

Community Forum Report *Update*

November 12, 2019



Building
Trust &
Legitimacy



Policy &
Oversight



Technology
&
Social Media



Community
Policing
& Crime
Reduction

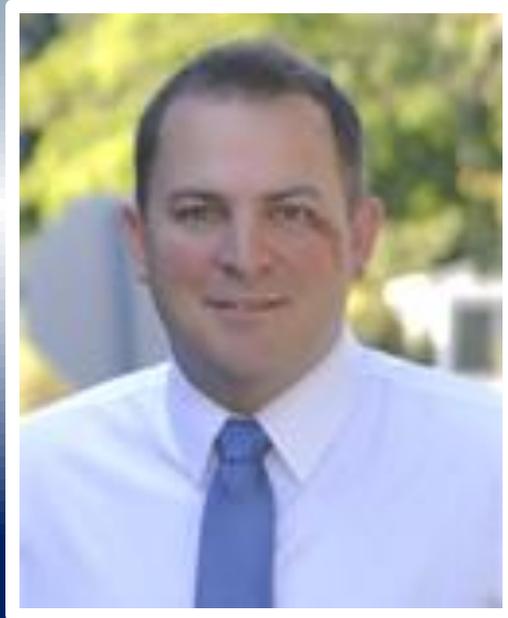


Training &
Education



Wellness
&
Safety

Supervisor David Seeley
Town of Irondequoit



Community Relations Focus Group Members

- Thomas Brady
- Clerk Pam Davis
- Andrae Evans
- Sergeant Jessica Franco
- Patrina Freeman
- Leslie Harvey
- Randy Henderson
- Captain Alan Laird
- Officer Jonathan Lawton
- James McCauley
- Cynthia McGhie
- Officer Kylee Nichols
- Chief Richard V. Tantalo

PILLAR #1

Building Public Trust and Legitimacy

Increase number of officers involved in training and education opportunities that enhance communication skills.

Provide training programs associated with implicit bias and the historical perspective of Civil Rights in the Rochester area.

Celebrate when they do their job well. Highlight the good work done by those who serve. Role Model status.



Community involvement criteria expectation of a newly hired police officer and the assignments they receive.



Create *community engagement opportunities for all police officers.*



Integrate community meetings and citizen focus groups with IPD training, especially in the field Training Officer Program for recruit officers.

Pillar One - Building Trust and Legitimacy Outcomes

- **Increasing the numbers of officers involved in training and education opportunities that enhance communication skills**

- Critical Incident Training

13 Certified Crisis Intervention Officers in 2019. That represents 33% of road patrol officers. We plan on adding additional personnel as training is offered. Initial training dates vary. Each officer is re-certified annually.

- Complaint Comparisons 2016-2017-2018-2019 YTD

	2016	2017	2018	2019 (YTD)
Calls	56,693	60,920	62,309	52,000
Complaints	5 Citizen	4 Citizen	2 Citizen	4 Citizen

- **Integrate community meetings and citizen focus groups with IPD personnel training, especially in the Field Training Officer program for recruit officers**

- Focus Groups

- Diversity Training

- **Create community engagement opportunities for all police officers**

- Present at TNT (Total Networking Thursdays)
- Visit Churches
- Project T.I.P.S. (Trust Information Programs & Services)
- Community Ride-Alongs:

2018 - 70 individual-conducted ride-along with IPD officers

2019 - 100 + ride-alongs YTD

- **Provide training programs associated with implicit bias and the historical perspective of Civil Rights in the Rochester area.**

- IPD sought various options and platforms for this training

Community Building (Implicit Bias Training) with Center

Dispute Settlement

Implicit Bias Training Partnership with Greece PD

Implicit Bias Training with CalibrePress

Additional Implicit Bias Training will be conducted with the Dept. of Justice Platform

Diversity Training by Excellus September 2019

Movie 1964 will be viewed by IPD personnel in 2020

• Celebrate when they do their job well. Highlight the good work done by those who serve. Role Model status.

De-escalation Examples

Body Cameras

Compliment Board

Officer Awards Program

• Community Involvement criteria expectation of a newly hired police officer and the assignments they receive.

Police Recruit Academy has training/curriculum dedicated to:

Implicit Bias

Effective Communication

Intervention Techniques

Diversified Perspective

Reality Based Training

Recruit Officers while in the Field Training Program are frequently assigned to Community Engagement Events

Adopt A School program has officers assigned to each of our schools

Project TIPS assignments in City of Rochester neighborhoods are assigned to IPD Officers

Assignments are rotated so that each officer has that opportunity

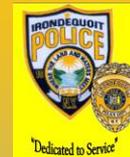
PILLAR #2

Policy and Oversight

Developing milestone **training** requirements for each officer to continuously develop skills in all areas of the *changing needs* of our **community**, i.e. race, economics, cultural, housing, etc.

Structured **cultural** competence training for officers, partnered with law enforcement departments across Monroe County.

Improve officer **communication** during minor traffic stops to avoid public perception of over policing.



Improved communication of IPD's proceedings in activities within community.



Increase conflict resolution training; efforts assisted by the chaplains who ride with IPD.



Develop a community focus group.

Community involvement criteria expectation of a newly hired police officer and the assignments they receive.



Pillar Two - Policy and Oversight Outcomes

- Updated IPD Policies and Procedures;
- IPD General Orders posted on Website;
- Deployment of Body Worn Cameras;
- Traffic stops/interactions with public on BWC;
- Developing Officer Milestones;
- Employee Development Plan (Coaching/Mentoring);
- Community Connections Program;
- Bridge the Ridge;
- Social Media platforms

Pillar Two - Policy and Oversight Outcomes

- Develop a Community Focus Group:
 - Identified stakeholders;
 - Cross section of individuals
 - Public, private, non-profit, community activist
 - Program Development and Assistance;
 - Police Recruitment Process;
 - Bridge the Ridge Partners;
 - Increased capacity for awareness and interaction;
 - Advocacy;
 - Advice and experience

Pillar Two - Policy and Oversight Outcomes

- Conflict Resolution Training:
 - Crisis Intervention Team Training;
 - Office of Mental Health Clinician Ride Along
 - Police Chaplain Program;
 - IronGates Community Support Site;
 - Autism Council of Rochester;
 - ROCTAC -
 - Rochester Threat Assessment Committee
 - Multi-disciplinary approach
 - Service providers at the table

PILLAR #3

Technology and Social Media



Outreach and communicate with the Greater Irondequoit community (and beyond!) via Facebook, Instagram, Twitter, and other social media platforms.



Social media accounts can act as community liaisons to help spread word about community-police events.



IPD will begin using BWC (body worn cameras) in the beginning of 2019.



Pillar Three - Technology and Social Media Outcomes

- Increased Social Media capacity and platforms;
- Increased IPD personnel with Administrative Rights to accounts;
- IPD Body Worn Cameras;
- Enhanced Radio systems;
- Mobile Data Terminals enhanced (2020);
- Records Management System (2020);
- FOIL Process enhanced and attention to detail:
 - Connecting with requestor

PILLAR #4

Community Policing and Crime Reduction

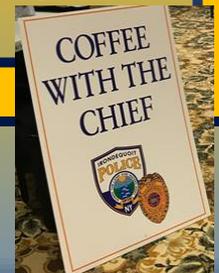
Irondequoit Police Department Annual Report is always available to the public, as it is posted online on the town's website.

Inviting community members to observe officers' daily duties via ride-alongs.

Many requests and comments offered at the forums regarded increasing police presence at schools and at public events.



IPD Leadership to host
"Coffee with the Chief"
events regularly
throughout the year.



Pillar Four - Community Policing and Crime Reduction Outcomes

Increase Transparency and Improve Communications

- The Importance of “Community”
- Co-Produce Public Safety
 - Working with Community Groups
 - Identify problems
 - Collaborating on the implementation of solutions that produce results

Pillar Four - Community Policing and Crime Reduction Outcomes

Increase Transparency and Improve Communications

- IPD Annual Report – posted online
- Ride-Alongs
- “Coffee with the Chief”
- Increase Police Presence @ School & Public Events
 - “Pop Up Block Party” (PUBP)
 - Impromptu and Brief Event
 - Feature Resources for Disadvantaged Community Members
 - Collection Site for School Supplies and Clothing
 - In Schools for Positive

Pillar Four - Community Policing and Crime Reduction Outcomes

IPD Annual Report and Updates available on line;
Social Media post on community crime prevention;
100+ Ride Along with Police Officers in 2019;
Coffee with the Chief and other officers;
Project TIPS;
Police Officer Recruitment
Citizen Awards Program;
Neighborhood Associations

College connections on Police Community Relations;
School based events;
Autism connections;
Special Olympics connections;
Reading Programs;
Bike Safety Rodeos
“National Night Out” event;
Senior Citizen outreach

Bridging the Gap with Ministers Association
Aeon Baptist Church Fall Festival;
14621 Harvest Festival;
WDKY Water Cooler Program;
Connections with Evan Dawson on WXXI;
Eastridge High School Fall Festival;
LAPS (Latino Advancement in Public Safety) Program;
Foreign Exchange Students visit IPD;
MCC Student Panel;
Irondequoit High School Citizenship Program

Project T.I.P.S.



Bridge the Ridge



National Night Out



Field Day



Building Trust & Connections



Storytime/Cider with Crime Stoppers



Special Olympics Torch Run Cops on Top



PILLAR #5

Training and Education

- ➔ Communicate training requirements and IPD budget process through public forums.
- ➔ Increase training by IPD officers in social media. 
- ➔ Training IPD officers on how to handle current societal issues.
- ➔ Train officers to help those who have mental health issues or are in mental distress.
- ➔ Elder abuse awareness.



Pillar Five – Training and Education Outcomes

- Social Media Training:
 - Administrative rights expanded;
 - Review social media post for growth opportunities;
 - Community engagement
- Training Requirements are evolving;
- Police Recruit Class Training Curriculum Updated
 - Crisis Intervention;
 - Communications Skills;
 - Officer Wellness;
 - Reality Based Training;
 - “Blue Courage”

Pillar Five – Training and Education Outcomes

- Narcan Training;
- Mental Health Diversion;
- Drug related treatment opportunities;
- Prescription Drug Drop Box;
- Domestic Violence Awareness and Referrals;
- Elder Abuse Video Based Training;
- Lifespan referrals;
- Transgender Policy development;
- Crisis Intervention Team (CIT) training

PILLAR #6

Officer Wellness and Safety

Debriefing critical incidents that IPD officers are involved in, which provides a setting for discussion, support, and guidance during a stressful incident.

Conduct critical incident debriefings with outside resources when appropriate.

Officer safety and wellness will be discussed in response to domestic violence-related incidents.

The IPD will develop a process for Platoon Commanders to monitor the number of trauma-related incidents that officers respond to.

The Irondequoit Police Department will offer a voluntary Physical Fitness Testing Program where successful participants are awarded a Physical Fitness Recognition pin.

The IPD will utilize the services of a personal trainer to conduct roll call training opportunities for IPD personnel.

IPD officers will meet with professionals associated with the special needs community, i.e. Autism Council of Rochester, Special Olympics of NY, Human Trafficking Coalition, Willow Domestic Violence Center, etc., to handle such incidents with a high degree of confidence and to offer support services to those in need.

Pillar Six - Officer Wellness and Safety Outcomes

- Recruit PT/Academy
- This year marked the 3rd year of the voluntary Physical Fitness Testing Program
- OMH Clinician (Katie Balcerak) riding with officers
- Chaplin Program riding with Officers
- Roll Call Training with PT Instructor (Justen Arnold-FlexxMP)