



## SCHENECTADY POLICE REFORM AND REINVENTION COLLABORATIVE OVERVIEW

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### OBJECTIVE

The Schenectady Police Reform and Reinvention Collaborative Steering Committee is responsible for organizing meetings to solicit input from community members regarding changes and/or reforms to the Schenectady Police Department. Through this review process, the Steering Committee seeks to identify ways to better serve the City's diverse community, build confidence, strengthen trust and legitimacy and address disparities that affect communities of color. The Collaborative has partnered with The Finn Institute for Public Safety through which they will serve as an independent research partner; systematically collecting and tracking input, themes and surveying participants. At the conclusion of the series of meetings, a formal document outlining the recommended changes voiced by the community will be presented for public comment and then taken up by the Schenectady City Council for appropriate action by April 1, 2021.

### ROLES AND RESPONSIBILITIES

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#### SCHENECTADY POLICE REFORM AND REINVENTION COLLABORATIVE (SPRRC)

Includes the Steering Committee *and* members of organizations, groups within the City of Schenectady as well as individuals who reside or do business in the City of Schenectady but might not be affiliated with a specific group or organization.

#### STEERING COMMITTEE

Individuals identified in Governor Cuomo's Executive Order 203 and community leaders responsible for bringing together stakeholders, facilitating productive conversations to put forth a plan for a redesigned police force based on the needs of the community.

#### MODERATOR

Neutral individual to provide structure and decorum to community discussions.

#### COMMUNITY GROUPS & STAKEHOLDERS

Identify two representatives from their respective group to attend SPRRC Community Meetings while soliciting and providing feedback to and from their group and SPRRC Community Meetings, vice versa.

#### SCHENECTADY POLICE REFORM AND REINVENTION COLLABORATIVE COMMUNITY MEETINGS

Meetings hosted by the Steering Committee with the purpose to solicit input regarding the Schenectady Police Department.

#### THE FINN INSTITUTE FOR PUBLIC SAFETY

Independent research partner responsible for tracking meeting minutes, data, themes. Also responsible for surveying participants for additional feedback.

#### THE SCHENECTADY CITY COUNCIL

At the conclusion of the public comment period and finalization of a plan, the Schenectady City Council will adopt or ratify the proposal before April 1, 2021.



## SCHENECTADY POLICE REFORM AND REINVENTION COLLABORATIVE PLAN OF ACTION

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### STEERING COMMITTEE MEMBERS

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- Mayor Gary R. McCarthy
- Eric S. Clifford, *Chief of Police*
- The Finn Institute for Public Safety
- Schenectady County District Attorney
- Schenectady County Public Defender
- Schenectady County Sheriff
- Schenectady Police Benevolent Association
- Schenectady County Unified Communications Center
- Friendship Baptist Church
- Save Our Streets
- All of Us
- Guyanese Community Center
- Schenectady Clergy Against Hate
- Schenectady NAACP
- Union College
- SUNY Schenectady
- Schenectady Civilian Police Review Board
- Schenectady City Council

### CALL TO ACTION

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#### CALL TO ACTION

Steering Committee sends letter to organizations asking for each group to meet, discuss the Schenectady Police Department and identify two individuals that will represent their group at SPRRC community meetings. It is the group's designated representative's responsibility to provide feedback to their group and at the SPRRC community meetings vice versa, ensuring that their organization is heard throughout the series of meetings. When a group submits the contact information for their two representatives, it is also encouraged that the group submits initial thoughts, experiences with the Schenectady Police Department or any initial changes they would like to see.

### TIMELINE

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#### PHASE 1: Planning (August – September)

Call to action letter is sent to community groups, community groups meet to discuss the Schenectady Police Department and identify their two representatives.

#### PHASE 2: Series of Community Meetings (September – October)

Steering Committee hosts series of community meetings.

#### PHASE 3: Draft Plan (November – December)

The Finn Institute presents findings from community meetings and plan will be drafted by the Steering Committee.

#### PHASE 4: Public Comment Period and Ratification (January – March)

Steering Committee presents plan to the City Council for public comment and appropriate legislative action.



## SCHENECTADY POLICE REFORM AND REINVENTION COLLABORATIVE PLAN OF ACTION

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### MEETING STRUCTURE AND METHODS OF TRANSPARENCY

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#### MEETING STRUCTURE

The Steering Committee is responsible for organizing group representatives into constituency categories to which SPRRC Community Meetings will be scheduled and organized around. The purpose is to understand collectively the needs of the overall constituency group (i.e. this is the common theme among business leaders, etc.)

Constituency Categories (*but not limited to*)

1. Education & Youth Based Organizations
2. Faith Based Organizations
3. Neighborhood Groups
4. Community and Civic Organizations
5. Business Leaders, Associations, and Housing Advocates
6. Public Safety Organizations

#### MEETING PROCESS

Meetings will be held virtually or in-person provided that health and safety protocols are followed.

Prior to meetings, it is encouraged for group representatives to provide written testimony to the Steering Committee via email. That testimony will be submitted as official record and help guide the Moderator during discussions. The Finn Institute is responsible for meeting minutes, data, reports and surveys.

All documents, testimony, outreach, will be posted on the City's Website

<https://www.cityofschenectady.com/665/SPD-Reform-Reinvention-Collaborative>. SPRRC communications will mainly come from the Collaborative's email address – however the Mayor and Police Chief reserve the right to issue additional correspondence through their offices. Meetings will be recorded via WebEx or by Open Stage Media.

### **SCHENECTADY POLICE REFORM AND REINVENTION PLAN, PUBLIC COMMENT PERIOD AND RATIFICATION**

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#### REFORM AND REINVENTION PLAN

At the conclusion of community meetings, The Finn Institute will present all findings and analyzed data collected to the Steering Committee. The Steering Committee will then work to draft a plan on the basis of the Finn Institutes report. The plan will then be presented to the City Council for a public comment period and appropriate legislative action.

#### CITY COUNCIL ACTION AND CERTIFICATION

Upon City Council ratification, Mayor McCarthy will then submit a completed New York State Police Reform and Reinvention Collaborative Plan Certification Form and a copy of the Schenectady Police Reform and Reinvention Plan to the Director of the New York State Division of the Budget on or before April 1, 2021 at [EOC203Certification@budget.ny.gov](mailto:EOC203Certification@budget.ny.gov). Executive Order 203 authorizes the Director of the Division of the Budget to condition State aid to localities on the adoption of such a plan.