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**The City of New York  
Community Board 8 Manhattan**

April 15, 2021

Bill de Blasio  
Mayor  
The City of New York  
City Hall  
New York, NY 10007

Corey Johnson  
Speaker  
New York City Council  
250 Broadway  
New York, NY 10007

**RE: Police Reform Proposal from the Community**

Dear Mayor de Blasio and Speaker Johnson:

At the Land Use Committee meeting of Community Board 8 Manhattan held on April 14, 2021, the board unanimously **APPROVED** the following resolution by a vote of 33 in favor, 2 opposed, 5 abstentions and 0 not voting for cause:

**WHEREAS**, there is a crisis of confidence in policing in NYC and we wish to support officers doing good work and hold those officers committing misconduct or harming the community accountable; and

**WHEREAS**, public safety is a coproduction between law enforcement and the public and the current framework is not working for all New Yorkers, especially communities of color and people living in poverty;

**THEREFORE, BE IT RESOLVED**, CB8 believes that reforming the NYPD would require structural changes that will necessitate rebuilding policing from the ground up; and

**BE IT FURTHER RESOLVED**, we need to reimagine what public safety means, how city resources are activated to protect all New Yorkers, and how to ensure democratic oversight of our police force; and

**BE IT FURTHER RESOLVED**, CB8 urges the incoming mayor will appoint a new police commissioner that will commit to reimagining policing in NYC from the ground up; and

**BE IT FURTHER RESOLVED**, CB8 calls on the City to prioritize the following suggested reforms:

**I. Poverty Should Not Be Criminalized**

- A. End criminalization of mental health and poverty by transitioning appropriate interventions to public health and social service providers. Police should not have a role in all interventions as a matter of routine.
- B. Increase focus on white collar crime.

**II. Recognition and Continual Examination of Historical and Current Racialized Policing in New York City**

- A. New approach to sex work and who gets prosecuted.
- B. School safety needs to be transformed and there should not be simply an administrative transfer of police to DOE.

### **III. Transparency and Accountability to the People of New York City**

- A. CCRB decisions need to be binding, not simply recommendations. The Police Commissioner should not have authority over final CCRB decisions.
- B. The CCRB's powers must be strengthened. The NYPD must be directed to fully cooperate with investigations conducted by the CCRB.
- C. CCRB members should attend the Citizen's Police Academy.
- D. Add community representatives to NYPD Charges and Specifications reviews for violations against the public.
- E. End qualified immunity and make unions pay half of police misconduct settlements.
- F. Ensure transparency of disciplinary records.
- G. Hold overtime abuse accountable.
- H. Establish a public reporting mechanism for New Yorkers to track progress of police reforms.
- I. Monitoring and enforcement of each reform recommendation/plan, including the following:
  - 1. Establish a commission to oversee plan implementation and populated by members of the public and individuals with expertise in working with police unions.
  - 2. Create metrics and time frames for measuring progress and milestones, and regular reporting to the public, including a publicly accessible dashboard.
  - 3. Ensure that monitors that are established have sufficient power and authority to ensure compliance with reforms.
- J. Focus resources on stronger discipline and enforcement for violations that affect the criminal judicial process (e.g., lying on a warrant or in court).
- K. Prevent police personnel from misrepresenting discovery and bail reform laws.
- L. End police deception.
- M. Reconceptualize police union contracts from the ground up rather than renewing previously existing contracts with modifications.
- N. Subject the Mayor's appointment of the Police Commissioner to confirmation/approval by the City Council, with reconfirmation/approval for successive terms.
- O. Remove traffic enforcement duties from the NYPD.

### **IV. Community Representation and Partnership**

- A. Expand Community Affairs units by providing them with advanced de-escalation training and prioritize these familiar faces in responding to local crises.
- B. Focus on community policing.
- C. Require that NYPD personnel live in one of the five boroughs of New York City.

### **V. A Diverse, Resilient, and Supported NYPD**

- A. Recommit the NYPD's culture to "CPR" (courtesy, professionalism, respect).
  - B. Break the cycle of trauma and make officer wellness a priority (in recognition of the fact that "hurt people hurt people").
  - C. Provide psychological and anti-bias education/continuing education and training for police officers at all levels, which should include role playing and interactive public engagement (such as the All Stars Project's Cops and Kids program).
1. Incorporate best practices and effective models for such training from other states and localities.
  2. Incorporate education as a way to create/encourage buy-in for change.
  3. Ensure familiarity with and understanding of stigma, intersectionality, and structural racism.
    - D. Develop an NYPD culture that characterizes the role of police as "guardians" rather than "warriors."

### **VI. Technology and Policy**

- A. End the use of weapons and strategies of war (kettling, tear gas, pepper spray, rubber bullet) against peaceful protesters.

- B. Establish a citywide surveillance technology policy that includes meaningful community representation in decisions regarding surveillance technology and the creation of a community technology oversight board.
- C. Reevaluate the use of Compstat and decisions it drives.
- D. Require that body cameras be on, enforce discipline measures for noncompliance, and provide access to body camera footage upon request.
- E. Require that dash cams be on when responding to a call and that they not be shut off on arrival.

Please advise us of any action taken on this matter.

Sincerely,

*Russell Squire*

Russell Squire  
Chair

*Sarah Chu and Saundrea I. Coleman*

Sarah Chu and Saundrea I. Coleman  
Co-Chairs, Social Justice Committee

cc: Honorable Carolyn Maloney, 12th Congressional District Representative  
Honorable Gale Brewer, Manhattan Borough President  
Honorable Liz Krueger, NYS Senator, 28th Senatorial District  
Honorable José M. Serrano, NYS Senator, 29th Senatorial District  
Honorable Dan Quart, NYS Assembly Member, 73rd Assembly District  
Honorable Rebecca Seawright, NYS Assembly Member 76th Assembly District  
Honorable Robert J. Rodriguez, NYS Assembly Member 68th Assembly District  
Honorable Ben Kallos, NYC Council Member, 5th Council District  
Honorable Keith Powers, NYC Council Member, 4th Council District