

QUESTIONS FOR THE GENEVA POLICE DEPARTMENT/COMMUNITY COMPACT

FIP Q and A

1. How can you make a comprehensive plan (**Compact Action Plan**) unique to Geneva without talking to residents about the problems here? **The work of the Compact is to engage the community and to lay the foundations and now that we are at that point, our full plan is to engagement the community every step of the way. Use the Compact Action Plan as a model. (targeted roll out date – January 2019)**
2. My concern is that 'community outreach' actually means 'branding' rather than real change. My concern is that 'comprehensive plan' (**Compact Action Plan**) displaces making change and accountability indefinitely into the future. My concern is that this process is away for the police to say they are doing something without actually doing anything. **A Compact Action Plan comprehensive plan in regards to Fair and Impartial Policing is considered a best practice for accountability in taking in community concerns from what they want from community and police relations.**
3. How do we address implicit bias related to immigrants both legal and undocumented? **As far as implicit bias, everyone has them, but when it comes to this specific scenario, documentation and immigrants there is no difference in the way they police. Geneva Police Department polices a documented or undocumented person the same way they would anyone else. The last thing they want is for a victim or bystander to not come forward because of their status.**
4. Is our Citizens Advisory board in Geneva official yet? If not, should City Council create it? Geneva does not have a Citizen's Advisory Board. **City Council has not planned to create a Citizens Advisory Board but supports the work of the Community Compact. Compact members are working with the Center for Dispute Settlement to create a Compact Action Plan that meets the needs of our community – WIP**
5. Measuring success- How do we measure the extent of the problem of implicit bias affecting police behavior? How do we measure that we've made progress in reducing this biased behavior? **At this point and time, industry experts are unclear and we will rely on community feedback. (perhaps set up some sort of matrix)**
6. Why do we need to act like trainings like this are some kind of extraordinary effort by the police? Isn't this just a very basic part of their job? **The Geneva Department feels this type of training is essential and does a lot of mandated training through accreditation, in addition to Fair and Impartial training. In an effort to be transparent, trainings are publicized.**
7. Implicit bias is real, and training is valuable, but why is your organization unable to provide any evidence that this training has improved police/community relations or reduced police abuse? Does implicit bias training have any value if there's no change in police accountability? **As far as the**

Geneva Police Department is concerned, they have implemented this amongst the community and command staff in the department and now will need to be implemented with the line level officers. In terms of reducing police abuse, training has not been done internally yet, but they are working towards it, noting the frontline investigator has not dealt with any excessive force/abuse in two years.

8. Can you address the utility of a civilian oversight/police accountability board? How would this interface with a series of implicit bias trainings? What sort of model of civilian oversight board would you recommend? **There are a couple possible models that are being explored at this time, similar to that of the Center for Dispute Settlement.**
9. How will the comprehensive plan (**Compact Action Plan**) include Geneva Community members that don't have the time, transportation or resource to attend a forum at the Ramada Inn? **Better communication and open dialogues regarding getting information to the public.**
10. How do you plan to teach future generations to have a non-bias outlook on others when there is no way for them to get involved? **Through the work of the Compact Action Plan, broader conversations of how youths are involved by partnering with the schools or through the Youth Corps. It's important for families to teach those values that one would find important as being a functioning member in society, which is a community and personal issue; all hands-on deck. We believe in the "it takes a village approach".**
11. What do you do to confront conscious bias? In other words, what about situations where the police are sexist (domestic abusers) and white supremacist (with confederate flags)? **There are a lot of decisions that are factored in, such as internal policies and procedures, training, evaluations, disciplinary, past disciplines, etc. If you believe you encounter a certain situation, please report it as such.**
12. What do you do about police departments that protect (and promote) these people? **There are a lot of decisions that are factored in, such as internal policies and procedures, training, evaluations, disciplinary, past disciplines, etc.**
13. What kinds of processes can we put into place to encourage ongoing education and openness between the PD and the community? **Communication is key – continuous open community dialogues, Citizens Police Academy, Bike Rodeos, Coffee with a Cop Program, Fill the Cruiser, Back Pack Program, mentoring, coaching, etc.**
14. Is there ongoing training in the law for police or what would you recommend? (They only get a few months in academy). Madison has a Police Fire Commission for disciplinary review. What work you recommend to enforce accountability to the community, including officer discipline here in Geneva? **There is ongoing training beyond the Academy, including a minimum of 21 hours per year (Geneva PD far exceeds that). There is a chain of command in terms of who reports to who. Body cameras are very important and will be looked at for the 2019 budget,**

which will be a great start to holding officers and the community accountable when a disputable situation occurs.

15. Chuck Epp recommends no stops of vehicles based on suspicion, only legal violations, due to implicit bias (See his book *Pulled Over*), would you recommend this policing for Geneva? **Geneva Police Department stops are based on violations of law or suspected of committing a crime or based on a complaint (probable cause, reasonable cause).**
16. I live in a rural area just outside of Geneva, many of the farms employ workers who may or may not have green cards. I understand many are scared for themselves and their families. What is the moral obligation to these workers? For instance, someone undocumented cannot obtain a driver's license. How do you relate to ICE? **Geneva Police Department – ICE notifies 911 Call Center and they in turn notifies the GPD that they are in Geneva, but Geneva does not work in conjunction with ICE. If anyone is a victim of a crime of any sort, being undocumented is something GPD does not look at, they look at the crime.**
17. Why is there an incentive additional “grant” funding for each conviction made by the Geneva Police Department, this is not the norm for other surrounding counties? **This is not a Geneva Police Department policy, and it does not exist anywhere in our organizational culture or structure.**
18. Have been experiencing bias, racism since 1960! If one wants to be a police officer you need to really explore why. Make sure you want to serve and protect all. **During the hiring process, candidates are vetted through background checks, interviews, fingerprints, psychological interviews, polygraphs, medical, etc.**
19. There are federal standards and laws for seemingly every aspect of our laws. Why are there not federal standards for basic policing? If there is, why are they not enforced as a part of our rights as citizens, residents of this country? **Geneva Police Department meets professional standards of law enforcement by State and municipality – we do not have a Federal police force. Departments deal with different populations and police accordingly. Geneva goes through NYS Accreditation standards (every 5 years). See the attached website for accreditation program; www.criminaljustice.ny.gov**
20. We need the police to get training to deal with children and adults with disabilities like autism and other mental illnesses. There is no trust, they need to be accountable for their actions. **Geneva Police Department sent three officers to the Train-the-Trainers course to be able to deal with individual that have mental illness or disabilities. They trained all GPD officers, Seneca County Sheriff Department Officers and recently Finger Lakes Law Enforcement Academy to train the recruits that were there.**
21. Why would a detective specifically Det. Matthew Colton refuse to investigate a crime of child pornography in 7/2017 when a state trooper report and pictures were submitted to the jurisdiction? **Detective Colton investigated a complaint and did a tremendous job, arrested an individual who was charged with 12 felonies and was indicted by a Grand jury.**

22. How come police are going through my trash cans that are on my property in the middle of the night when my trash bin is not even on the curb where it is public property? **Geneva Police Department is not in the habit of searching through trash containers that are left on private property, as a search warrant would be necessary.**
23. How does the Geneva PD match up to the other municipalities based on your earlier session relating to; effort to improve, level of training, and genuine willingness to improve. **Geneva Police Department has been tapped and are continuously asked to train other officers or at the Police Academy.**
24. Why are the police cooperating with ICE? When that is not their job, or is it? **Geneva Police Department – ICE notifies 911 Call Center and they in turn notifies the GPD that they are in Geneva, but Geneva does not work in conjunction with ICE. If anyone is a victim of a crime of any sort, being undocumented is something GPD does not look at, they look at the crime.**
25. What should I do if I am constantly being followed by police officers and I believe it's because of my race? **Make a complaint with the police department and if they don't trust that system, go to City Council or utilize a Complaint Resource Assistant. If complaints are race-based or discrimination, please contact the Geneva Human Rights Commission that can either handle it local or be elevated to the New York State Division of Human Rights.**
26. Is it possible to have ward representation in Geneva Police Dept. (aid to help with dialogue and ward members to have a voice within the police dept.)? **WIP – to possibly break the City down into less wards/neighborhoods to be more visible; perhaps hold quarterly neighborhood/ward meetings.**
27. Can you clarify why there are so many undercover police officers from other cities in Geneva? **Share resources – Geneva collaborates with community partnerships and other municipalities (being non-biased to allow others to come in and/or be a disservice to them to not go to tie up loose ends).**
28. Some communities are more policed than others. Even the apparently “objective” indicators, such as arrest records, are shaped by a history of racism. How does implicit bias training effect- if at all- the structural patterns of (over) policing? **Implicit bias is to help us recognize not only the officer that might have some bias but the individual should also reflect upon their biases as well (human problem for everyone).**
29. How important is it to have police officers that look like the community they serve? What have GPD done to actively recruit officers of color? **This is something the Compact values and feel is very important. The system is complicated and we are working to make it more understandable for those that are interested. We are also working on programs to better prepare residents for that process. It's a County issue and a fighting battle.**