



VILLAGE OF HASTINGS-ON-HUDSON

Municipal Building
7 Maple Avenue
Hastings-on-Hudson, New York 10706

Police Reform and Reinvention Task Force

Draft Release Public Comments

The following comments were received after the presentation of the Draft Reform on February 16, 2021 to the Board of Trustees. Comments were solicited from March 5, 2021 through March 22, 2021.

These comments were submitted via the web form on the Police Reform and Reinvention Task Force webpage, by email to policereform@hastingsgov.org or by email to boardoftrustees@hastingsgov.org, through regular mail, or through use of the drop boxes outside Village Hall, the Library, or the James Harmon Community Center.

The comments are arranged in no particular order in this document.

Message

As a White resident of Hastings on Hudson, in a household raising a third generation Hastings school district student, I want to express my enthusiastic gratitude that this Police Reform and Reinvention Task Force exists. I have watched our community respond with sincerity and action to the killing and over-incarceration of Black citizens by police in the U.S. and I know there is much more work to be done, but I would just like to state my support and encouragement. I hope it has led to productive conversations, and I hope it will lead to action. I intend to keep participating in this conversation and holding our police accountable.

I believe the report should begin with a statement: "The police work for the people. They are public employees and public servants." This statement should be on a separate page right after the Table of Contents. The message that the police work for the people should be repeated throughout the report.

Good Afternoon,

Please consider keeping police in & around our schools. As a taxpayer with young children, this is very important to me and many of the people I know. When I visited Hillside, I met a nice female officer who was walking the grounds and keeping everyone safe. It is part of the reason I am comfortable sending my kids there.

Thank you for your consideration!

DO

I am very encouraged by the 2.9.21 draft report on Police Reform and Reinvention. I believe the HPD does a great job, and I'm glad the task force came to the same conclusion.

I recommend the Village Board adopt the report as drafted.

Bob Elliott

H-o-H, NY

I support the findings of the police reform report.

Melissa Sbrega

The current plan that is being proposed cannot be approved.

In Cuomo's executive order, it calls for our town to review our current policing practices and to develop an improved plan for the purposes of addressing the particular needs of the communities served, and to address any racial bias and disproportionate policing of communities of color. Yet, overwhelmingly, the plan fails to acknowledge or address issues of racism at any level. How can we possibly create a plan, prompted by the death of a black man and the Black Lives Matter movement, and just act as if there is nothing wrong. It is just not right, it is disrespectful.

And you know, I don't think that was the intent but that is exactly the problem, isn't it? We are in a bubble where everything is fine and dandy, but it's not, and this plan just screams "Hey look at my ignorance! Isn't it bliss!" We all have biases we may be blind to, and reflection must be done.

The criminal system must be reformed. We cannot continue to allow unjust killing. We cannot allow people of color to be more harshly charged and sentenced. This causes racial disparity to just grow and grow and grow as people of color traverse through the system.

So Hastings, this NY Times op ed town of inclusiveness. What the heck happened? Last year so many residents, educators, and elected officials, flooded our very streets and parks to take part in the Black Lives Matter movement, to listen to those who bravely spoke out about racism, and how they have felt targeted by authorities based on race, gender expression, and age. Yet this plan is telling everyone that our rallies and protests were all a performance, and our promises to be proactive were all a lie. That your trauma does not matter, your lives do not matter.

We have this opportunity to keep the momentum going and try to make real change for social justice. To help those who are vulnerable. Yet, the proposed plan calls for new rifles, new tasers, new databases (that if used wrongly can create issues of profiling), new programs to increase police presence in the schools and town. If these are not triggers for you, then consider yourself lucky. Why not create a plan that celebrates all the people of our town, that encourages diversity and inclusion, that educates us, that helps lift our community.

This plan as proposed, must be rejected. Otherwise, we will head in the completely wrong direction. And I'll look out for all of the backlash when the facade is torn down, and we are exposed for not being inclusive, not being progressive, not being innovative leaders.

I would like to address my concerns for this police reform plan. This task force was created to address the national outcry in light of police brutality and racism yet this 19 page report never uses the word racism and concludes that the Hastings police force does not engage in racially motivated practices. After attending all of the BLM protests in Hastings in the summer and hearing from countless young people of color about their negative experience with the police, this report feels like a complete denial of their lived experiences. Furthermore, the data given on page 5 feels incomplete. It lists specific demographics when it comes to Graham School arrests but neglects to give data when it comes to the 249 calls made about suspicious people and the 69 DMV arrests made in 2019. These calls and dmv stops disproportionately target people of color in this country and I would have no reason to believe that our town is any different based on accounts relayed at protests and in conversation. We need to alter this report as a start but we need to then do the work of creating a better task force to hold our town accountable and create real progressive change that the people of our town demanded back in the summer. Thank you for your time.

Thank you for presenting the draft reform plan and making commentary on it so direct. I find the document very thorough and many of the recommendations sensible. Page 5 list arrests and percentages. I think a more detailed examination of the per cent arrested compared by ethnicity/race would be helpful in identifying unconscious bias and how to ameliorate that. It's omission is jarring and suspicious.

On page 10 is a recommendation for tasers. These do not seem to have been needed - what is the rationale for procuring them?

On page 10 is the following observation: "HPD does not have in-house social workers and mental health professionals that respond to calls. Note: the Village has on staff both a Youth Advocate and a Senior Services Coordinator and the Village has an Inter Municipal Agreement with the County to use the County Crisis Team if necessary." I would like to see a recommendation on how to incorporate mental health workers in such capacity.

On page 12, I commend especially "Conduct annual bias and self-awareness training for all officers (in process)."

For some reason, I found the following statement on page 18 pre-emptively self-protective and likely questionable: "There is no evidence that the HPD engages in racially motivated police practices. Nor is there evidence that HPD engages in discriminatory or bias-based stops, chokeholds, use of force for punitive or retaliatory reasons, pretextual stops, informal quotas for summonses, tickets or arrests or facial recognition technology was found to exist." This is where bias-awareness training comes in - we may be blind to some or all of these practices.

Please continue your excellent work in the community and with this assessment.

Is it possible to find out the break down of race and age bracket for the 580 traffic citations given in 2019?

For the past 18 years I have taught a Social Studies elective at Hastings High School entitled "Criminal Justice in America." In that time, officers in the Hastings Police Department have been a wonderful resource for me as a teacher and have been a model of what a good police/community relationship should look like. I value their involvement with our kids and I value their presence in our buildings. They not only help to educate, and keep us safe, but they also serve as role models and mentors to many of our kids.

-Greg Smith

Social Studies Department Chair 6-12

Good Morning,

My name is Martin Sexton & I have lived in Hastings for over 10 years. I wanted to reach out to thank the Police Reform & Reinvention Task Force for their comprehensive and inclusive process. Having dialed into the public meetings, I felt they gathered feedback from participants and had a strong group of qualified professionals on the task force. The resulting plan included feedback from community and from this qualified group. I strongly support it and appreciate Chief Dossin's open communication and professionalism during this process. The Hastings Police Department in my 10+ years in Hastings has always been engaged with the community in a very positive way. We greatly appreciate their service to Hastings, which often seems under appreciated.

Thank you for your time.

Martin Sexton

I want to thank you for such a thorough review of HPD policies and practices, and the excellent recommendations, in so short a time. For the most part, our police department treats Hastings citizens with compassion and respect, and has a long history of engaging well with the community and with youth. The programs that HPD uses to connect with youth, in particular, have been quite successful. I have just a few comments and recommendations:

Existing Practices: The report states that there is no evidence of bias-related stops or arrests (arrests purportedly include varying races and ethnicities). However, it would be useful to see the breakdown of the race or ethnicity of DMV or penal arrests, or traffic stops, and how this has changed over time. There is a perception that people of color are stopped and ticketed more often than whites in Hastings.

Equipment and Technology:

As there is a recommendation to purchase new rifles, I would like to ensure that those do not include semi-automatic rifles which I think could lead to escalation of violence. The report states that the Westchester Crisis Team is available weekdays, 9-5. Is there another option for the HPD when a mental health or domestic crisis occurs outside of business hours? It seems likely that they could occur at night.

Training:

I am pleased that the Task Force recommends annual bias and self-awareness training and I hope this is adopted by the HPD. There is no mention of opioid sales, use or overdose response. Is this purely an EMT issue or does the HPD respond too? There could be more training regarding the use of and response to opioids, especially considering the number of overdoses youth and adults have experienced in Hastings, and the nation-wide increase in deaths. At the very least all police should be trained in the use of Nalaxone, but other steps could be taken, working with human services, to get users the help they need.

Community Policing:

I am in favor of the recommendation that officers increase the amount of time they spend out of their cars, walking around in the downtown and elsewhere. I would like to encourage the use of bicycles, as well.

Youth: My daughter, who is of Asian descent, has mentioned to me that the police target youth of color and tend to be harsher with them than with white youth, so I would like to corroborate what the Task Force heard from high school youth of color. I hope steps are taken to improve the relationship between HPD and black and brown kids.

Thank you for your great work!

Sincerely,
Meg Walker

The plan calls for more increased presence of police in the village. This seems contrary to the nation wide movement to defund police and have less policing. More concerted training efforts are needed to build a community conscious police force

Thank you to all the members of the Police Reform and Reinvention Task Force. The report is clear, thorough, and has many well-thought-out recommendations. I did have a question about the suggestion that HPD conduct assemblies at the elementary school on the topic of the "K9 unit." Do we have a K9 unit? There was no mention of it anywhere else in the report, and it's not referenced anywhere on the Village website.

I liked the idea of an annual event where we can demonstrate our appreciation of the HPD, and I hope that happens.

Sincerely yours,

-Bronwyn Taggart

I've read the draft report and appreciate the time and attention that the task force has put into it. I am concerned, however, that the conclusion that the HPD does not engage in racially-motivated practices is premature. The report appears to have only looked at recent arrest data as its main benchmark of police performance, and only at self-reported community feedback. In addition, the report treats as its frame the Hastings residential community as the sole locus for interactions between the HPD and civilians, which means that if the HPD treats non-town residents differently due to racial profiling the task force would not have looked at that issue. As a predominantly white and wealthy village that borders a much larger, poorer and more diverse city, we have an affirmative obligation to insure that our police treat all people with respect, regardless of whether they live here or are just visiting and I see no evidence that this issue of basic fairness was explored. Likewise, the task force did not survey residents about their interactions or perceptions of HPD; it only solicited and received anecdotal input. I believe a more robust survey could be more useful at illuminating potential areas of concern. In sum, I urge the village board to request that more work on the report be done before it is finalized. There is no rush; it is important to get this right.

Respectfully,

Micah Sifry

Village Board: Reject the Taskforce Plan!

Shera Ahmad [REDACTED]

Mon 3/15/2021 7:00 PM

To: Board of Trustees <boardoftrustees@hastingsgov.org>

Village Board,

Last summer, the grassroots Black Lives Matter movement for racial justice inspired overdue conversations about systemic racism, redefining collective community safety for all, and the urgency of public re/investment in community services and resources, independent of the criminal law system.

Here in the Village of Hastings, the Police Reform Taskforce recommendations now before the Board of Trustees would move us in the wrong direction.

Instead of engaging in a sincere racial reckoning, Hastings would instead expand the police presence in our community and schools, and in the process, reject and undermine the most fundamental tenets of the current movement for racial justice.

The Draft Hastings Police Reform Plan proposes:

Purchasing New Weapons, including upgrading and/or adding:

1. Tasers
2. Rifles
3. Shotguns

Increasing police presence in our public schools.

Despite noting some students feel targeted by the authorities for their race, age, gender expression and gender nonconformity, the Taskforce recommended:

1. Intensifying the police presence in our public schools, regardless of expressed student discomfort.
2. Creation of a "canine program" for routine visits to the public schools, including the elementary school.

These recommendations fail to address any racial bias and disproportionate policing of communities of color. The report never acknowledges or defines racism, and in fact, the word is not even found within the document. This plan proposes fundamentally altering our village by making the police an unavoidable part of daily life at our schools and in the community. It ignores Village residents, including young people, who wish to live in peace without unnecessary contact and entanglements with the police. It further fails to consider meaningfully the development of community and social services independent of law enforcement.

Last year so many people shared their experiences of racism, demanding change at the protests and rallies held in our village. This plan fails to address the needs of our community and fails utterly to advance racial, social, and economic justice.

3/16/2021

Mail - Mayor Armacost - Outlook

I urge the Board of Trustees to reject this proposal as written. Please don't tarnish the reputation and identity of the Village by approving this plan and sending it to Albany in our name.

Shera Ahmad



Hastings on Hudson, New York 10706

Village Board: Reject the police reform Taskforce Plan!

Sandra Fransen [REDACTED]

Mon 3/15/2021 7:33 PM

To: Mayor Armacost <mayor@hastingsgov.org>

Nicola Armacost,

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I urge the Board of Trustees to reject this proposal as written. Please don't tarnish the reputation and identity of the Village by approving this plan and sending it to Albany in our name.

Thank you for taking the time to consider police reform.....it's important that we do.

I believe there is so much to consider when we think of the safety and security of our community and our police officers are very important in this.

I'd love to suggest that we think of safety and security more broadly, with police playing a role in a larger support network. There's an excellent article in The Atlantic that talks about "unbundling" the police...not, defund (what department has ever wanted that?!? :)but to parse out the roles appropriately and fund accordingly.

It turns out that ~10-20% of police interactions are with homeless people and people with alcoholism or drug addiction. Some cities are already parsing out the roles, so 911 calls are redirected to mental health services when indicated, rather than always to police. That makes sense for everyone involved...the people in need receive the care they need by people who are experts in that field. We wouldn't call a therapist if someone was breaking into our house and we shouldn't call police for a mental health crisis.

Certainly we expect to be safe in our community: to have low to no crime is very important and we can rely, and we have successfully relied on our Hastings Police to provide this for us. I am very grateful for our Police.

We can and should think more broadly—this past year has made very clear that there are many aspects to feeling safe: being able to have the heat on in our homes throughout the winter, safe drinking water, cooling stations or AC in the summer, staying healthy, vaccines, sending our kids to school without fear of them or their teachers getting sick and dying. Our children's and our mental and emotional well-being. Our ability to stay gainfully employed so that we can afford our basic needs.

Safety, when looked at this way, is more than what our police can or should be expected to provide.

I implore you, please do NOT put these pressures or expectations on our police. It is not fair. They should not be asked to provide these services.

I ask you:

DO NOT add more police presence in schools—we have a lovely existing relationship with our police in our schools, our kids know the officers and it's enough

DO NOT add K9 units to Hastings on Hudson. K9 units are useful in many situations, a small, peaceful village where there is no indication of need for this, is not an effective use of funds

DO NOT buy more gear for our police—we do not need swat or tactical weapons or gear. We are a small, peaceful village and have not needed this and there is no indication that we do.

PLEASE CONSIDER including the following elements in a holistic approach to safety in Hastings on Hudson:

mental health counseling or support line

an option for residents to easily donate directly to the Food Pantry or Family-to-Family on a monthly basis
annual Village coat/clothing/food drives
road repair (I personally know a handful of people who have seriously injured themselves in bike accidents due to hitting pot holes)—our sidewalks are also unsafe for any resident with mobility/sight issues/disabilities

I appreciate the time and thought that is being put into this and the opportunity to contribute to the conversation.

Thank you,
Sandra Fransen
Hastings on Hudson resident

Sandra Fransen
[REDACTED]
[REDACTED]
Hastings-on-Hudson, New York 10706

Village Board: Reject the Taskforce Plan!

Martina Verba [REDACTED]

Mon 3/15/2021 6:53 PM

To: Board of Trustees <boardoftrustees@hastingsgov.org>

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Martina Verba

[REDACTED]

[REDACTED]

Hastings On Hudson, New York 10706-3119

Fwd: Police Reform and Reinvention Task Force

Martin Sexton [REDACTED]

Thu 3/18/2021 8:43 AM

To: policereform <policereform@hastingsgov.org>; Board of Trustees <boardoftrustees@hastingsgov.org>

Good Morning,

My name is Martin Sexton & I have lived in Hastings for over 10 years. I wanted to reach out to thank the Police Reform & Reinvention Task Force for their comprehensive and inclusive process. Having dialed into the public meetings, I felt they gathered feedback from participants and had a strong group of qualified professionals on the task force. The resulting plan included feedback from the community and from this qualified group. I strongly support it and appreciate Chief Dosing's open communication and professionalism during this process. The Hastings Police Department in my 10+ years in Hastings has always been engaged with the community in a very positive way. We greatly appreciate their service to Hastings, which often seems under appreciated.

Thank you for your time & take care,

Martin Sexton
[REDACTED]

Village Board: Reject the Taskforce Plan!

Katie Unger [REDACTED]

Mon 3/15/2021 8:15 PM

To: Board of Trustees <boardoftrustees@hastingsgov.org>

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Katie Unger

[Redacted]
[Redacted]
[Redacted]

Village Board: Reject the Taskforce Plan!

Erica Sersen [REDACTED]

Mon 3/15/2021 10:46 AM

To: Mayor Armacost <mayor@hastingsgov.org>

Nicola Armacost,

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Erica Sersen

[Redacted signature block]

Village Board: Reject the Taskforce Plan!

Anne Lessy [REDACTED]

Sun 3/14/2021 4:34 PM

To: Mayor Armacost <mayor@hastingsgov.org>

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Thank you for your consideration.

Anne Lessy

[Redacted signature block]

Village Board: Reject the Taskforce Plan!

Afreen Alam [REDACTED]

Mon 3/15/2021 6:59 PM

To: Mayor Armacost <mayor@hastingsgov.org>

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Afreen Alam

[REDACTED]

[REDACTED]

Support of Police Reform Plan

STEVEN.SCHULMAN [REDACTED]

Tue 3/16/2021 4:20 PM

To: policereform <policereform@hastingsgov.org>; Board of Trustees <boardoftrustees@hastingsgov.org>; Mayor Armacost <mayor@hastingsgov.org>

Hi all,

My name is Steven Schulman, a resident of Hastings. Just writing a quick email to let you that I am in support of the Police Reform plan that agreed upon.

I would also like to take this opportunity to thank Chief Dosing and the entire Hastings police staff for their continued professionalism and tireless work ethic as they watch over our village.

Expect the Best!

Steven Schulman

Head Basketball Coach

[REDACTED]

[REDACTED]

Police Reform Plan Comments

Ellen Golds [REDACTED]

Fri 3/5/2021 11:22 AM

To: policereform <policereform@hastingsgov.org>

Dear Police Reform Committee,

I'm impressed by the breadth and depth of your plan, and have a few comments:

1. In the beginning, a few terms are sexist, e.g., "patrolmen." Isn't there a non-sexist term that can be used? Also, describing women officers as "female" is sexist. Perhaps say... "officers who self-describe as women or minorities..."
2. I do not see any data or measurement of past complaints about the police department. Perhaps the best measure of effectiveness of police reform is that complaints go down. This could be done without revealing confidential human resource information. If there were no complaints, that would be great to report.
3. Having read "White Fragility", it's the last book I would recommend to improve the understanding of how to be an anti-racist. Even the title is not constructive, but is instead accusatory and provocative. The premise of the book is that all white people have this unremovable weakness – and that no other people are racist or fragile around being criticized. In my opinion the really good descriptions of systemic racism in the book are undermined by this judgmental negativity. Even Black writers have criticized this book for various reasons. Instead, I recommend reading "How to be an Anti-Racist."
4. The plan mentions that youth have a more positive impression of women PD officers. Perhaps the women officers could mentor the men, or some discovery can be put in place to understand why and how to train the men to have a more positive approach?
5. I did not see anything in the report about HR policies about rewarding good performance and helping officers with poor performance. Maybe that is outside the scope of the committee... and the question is, why? Human resource policies are great shapers of the workforce.
6. Data should be represented in tables or graphs to give the reader more insight.
7. I think the report is lacking in the area of measurable data. Perhaps a survey of the community would have given a voice to more people, rather than just public fora, which favor extroverts.

These are the parts of the plan that most impressed me:

1. The community and youth sections are fantastic. I am envisioning a closer relationship between the police and the community. I always wave when a police car goes by, but hardly see anyone else doing it... If people knew our police, they would wave!
2. I really like the idea of a police appreciation celebration. In my work in the ambulance corps, I see the police protecting lives in, literally, a hands-on fashion, and I am so impressed by the majority of them. I think it's sad that many in the community have no idea that this is one of the most common services HPD officers provide. People need to see police not only as enforcers, but also as protectors. I wonder how many people know that last year, Officer Rob Simmons saved a life, almost single-handedly, before the ambulance arrived? The proposed appreciation celebration could allow insights into exceptional performance, and rewarding this performance will engender more of it.
3. The new software seems like a good thing – begs the question around previous tracking of required training?

Thank you so much for the opportunity to review the plan.

Best regards,

Ellen Golds
[REDACTED]
[REDACTED]

Dear Police Reform Committee,

I am writing in response to the recommendation, in the final plan, that local police should read Robin DiAngelo's *White Fragility*.

In my opinion, nobody should be pressured to read authoritarian, contempt-filled rants like *White Fragility*. In fact, the individual who recommended it needs to do his or her homework on how DiAngelo's pseudo-moralistic directives coerce some people into searching for the very worst in everyone around them. She preaches suspicion and cynicism as a way to understand friends, family, and colleagues. I'm saddened to see local people embrace this dehumanizing, identity-driven stupidity.

As a more positive, community-building alternative, please consider Arthur C. Brooks' *Love Your Enemies; How Decent People Can Save America from the Culture of Contempt*.

If you would like scholarly reviews of *White Fragility* or examples of how this ideology impacts the schools that adopt it, please see the following:

1. Coleman Hughes, [Black Fragility? | City Journal \(city-journal.org\)](#)
2. Jim McWhorter, [How 'White Fragility' Talks Down to Black People - The Atlantic](#)
3. Bari Weiss, [The Miseducation of America's Elites | City Journal \(city-journal.org\)](#)

Sincerely,

Laura Compagni

Support for Police Reform Plan

Serdar Demirdelen [REDACTED]

Tue 3/16/2021 6:02 PM

To: policereform <policereform@hastingsgov.org>; Board of Trustees <boardoftrustees@hastingsgov.org>; Mayor Armacost <mayor@hastingsgov.org>

Cc: Kit Demirdelen [REDACTED]

Hello Mayor Armacost and Board of Trustees:

We are writing this letter in support of the findings by the Committee and the report on the Police Reform Plan.

We believe that the committee is comprised of valuable cross section of our community and they are working in the community's best interests. We thank you for the time and effort you have put into this work, and we continue to believe in the good citizens and hard working front line workers in this community.

All the Best,

Serdar and Kit Demirdelen
[REDACTED]

Police reform

Sal Dileo [REDACTED]

Tue 3/16/2021 4:41 PM

To: policereform <policereform@hastingsgov.org>

Cc: Board of Trustees <boardoftrustees@hastingsgov.org>

I am emailing you to express my feelings on Hastings on Hudson police reform.

It is my feeling that doing so will compromise the well being and safety of the police and the citizens which they need to protect.

In today's world, we can never assume that we are safe even in a controlled environment. Disarming the police would put the innocent in jeopardy as well as make criminal acts easier to facilitate.

Should such an event occur, that would leave our police with no equipment to protect others.

I hope this matter is rethought and that this proceeding is dismissed immediately.

Thank you for your consideration in this matter.

Sincerely,

Sal DiLeo

Sent from my iPhone

Support for Police Reform Plan

Robert Foster [REDACTED]

Tue 3/16/2021 5:46 PM

To: Board of Trustees <boardoftrustees@hastingsgov.org>

> I voice my support for the police reform plan. I am the parent of an 8th grader and feel that my child would be safer.

>

> Sent from my iPhone

Police Reform Plan

robert dejesus [REDACTED]

Tue 3/16/2021 4:48 PM

To: policereform <policereform@hastingsgov.org>; Mayor Armacost <mayor@hastingsgov.org>; **Board of Trustees** <boardoftrustees@hastingsgov.org>

This email is to voice my support for the findings of the Police Reform Plan. I fully support Hastings Police Dept. and Chief Dave Dosin for the professionalism and incredibly tireless work they put into taking care of our children, schools and property. Our village is safe because of their work. I've been a resident of Hastings now for 14.5 years and see how things have changed in our town and we cannot afford not to have the Hastings Police securing our schools, roads and our quality of Village life.

Robert DeJesus

Police Reform Plan



Tue 3/16/2021 4:21 PM

To: policereform <policereform@hastingsgov.org>; Board of Trustees <boardoftrustees@hastingsgov.org>; Mayor Armacost <mayor@hastingsgov.org>

To Police Reform Task Force, Trustees, and Mayor Armacost

I would like to take a moment to express my support for the findings of the Police Reform Plan. Through thoughtful conversation with residents of Hastings, I am confident in the process and am in support of the plan. As long as I have been a resident of Hastings, I have always been impressed with our Police Department. They are a professional group of men and women who all work hard around the clock to keep our community safe.

Sincerely,

RJ Harmon

Life long resident of Hastings

Police Reform Plan

Peter Linder [REDACTED]

Tue 3/16/2021 4:16 PM

To: policereform@hastingsov.org <policereform@hastingsov.org>

Cc: Board of Trustees <boardoftrustees@hastingsgov.org>

Good afternoon, I am a long time Hastings resident and after reviewing the Reform Plan, I just wanted to let you know that I agree with the conclusions and request the Trustees adopt the plan. In addition, as a parent of 2015 HHS graduate, I know that he, as well as many of his classmates, benefited from the interactions with the police personnel who were in the building on an almost daily basis.

Thank you for your time and continued efforts.

Peter Linder

Supporting the police reform plan!

Lynne Schur [REDACTED]

Tue 3/16/2021 4:53 PM

To: policereform <policereform@hastingsgov.org>

RE: Police Reform Task Force, Village Trustees & Mayor Armacost,

The purpose of this email is to show my support for the findings of The Police Reform Plan.

Seeing the police department and community come together on this effort is both positive and impressive. I'd like to thank those involved for the leadership, care, and time they dedicated to this process.

We appreciate Chief Dosin and the entire Hastings Police Department for their continued professionalism and tireless work ethic as they watch over our Village.

Best,
Lynne Sanford Schur

Sent from my iPhone

Draft Police Reform Plan

Ida Lee Elliott [REDACTED]

Tue 3/16/2021 5:33 PM

To: policereform <policereform@hastingsgov.org>

Dear Hastings Board of Trustees:

I read with interest and satisfaction the Draft Police Reform Plan. It addresses the many aspects of our police department that contribute to the security and serenity of our lives in Hastings. After living in Hastings for 48 years, I have nothing but appreciation for the service they provide to our community. Our continued support for the Department is the duty of each one of us.

As well, I appreciate the service of the Task Force and their comprehensive report. I recommend that the Board of Trustees adopt the report as presented.

Best regards,
Lee Elliott

[REDACTED]
Hastings-on-Hudson, NY

REMINDER: Draft Police Reform Plan Available to the Public. Comment period ends March 19,2021



The Village of Hastings-on-Hudson
invites the residents of the Village to comment on the

[Draft Police Reform Plan](#)

The comment period will be open for two weeks beginning March 5, 2021 and ending March 19, 2021

Police Reform Plan

youngremodeling [REDACTED]

Tue 3/16/2021 4:15 PM

To: policereform <policereform@hastingsgov.org>; Mayor Armacost <mayor@hastingsgov.org>; **Board of Trustees** <boardoftrustees@hastingsgov.org>

Cc: Board of Trustees <boardoftrustees@hastingsgov.org>

Police Reform Task Force, Village Trustees & Mayor Armacost,

I'm emailing to show my support of The Police Reform Plan and the entire HPD.

Thank you to Chief Dosing and the entire Hastings Police Department for their service, support and protection in our village.

Regards,
Larry Young

Sent from my T-Mobile 4G LTE Device

Police Reform Plan

Lemischak, Joseph [REDACTED]

Tue 3/16/2021 5:01 PM

To: policereform <policereform@hastingsgov.org>; Board of Trustees <boardoftrustees@hastingsgov.org>

I would like to voice my support for the Police Reform Plan. Congratulations to the police department and community for working together on such an important and sensitive subject.

Joe Lemischak

[REDACTED]
Hastings

police reform

Jeremy Galland [REDACTED]

Tue 3/16/2021 4:42 PM

To: policereform <policereform@hastingsgov.org>; Board of Trustees <boardoftrustees@hastingsgov.org>; Mayor Armacost <mayor@hastingsgov.org>

Thank you for sharing the police reform report.
Thank you for organizing the committees and the work.

I am writing to share with the board,
my opinion,
that the recommendations in the report seem well thought out and appropriate.

If you are trying to judge public support,
I would like it known that I support the police reform report and support its approval/ adoption.

Jeremy Galland
[REDACTED]

Draft Police Reform Plan

Dan Sbrega [REDACTED]

Tue 3/16/2021 3:24 PM

To: policereform <policereform@hastingsgov.org>; Board of Trustees <boardoftrustees@hastingsgov.org>; Mayor Armacost <mayor@hastingsgov.org>

Police Reform Task Force, Village Trustees & Mayor Armacost,

The purpose of this email is to voice my support for the findings of The Police Reform Plan.

Though I was only able to attend two of the zoom meetings, from what I witnessed and through my conversations with many of the people involved, the entire process was inclusive and transparent. The community and The Hastings Police Department were equally engaged. Kudos to all of you involved for your leadership and care throughout, what must have been an arduous process.

I would also like to take this opportunity to thank Chief Dosing and the entire Hastings Police Department for their continued professionalism and tireless work ethic as they watch over our Village.

My best,
Dan Sbrega

[REDACTED]

In support of police reform plan

Cliff Schur [REDACTED]

Tue 3/16/2021 4:43 PM

To: Board of Trustees <boardoftrustees@hastingsgov.org>

RE: Police Reform Task Force, Village Trustees & Mayor Armacost,

The purpose of this email is to show my support for the findings of The Police Reform Plan.

Seeing the police department and community come together on this effort is both positive and impressive. I'd like to thank those involved for the leadership, care, and time they dedicated to this process.

We appreciate Chief Dosin and the entire Hastings Police Department for their continued professionalism and tireless work ethic as they watch over our Village.

Cliff Schur

Police Reform Task Force

Brian Krapf [REDACTED]

Tue 3/16/2021 4:02 PM

To: policereform <policereform@hastingsgov.org>; Board of Trustees <boardoftrustees@hastingsgov.org>

Police Reform Task Force, Village Trustees & Mayor Armacost:

I strongly endorse the findings of the Police Reform Plan.

I have been a resident of Hastings on Hudson for almost 20-years and I have always found the Hastings Police Department to be consummate professionals, respectful and dutiful in their protection of our town. I found the entire process leading to this report to be open and deferential to the differing views of Hastings' citizens, and this plan would seem to be a product of that wholly transparent exercise. At a time while other towns, cities and municipalities are having very difficult debates about police conduct, I consider Hastings on Hudson lucky to have the police force it has and this plan will only strengthen its mission and devotion to our community. My thanks to you for undertaking this task and congratulations for a job well done.

Brian Krapf

[REDACTED]
Hastings on Hudson

Police Reform Plan



Tue 3/16/2021 4:17 PM

To: policereform <policereform@hastingsgov.org>; Mayor Armacost <mayor@hastingsgov.org>; **Board of Trustees** <boardoftrustees@hastingsgov.org>

Police Reform Task Force, Village Trustees & Mayor Armacost,

I'm emailing to show my support of The Police Reform Plan and the entire HPD.

Thank you to Chief Dosing and the entire Hastings Police Department for their service, support and protection in our village.

Regards,
Brandy Young

Sent from my T-Mobile 4G LTE Device

Support for the Police Reform Plan

Bob McKinnon [REDACTED]

Tue 3/16/2021 4:53 PM

To: policereform <policereform@hastingsgov.org>; Mayor Armacost <mayor@hastingsgov.org>; **Board of Trustees** <boardoftrustees@hastingsgov.org>

Police Reform Task Force, Village Trustees & Mayor Armacost,

The purpose of this email is to voice my support for the findings of The Police Reform Plan.

In reviewing the report and knowing many of the highly respected people involved in its creation, I wanted to commend you all on what seemed to be a comprehensive, transparent and challenging undertaking.

By almost any measure it seems to be both reasonable in its assessment of our current situation and replete with strong and creative recommendations on how to improve upon what by my estimation and experience is already an outstanding police force that is widely respected within the community.

I appreciate these are challenging times and events across the nation require us to assess our own circumstances within our village. I commend you on the process and its outcome and look forward to seeing many elements of the recommendation put into place moving forward.

Thanks to all of you for your time, consideration and service to our community.

Best,

Bob

Bob McKinnon
[REDACTED]

Police Reform & Reinvention Collaborative Plan Support

Andrew Heilakka [REDACTED]

Tue 3/16/2021 4:33 PM

To: policereform@hastings.gov <policereform@hastings.gov>; boardoftrustees@hastings.gov <boardoftrustees@hastings.gov>; Mayor Armacost <mayor@hastingsgov.org>

Cc: Chief David Dosin <ddosin@hastingsgov.org>; T Drake [REDACTED]

Hello,

My name is Andrew Heilakka, I live @ [REDACTED], HOH

I'm writing to voice my support for the findings outlined in the Police Reform & Reinvention Collaborative Plan.

I believe the committee formed to review and advise did so in a transparent and inclusive manner, carefully listening to members of the police department, local government, and our community as a whole.

I would especially like to thank Chief Dave Dosin and his entire department for their professionalism during this review of their tireless and sometimes thankless service to our community.

Best,

-Andrew Heilakka
[REDACTED]

Draft Police Reform Plan



Stephanie [REDACTED]

Sun 3/7/2021 11:51 AM

To: policereform



Hi Task Force,

Thanks so much for The Draft Police Reform Plan. It seems well thought out and comprehensive except for what I see as one weakness. There is mention of mental health contributors, but not as much as is needed. We are all aware of how the police receive calls for events that are not specifically policing issues — family problems, legal drug misuse, teen you-name-it — and I think it's important that there are stronger ties with the mental health community so that those issues can be referred to the professionals best equipped for the job.

I think we all use the police as a kind of clearinghouse for problems that we cannot solve otherwise. From crimes to whether Sugar Pond is safe for skating, the police need to be flexible in their response. Mental health seems to be the one area we still haven't clearly defined.

I'm just a Village resident and an observer, not in the mental health service in any way. You asked for opinions. And now you have it. Thanks again for putting this together and reaching out to the community.

Best,

Stephanie Weiner

Village Board: Reject the Taskforce Plan!

Thomas Duffy [REDACTED]

Mon 3/15/2021 5:19 PM

To: Mayor Armacost <mayor@hastingsgov.org>

Nicola Armacost,

Last summer, our country experienced yet another outpouring of support for racial justice in response to another playing of the unfortunately too well worn tune of Black life existing under threat. In response to that movement, Governor Cuomo issued the Executive Order for municipalities in our state which dictates the purview of our village's Task force recommendation.

As a Hasting resident, I must express my displeasure and disappointment with the results the Task Force has arrived at: for their paucity, short sightedness, and lack of creativity. One could accurately summarize this proposal as an investment in public relations for our police force and an attempt to advocate for routine equipment maintenance. That task force members thought such aims were relevant to the directions of the Executive Order is rather astonishing. It certainly requires a narrow reading, and a particular ignorance of the final call to "address any racial bias and disproportionate policing of communities of color".

Instead of engaging in a sincere racial reckoning, Hastings would instead expand the police presence in our community and schools, and in the process, reject and undermine the most fundamental tenets of the ongoing movement for racial justice. I do not even feel it worthwhile to discuss the merits of these aims because they are wholly unrelated to the request put out by the Governor (not to mention those the community deserves). Perhaps the PD's equipment is aging. I fail to see how such a fact is relevant to racial bias exercised (even implicitly) by Police officers in our town and around this country.

These recommendations fail to address any racial bias and disproportionate policing of communities of color. The report never acknowledges or defines racism, and in fact, the word is not even found within the document. This plan proposes fundamentally altering our village by making the police an unavoidable part of daily life at our schools and in the community. It ignores Village residents, including young people, who wish to live in peace without unnecessary contact and entanglements with the police. It further fails to consider meaningfully the development of community and social services independent of law enforcement.

This reads very much like seeing every problem as a nail when all you have is a hammer. We claim (and certainly advertise) ourselves as an artsy village which is inclusive and creative. Certainly no one would make the mistake of describing the task force's findings in such a way. Are police officers capable of doing their jobs? I would say probably yes in most cases. Should their jobs encompass a large enough purview to intersect with (if not entirely overlap) that of mental health professionals, negotiators, and others? Definitely not. One person can simply not be proficient in that many aspects. This has been proven out so many times it's almost comical that we as a country fail to ever pay attention to it. We live in a wealthy town with many resources and are wasting a golden opportunity to demonstrate what true community health and policing can look like for a country starved for good examples. That we saw such an opportunity

and produced a document of this quality makes me ashamed to be a resident that this is being done in the name of.

I urge the Board of Trustees to reject this proposal as written. Please don't tarnish the reputation and identity of the Village by approving this plan and sending it to Albany in our name.

Thomas Duffy



Hastings-on-Hudson, New York 10706

Anthony Costantini

From: Police Reform via Village of Hastings-on-Hudson NY <cmsmailer@civicplus.com>
Sent: Friday, March 19, 2021 3:37 PM

[REDACTED]

[REDACTED]

Submitted values are:

Message:

The plan calls for more increased presence of police in the village. This seems contrary to the nation wide movement to defund police and have less policing. More concerted training efforts are needed to build a community conscious police force

[REDACTED]

Anthony Costantini

From: Police Reform via Village of Hastings-on-Hudson NY <cmsmailer@civicplus.com>
Sent: Tuesday, March 16, 2021 8:19 AM
To: Anthony Costantini
[REDACTED]

Message:

POLICE REFORM COMMITTEE REPORT RESPONSE

From Nick Mottern, [REDACTED], Hastings on Hudson, NY 10706

Thank you for the draft report of the Hastings on Hudson police reform committee. In response, we ask that the final draft respond to the following requests:

A. Police Data

1. Please list the categories of data that police have available to them through the computers in their squad cars, the sources of the data and to what degree any of this data may be prejudicial. For example, if police are aware through such data that someone being stopped for running a stop sign has a police record, how does this affect how the case is handled? Research has documented, and the obvious disproportionate outcomes have shown, that the "justice" system is biased at all levels against Black and Hispanic populations. Is each case of contact with a member of the public being treated as it stands at the moment, or is it being treated as an endpoint in a long history of prior interactions? Finally, is any of the data available to HOH police generated by the use of facial recognition technology used in systems not under HOH control?

2. HOH uses Evidence.com, a data storage, sorting and retrieval platform that is used by a number of police departments. Please list the categories of data that HOH sends to Evidence.com and what services HOH receives from Evidence.com. Also, please list categories of data, if any, that are received from Evidence and the level of confidence in the accuracy in each category. And, please note how much HOH pays Evidence.com on a monthly basis.

B. Training

Please make readily available to the public the video and written training material used by HOH police.

C. Complaints

Please recommend a complaint process through which a member of the public may make a complaint anonymously and to citizen complaint board and not to a member of the police force, the police commission, the police representative on the Village Board or others closely affiliated with the police. Ideally, the recommendation will include outlining the path that the complaint will follow in order to have a fair hearing and to determine a path to resolution.

D. Police Arrests

Here is a link showing a very high number of arrests of Black and Hispanic citizens by HOH police from 2015 to 2019. Please explain this, given the relatively small population of people of color in HOH. Is any corrective action necessary?
<https://public.tableau.com/profile/scott.kaufman#!/vizhome/Racialanalysis...>

E. HOH police are members of the Police Benevolent Association of HOH. Please report on how provisions of their contract with the Village compare with recommendations of the NAACP Legal Defense and Educational Fund and similar reform recommendations. <https://naacpldf.org/press-release/ldf-launches-toolkit-for-community-ov...>



Anthony Costantini

From: Police Reform via Village of Hastings-on-Hudson NY <cmsmailer@civicplus.com>
Sent: Tuesday, March 16, 2021 7:29 PM

[REDACTED]

[REDACTED]

Message: I would like to address my concerns for this police reform plan. This task force was created to address the national outcry in light of police brutality and racism yet this 19 page report never uses the word racism and concludes that the Hastings police force does not engage in racially motivated practices. After attending all of the BLM protests in Hastings in the summer and hearing from countless young people of color about their negative experience with the police, this report feels like a complete denial of their lived experiences. Furthermore, the data given on page 5 feels incomplete. It lists specific demographics when it comes to Graham School arrests but neglects to give data when it comes to the 249 calls made about suspicious people and the 69 DMV arrests made in 2019. These calls and dmv stops disproportionately target people of color in this country and I would have no reason to believe that our town is any different based on accounts relayed at protests and in conversation. We need to alter this report as a start but we need to then do the work of creating a better task force to hold our town accountable and create real progressive change that the people of our town demanded back in the summer. Thank you for your time.

[REDACTED]

Anthony Costantini

From: Police Reform via Village of Hastings-on-Hudson NY <cmsmailer@civicplus.com>
Sent: Tuesday, March 16, 2021 6:42 PM

[REDACTED]

[REDACTED]

Message:

The current plan that is being proposed cannot be approved.

In Cuomo's executive order, it calls for our town to review our current policing practices and to develop an improved plan "for the purposes of addressing the particular needs of the communities served, and to address any racial bias and disproportionate policing of communities of color". Yet, overwhelmingly, the plan fails to acknowledge or address issues of racism at any level. How can we possibly create a plan, prompted by the death of a black man and the Black Lives Matter movement, and just act as if there is nothing wrong. It is just not right, it is disrespectful.

And you know, I don't think that was the intent but that is exactly the problem, isn't it? We are in a bubble where everything is fine and dandy, but it's not, and this plan just screams "Hey look at my ignorance! Isn't it bliss!" We all have biases we may be blind to, and reflection must be done.

The criminal system must be reformed. We cannot continue to allow unjust killing. We cannot allow people of color to be more harshly charged and sentenced. This causes racial disparity to just grow and grow and grow as people of color traverse through the system.

So Hastings, this NY Times op ed town of inclusiveness. What the heck happened? Last year so many residents, educators, and elected officials, flooded our very streets and parks to take part in the Black Lives Matter movement, to listen to those who bravely spoke out about racism, and how they have felt targeted by authorities based on race, gender expression, and age. Yet this plan is telling everyone that our rallies and protests were all a performance, and our promises to be proactive were all a lie. That your trauma does not matter, your lives do not matter.

We have this opportunity to keep the momentum going and try to make real change for social justice. To help those who are vulnerable. Yet, the proposed plan calls for new rifles, new tasers, new databases (that if used wrongly can create issues of profiling), new programs to increase police presence in the schools and town. If these are not triggers for you, then consider yourself lucky. Why not create a plan that celebrates all the people of our town, that encourages diversity and inclusion, that educates us, that helps lift our community.

This plan as proposed, must be rejected. Otherwise, we will head in the completely wrong direction. And I'll look out for all of the backlash when the facade is torn down, and we are exposed for not being inclusive, not being progressive, not being innovative leaders.

[REDACTED]

To: The Board of Trustees and the Hastings-on-Hudson Police Reform and Reinvention Task Force
From: Patrick McKenzie, Ana Gomez-Taylor, and Crissy Gomez-Taylor
Date: March 19, 2021
Subject: Feedback on the Draft Police Reform Plan

We are current Hastings residents. We were pleased with the Village's quick action in response to the requirement that the Village develop a Police Reform Plan, and we have been hopeful that the Plan will lead to meaningful positive impact.

We are upset by the current state of the Plan. It fails to address (or even to mention) widespread issues of police bias, and it proposes a laundry list of insensitive recommendations. Moreover, the consistent ambiguity in the Plan stands in stark contrast to the very detailed goals stated and questions posed in the New York State Reform and Reinvention Collaborative Resources & Guide document.

A fundamental requirement: Acknowledge racism.

What did this report do wrong? The most glaring failure of the report is to not acknowledge racial disparities in policing.

How will this Plan improve issues of police bias if it cannot even acknowledge that bias?

It is silly to pretend that bias is not an issue in our police department. Even if the local data doesn't reject some null hypothesis about unbiased policing (something that remains unknown from the report's current state), we can't ignore that this whole effort is directly borne out of a national movement drawing attention to the overpolicing of marginalized groups.

Even if we are somehow bias-free in Hastings at the moment, there are plenty of straightforward actions that the HPD could take to ensure racial equity in future policing. But recognizing systemic bias as a real issue is a necessary first step.

More fundamental issues: Lack of detail and unjustified recommendations

Beyond its failure to acknowledge biased policing, we are still unimpressed by the general quality of the Plan. In its current form:

- 1) The end goals of the Plan are poorly articulated, and
- 2) The current state of HPD policing is poorly assessed.

Given that the Plan's recommendations should be derived both from a set of clearly articulated goals and knowledge about the current state of the HPD, it is then no surprise that many of the Plan's recommendations are alarmingly misguided.

I. Clearly articulating goals

Setting meaningful goals is necessary for producing meaningful recommendations. The stated goal of the report, “to foster trust and fairness in police and community relations that facilitates law enforcement’s success to protect the community,” is unacceptable. Not only is this goal vague and a bit confusing, but it skirts the issue that brought about the Police Reform Plan in the first place: widespread evidence of systemic biases of policing against people of color.

In contrast, the guidance from New York State makes it perfectly clear that the Plan should address racial bias among police and that it should make recommendations that seek to curtail the disproportionate policing of communities of color.

The state’s guidebook also suggests (*Part I, Chapter 1: What functions should the police perform?*) that a primary focus of the Plan should be to assess what the community wants from its police department and to determine whether resources currently allocated to policing might be better spent on social services, community programs, housing, and education. This topic is wholly ignored in the current Plan.

II. Establishing the current state of the HPD

A basic requirement of the Plan is to establish the current state of the police department. This requires presenting information that is known and taking inventory of what information isn’t known. Without doing this part thoroughly, the recommendations that follow are baseless.

Throughout the Plan, details are lacking in favor of value-laden language. Take, for example, the following research point from the Training subcommittee: “HPD has extensive training opportunities that have been made available to police officers.” This is subjective and ambiguous, and it just implies to us that the author did not determine the specific training requirements for HPD officers. Similarly vague statements are made throughout the “Research and Data” sections for all four subcommittees.

We would like to have seen much more detail in this Plan. In particular:

- Basic numbers about policing

The whole point of the Police Reform and Reinvention Collaborative is that racially biased policing is common across the country. The report clearly states that “there is no evidence that the HPD engages in racially motivated police practices,” but it fails to report even basic numbers to support this. The only description of policing of people of color is a statement that all of the arrests at the Graham School were people of color.

If available, data about the frequency of police interactions with people of color (and other demographic information, if available) should be included in the report. If not able to be included, the reasons why should be explained. If the data has not been collected, collecting such data ought to be a recommendation of the Plan.

- State of transparency and accountability

The Plan in its current state gives no data about how the police department is held accountable to the community. There is no discussion of the availability of disciplinary records of HPD officers, the data collection process, or purchasing oversight. There is also no description of the disciplinary process. The plan *does* state that HPD officers do not wear body cameras, but then it doesn't include anything about body cameras in the recommendations. Again, this Plan was meant to establish the current state of the HPD, particularly with regard to transparency and accountability, and it has failed to do so.

- Procedures

The report does not include details about existing procedures for policing. How often, if ever, does the HPD acquire no-knock or knock-and-announce warrants? Does the HPD ever use stop-and-frisk? Are there on-the-job incentives for issuing tickets? How are cases of use-of-force and misconduct investigated, and how are infractions enforced? What strategies does the HPD use to ensure a lack of racial disparities in policing? Has it considered restorative justice practices or specific de-escalation strategies? None of these questions are answered, or even considered, within this report.

- Training requirements and completion

This report gives very little information about the current training requirements for the HPD and the amount of training that has actually been completed. It ideally would answer: How much training is required? How many hours has each officer completed of each type of training? How does this compare to what is required? Are de-escalation, reformatory justice, and peer intervention trainings required or not?

- Community outreach

While this Plan states that our police bring a positive presence to the community, there is no real data about positive community outreach beyond a short list of available programs. This report would ideally outline the goals of the HPD's community outreach and how many hours of outreach have actually been completed each year and by each officer, if such data is available. It should also acknowledge potential negative impacts of police presence on the community, and it should demonstrate efforts to minimize the potential for future negative impacts.

III. Combining these things (Making recommendations)

Feedback on current recommendations

The recommendations provided with the Plan should be derived from knowledge concerning the current state of the HPD and of the Plan's stated goals, neither of which are properly established. Largely because of this, several of the included recommendations are alarmingly insensitive, such as:

- Consider replacement/upgrades/additions of shotguns, rifles, tasers, and vehicles
- Hold an annual event where the Village demonstrates its appreciation of the HPD
- The various recommendations to increase police presence in schools, e.g.:
 - HPD school assemblies in elementary school to increase exposure and comfort among the youngest Village residents
 - Youth Police Initiative where at-risk young people can do trust-building exercises with officers

- Visit schools while dressed down and wearing shirts with the school mascot
- Visit schools with a border collie, lab, or beagle to say hello to children
- Creating an HPD / Youth Partnership Agreement, with an example in which youth agree to respect officers in exchange for the officers giving youth the benefit of the doubt
- HPD Summer Police Camp
- Increase the time that police are a visible presence in downtown
- Read books like *White Fragility*, *Biased*, and *She is Not There, a Life in Two Genders*

Finally, among the most troubling parts of the Plan is the youth survey, in which students report feeling targeted or talked down to by police officers based on their race or gender identity. Instead of confronting these statements with specific recommendations to improve officer training or to hold officers accountable, the Plan ignores these statements altogether and claims that our community is free of biased policing.

Alternative recommendations

Making relevant recommendations requires detailed information about existing policies and practices, which we don't have at this point. However, there is a long list of potential alternative recommendations that are prominent in nationwide discourse about police reform and that are not discussed in the current Plan. With the caveat that we are not experts on existing local and state policies, we offer some of these recommendations as examples of what we mean when we ask for "meaningful impact" from the Police Reform Plan:

- Take steps to limit police activity in schools
- Eliminate unnecessarily aggressive policing strategies
- Eliminate enforcement of immigration laws
- Take steps to reduce the number of direct confrontations with police
- Take steps to make our police presence more friendly without forcing at-risk young people to do the trust-building work
- Expand availability of non-weaponized crisis teams
- Require de-escalation, reformative justice, and peer intervention trainings for all officers
- Implement annual number-of-hours requirements for officer training
- Make the disciplinary histories of officers open to the public
- Require that police officers wear body cameras
- Require that body camera footage from situations involving use-of-force or misconduct be accessible to the public
- Collect data on police encounters and make it easily publicly accessible
 - Data should include race, gender, sexual orientation, disability, ethnicity, and other relevant information.
- Introduce independent oversight and accountability mechanisms
- Divert a portion of police funding to social services
- Introduce programs or direct funding to help formerly incarcerated people assimilate back into the community

IV. Properly assessing outcomes

A final concern with the Police Reform Plan is that the “Assessing Outcomes” section lacks enough detail to be enforceable. We see it as imperative that specific goals are set, along with deadlines to accompany them.

As it is written, nothing in this section creates accountability for addressing individual recommendations. “Regular monitoring and progress reports” to the Board of Trustees is too vague to ensure that changes happen. Instead, we would like to see specific goals set for each recommendation.

A missed opportunity: We are in a unique moment and have the chance to make meaningful change.

In the wake of injustice, the community unrest during the summer of 2020 felt to us like a potential turning point in policing across the country. The establishment of the Police Reform and Reinvention Task Force in Hastings gave us hope that meaningful change might finally be on the way -- after all, Hastings is known to be that “Inclusive Community on the River” and could easily have been a leader in the national effort toward equitable policing. We are still really hopeful that Hastings can step up to the challenge.

But we are very disappointed with the draft of the Hastings Police Reform Plan, especially in comparison with draft Reform Plans from other communities around New York. While other New York municipalities appear to have approached this task in good faith and with real aspirations of addressing issues surrounding biased policing, the current Hastings-on-Hudson Plan suggests that this effort was not taken seriously. We would like to see the Police Reform Plan rejected in its current state.

Thanks,
Patrick McKenzie, Ana Gomez-Taylor, and Crissy Gomez-Taylor

[Village of Hastings-on-Hudson NY] FORWARDING QUESTIONS FOR THE POLICE REFORM COMM. (Sent by Nicholas Mottern, [REDACTED])

Contact form at Village of Hastings-on-Hudson NY <cmsmailer@civicplus.com>

Tue 3/16/2021 11:15 AM

To: Board of Trustees <boardoftrustees@hastingsgov.org>

Hello Board of Trustees,

Nicholas Mottern [REDACTED] has sent you a message via your contact form [REDACTED] at Village of Hastings-on-Hudson NY.

Message:

POLICE REFORM COMMITTEE REPORT RESPONSE

From Nick Mottern, [REDACTED] Hastings on Hudson, NY 10706

Thank you for the draft report of the Hastings on Hudson police reform committee. In response, I ask that the final draft respond to the following requests:

A. Police Data

1. Please list the categories of data that police have available to them through the computers in their squad cars, the sources of the data and to what degree any of this data may be prejudicial. For example, if police are aware through such data that someone being stopped for running a stop sign has a police record, how does this affect how the case is handled? Research has documented, and the obvious disproportionate outcomes have shown, that the "justice" system is biased at all levels against Black and Hispanic populations. Is each case of contact with a member of the public being treated as it stands at the moment, or is it being treated as an endpoint in a long history of prior interactions?

Finally, is any of the data available to HOH police generated by the use of facial recognition technology used in systems not under HOH control?

2. HOH uses Evidence.com, a data storage, sorting and retrieval platform that is used by a number of police departments. Please list the categories of data that HOH sends to Evidence.com and what services HOH receives from Evidence.com. Also, please list categories of data, if any, that are received from Evidence and the level of confidence in the accuracy in each category. And, please note how much HOH pays Evidence.com on a monthly basis.

B. Training

Please make readily available to the public the video and written training material used by HOH police.

C. Complaints

Please recommend a complaint process through which a member of the public may make a complaint anonymously and to citizen complaint board and not to a member of the police force, the police commission, the police representative on the Village Board or others closely affiliated with the police. Ideally, the recommendation will include outlining the path that the complaint will follow in order to have a fair hearing and to determine a path to resolution.

D. Police Arrests

Here is a link showing a very high number of arrests of Black and Hispanic citizens by HOH police from 2015 to 2019. Please explain this, given the relatively small population of people of color in HOH. Is any corrective action necessary?

<https://public.tableau.com/profile/scott.kaufman#!/vizhome/Racialanalysisi...>

E. HOH police are members of the Police Benevolent Association of HOH. Please report on how provisions of their contract with the Village compare with recommendations of the NAACP Legal Defense and Educational Fund and similar reform recommendations. <https://naacpldf.org/press-release/ldf-launches-toolkit-for-community-ov...>

Reject the Police Reform Taskforce Plan PLEASE

Marisa Chee [REDACTED]

Mon 3/15/2021 5:54 PM

To: Mayor Armacost <mayor@hastingsgov.org>

Nicola Armacost,

I am writing in regards to the Hastings Police Reform Plan with strong conviction that it moves us in the completely wrong direction. I urge the Board of Trustees to reject this proposed plan as written.

The exact words in the executive order calls for local governments to perform a comprehensive review of its current practices and to develop a plan to improve its practices "for the purposes of addressing the particular needs of the communities served by such police agency and promote community engagement to foster trust, fairness, and legitimacy, and to address any racial bias and disproportionate policing of communities of color". The plan that Hasting's has come up with fails to meet that requirement entirely. Not a single thing recommended addresses any concerns of racism; the report fails to even identify it as a problem and is so blatantly drafted without any understanding of what the issues are that so many people face. It is ignorant of the very problems that have led to this call for reform.

Last year, with the death of George Floyd, the Black Lives Matter movement inspired people all over the world to fight against racism. We even had marches and rallies here in Hastings with people outpouring into the streets calling for justice. So many people shared their experiences of racism, and with leaders and residents of the community saying that they hear us and promise to do better. Yet, we have not done better and will not do better if this is the plan we have.

Hastings youth bravely spoke out about how they face racism in school and have experienced trauma based on not only their race, but in some cases, gender identity or sexual preference. None of the recommendations in this plan focus on how this will be resolved. The only recommendations are to increase the presence of police in schools and around town. What does that do? Does it educate us about racism? Does it celebrate diversity? Does it make for a safe and inclusive space? Does it improve any hardships at all? I cannot stand behind using funds to increase HPD's physical presence, when that will not address any of these concerns and may only further trigger them.

Another issue with this plan is that it looks to add tasers, upgrade old weapons, and for use of canine. This call for new weapons and increased police presence in our schools and community takes advantage of the process that was intended to address concerns of police killings. Violence cannot be the answer to violence. There should be plans to increase mental health workers in our town, social workers to be called in emergencies. The BLM protests all call for using proper de-escalation techniques, yet it's just an hour or so long course that gets checked off a to do list.

The only recommendation that I could see that even remotely touches on racism, is where they plan to encourage the reading of literature like White Fragility -- just encourage. Real training and

education needs to be mandated for all law enforcement and other town authorities. And it's not even just those entities, but the whole town. We all need to reflect and learn about our own biases and privileges. Why not promote diversity and inclusivity and lift our community? The plan truly fails to consider meaningfully the development of community and social services.

Just because we want to believe these issues of racial, social, and economic justice do not exist in Hastings, there are real people who face these issues everyday and have lived, currently live, and will live here. We must do better by them. We have the resources. It is disappointing to live in a town that claims to be innovative, yet came up with such uninspired ideas. I always read and hear about how progressive and inclusive Hastings is, but when we have the chance and especially the momentum, nothing is still being done. We need to hold people accountable and not just let allyship be performative.

So again, I urge the Board of Trustees to see us and hear us and fight for us, and reject this proposal as written.

Thank you,
Marisa

Marisa Chee



Hastings on Hudson, New York 10706

Village Board: Reject the Taskforce Plan!

Lauren Jen [REDACTED]

Tue 3/16/2021 10:36 AM

To: Mayor Armacost <mayor@hastingsgov.org>

Nicola Armacost,

I am writing to you today to call on you to reject the proposal to increase police presence in our public schools. Throughout this process, I have been so moved hearing from the young people in Hastings. I worry that expanding the police force in our public schools sends a clear message to our youth about our priorities as a community. This serves to make school a less-inclusive place for youth who feel targeted by Law Enforcement.

Additionally reviewing the statistics of current HPD calls it appears the unit is adequately staffed. I'm wondering what need a new K-9 unit would fulfill in making the community safer. Are there current calls where K-9 units are needed that are not being served?

At a time when we are facing ever increasing social needs it seems reckless to increase nonessential spending in the police budget. As we recover from these crises we need, now more than ever, to invest in our communities.

Lauren Jen

lauren.ciminello@gmail.com

[REDACTED]
HASTINGS ON HUDSON, New York 10706

Comments on the HOH Police Reform and Reinvention Taskforce Report

Iris Hiskey Arno [REDACTED]

Tue 3/16/2021 5:39 PM

To: Mayor Armacost <mayor@hastingsgov.org>; Trustee Mary Lambert <trusteelambert@hastingsgov.org>; Trustee Morgen Fleisig <trusteefleisig@hastingsgov.org>; Trustee Marc Leaf <trusteeleaf@hastingsgov.org>; Trustee Georgia Lopez <trusteelopez@hastingsgov.org>; Mary Beth Murphy <Villagemanager@hastingsgov.org>

[REDACTED]

We are writing to express our thoughts about the draft report of the Hastings-on-Hudson Police Reform and Reinvention Task Force. Over the past year, we have seen a massive social movement arise in our country protesting acts of police violence against people of color. In response to this turmoil and demand for a new way of looking at policing, Governor Andrew Cuomo tasked each municipality in our state to take a deep look at its police force and policies and to imagine how that force could be reformed and reinvented.

The draft report that was released to the public, however, does not seem to ground itself in our current moment nor acknowledge the complicated history of policing in our country. It does not directly address the issue of racism, whether systemic, institutional or individual, nor mention the obvious fact that, given that racism is intertwined throughout our entire society, it surely exists in Hastings among all of us.

All of us have lived in Hastings for decades and are aware of the common perception that Black and brown people are more likely to be stopped while driving by the local police than are white people. Some of us have been told by people of color working in Hastings that they feel they need to be out of town before dark, so as not to be stopped by the police. A few of us have gone to traffic court and noticed that we were the only white faces in the crowd. We realize that some of these events occurred in the past and may not be representative of our police force today. Yet the report does state that current students of color say they feel singled out by police when they are in mixed race groups, and that teens believe their youth, color, and gender identity play a role in their interactions with police.

There are other aspects of the report that we have concerns about as well. In our time here, we have witnessed procedures and policies that are characteristic of a militarized police department. Some examples include local police officers wearing bulletproof vests who patrolled in vehicles with tinted windows; a discussion at a village board meeting during which the then-chief said we should have vehicles large enough to routinely accommodate riot gear; a request sent from the HPD to residents to agree to share footage from their Amazon RING and other home surveillance systems; and sharp shooters positioned on the roofs downtown during the Memorial Day parade. Some or all of these may no longer be standard practice, but we would like to see some statement in the report that Hastings does not believe in militarizing our police department. With regards to equipment, we see a recommendation to replace older HPD shotguns, rifles, and police vehicles. In our view, this is not part of a "reform and reinvention" initiative, but rather part of normal Village procedure and out of place in this report.

In addition, we believe that a particularly important purpose of the task force is to focus on situations in which a police officer is truly needed and to identify and reassign responsibilities in situations where they are not. Across the country, police are expected to take on an overly broad

range of roles—including some they are not trained for, such as dealing with people suffering from mental illness and/or drug abuse and issues of homelessness. For these situations, the HOH task force report “encourages” relying on the current county crisis team that, absurdly, only functions Monday-Friday from 9 a.m. – 5 p.m. and suggests that community members who are mental health professionals might conduct informational sessions with our police.

We all know people who have been in crisis. They and their families needed timely help from skilled social service professionals. Across the country, police responses to calls for assistance have too often resulted in harm or death of the person in distress. Clearly, we all want to avoid this. While our small village cannot independently fund a 24/7 mobile crisis team staffed with mental health professionals and drug abuse specialists who could respond via telephone and/or in person if needed, we believe that the HOH task force (as well as those from all other Westchester towns) should be strongly pushing in this report for the county to establish such a countywide team.

Finally, the report recommends activities to try to make the community more comfortable with the police, integrating officers into school and community activities to an extent that may not be comfortable to all, and suggests a Village day of appreciation for the HPD. However, it does not address the intimidating nature of the public’s experience of the police headquarters in the Municipal Building. Rethinking the physical set up and making the tone of greeting visitors more welcoming—so residents who stop by for a parking permit or to report a broken meter don’t feel they are at best an annoyance, at worst a threat— is something we hope you will consider as many police departments around the country are doing.

These comments address just some of the items in the draft report. The larger issue is that we all need to deeply rethink how our village works and how we might better help those of us who are in crisis, belong to marginalized groups, or are suffering economic distress. The challenging task facing us is determining what different roles the police department, schools, and social service professionals should play in this effort.

We hope you will not adopt this report until these comments and those of other residents are taken into consideration.

Sincerely,

Iris Hiskey Arno and Peter Arno
[REDACTED]

Amanda Dargan and Steve Zeitlin
[REDACTED]

Linda Atkinson and Nick Doob
[REDACTED]

Barbara Feinberg
[REDACTED]

Martin Laskin
[REDACTED]

Judith Leipzig



Police Task Force report comments

ilene zwirn [REDACTED]

Wed 3/17/2021 6:27 PM

To: policereform <policereform@hastingsgov.org>; Board of Trustees <boardoftrustees@hastingsgov.org>; Trustee Mary Lambert <trusteelambert@hastingsgov.org>; Trustee Marc Leaf <trusteeleaf@hastingsgov.org>; Trustee Morgen Fleisig <trusteefleisig@hastingsgov.org>; Trustee Georgia Lopez <trusteelopez@hastingsgov.org>; Mayor Armacost <mayor@hastingsgov.org>; Mary Beth Murphy <Villagemanager@hastingsgov.org>

Dear Trustees Fleisig, Lambert, Leaf, and Lopez, Village Manager Murphy and Mayor Armacost,

Thank you for reviewing the Task Force Report and for carefully considering the comments you have received. I was surprised and disappointed by many aspects of the report; several of the heartfelt comments at last night's meeting were flawless in highlighting problems with this report. I endorse the comments made last night and will add the following:

In part, the purpose of the task force report was to "...address any racial bias and disproportionate policing of communities of color."

In order to assess proportionality, it is essential that the relevant data be complete and accurate.

With that in mind:

1) What was the source of information for the "approximately 11%" minority population in Hastings?

2) There is reference twice on page 5 to "varying race/ethnicity" when discussing DMV and penal law arrests. Similarly, there is a reference to racial breakdown of arrests at Graham: "...all were non-white (corresponding to the ethnicity and race of the majority of residents at Graham)."

If the essential purpose of the report is to address bias and disproportionate policing of communities of color, the arrest breakdowns must be detailed.

How can we know if policing is disproportionate if we don't know the breakdown of arrests? *That is the entire point.*

These concerns are not abstract: In this report, it is noted that students of color shared that they feel that they may be singled out when they are in a mixed group. It is essential to know whether or not they, and adults of color, are targeted.

With regard to training:

3)What is the content of the currently used virtual training referred to in the report?

4)What are the details of the annual bias training that is currently in progress? Who is developing this? What will the content be?

I very strongly agree with those at the 3/16/21 BOT meeting who objected to submission of this report as it is, because it entirely misses the supposed point of the mandate.

Sincerely,
Ilene Zwirn

Village Board: Reject the Taskforce Plan!

Alex Rabb

Tue 3/16/2021 1:23 AM

To: Mayor Armacost <mayor@hastingsgov.org>

Nicola Armacost,

Dear Members of the Village Board,

Last June, Governor Cuomo ordered the municipalities of New York State to convene police reform commissions in the wake of daily protests “throughout the nation and in communities across New York State... to demand change, action, and accountability” with respect to racially-biased law enforcement. As the draft report of our own police reform and reinvention task force notes, Hastings-on-Hudson met this charge with a goal “to foster trust and fairness in police and community relations.” Unfortunately, the task force’s report and recommendations fail to achieve this goal. Rather, the report is marred by biases and ultimately unchallenged assumptions that will likely not only stifle real change, but also cause harm, both by extending the unnecessary intrusion of law enforcement into the day to day lives of village residents and by shifting valuable resources from community and social services better suited to address the needs of village residents.

First, the report suffers from flawed assumptions regarding the people police officers might encounter when serving their traditional law enforcement roles. In a particularly telling passage, the task force recommends “training programs that would assist officers to recognize behavior that is the product of mental illness or drug use rather than criminal intent.” That the task force would divide the subjects of police attention so starkly into those two or three categories reveals a shocking blindness to other factors that might influence a civilian’s encounters with the police. In the wake of ongoing police killings of unarmed, mostly Black people, last summer’s images of police officers beating protesters, and the members of law enforcement who either facilitated or even participated in the January 6th insurrection in Washington, D.C., surely there are legitimate reasons someone might react negatively to police intervention other than criminal intent, drug use and mental illness. This is more than a semantic issue. The task force appears committed to dividing the subjects of police attention between the mentally ill and everyone else. Twice, the task force recommends a database of families with mental health issues or other special needs so that police are aware of them before intervening. This begs the question of whether approaches such as de-escalation and crisis intervention are reserved only for those with identifiable “special needs” while those with criminal intent - everyone else who might experience attention from the police - is an appropriate subject for the use of force.

Second, the report assumes that the use or potential abuse of police power is at best a problem on ‘both sides’ or, worse, a civilian problem. It was, frankly, bizarre to read that the task force believes that the fears and concerns highlighted by last summer’s protests might somehow be alleviated by “an annual event where the Village demonstrates its appreciation of the HPD.” Even after a year of store clerks, supply chain workers and healthcare providers risking their lives to interact with the public daily, I can think of no other profession (except, I guess, the military) that might have an annual appreciation day declared in its honor, much less one that

has been revealed nationwide (even if thankfully not here in Hastings) to have been involved in unconscionable violence against the people it is sworn to protect and serve.

Even more disturbing was the task force's suggestion that police and youth leaders develop a "Partnership Agreement," mutually agreeing to a set of expectations such as "Youth will treat officers with respect" and "Officers will give youth the benefit of the doubt." With no disrespect intended to our police department, it is totally unclear to me why a child's attitude towards the police would be treated, either implicitly or explicitly, as a condition for the police to afford the child constitutionally-protected due process. The report seems to suggest that fears of police violence or distrust of the police arise not from systemic issues or the behavior of police officers, but from insufficient demonstration of gratitude or respect for the police. It is my understanding that the police department is the largest line in our village's budget. Our police drive expensive cars, wear special uniforms, and carry deadly weapons. That should be enough to warrant their doing their jobs conscientiously, without the need for parades and promises of respect from children.

Third, and perhaps most troubling, the task force seems to have discounted or ignored key data gathered from the village's children. Specifically, the task force concludes its report by declaring "There is no evidence that the HPD engages in racially motivated police practices" or other discriminatory behavior. The task force found this despite noting explicitly that children reported their belief that their age, race, and gender identity and expression play roles in their interactions with police, and that children of color feel targeted by the police. Children also reported that their feelings towards police were shaped not just by their parents' beliefs, but also their parents' interactions with police. Those comments by children are in fact evidence, although the task force appears to have written this evidence off on the grounds that it constitutes individual opinion and anecdote rather than consensus. The report therefore affords these anecdotes and opinions less weight than a 'general' but conspicuously unquantified impression that children (with no mention of race or other demographic information) involved in focus groups with police officers present advocated for more interaction with police.

The result of this third bias is that the task force has alighted on the idea that the solution to fear or distrust of law enforcement is to expose children to more and more interactions with police. Although children may feel targeted by police for their race or other factors, or may be traumatized by hearing about or witnessing their parents' experiences, the task force has recommended adding to existing career days, "non-confrontational" PAL-sponsored meetings with plainclothes officers, and special shirts for police to wear while in schools. Proposed programs include a police-run summer camp, additional school assemblies with police officers, an expanded middle school PAL program, regular police visits to school cafeterias and classrooms, and routine school walkthroughs, including with a newly-created K9 unit.

Ultimately, so much of the task force's report appears not to be about addressing root issues in our community but rather about an expensive rebranding of the police and unnecessary expansion of their functions far beyond their law enforcement roles. For the task force, police officers should also be athletic coaches and guidance counselors, although without the training and focus of actual professional athletic coaches and guidance counselors. This seems like a distraction for our police officers and a massive waste of resources.

Of course kids might benefit from diversionary programs, after school activities and organized sports. Why does that need to be provided by police rather than professionals who are actually

and extensively trained to work with children? Why should police be required to take time away from their core law enforcement and public safety mission to provide social services that could otherwise be provided by trained social services professionals who do not carry deadly weapons? If the village is going to create and run a summer camp, why must it be staffed by the police as opposed to people trained in kids' recreational and educational activities; if our police have enough time on their hands to operate a summer camp and still keep us safe, perhaps that's a sign that the police budget could be smaller. While purchasing a beagle or lab (and buying and maintaining the equipment to care for and transport it, and training an officer or officers to care for it) might soften the image of the police force for some small children, would it actually make village residents safer?

The current health crisis has exacerbated deep pockets of need in our community that already existed as the result of years of austerity budgeting. Our area food banks are constantly in need of donations. In just the past few weeks, village residents held a glove drive for neighbors that did not have even these basic and relatively inexpensive protections from the cold. Our school district (which I know operates a separate budget from that of the village) is cutting popular classes and shrinking its workforce. This is the wrong time to be directing funding to our police department for unnecessary public relations operations. Although not the focus of my comment, I must note that it was shocking that the task force took a study inspired by reactions to police violence as an opportunity to recommend upgrading the department's tasers, rifles and shotguns. Violence aside, imagine how many winter coats, or meals, or pairs of gloves we could distribute for the cost of new shotguns or yellowjacket-branded police dress-down outfits.

I do not mean any disrespect either to our police or to the members of the task force. The police do a very difficult and stressful job, and the task force clearly worked hard over the course of several months to research and formulate this report. In the end, though, the task force's assumptions and biases led it to miss the opportunity to apply the creativity, curiosity and compassion needed to truly reform or reinvent anything. As difficult as it might be to set aside the work of our neighbors, community leaders, and colleagues on the task force, I urge the village board to reject this proposal and instead (1) let the police do their real jobs without distracting them with unnecessary public relations activities and (2) use whatever funding we might otherwise dedicate to these PR programs for real social and community services provided by trained professionals whose full time jobs are to provide those services.

Sincerely,

Alexander Rabb

Alex Rabb

[REDACTED]
[REDACTED]

Hastings-on-Hudson, New York 10706

WORKING FAMILIES PARTY

Statement to the Village of Hastings on Hudson Board of Trustees on the Task Force Report on Police Reform and Reinvention

Your process will not be successful if it simply restates the current functions, strategies and operations of the police department, without deep and probing consideration of the perspectives of those who seek reform.

NEW YORK STATE RESOURCES & GUIDE FOR PUBLIC OFFICIALS AND CITIZENS,
August 2020¹

Joel LeFevre and Alexander Rabb, members of the Working Families Party State Committee and residents of Hastings on Hudson, submit this statement on behalf of the New York State Committee and the Westchester Chapter and Hudson Valley Regional Council of the Working Families Party:

In response to the wave of protests that swept the country last spring in the wake of a wave of police killings of African American civilians, Governor Cuomo ordered municipalities in New York state to convene commissions to recommend measures to reform their police departments. These reform measures were intended to take into account and address issues of institutional racism and policing highlighted by the protests and the larger Black Lives Matter Movement.

Unfortunately, the Village of Hastings on Hudson has failed in its mission. Rather than recommend transformative measures as suggested by its title – the task force on police reform and reinvention – the Hastings commission appears largely to have gathered together in one document the initiatives and programs of the Hastings Police Department along with a restatement of current programs and recent activity, near term functioning and the task force’s internal organizational process. Its findings and recommendations, meanwhile, ignore evidence it gathered and, incredibly, seek the expansion of the police department’s footprint in the lives of Hastings residents.

The New York State Police Reform and Reinvention Collaborative Resources & Guide for Public Officials and Citizens New York State Guidebook states the following on page 10:

“President Obama’s Task Force on 21st Century Policing adopted procedural justice as the principle that should guide law enforcement interactions both internally with their colleagues and externally with the citizens they serve.

The four pillars of procedural justice:

- 1 Treating individuals with dignity and respect;***
- 2. Giving individuals a voice during law enforcement interactions;***
- 3. Being neutral and transparent in decision making;***
- 4. Conveying trustworthy motives.***

Implementing procedural justice principles helps the community trust that officers are honest and acting with just and lawful intentions. The community in turn, is more likely

¹ [NEW YORK STATE RESOURCES & GUIDE FOR PUBLIC OFFICIALS AND CITIZENS](#), August 2020 p. 111

to follow the law because it has trust in the criminal justice process and feels that it shares common values with law enforcement.”

And from the Guide on page 23:

For your consideration, the U.S. Department of Justice’s Office of Community Oriented Policing Services recommends the following best community policing practices:

- 1. Create a comprehensive community policing strategic plan.*
- 2. Train all personnel on community policing – including overcoming distrust.*
- 3. Foster an atmosphere of openness and transparency.*
- 4. Adopt procedural justice as a guiding principle.*
- 5. Prioritize law enforcement personnel safety and wellness.*
- 6. Engage the community in a true partnership to address crime and disorder issues.*
- 7. Treat every contact as an opportunity to engage positively with a community member.*
- 8. Measure social cohesion and work to develop relationships.*
- 9. Reevaluate metrics of community policing success.*
- 10. Incorporate community policing measures into the performance evaluation process.*

A side-by-side review reveals that the task force largely failed or refused to adopt these best practices:

- 1. Create a comprehensive community policing strategic plan.*

The words “comprehensive plan” do not appear in the task force report. Does HPD have a comprehensive plan for community policing? Is it in development? Where is the Task Force’s review of it?

- 2. Train all personnel on community policing – including overcoming distrust.*

Where is the community policing policy that our officers are trained in? Can a link to it be included in this report? Where are the principles of procedural justice? We ask because the state guidebook says the way to build trust is to engage in procedural justice.

- 3. Foster an atmosphere of openness and transparency.*

We appreciate the recommendation to put policies online for the public. Nevertheless, we note serious concerns with the task force’s transparency. Specifically, we note the task force’s finding that there is no evidence that HPD engages in racially motivated policing practices, despite acknowledging comments from children interviewed for the report that they believed the opposite to be the case. This is even more troubling in light of notes revealed in a subsequent FOIL response describing specific instances of apparent bias by police. The same FOIL response suggests that there were two rather than three focus groups, one of which was attended by only a single middle-school student. It is apparent from these notes that the task force defeated the goal of transparency by cherry-picking evidence and devaluing testimony that did not fit its narrative.

- 4. Adopt procedural justice as a guiding principle.*

The only reference to procedural justice in the Hastings Task Force report is in the following sentence:

“Section II, subsection 1 of the NYS Guide at page 22 addresses Procedural Justice and Community Policing. Within this subsection, the report states, “The premise of community policing is that community participation and assistance are crucial for maintaining public safety and building a police force responsive to the public.” We endorse that premise and encourage the HPD to continue to develop new ways to engage with the community.”²

This lone introductory reference citing the Governor’s Guide about procedural justice concludes with an embrace of community policing. There does not appear to be any further reference to the “pillars of community policing”. The report suggests that the task force is unaware of or refuses to acknowledge the four pillars of procedural justice which build trust.

5. Prioritize law enforcement personnel safety and wellness.

The task force has made recommendations regarding wellness programs but has exceeded its mandate by using a commission dedicated to addressing concerns about police violence by recommending the purchase of new deadly weapons.

6. Engage the community in a true partnership to address crime and disorder issues.

We appreciate that members of the task force feel that they have engaged in an open and inclusive process, as they noted extensively at their final meeting. Nevertheless, the fact that the recommendations regarding police interactions with children appears to have been formulated based at least partly on selective data from one focus group with high schoolers and one one-on-one meeting with a middle schooler, it appears that any community engagement is flawed from the beginning. Similarly, we note that, per a recent response to a FOIL request, the village appears to have maintained no records of any surveys conducted as part of the task force’s work.

7. Treat every contact as an opportunity to engage positively with a community member.

Notes from the high school focus group produced by the village in response to a FOIL request show that several students reported specific incidents in which children of color were singled out by police in interactions, including one in which a Black student was detained in a police car while white students in the same group, who had not behaved any differently, were not. In another incident, a student reported that a police officer drove by a group and said “I’ll see you soon” to an African American child, whom he identified by name, in a way that seemed like a warning or threat. Dismissing these reports as “anecdotes” and “opinion,” the task force incredibly found that there was no evidence of bias in policing. By devaluing the evidence provided by the few children who bravely spoke up in the police-involved focus group, the task force has declined to examine critically the contacts already occurring between police and members of the community. Under these circumstances, it is difficult to expect positive change in how the police treat their interactions with the community going forward.

8. Measure social cohesion and work to develop relationships.

The village and school districts must not project police power into our grade school and middle school by walking the halls with a canine unit (even one that may not have a law enforcement function but

² [Police Reform and Reinvention Collaborative Plan](#) p. 13

exist only to soften the image of the police) and spending half an hour per month with the schools' Principals and Assistant Principals without the knowledge and permission of parents and district's unions. As parents we do not see the educational or socialization value of this kind of authority inspection. We are concerned that students, especially children of color and non-cisgender children, will be intimidated by the police power projection of these tours.

We do not see a recommendation from the task force for addressing what appears to be statistically significant disparate treatment of Graham School students. 20% of all arrests HPD made in 2019 were Graham School arrests and all were persons of color. Given this concentration of arrests of youthful persons of color it is disappointing to see no other indication that the task force made any recommendations to address what appears to be a racially disparate police practice affecting children exclusively.

9. Reevaluate metrics of community policing success.

Given the lack of candor and critical examination afforded to police practices in the report, we are not hopeful that HPD or the village are able to evaluate metrics honestly and effectively.

10. Incorporate community policing measures into the performance evaluation process.

We are unable to determine what portion of the report addresses this item. Perhaps this aspect of evaluation is addressed in the Chief's DMS (document management system) as mentioned in the Continuing Action section.

While engaging in discussion with communities of color on how historical and current police practices affect their communities, consider:

- *Discussing how policies, culture, engagement, and other mechanisms can change to create a more transparent system built on trust.*
- *Communicating a willingness to improve as well as acknowledge past and continuing harm.*
- *Following through on changes to demonstrate commitment to the reconciliation process.*
- *Acknowledging that the intention is to create new practices in recognition of historical harm (in tandem with the announcement and implementations of new initiatives adopted by the collaborative). Not only will this reinforce the message of reconciliation in the department, it will help in educating the general population.³*

There are no references to historical harm in the report. It is true that HPD and nation have come a long way since a former member of the department set up and burned a cross on the lawn of one of the first black families in Hastings in 1959. The report's conclusion is simply laudatory to the HPD, with no recognition of a need to build trust and no acknowledgment of actual evidence of bias in interactions or procedures.

³ [NEW YORK STATE RESOURCES & GUIDE FOR PUBLIC OFFICIALS AND CITIZENS](#), August 2020. P 50

We urge the authors of the Task Force Report to review the reports of nearby jurisdictions and consider amending the report to include sound policy from the overlapping jurisdictions of Greenburgh and Westchester County. For example, please see the training element of the Greenburgh Report, copied below. Note especially the Procedural Justice training.

“(HPD) review and revise its training curriculum to de-emphasize use of force/control by authority and increase training on the following topics:

- a. De-escalation of force and aggression in all encounters that do not require them. Officers should be trained about the harmful effects of overpolicing on the public, especially when a police response is disproportionate to the risk to the public and the officers. The officers should be taught about the long-term psychological effects when force is used in the presence of children or any other person at the scene.*
- b. Cultural sensitivity, community interactions and identifying and working with people with disabilities (including mental crises).*
- c. Inter-Cultural competency: a better understanding of the cultural reasons why a person might respond in a particular way and strategies to achieve a response that does not involve force or aggression.*
- d. Systemic racism: Undoing racism requires more than a one-hour lecture every so often on racism. It requires an ongoing dialogue, embedded in everyday police work, about how reactions are unduly influenced by a person’s race and how police officers must lead the way in undoing the fear of Black people that is embedded in our culture.*
- e. **Procedural Justice:** Mounting evidence shows that a community’s perception of how fairly they are treated by the police affects their willingness to obey the law and cooperate with law enforcement. Procedural justice is based on four central principles: treating people with dignity and respect, giving citizens a voice during encounters, being neutral in decision making, and conveying trustworthy motives. Training on procedural justice should be embedded in everyday police work and is particularly important in traffic stops. How a citizen is treated during a traffic stop will influence that person’s view of the GPD for years thereafter.*
- f. Mental Health Training: A better understanding of the array of mental health conditions that exist in the public, how people might perceive and react to stimuli in different ways, how to de-escalate a tense situation or better understand a person in distress, how to respond to a report of suicidal ideations, and how and when to reach out for non-law enforcement resources on the scene.*
- g. Peer Support: Officers need platforms through which they can talk to each other and to experts about their experiences and the effects of police work on their own mental health. We also suggest regular mental health screenings by a mental health professional, not solely after a highly stressful occurrence. Regular/routine mental health screenings will reduce the stigma associated with mental health in general and give officers access to qualified professionals if/when necessary.*

h. Officer-Civilian Interactions: BodyCam footage is a useful tool to critique best and worst practices. A regular review of officer-civilian interactions should be shared with officers at all levels, even in the absence of a complaint or arrest.

i. Post-Discipline Training. Refresher training should be mandatory for an officer after an event requiring discipline

HPD can offer or expand training for the public or join in discussions with the public on the following topics:

a. STOPS (Safe Training on Police Stops). GPD's Community Affairs Unit already offers this training to high school students. It can be expanded to other audiences.

b. Public perceptions of police and police perceptions of the public. Restorative justice-type training with small groups of community and police officers to share how each side wants to be treated and how each side feels they are treated. This should include a discussion of the rights of the civilian and the safety concerns of the police officer.

3. The following training programs offer classes on topics of interest to the Greenburgh community:

a. NOBLE: offers training on cultural competency

b. PACT: Police and Community Together program in Mt Kisco.

4. Lobby the Westchester County Police Academy and DCJS to adjust training curriculum as follows.

a. The curriculum is too heavily geared towards militarization and use of force, a focus that is inconsistent with the fact that most police interactions in the county involve non-violent behavior. The mindset of the police officer as a guardian of the people, rather than a warrior, should be instilled during training. The training curriculum should be reviewed by a committee of experts to determine how to make these adjustments.

b. Officers are currently trained in the police academy to use methods of restraint that, if used improperly, could lead to civilian casualties. Methods of restraint that are the least intrusive as necessary should be favored. Command officers should teach officers about the harm caused by misuse of force, both to the community and the officer.

c. Civilian complaints are generated due to the demeanor of the officers. Training in a militaristic fashion may influence demeanor. Training should stress the importance of using courtesy and respect when engaging with the public.

d. Include diversity in role-playing scenarios. Training should be as interactive as possible. Limit the use of passive videos.

e. The curriculum should be assessed for the presence of implicit bias and changed to eliminate such bias. All training tools should be screened for bias. Training videos should not use black targets.

e. The curriculum should be assessed for the presence of implicit bias and changed to eliminate such bias. All training tools should be screened for bias. Training videos should not use black targets.

f. Encourage the County to improve training in cultural competency and identification of mental health issues for 911 dispatchers⁴

We note that in the public comment section on the Greenburgh website there is an analysis of that report by the former GPD chief. The former chief takes issue with most of the report with one notable exception that being the training section quoted above. His caution rests on the financial impact of additional training which, he asserts, likely must be done on overtime. So, if cost considerations are a barrier then we ask that you spread it out over time. We suggest that the Trustees revisit the proposed 21-22 budget, and the Commissioners and HPD set out a three-year financial and personnel plan and get it all done.

Conclusion

The Hastings Report does not meet the indicia spelled out in the [NEW YORK STATE RESOURCES & GUIDE FOR PUBLIC OFFICIALS AND CITIZENS](#). “Without *deep and probing consideration of the perspectives of those who seek reform*” Hastings does not meet the standards set out by New York State. Not recognizing the intergenerational harm that that the trauma of racism inflicts on people of color, and bias against non cisgender people by only attempting to do so with a suggested reading list falls miles short of the target. Improved training does not accomplish reform without identifying and understanding the profound effects and costs⁵ of racism and bias in our community.⁶

As the report is currently constructed, amending it is the sole discretion of the Chief of Police and the Trustees. We urge you to modify the report. Prior to submission, the Trustees should change the amendment provision to require a mandatory review and consideration of the reports of Hastings’ concurrent jurisdictions, (state, county and town) of Village constituent groups and public input and expert advice, thus guaranteeing the residents of this jurisdiction the opportunity to express their concerns beyond the ballot box.

Thank you for your consideration.

Joel LeFevre and Alexander Rabb,
members of the Working Families Party State Committee and residents of Hastings on Hudson
On behalf of the New York State Committee and the Westchester Chapter of the Working Families Party

Cc: WFP Westchester Chapter, WFP Hudson Valley Regional Council, WFP NY State Committee

⁴ [New York State Police Reform & Initiative Reinvention Collaborative Initiative Report](#) p24 -26

⁵ [The Sum of Us: What Racism Costs Everyone and How We Can Prosper Together](#), One World, 2021

⁶ [Your Home’s Value Is Based on Racism](#) NY Times 3/21/2021

Anthony Costantini

From: dan@lemons5.net
Sent: Tuesday, March 23, 2021 9:39 PM
To: policereform
Cc: Mayor Armacost
Subject: comments on draft plan

Thanks to all the task force members for their efforts.

I have several comments on the draft report:

1. It would be helpful to have the data available in an appendix: stops and arrests by race, gender and ethnicity, and other data mentioned in the report.
2. A description of how focus groups with students were done would add to an understanding of the comments that are reported. Who were the interviewers and what was their training/expertise in conducting such discussions?
3. In responding to the negative comments by students of color, all of the recommendation are activities and actions that increase interaction between students and police, implying that the cause is not bias, but rather lack of contact. None of the recommendations seem to focus on where those comments are coming from. Why did those students perceive that they were singled out? It seems more reasonable to assume that there may be some bias being perceived and if so, it should be better understood and addressed. Increasing contact alone will not address it.
4. We probably all have our favored books on race, but I suggest [How to be an anti-racist](#), by Ibrahim X. Kendi. In my experience in a highly diverse work setting, anti-racism is the preferred approach to addressing bias, and Kendi's book is excellent at taking apart the many aspects of racism and anti-racist responses.

Dan Lemons


Police reform

thomas mooney [REDACTED]

Tue 3/16/2021 4:17 PM

To: Mayor Armacost <mayor@hastingsgov.org>; **Board of Trustees** <boardoftrustees@hastingsgov.org>; **policereform** <policereform@hastingsgov.org>

Good afternoon, my name is Thomas Mooney and I just finished reading the police reform proposal and I gotta say it looks pretty good. My only concern would be the reliance on electric vehicles during an emergency. Other than that it looks great.

[Sent from Yahoo Mail for iPhone](#)

Anthony Costantini

From: Stuart Wolferman [REDACTED]
Sent: Thursday, March 18, 2021 11:37 AM
To: policereform
Subject: Polic Reform Plan

I simply wanted to voice my appreciation to the Police Reform Task Force and Board of Trustees for the challenging work put into this plan. I'm confident the re-evaluation and study that went into creating the plan, and the public discourse around the work will make Hastings a stronger community.

Thanks for putting in the time and effort. Sincerely,
Stuart Wolferman

Stuart Wolferman

[REDACTED]
[REDACTED]
[REDACTED]

Disarming police

RICH DEGASPERI [REDACTED]

Tue 3/16/2021 5:03 PM

To: Mayor Armacost <mayor@hastingsgov.org>

Sent from my iPhone

Begin forwarded message:

From: RICH DEGASPERI [REDACTED]
Date: March 16, 2021 at 4:49:12 PM EDT

[REDACTED]

Watch the news, read the newspaper! There's bad people out there! How stupid can we be! What do we want, the people to take the law into their own hands? Do we want , the Wild West days? I don't! WAKE UP!!

Sent from my iPhone

Anthony Costantini

From: Police Reform via Village of Hastings-on-Hudson NY <cmsmailer@civicplus.com>
Sent: Wednesday, March 17, 2021 1:09 PM

[REDACTED]

[REDACTED]

Message:

For the past 18 years I have taught a Social Studies elective at Hastings High School entitled "Criminal Justice in America." In that time, officers in the Hastings Police Department have been a wonderful resource for me as a teacher and have been a model of what a good police/community relationship should look like. I value their involvement with our kids and I value their presence in our buildings. They not only help to educate, and keep us safe, but they also serve as role models and mentors to many of our kids.

-Greg Smith

Social Studies Department Chair 6-12

[REDACTED]

Anthony Costantini

From: Police Reform via Village of Hastings-on-Hudson NY <cmsmailer@civicplus.com>
Sent: Tuesday, March 16, 2021 1:27 PM

[REDACTED]

[REDACTED]

Message:

Good Afternoon,

Please consider keeping police in & around our schools. As a taxpayer with young children, this is very important to me and many of the people I know. When I visited Hillside, I met a nice female officer who was walking the grounds and keeping everyone safe. It is part of the reason I am comfortable sending my kids there.

Thank you for your consideration!

DO

[REDACTED]

Draft Police Reform Plan

Peter Constantine [REDACTED]

Tue 3/16/2021 5:29 PM

To: policereform <policereform@hastingsgov.org>; Board of Trustees <boardoftrustees@hastingsgov.org>; Mayor Armacost <mayor@hastingsgov.org>

Dear Mayor Armacost, Village Trustees and Police Reform Task Force,

I am writing this email to express my support for the findings of The Police Reform Plan. I was able to join one of the meetings and found it to be informative, caring and open. My family and I moved to Hastings in 2012 and have had wonderful experiences with our Police Department. We have always found them to be helpful and respectful. This is evident by the interaction my 11year old son had with a Hastings Policeman this past summer. He was riding his bike in Town and the chain on his bike came off and an officer form the Hastings Police Department came to his rescue and fixed the chain. This is just one story of many that highlights the Hastings Police Departments interaction with Village residents. Finally, prior to me hearing about this taskforce, I have seen many notices from Chief Dosin wherein he was advertising outreach programs for residents to have coffee with an officer. Again, I think this is a testament to the caring attitude Chief Dosin and the Hastings Police Department has for our Village.

If you have any questions or would like to discuss this matter further please let me know. I thank you again for your work on behalf of our Village.

Peter & Jessica Constantine

[REDACTED]
HOH, NY 10706

Very truly yours,

Peter J. Constantine, Esq.

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

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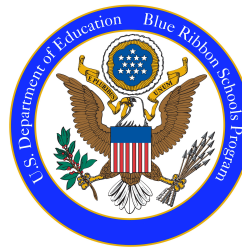
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Hastings High School

One Mount Hope Boulevard
Hastings-on-Hudson, New York 10706
Phone – 914-478-6250
Fax – 914-478-7842
<http://www.hohschools.org>



A National Blue Ribbon School of Excellence

Louis A. Adipietro, Principal

Melissa Hardesty, Assistant Principal

March 10, 2021

Hastings-on-Hudson Police Reform and Reinvention Committee
Nicola Armacost, Mayor
Mary Beth Murphy, Village Manager
Georgia Lopez, Village Trustee
7 Maple Avenue
Hastings-on-Hudson, NY 10706

Hello All,

As I read through the draft plan of the Police Reform and Reinvention Committee, it struck me that many in this village have little knowledge of the established relationship that has been forged between Hastings High School and the Hastings Police Department. As many of you are aware, this is my 16th year at the high school, three as Assistant Principal and the last thirteen as Principal. I have had experience working with four different Police Chiefs during my tenure. Under Chief O'Sullivan, then Lieutenant Dave Bloomer and I worked in tandem to develop a relationship with the sole intent to help teenagers avoid bad decisions or help them when a bad decision was made. Through the PAL program, police officers and our students could have private conversations about any, and all, issues in their lives. There were dinners, lunches, pizza parties, barbeques, and events such as trivia night, pool parties and talent shows, organized by the police department to foster good relations. When David Bloomer became Chief of Police, that relationship grew stronger. There were many Saturday nights where I would get calls about a student in crisis. These calls were intended to support rather than punish. The school then had the information to create an intervention plan, along with the family, to get the student the help needed. When Chief Bloomer retired, Anthony Visali continued that relationship and allowed more officers to be involved in PAL. Police officers were asked to make daily rounds of our schools. I also want to state that the PAL officers are NEVER in uniform as is stated in the plan recommendations.

When Chief Visali suddenly retired and David Dosin was made Chief of the Department, I was thrilled. I had worked with Chief Dosin for 16 years as both Sergeant and Lieutenant. This relationship was already forged. Not many people know that Chief Dosin films all of our high school basketball and football games during his free time. His officers are omnipresent in our schools, both on duty and off duty. Many of the younger officers are graduates of Hastings High School. The events have continued even during this pandemic. In fact, there is a badminton tournament this upcoming weekend that is being co-sponsored by the Hastings PD and the HHS student union. This morning Chief Dosin called, both our athletic director and myself, to see what the police department could do for our champion girls basketball, track and swimming teams. The police department will be providing each team with a pizza party. In pre-Covid years, when the teams were coming home from any kind of playoff game, the police would provide a transport, complete with lights and sirens, to escort the students into town.

I write this letter to advocate for the Hastings Police Department and to continue this relationship. Many do not know the number of bad decisions that have been either avoided or triaged as a direct result of our working together. The police department is considered a friend of the high school. I also write this letter because, as many of you know, I am very connected to this village and know that some residents feel that it is harmful for the police department to be in our schools. These community members should ask those of us who have been here in the trenches with our police department before casting judgement and/or opinions. I will say with 100% confidence that no other village, town, or city in our county, or state, shares the unique relationship we have in Hastings.

I thank you for your time and consideration and hope that any recommendation to limit the police in our schools is not taken seriously. I am also available at any time to discuss this further or to provide any additional information.

With gratitude,

Louis A. Adipietro
Principal

Police Reform Plan

David Bloomer [REDACTED]

Tue 3/16/2021 2:43 PM

To: policereform <policereform@hastingsgov.org>; Board of Trustees <boardoftrustees@hastingsgov.org>

Dear Mayor, Board and Reform Committee members,

I have read the Police Reform Plan and urge the BOT to adopt the plan at the earliest opportunity. While I disagreed, at times, with some of the actions taken during the process, the outcome appears to be spot on!

I am admittedly invested in the future of the Village and the future of the Police Department, having been an officer for 30+ years and having seen my father been in the Department for 33 + years before me. I believe that the recommendations will serve to put the department in a perfect place to better serve the community in a changing world where the responsibilities and expectations of Policing are ever changing. Chief David Dosing is the perfect man to lead the department with these changes.

I believe that the suggestions for police/youth involvement might be the most important suggestions mentioned in the entire document. Let me bore you with a little history;

I served as the Youth Officer and in the Youth Division from 1986, until my retirement in 2014. I viewed those responsibilities as among the most important duties that I had, even after having reached the title of Chief of Police. The connections that were made between the youngsters in this village and the officers here are some of my finest memories. The PAL (Police Adolescent Liaison) Program was started in the late 1980's, but our presence in the school began as a result of a student advisory group that was started with myself and the Assistant Principal at the time, Gary Miller, in 1992. This group asked the school to provide an office for officers to be present in the school so that student could VOLUNTARILY come to the office to discuss whatever was on their minds; be it a concern about a peer being in trouble with the police, a question about law, advice regarding a ticket they had received, issues at home or even to discuss Yankee baseball!

Luckily the Superintendent of Schools at the time, Jay Russell, saw the value of this initiative and provided an office and the rest, as they say, was history! Having sat in that office for literally thousands of hours, I can tell you that I looked forward to my time there every day! I made so many connections with local kids and I like to think that, by working with the excellent school staff, particularly the Guidance Department, we made the lives of our kids a little bit better, and made the difficult trek through their teen years a little easier.

The value of having officers and kids together in non-confrontational situations is immense! How do I know this? Because rarely does a day go by that I do not run into a former student who tells me how much they valued that time in their lives, and how shocked kids are from other communities when our kids relay their positive experiences with HPD!

It is my pleasure, therefore to fully support and endorse this plan, and I hope that the Board will echo my support!

David M. Bloomer
[REDACTED]

Public comment re: police reform plan

Brendan O'Callaghan [REDACTED]

Fri 3/5/2021 11:51 AM

To: policereform <policereform@hastingsgov.org>

Hi Police Reform team,

Thanks for all of your work on this, which has been extensive, time consuming, and done with the necessary nuance and consideration that the moment requires.

I'm thrilled to see the consensus conclusion, and not surprised at all, that Hastings PD already does an exceptional job and is truly a service to the community. With this postulate proven by this task force's efforts, I'm a bit surprised that the basic recommendations are to simply expand on many of the efforts Hastings PD already does. Of course, our PD should strive for continued improvement and community engagement, but this report doesn't seem to consider re-imagining how Hastings as a village can work cohesively and in turn, alter the role and services of HPD.

For example, the report notes that in 2019 HPD responded to 201 automobile accidents (though we should be using "collision" as an accident suggests no negligence by any party, including road and signal design) and issued 580 traffic citations. Let's assume that this was 379 unique events (that a traffic citation was issued at each collision), which is more than one a day for 2019. There was no discussion, it seems, about those accidents or traffic patterns and how the Village might reimagine its infrastructure so that more officer hours could be spent attending community events or responding to emergency calls - instead, the discussion seemed to be on continuing to use a policing solution so something that, at its core, is not caused by a policing problem.

Now, of course, HPD can do two things at one time, but this seems to be a missed opportunity to create more HPD resources simply by reducing the time they spend on things like vehicle collisions, and simultaneously create a naturally safer community.

Again, thanks for your work on this, and I know not everything can be included in this discussion - we have a Village population that prides itself on being progressive, but also elevates things like car use over just about everything, which is dangerous and creates a strain on police resources that seems avoidable. Wouldn't we all rather police officers spend time attending youth sports games and community events (which this report encourages) rather than camped out at a stop sign that continuously is run (or a school zone that has basically no signage indicating that a driver is entering said zone)? We have the ability to change traffic patterns and street design to make Hastings safer and more inclusive and, again, to stop using police presence to solve a problem that isn't a policing problem.

Thanks,
Brendan O'Callaghan