albany Community Policing Advisory Committee, and the collection and dissemination of police data, including demographic information, disciplinary action, the cost of civil litigation and settlements associated with alleged police misconduct, the appointment of special prosecutors and other areas impacting policing accountability to the community.

### **Police Department Footprint**

This working group will review calls for service, officer initiated actions and crime and demographic data as well as data related to truancy, homelessness, mental illness (including

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<sup>1</sup> "address racial bias and disproportionate policing in communities of color" is taken directly from NYS Executive Order 203.

PTSD), school interactions and suspensions, child abuse and neglect, addiction, poverty and domestic violence and make policy recommendations regarding the scope of services provided by APD. This group may also make broader recommendations regarding other agencies and service providers that could impact the footprint of the APD.

### **Crime Reduction and Restorative Justice**

The Albany Police Department was an early adopter of harm reduction strategies like Law Enforcement Assisted Diversion, as a way to get people the services they need and reduce recidivism. This working group will review LEAD, Group Violence Intervention, Cure Violence and harm reduction strategies, restorative and procedural justice models, other opportunities for positive interactions between police officers and community members and additional strategies and make recommendations for the Albany Police Department.

### **Recruitment, Training and Officer Development**

This working group will review current recruitment efforts, civil service rules, training academy curriculum, civilian training academy curriculum and ongoing professional development training. They may consider whether added flexibility in recruitment, shifts and/or assignments will increase the diversity of the Department. They will make recommendations for changes necessary to ensure that the Albany Police Department hires, trains and evaluates officers in a way that builds trust and strong police – community relations.