



**New Hampshire Commission of Law Enforcement
Accountability, Community, and Transparency**
Remote Commission Meeting via Teleconference
Thursday, July 16, 2020 at 9:00 a.m.

Commission Members Present: Deputy Attorney General Jane Young, *Chair*; Robert Quinn, *Commissioner of the Department of Safety*; Ahni Malachi, *Executive Director, New Hampshire Commission for Human Rights*; John Scippa, *Director, Police Standards and Training*; Rogers Johnson, *Chair of the Governor's Advisory Council on Diversity and Inclusion*; James McKim, *President of the Manchester NH NAACP*; Sawako Gardner, *Justice of the New Hampshire Circuit Court*; Mark Morrison, *New Hampshire Police Association*; Charlie Dennis, *President, New Hampshire Association of Chiefs of Police*; Ken Norton, *Executive Director, National Alliance on Mental Illness - New Hampshire*; Joseph Lascaze, *Smart Justice Organizer, ACLU New Hampshire*; Julian Jefferson, *Attorney, New Hampshire Public Defender*; Eddie Edwards, *Public Member*; and Ronelle Tshiela, *Public Member, Organizer for Black Lives Matter Manchester*.

Also Present: Fallon Reed, *Chief of Planning and Grants, State Coordinating Officer, New Hampshire Department of Safety*; Kim Schmidt, *Legal Research Assistant, New Hampshire Department of Justice*; Annie Gagne, *Paralegal, New Hampshire Attorney General's Office*; Nicole Clay, *Assistant Attorney General, New Hampshire Department of Justice*; Juan Cofield, *President, NAACP-New England Area Conference*; William Pease, *Assessor for CALEA and Vice President for NNEPAC*; Michele Holt-Shannon, *Director of New Hampshire Listens at the Carsey School of Public Policy at the University of New Hampshire*; Brandon Thomas; and Carlos Camacho, *Lieutenant, Nashua Police Department, Member of State Advisory Group on Juvenile Justice*.

DEPUTY ATTORNEY GENERAL YOUNG: You all set with that Fallon?

MS. REED: Yeah. I just hit record. So you're good to go.

DEPUTY ATTORNEY GENERAL YOUNG: Okay. Thank you. This meeting is a meeting of the Commission on Law Enforcement Accountability, Community and Transparency. And it is being called to order. This meeting is taking place pursuant to Emergency Order Number 12, and is being conducted remotely.

I will ask the Commission Members to identify themselves, where they are currently located, and if anyone is with them. I will start. I am, as I indicated, Jane Young. I am at the Department of Justice. With me in the room are Kim Schmidt and Annie Gagne. And I believe that Nicole Clay is monitoring this remotely. This morning, I will start with Ronelle Tshiela. Is Ronelle here? Not yet?

MS. TSHIELA: Good morning, everyone. I am currently at my residence in Durham, New Hampshire. And I am alone.

DEPUTY ATTORNEY GENERAL YOUNG: Good morning, Ms. Tshiela. We will next move to Chief Eddie Edwards. I see Eddie on the screen. Morning, Eddie. Oh, you got to unmute.

CHIEF EDWARDS: Deputy Young, can you hear me?

DEPUTY ATTORNEY GENERAL YOUNG: I can now. Thank you.

CHIEF EDWARDS: Okay. Good morning, Deputy, fellow Commission Members. Retired Chief Eddie Edwards here in Dover. The only person that's in the house is my wife. She's in the other room.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. Attorney Julian Jefferson, I think we were waiting for him to call in. I don't think he's here yet. So we will loop back with him. Mr. Joseph Lascaze, I think I see him. Good morning.

MR. LASCAZE: Hello, fellow Commission Members. I am Joseph Lascaze. I am working out of Ipswich, Massachusetts. There is one person in the residence, but they are not in this room.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. Director Ken Norton?

DIRECTOR NORTON: Morning, General Young and Commission Members. I'm working from my home in Tilton. There are other family members in the home, but no one in the room with me.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. Chief Charlie Dennis?

CHIEF DENNIS: Morning, Attorney General and fellow Commission Members. I'm in my office at the Hanover Police Department. And I'm alone.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. Lieutenant Mark Morrison?

LIEUTENANT MORRISON: Good morning, everyone. Lieutenant Mark Morrison from the Londonderry Police Department, which is where I'm currently located. And with me today in the room is Retired Captain Bill Pease who will be presenting today.

DEPUTY ATTORNEY GENERAL YOUNG: Good morning, gentlemen. Judge Sawako Gardner, and Judge has a Docket today. So I think that she's going to be (inaudible) the meeting. I don't know that she's able to say that she's on currently, but she may be.

JUDGE GARDNER: I am on. Yes, I'm here. But I'll be on-and-off. Hi, Jane. So, what you'll see that I'll be here part of the time and then not part of the time. I'm in Dover in Chambers right now. Thank you.

DEPUTY ATTORNEY GENERAL YOUNG: Okay, thank you. I think that I saw Mr. Rogers Johnson. Good morning, Rogers. Oh, you got to unmute.

MR. JOHNSON: How's that?

DEPUTY ATTORNEY GENERAL YOUNG: Perfect.

MR. JOHNSON: Good. Good morning, Attorney General and all. I'm Rogers Johnson. I'm at my residence. There is no one in this room. There are people in the house. But they won't be coming in here.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. Next, Director John Scippa, morning, John.

DIRECTOR SCIPPA: Good morning, General. Good morning, everyone. I'm actually in my residence in Exeter today. My wife and adult son are in the house, but they are in other rooms.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. Director Ahni Malachi, morning, Ahni.

DIRECTOR MALACHI: Good morning, Deputy General and Commission Members. I am in my designated area alone in my home in Penacook.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. Commissioner Robert Quinn, good morning, Commissioner.

COMMISSIONER QUINN: Good morning, everybody. Bob Quinn, Department of Safety, I'm in my office, 33 Hazen Drive in Concord. And I am alone.

DEPUTY ATTORNEY GENERAL YOUNG: Okay. And I believe Attorney Jefferson has now joined us. Morning, Julian.

ATTORNEY JEFFERSON: Good morning. I am at my office in Manchester and I am alone.

DEPUTY ATTORNEY GENERAL YOUNG: Okay. Thank you. And has Mr. McKim joined us?

MR. MCKIM: I have. Can you hear me?

DEPUTY ATTORNEY GENERAL YOUNG: I can. But for some reason -- oh, there you are. Good morning.

MR. MCKIM: Good morning, everyone. This is James McKim. I am in my home office in Goffstown and I am alone.

MR. MCKIM: Thank you. The next order of business is approval of the Minutes from Tuesday's meeting. Some edits came in last night. So, in order to give everyone time to look at those, we can take those up next week, if everyone is in agreement with that. So I will just run through the list and make sure that everyone is in agreement with that. So, Commissioner Quinn, do you agree to take up the Minutes at our next meeting?

COMMISSIONER QUINN: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Director Malachi, do you agree?

DIRECTOR MALACHI: Yes, I do.

DEPUTY ATTORNEY GENERAL YOUNG: Director Scippa?

DIRECTOR SCIPPA: Yes, ma'am.

DEPUTY ATTORNEY GENERAL YOUNG: Okay. Mr. Johnson?

(No response)

DEPUTY ATTORNEY GENERAL YOUNG: Mr. Johnson, do you approve taking up approval of the Minutes at the next meeting?

MR. JOHNSON: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. President McKim?

MR. MCKIM: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Judge Gardner, are you able to read them this time?

JUDGE GARDNER: (Inaudible).

DEPUTY ATTORNEY GENERAL YOUNG: Okay. So we will take a pass on Judge Gardner. Lieutenant Morrison?

LIEUTENANT MORRISON: Yes, ma'am. I agree.

DEPUTY ATTORNEY GENERAL YOUNG: Okay. Chief Dennis?

CHIEF DENNIS: Yes, I agree.

DEPUTY ATTORNEY GENERAL YOUNG: Director Norton?

DIRECTOR NORTON: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Mr. Lascaze?

MR. LASCAZE: Yes, I agree.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. Attorney Jefferson?

ATTORNEY JEFFERSON: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Chief Edwards?

(No response)

DEPUTY ATTORNEY GENERAL YOUNG: Oh, no, got to do -- now try.

CHIEF EDWARDS: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Okay, thank you. Ms. Tshiela?

MS. TSHIELA: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Okay. Thank you very much. So, the Meeting Minutes from July 14th will be taken up at our next meeting. And hopefully we will be able to the Meeting Minutes from this meeting. So we would do July 14th and July 16th at the same time at our next meeting next week.

So, we're going to bounce around a little bit today. We will start with Mr. Juan Cofield, who has been patiently waiting to testify before this Committee. Then, we will move back to training and curriculum. And Mr. Pease, who also has been patiently waiting to testify, we will get him up next.

We will, then, move back to the relationships between Law Enforcement and the community section. Michele Holt-Shannon will testify. She will be joined by Brandon Thomas. We will then hear from Nashua Police Department Carlos Camacho. And then, we will go back to training and curriculum and hear from Ken Norton.

My understanding from the meeting on Tuesday is that Mr. McKim proposed, and everyone agreed, that presenters will be given five minutes. Testimony is encouraged to be put on the website. I trust that the Commission Members have read the testimony. Our first witness, Mr. Cofield, has posted his testimony. And that the Commission Members will have three minutes for questions, but that the answers can take as long as necessary. And as the Chair, I have the discretion to expand the time, if necessary.

We, then, have a few housekeeping matters. Attorney Jefferson sent an email that he would like Anna Elbroch to testify, and that he, himself, would like to testify. So I think we should just discuss at the end where that testimony would best fit, under which section.

And then, we will talk about moving forward. I have a couple proposed dates for next week. And then, the question will become: have we exhausted the dialogue on this section, C, which is relationships between Law Enforcement and the community? And are we ready to move onto 3B, which are State and local procedures related to reporting and investigations of Police misconduct? So we will just have to sort of figure out where we go from there.

And I know that there was discussion about having an outline of what we've done and where we're going to go. And that outline is still in process. There was a draft last night. So I'm hoping to share that with the Commission Members by Monday, so we have a pretty good roadmap of sort of where we've been and where we're going to go. Does that sound good to everyone?

(No response)

DEPUTY ATTORNEY GENERAL YOUNG: Okay. If everyone is satisfied with where we are and where we're going, we will start with Mr. Juan Cofield. I think, Fallon, you're going to be able to sort of give us an idea when people are coming close to that five-minute mark. And I would just ask people to try to -- let's see if we could sort of stay on-track with timing.

So, with that, Mr. Cofield, welcome. And again, my thanks and my apologies for having you delayed. As you know, this is an important process and sometimes time gets away from us. But I know how busy everybody is. So, again, thank you and my apologies for having delayed you. And thank you for coming back.

MS. REED: Deputy Young, if I may just real quick? So, the logistics of the timer, Kim and I kind of tested this out yesterday. I'll share my screen, which has a timer on it, so everyone will be able to see that and the speaker can see that, as well. And we will kind of go from there. So, just bear with us as we're embracing some new technology. But Mr. Cofield is on and I'm going to set the timer.

MR. COFIELD: Am I unmuted?

MS. REED: Yes, sir. You are.

MR. COFIELD: Okay.

DEPUTY ATTORNEY GENERAL YOUNG: Thanks, Kim. Morning, Mr. Cofield.

MR. COFIELD: Good morning to Madame Chair and Members of the Commission. I'm delighted to be with you this morning. I think I might begin by telling you. I am President of the New England area conference of the NAACP.

And while probably most Commission Members are aware of what branches of the NAACP are and what they do, probably have little or no understanding of what the New England area conference is. The New England area conference is the governing and coordinating entity for branches in the five States of Rhode Island, Massachusetts, New Hampshire, Maine, and Vermont.

And this morning, I had planned -- and I have presented the written testimony, which you mentioned before. Thank you, Madame Chair. And I'm going to jump around a bit to try to stay within the four-minute limit.

The acronym for New England Area Conference is NEAC, N-E-A-C. And I'll speak about NEAC. And that'll cut a couple of seconds off of my presentation. NEAC has undergone a deliberative process to address urgent policing issues our communities are facing. The process has included significant discussion by NEAC Members, which resulted in recommendations to the Executive Committee. With some tweaking and minor changes, the recommendations were adopted.

The adopted Policing Policies provide guidelines for NEAC and our branches to address. Some relate solely to Municipal and County matters. And those must be addressed by the branches. Some relate solely to State issues and Statutes, which must be addressed by NEAC. Thirdly, some relate to State,

Municipal, and County issues and Statutes. Those will also be addressed by NEAC, in concert with branches.

NEAC acknowledges that there are yet broader issues relating to how governmental entities should be reimagined to provide safety and protection to communities and the enforcement of laws. This review requires a different and somewhat longer process, which should include more research and analysis. NEAC's Criminal Justice Committee is being asked to begin that process. The NEAC Policing Advocacy Issues document is divided into three sections: Municipal and County, State issues, and the combination of Municipal and County and State issues.

I am going to, for this oral presentation, only talk about the State issues, although I fully recognize that there are some further issues that may be a combination of Municipal and State issues. We make the distinction because branches have the responsibility of addressing State -- have the authority and the responsibility to address Municipal and County issues. And NEAC has the responsibility of addressing State issues.

These are the specific areas: enact Statutes to eliminate the Qualified Immunity Doctrine; establish a strong statewide Police Officer standard and training system to certify Police Officers and enable decertification for misconduct and abuse; modify the application of Veteran's preference in Police hiring; add racial and ethnic diversity as a preference for Police positions, to ensure that all Policing Units are racially, ethnically, and gender diverse; and that when the percentage of people of color exceeds 5% of a community, the percentage of people of color are at least proportionate to the population of people of color; enact Statutes which require that all civil monetary awards in dispute settlements and Court-ordered Judgments against State, County, and Cities and Towns be made public in instances where Police shooting, Police misconduct, Police excessive force, racial, ethnic, or gender discrimination is alleged, additionally the full cost of defending such cases must be made public. At the end of each calendar year, the governmental entity must publish the aggregate amount of any such awards in local publications.

Review and modify de-escalation protocols and require data collection and regular public reporting of Police use of force; develop an updated statewide data-collection system with race and ethnicity identification that is standardized and mandatory for all Law Enforcement Agencies related to the use of force, traffic stops, arrest, mental health, and other related topics. This data should be used to help shape oversight and training efforts, be fully accessible to the public in easy-to-read format, and hosted at a national and a statewide database.

Establish a statewide Model Policy on the use of force for all Law Enforcement Agencies and Officers. The Model Policy shall establish a statewide definition for what constitutes the use of force by Police. Such use of force should only be authorized where it is necessary, reasonable, and proportionate as deemed by reasonable person.

Require the investigation and prosecution, if appropriate, by any City, Town, or County Law Enforcement Officer involved in a deadly shooting be conducted by a special Unit of the State Attorney General's Office, established for that purposes. Where a deadly shooting is committed by a State Law Enforcement Officer, the Governor, Senate President, and Speaker of the House must agree by a majority vote to engage a Special Prosecutor to investigate and prosecute, if deemed appropriate, the accused Law Enforcement Officer.

Seek enactment of a Statute or an Ordinance establishing a presumption for Summonses. Such law would require that Law Enforcement Officers issue Court Summonses for all misdemeanor and nonviolent minor offenses.

The hiring, promotion, and retention of black Law Enforcement Officers and other Officers of color is an important element of a fair and trusted Criminal Justice System. Accordingly, allegations of patterns and practices of discrimination, and disparate treatment of Officers of color by Law Enforcement Agencies must be investigated, and appropriate action by the U.S. Department of Justice.

Madame Chair, those are the recommendations that NEAC is making specifically for the State, recognizing that there are differences between the five States in NEAC's jurisdiction. And there's a good bit of overlap. So I will ask everyone to be attentive to the written testimony. I'm available for questions. Thank you.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you very much, Mr. Cofield. So, for the Commission, I would note that Mr. Cofield did go over his time. You're the first person that had the five-minute limit. Five minutes goes by pretty quickly, especially when you're getting a lot of good information.

So, I'm not going to cut people off at the five-minute mark. He was going through his testimony. We had the written materials. So I think I'm going to be a bit flexible with time. So I just wanted the other Commission Members to know that.

I do feel that the best way to do this is do this through roll call. I'll call your name, ask if you have any questions. If you do, you're welcome to ask them. If not, you can pass to the next person. So I think we will try this process.

MR. COFIELD: And Madame Chair, for full disclosure, they would probably indicate themselves, but there are two Members of your Commission who are Branch Presidents in New Hampshire. And they participated in what you've heard from me today. Rogers Johnson is President of the seacoast area branch. And James McKim is President of the Manchester branch. Thank you.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you very much, Mr. Cofield.

MS. REED: Deputy Young, you were muted.

DEPUTY ATTORNEY GENERAL YOUNG: Now I'm not, right?

MS. REED: Right, go ahead. You're all set now.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. Okay. Thank you. Ms. Tshiela, do you have any questions for Mr. Cofield?

MS. TSHIELA: I do not have any questions. Thank you.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. Chief Edwards, any questions?

CHIEF EDWARDS: I'm sorry?

DEPUTY ATTORNEY GENERAL YOUNG: Do you have any questions?

CHIEF EDWARDS: I do. I do. Thank you.

DEPUTY ATTORNEY GENERAL YOUNG: You're welcome.

CHIEF EDWARDS: Good morning, Mr. Cofield. And thank you so much for your testimony.

MR. COFIELD: Good morning.

CHIEF EDWARDS: I have, I think, a few questions. I wanted to go back to your testimony regarding modifying the Veteran's preference. Could you elaborate on what you mean by modifying Veteran's preference?

MR. COFIELD: First, there's an assumption. And again, this was a broad recommendation for all of the States within NEAC's jurisdiction. There's an assumption here that there is a Veteran's preference in law enforcement positions in New Hampshire, where Veterans get a preference in hiring. And our suggestion is that, if that's the case in New Hampshire, that needs to be modified to a fuller appreciation of the necessity for diversity and a community's level of comfort with those Officers that are there to protect and serve, and the trust of the community.

I don't think I'd have to say that right now many of the black communities within our jurisdiction are distrustful of Police. And that needs to change. It would make the job of Police duties and responsibilities much easier. And it's absolutely necessary for our Criminal Justice System.

CHIEF EDWARDS: Yes, sir. I certainly understand that. But for me, I just want to make sure I understand you clearly when you say that there's a preference for Veterans. Are you asking this Commission to consider removing a preference for Veterans?

MR. COFIELD: We're suggesting that it needs to be modified.

CHIEF EDWARDS: In what way?

MR. COFIELD: Probably a reduction in the priority for Veterans and an increase or a preference that includes diversity. That would take some discussion. But in a general sense, that's what we feel is most important, if, in fact, we are going to provide for our community's Law Enforcement Agencies that are trusted and regarded in the manner that they should be.

CHIEF EDWARDS: Okay.

MR. COFIELD: I'm sorry to interrupt you. I meant to disclose at the beginning of my testimony, because I was asked by the Chairperson. I am in my house. I am alone in the room where I'm giving testimony. And I'm currently in my house in Boston, Massachusetts.

CHIEF EDWARDS: Okay. Because I am a Veteran, and I'm a Retired Law Enforcement Officer, as well, I just want to make sure I really understand this because I believe blacks and Latinos are

disproportionately enlisted in the Military. So it stands to reason that many Veterans, when they return to civilian life, that they sought law enforcement opportunities, many of those people would be black and brown.

MR. COFIELD: I'm sorry. It is our understanding that in the northeast and certainly in Massachusetts, there is a significant group of people, segment of people who are applying for law enforcement jobs who take advantage of the Veteran's preference and they are not people of color. They are white citizens, in Massachusetts for certain, and I think in many of the northeastern States in the United States.

CHIEF EDWARDS: Okay. I don't want to belabor this too much. So that moves me to my next question where you talk about hiring preferences. I think on your written testimony, I think, if I'm interpreting this correctly, you want the Commission to consider addressing issue of promotions, retention of black Law Enforcement Officers in the community?

MR. COFIELD: Yes.

CHIEF EDWARDS: How do you envision that taking place?

MR. COFIELD: I think I don't remember specifically what you were referring to. But I think we all right referring to discrimination against Officers of color. The percentage of people of color is small but growing in New Hampshire. The discrimination of Officers of color is a very serious issue in Massachusetts and Boston, in particular.

There is an Association called MAMLEO, the Mass. Association of black and Latino Law Enforcement Officers. And they have documented evidence of there being disparate treatment of black Officers. They're given more harsh punishment for infractions of the Policies than white Officers. And there is a notion that that is being done in part to keep from having to promote those black and Latino Officers.

CHIEF EDWARDS: Okay. My final question for you, sir, is I'm reading here. I just want to make sure I understand this. It says, add racial and ethnic diversity as a preference for Police positions to ensure that all policing are racial, ethnically, and gender diverse. And you put a percentage of 5 percent of the community. So, in New Hampshire, for instance, the black population, I think, is around 1%. So you don't see that as limiting potential opportunities for people of color, if our percentage is 1%?

MR. COFIELD: No, what I think it says is that, if the percentage of people of color is less than 5% -- if it's over 5%, then it ought to be done on a proportionate basis. If it's less than 5%, there still should be an effort to diversify the Police to Law Enforcement Forces. But the 5% relates to whether or not -- if it's above 5%, it should be proportionate. If it's less than 5%, it still should be diverse. Law Enforcement Agencies come in contact with people moving through a community and not just the residents of a community.

CHIEF EDWARDS: Okay. Thank you very much, sir. Appreciate it.

MR. COFIELD: Yes, um-hmm.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you, Chief. Attorney Jefferson, do you have any questions?

ATTORNEY JEFFERSON: Yes, a couple. How are you doing, Mr. Cofield?

MR. COFIELD: Good morning. How are you, Attorney Jefferson?

ATTORNEY JEFFERSON: I am good.

MR. COFIELD: Good.

ATTORNEY JEFFERSON: I wanted to ask you about your suggestion about eliminating Police from being permanently stationed in schools. Can you talk to me a little bit about that recommendation? Why do you feel that that's important? And what do you think can be gained from removing them from schools?

MR. COFIELD: Yes. In many communities, that is a real problem. We certainly feel that there ought to be an Employee of a School Department designated as a person to maintain discipline and order. But having a uniformed, armed Officer in the school just sends the wrong message to the students. And when, in fact, if there is a situation that develops and becomes a problem, then, in fact, the person designated as the disciplinarian should, in fact, be able to -- and we have no problem with that person calling in the Police when and if it's necessary.

That is the Policy that is currently used in the Boston Public Schools. But only in their other communities in Massachusetts in which there is an armed uniformed Police Officer assigned to the school, we think that that's a distraction to learning. And it sends the wrong message to the students.

ATTORNEY JEFFERSON: And so, a follow-up question to that, so what do you mean by the message? What is the wrong message that is being sent? And also as part of that question, are you aware of any research, any studies that show that having Police Officers stationed in schools can lead to bad results?

MR. COFIELD: I'm not aware of any studies. There's empirical evidence that suggests such. And I know the two Teacher Unions in Massachusetts, the Mass. Teacher's Association and the AFT of Mass. strongly support this position. And the empirical evidence that they have suggested suggests that this is the case.

ATTORNEY JEFFERSON: And I want to move onto diversity in Police training. We had another witness who was talking about Nashua Police, specifically, and had remarked that, if you have a diverse population that has black and brown people in it, part of the effort should be some intentional and deliberate efforts to recruit from the community those peoples of color to serve in that Police Force.

And it seems like, from some of your suggestions of putting racial diversity as a preference in the hiring process, can you speak to me about why you think that's important that people of color and the

community, overall, be represented in the Police Force? And beyond having a preference, do you support Police Agencies actively engaging in those communities to identify qualified and motivated people from that community to enter into the force?

MR. COFIELD: Yeah, I'll respond to the second part of your question first. Absolutely, I think you are not going to have as full of a employment pool if you don't actively seek those people who come from the communities of color. There certainly is the notion within many communities of color that we are not wanted, and that we would not be given a real opportunity to be employed. So, in fact, it's going to absolutely require an active and deliberate effort to reach those communities and the people within those communities. I'm sorry. I forgot the first part of your question.

ATTORNEY JEFFERSON: That's okay. The first part is, why do you think that diversity is an important thing that we should be pursuing?

MR. COFIELD: Thank you. I think that's important. And I do want to answer it. Two elements, we cannot have a Department that is adequately doing its job of protecting and serving if there's not confidence that those so engaged are there for that purpose.

There's ample evidence that some are there for other purposes, as well. And it is most important for a Police Officer to do his job in apprehension and the arrest of people in any community who have violated the law to have the trust of the community to be able to fully investigate and have community people respond and cooperate with Police during an investigation.

Certainly, in larger cities, we clearly know that, in black communities, one after another after another, many of the residents will not cooperate with Police in, let's say, a murder investigation, because they don't trust the Police. The Police is not a part of their community. And we end up with lots of unsolved murders and unsolved crimes, because there is a lack of trust of Police in those communities.

ATTORNEY JEFFERSON: Thank you. And my last question to you is in regards to the whole issue of the Qualified Immunity Doctrine. So, can you speak to me about why you have that as a recommendation to recommend to either eliminate or modify it? And tell me why you think that's an important thing for us to consider.

MR. COFIELD: Yes, absolutely. This is an issue about Police accountability. It solely rests with that thesis in mind. American society have given Police special authority to carry weapons, to act with necessary force when it's called for, in addition to other authorities, and special authorities and other considerations.

We must also demand more of those same Police Officers that we've been given this special authority. There has been real evidence of lack of accountability, because the Police think that they can get away -- in so many cases, because Police think that they can get away without necessary accountability when they engage in misconduct. I think you're an Attorney. Is that correct?

ATTORNEY JEFFERSON: Yes.

MR. COFIELD: I think Attorneys clearly know and understand that the Doctrine of Qualified Immunity is likely to mean that if the families of George Floyd and Breonna Taylor, as examples, if they were to file civil litigation, civil complaints against the Police Departments, that they would likely lose and not win, and it not even go to a trial on a filing of Summary Judgment by the Police Officers and/or the cities, because of qualified immunity.

I mean, I think there'll require a longer statement to explain what qualified immunity is. I certainly know what it is. I'm sure that you know what it is. But the issue is accountability and holding Police Officers accountable for acts of misconduct.

ATTORNEY JEFFERSON: All right. Thank you so much, Mr. Cofield. And Deputy Young, I yield the balance of my time.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you, Julian. Director Norton?

DIRECTOR NORTON: Thank you, Mr. Cofield, for your testimony. And are you aware if there's any State which now makes public information regarding civil suits and the payouts for them?

MR. COFIELD: No, I'm not aware either way. We think this is very important. And we think that, in part, there is the taxpayers. This is an issue for taxpayers. And we think many taxpayers in cities and towns, and States would find it a real problem if they came to understand that their cities were paying out the kinds of awards that often come from misconduct suits and allegations. And so, that's a measure to bring about greater accountability, as well. And we think that there can be no reasonable reason why taxpayers would not know where their tax dollars are being spent.

DIRECTOR NORTON: Thanks. I was wondering if there were any models we could look at.

MR. COFIELD: Yeah, got you. I don't know the answer to that question.

DIRECTOR NORTON: Okay, thanks. Did you folks discuss any recommendations regarding Civilian Review Boards for misconduct?

MR. COFIELD: We do. And that would be, I think, in the Municipal and County issues section of the written document.

DIRECTOR NORTON: So, not necessarily statewide; and I guess my sort of following question is, regarding statewide model use of force being necessary and reasonable proportionately, are you recommending that there be a change in the law for that, or just the standards for Police to be judged internally, relative to Police certification?

MR. COFIELD: It ought to be a part of Police certification and Police training. I think in most cases it would not necessitate a law. But if it requires a State Statute, then certainly a State Statute. But that kind of training should be a part of the certification process and decertification, if necessary, if an Officer

participates in serious issues that are in conflict with the Police training. And again, I think that would be up to the State to determine whether or not it requires State Statutes.

DIRECTOR NORTON: Thank you. And just process question, I've not seen the written testimony. Is it posted yet, or is that going to be circulated? It sounded like other people had seen it.

DEPUTY ATTORNEY GENERAL YOUNG: Director Norton, it is posted.

DIRECTOR NORTON: Okay. I'll look again.

DEPUTY ATTORNEY GENERAL YOUNG: Okay.

DIRECTOR NORTON: Thank you.

DEPUTY ATTORNEY GENERAL YOUNG: Let us know if you can't find it.

DIRECTOR NORTON: And I yield the rest of my time.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. we will next move onto Mr. Lascaze, questions.

MR. LASCAZE: Yes. Thank you very much, Deputy. Mr. Cofield, thank you very much for your testimony today.

MR. COFIELD: Yes.

MR. LASCAZE: I wanted to address the demographic data collection, 9 and 10 of your recommendations. And I really wanted to speak about the obvious and growing rift between marginalized community members and Law Enforcement. And I was wondering if you could speak more on how this required data collection and the demographic data being made public, how that affects community relations between marginalized community members and other people that we represent.

MR. COFIELD: Yes. Let me begin by saying we don't know. We collectively meaning all of American society, we don't know. We don't have a full understanding of the extent to which the NAACP believes of racial discrimination and race-based practices within law enforcement, because it's not fully disclosed. And before we can begin to address and solve a problem, we think it's significant. And I think most of American society thinks it's different -- I mean, it is significant.

But until we can wrap our arms around more specific numbers and data, we can't really begin to solve the problem. So this is an effort to have a better understanding of what the extent of the problem, and including racial profiling. And I think most of us, and maybe most of the Members of the Commission, believe that there is racial profiling that goes on within various Police Agencies. But we don't know the full extent.

This data collection will help us get at the full extent of it, and thereby we can begin to address the problem proportionate to the problems that have surfaced from data collection. And once we begin to really solve the problems, we think the contrary will develop within communities that are distrustful of Police Agencies.

If we just collect the data and publish it, and don't do anything about solving the problem, then, yes, there may be a greater problem. But, certainly the next step must be that we take definitive and deliberate steps to solve the problem, once we have a full idea of the extent of the problem.

MR. LASCAZE: Thank you. One last question, if this demographic data was to be collected, do you have any suggestions of how this data would be collected during a stop, or arrest, a detention? Do you have any thoughts or models of how this data could be accurately collected?

MR. COFIELD: We certainly can get you some data and some models. There was a requirement at one point in Massachusetts that, when a Police Officer made a stop, the Police Officer had to indicate on the Citation and in his record the race of the person being stopped. There was basically a Sunset Clause, and it's no longer a part. But the Citation can easily be adjusted to include the racial makeup of the person being stopped. And then, like the Departments summarize other data that they collect from the Citation, they certainly can indicate a cumulative indication of the demographic data of the person that's been stopped.

MR. LASCAZE: Absolutely, okay. Thank you. And I just wanted to note. Was this information voluntarily given by the individual being stopped? Or was that left up to the discretion of the Officer to indicate what the ethnicity or race was of the individual they were having contact with? Because if we're talking about this implicit bias and this training that needs to happen, I'm concerned over that being left up to the discretion of Law Enforcement to determine what the racial demographics is of the people that they are interacting with.

MR. COFIELD: I know it was not discretionary on the part of the Officer to include that as a part of completing the Citation. What I don't know is whether or not the Officer made assumptions. In many cases, it's clear. I'm black. And I don't think anybody would mistake the fact that I'm black. In other cases, the Officer may have had to ask the individual.

MR. LASCAZE: Okay. All right. Yeah, thank you. And that's a great example. And the only reason why I ask that is, in that example that you just give, I, myself, am a black male. And I'm Haitian. And I've had some of my Dominican friends be confused for Haitian due to that. But, however, they identify as Hispanic. And that's why I'm curious to see a system that we can use that would accurately and clearly identify that demographic data. And it's not the Officer's perspective of what they think the person is that they are interacting with.

MR. COFIELD: I understand the nature of your question. And if that's the only problem we will have in requiring this, I think it can be easily solved through some further discussion.

MR. LASCAZE: Perfect, thank you. I appreciate that. I yield the rest of my time.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you very much. Chief Dennis, any questions?

CHIEF DENNIS: Just I had one question. Referenced the gentleman talking about qualified immunity, also talking about making public lawsuits, settlements, and those different-type things, because I kind of got the impression that there's a lot of lawsuits, so a lot of things that are settled, and that that should be public because it happens a lot.

So I'm curious. Has there been any data that gathers the number of lawsuits, of how many are thrown out because of qualified immunity, because it seems like there's still a lot that go forward? And I'm just curious if there's been any research that would show any of that. Thank you.

MR. COFIELD: There were two parts to your question, as I understood. One was in the public disclosure of court judgments and settlements relating to issues of discrimination, racial profiling, misconduct by Police. It is our understanding and sense. We don't know the full extent of it, because they're not made public. There are Nondisclosure Agreements that are part of -- or Clauses that are a part of most of these settlements. So we don't know. But we think it is significant.

For many of the towns in New Hampshire, it may not be a problem at all. Certainly in metropolitan areas and certain metropolitan areas, it is a serious problem. And the amount of taxpayer dollars that are spent in this regard, along with defending those actions, amounts to real money. And I think taxpayers would find it as real money.

And the other part of your question related to qualified immunity. Oh, there is just a host of data available of cases being dismissed because of the notion of qualified immunity.

CHIEF DENNIS: Okay. Thank you, sir. And I know there's been some discussion about race and ethnicity of being able to track this for law enforcement. And I just heard some of the discussion of sometimes it may be challenging. Someone may be able to look at me and say, I'm a white male. Someone could look at someone else and say clearly they're a black male.

But there are those cases where sometimes it's challenging for law enforcement. I can give a reference where we listed a guy as white male and he was very upset through his Attorney, because he was Hispanic. And so, sometimes it could be challenging for us. And I think truly we want to be able to get the best data that we can.

And so, I am just curious. I know on Driver's License, it doesn't list race. Could that be something where a lot of this seems to be happening from traffic stops and different things like that? Is that something that could be looked at? But I'm certainly open to listening if that's a good idea or not a good idea.

MR. COFIELD: Sure. If citizens and Law Enforcement Agencies see how the process in which a person is identified, that, I think, can be easily resolved. I don't think it's nearly the problem of not having it at all. We are attempting to solve a problem by identifying race. And I think we see no problem with the Officer asking the person to self-identify. So, either way, I think that's a minor issue compared to the problem that we're attempting to solve.

CHIEF DENNIS: Thank you.

MR. COFIELD: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you, Chief. Lieutenant Morrison, any questions for Mr. Cofield?

LIEUTENANT MORRISON: Yes, ma'am. Thank you. Thank you, Mr. Cofield, for your testimony today.

MR. COFIELD: Sure.

LIEUTENANT MORRISON: Despite your physical location being in Massachusetts, I don't think that's very important. But I think what is important is that I've not heard any of your information be New Hampshire-specific. Is any of your testimony today based on New Hampshire statistics, or New Hampshire information?

MR. COFIELD: It's not based on New Hampshire statistics. It's not based on Massachusetts statistics, either. This reflects our advocacy for the five States of Rhode Island, Massachusetts, New Hampshire, Maine, and Vermont.

We think, in most parts -- and if it's not relevant at all in New Hampshire, then disregard it. Well, certainly racial profiling by Law Enforcement Officers is not absent from law enforcement in New Hampshire.

LIEUTENANT MORRISON: Okay.

MR. COFIELD: And that's what many of these issues relate to.

LIEUTENANT MORRISON: Okay. Well, you have a lot of lists. So I'm trying to kind of cover some of them.

MR. COFIELD: Yeah.

LIEUTENANT MORRISON: My next point, and I will take issue, I think, along with Chief Edwards in the Veteran's preference. I think more people are confused, sort of like myself. It's been my experience that people that are sort of drawn to law enforcement are drawn out of a selfless sense of service. And there is quite a bit of overlap with people who volunteer for the Military and serve selflessly in the Military, then sort of carry on that pattern of lifestyle in service to a community.

So, I think to take a recommendation that we eliminate that, or modify it, as you may suggest, I think would do more harm than good for some of our hiring practices. I hear some of your suggestions. But I think that one, specifically, I take a little bit of issue with. And I don't know if it's well-founded.

But I'd like to also touch on the SRO comments that you made. You indicated that members of the community might not be willing to cooperate with Police investigations because they don't trust the Police. Is that correct?

MR. COFIELD: In part, yes.

LIEUTENANT MORRISON: Okay.

MR. COFIELD: That is clearly a reason that has surfaced within communities of color.

LIEUTENANT MORRISON: Okay, thank you. And the School Resource Officer Program has a couple of different perspectives to it. One is the physical safety of the school. And I think there are quite a few parents that will disagree with your suggestion that we remove them. In fact, my community voted specifically to fund SRO positions. So the communities in New Hampshire that I've seen are extremely strong on that point, that they do want Officers in the school.

And we take that as an opportunity to sort of start building positive relationships with kids in the community from an early age to show that Law Enforcement isn't (inaudible). I wonder if you could speak to if you think removing School Resource Officer altogether would exacerbate that problem that you highlighted, as it transcends into cooperation with criminal investigations later.

MR. COFIELD: Sure. SORs [sic] do not necessarily mean uniformed or armed Police Officers. They can be unarmed and not in uniform, and be hired by School Departments. In this regard, we were very specific to indicate armed, uniformed Police Officers.

We do expect, where appropriate, that there be SORs or Disciplinary Officers that are hired by School Departments. And if situations develop that require the necessity of an armed Police Officer, then absolutely they should be brought in. I have not had the contact with the Teacher's Union in New Hampshire that I have had in Massachusetts. I know that the two Teachers' Unions in Massachusetts support this notion.

LIEUTENANT MORRISON: Okay, thank you. I see my time has expired. Thank you very much.

MR. COFIELD: Sure, yes.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you, Lieutenant. Judge Gardner, are you available? And do you have any questions? Hearing none, we will move onto President McKim. Good morning. Questions for Mr. Cofield?

MR. MCKIM: Thank you, Assistant Attorney General. I do. And thank you, Mr. Cofield, for your testimony. And hello.

MR. COFIELD: Good morning.

MR. MCKIM: I have two questions. First of all would like to follow up on the question that Chief Dennis asked about research into qualified immunity and I wonder if you could provide a couple of those research resources that you said are available, so that the community could have some data from which to base our recommendations.

MR. COFIELD: I will certainly try to get that to you.

MR. MCKIM: Thank you. And my next question is, looking at the recommendations, specifically Recommendation Number 15, that speaks to the promotion of candidates and needing to demonstrate their understanding of fair and impartial policing practices, as well as de-escalation and procedural justice, I wonder if you could say a few more words about what you would expect demonstrating the understanding means.

MR. COFIELD: I think that that should be left to Professionals who have a significant understanding of the steps necessary, and is a part of the training of the steps necessary to reduce and/or eliminate racial bias in policing. The issue cannot be so simply discussed here this morning. And I'm sure the Chair is not going to give me time to do that.

But there are Professionals who understand, know, and who teach that. And I would suggest that the State of New Hampshire engage Professionals who can provide that on a consulting basis and/or then in the training regimen for the Police Officers. The information that you are asking -- or the understanding of how to identify it is certainly available.

MR. MCKIM: Great. So my follow-on to that -- thank you -- is I'm focusing on this word "understanding". We know that it's one thing to understand. It's another thing to have the skills and ability to put into practice. So I'm just really concerned about making a statement about understanding and having it in the training. And then, us not really being able to say that this individual has shown the ability to follow those and impartial policing practices, and using the de-escalation techniques. So I'm curious what your reaction is to that question about the difference between understanding and ability to actually do.

MR. COFIELD: I appreciate the distinction you're making. And I appreciate the distinction. And I think what we were really trying to get at is their practice, rather than their understanding. I think we really don't care what their understanding is, as long as they practice in their policing Policies that reflect what we're talking about. So I appreciate the distinction. And I agree with it.

MR. MCKIM: Thank you. Those are my questions. I yield back the balance of my time.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you very much. Mr. Johnson, do you have any questions for Mr. Cofield?

MR. JOHNSON: No questions. I was their creation.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. Director Scippa, good morning. Any questions?

DIRECTOR SCIPPA: Yes, General. Thank you. Mr. Cofield, thank you very much for your testimony this morning. I got very intrigued when you spoke about trying to increase diversity with regard to hiring practices across the State of New Hampshire and really all of New England. I would love to hear your

thoughts on how Police Departments can generally reach out to people of color and to people who may be part of a marginalized community to help recruit people.

I can tell you that presently in the State of New Hampshire, there are a high number of Police Departments that they would welcome with open arms any competent, engaged individual that wanted to be a Police Officer here in New Hampshire. We have a hard time recruiting people. So, any ideas that you or your organization would have with regard to getting the word out to seek those type of Applicants to fill, in many cases, a number of open positions, I would love to hear your thoughts on that.

MR. COFIELD: I'm delighted to hear that question. But I've heard it before in New Hampshire. And that's terrific. And I think we should plan on some discussions later on, certainly involving me. But also I think that the two Presidents of the branches in New Hampshire, plus the President of the Nashua branch can be helpful to you. So I'm willing to, and I know the three Branch Presidents in New Hampshire are willing to be helpful. So let's plan to engage on that topic after this testimony.

DIRECTOR SCIPPA: Excellent, and I think you've just answered my next question which is, moving forward, and even after this Commission's work is done, from a training perspective, to include NEAC as an organization moving forward with Police training, would it be better for me to reach out to you or to reach out to Mr. McKim, or Mr. Johnson, just so that we're making sure that your organization is included, as we move training initiatives forward?

MR. COFIELD: Sure. In regards to NEAC, I'm certainly available and you can reach out to me at any time. Because I'm in Massachusetts, I am not as up on the activities, the issues, and the problems in New Hampshire that I should be, certainly compared to Massachusetts. And when I became President of NEAC 17 years ago, I recognized that. And I designated State Directors for the States that I am not in, so in Rhode Island, New Hampshire, Maine, and Vermont. And I don't read those papers in those States. So I designated a Director, State Director. And the New Hampshire State Director is Rogers Johnson. So, feel free to contact either of us. And we have every intention of staying up on and alert to the issues of importance to the NAACP. And Rogers certainly helps in that regard.

DIRECTOR SCIPPA: Outstanding, thank you, sir. And inure United States have one comment for the Commission with regard to part of the data collection and being able to identify people's race as to Police contact, I guess I would just say, as a Police Officer, if I was empowered enough to ask somebody's weight to put down on a Summons, I think that Police Officers could easily ask that individual for a self-identification of their race. So I don't think that's insurmountable. I think that's kind of an easy thing that we could address going forward.

MR. COFIELD: Thank you. I agree with you. I didn't know that you all asked the weight. But thank you.

DIRECTOR SCIPPA: That's a pretty dangerous question sometimes. I'll tell you.

MR. COFIELD: Thank you.

DIRECTOR SCIPPA: Thank you, sir.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you, Director. Director Malachi, good morning. Any questions for Mr. Cofield?

DIRECTOR MALACHI: Good morning, yes. I have a few. Again, thank you, Mr. Cofield, for your testimony here today, and written as well as your verbal testimony. I just have a couple of questions for you. And I don't know if this is maybe better redirected to Mr. Johnson or Mr. McKim. But the written testimony, well, as well as the verbal testimony today, it seems very heavily weighted for densely populated areas, urban areas, larger metropolitan areas, which does not necessarily reflect New Hampshire and how we are put together.

I'm not sure if there's a way to -- because looking at the information here, I would not want us to, ourselves, necessarily choose the things that apply and don't apply. Is there an easy way to resubmit a pared-down version of the items in each of your categories that specifically relate to New Hampshire?

MR. COFIELD: Oh, I think we could do that.

DIRECTOR MALACHI: Okay. That would be great. And then, however that works out, whether it's through yourself or Mr. Johnson, or Mr. McKim, I think that would be helpful and instructive as we, as a Commission move forward in making determinations and taking the suggestions that NEAC/the NAACP is making to this cause.

My other question is, as it relates to SROs, or the School Resource Officers, would that not be better to have uniformed Officers in the schools to, then, bridge a gap, so to speak? So, a lot of times, some people who are Teachers, they want to be a Teacher because they've interacted with great Teachers along the way. Or they had an amazing afterschool individual that inspired them. But it's someone that was a part of their life and a part of their growing up.

So, would it not stand to reason that more communities of color that have engaged well-trained SROs as a part of the school could potentially bridge that gap in the community and be exactly what the title is, a Resource Officer? So if the child is having issues at home, they know they can go to Sam, the Police Officer, or Sally, the Police Officer, to ask for assistance.

MR. COFIELD: I hear and understand the question. The people who spend more time in schools than any of us are Teachers. And I think you ought to ask of the Teacher's Union in New Hampshire what they think. I know what the two Teachers' Unions in Massachusetts think.

And I'd also say that the reason for the uniform Officer being there is not to help with these other problems. The reason for the Police Officer being there is to maintain discipline, supposedly that another person cannot be expected to do.

In many of the cases in Massachusetts, in many of the School Districts, there is an Employee of the School Department that has a disciplinary responsibility as his or her main responsibility. And for the most part, they have been able to deal with all of the problems that you suggest. And in one School District, it's called the Dean of Discipline. So it's just the presence and the image that's currently in many of the schools, it was deemed to be more helpful if, in fact, the person was, one, an Employee of the School Department, as opposed to the Police Department; and two, was not armed and in a Police uniform.

DIRECTOR MALACHI: Oh, thank you for that. Two things, I would like to ask Director Scippa to chime in on the specifics of SROs if that's possible. And with the remainder of my time, I would say the high school that my children attended, there was an SRO that was there, a female Officer, always in full uniform. She also participated with the football games. And there was a situation where my son was hurt. I did not attend the game. But because my daughter knew the SRO, she was certainly afraid for her brother, but she was extremely comfortable riding with her to my home in order to allow me to do the next step in what we needed.

So, just for me, I think, some of that, although I appreciate it, is overly broad, potentially. New Hampshire is a series of small towns. And if these are Officers that live in these towns and they are actually well-trained in how to be in a school, then they're going to engage, hopefully, which is another part of what we're doing in community policing to have them engage the students and participate with them to build relationships, so if there's a problem, they're, A, not afraid of the uniform; and B, will go up and ask for the assistance; and C, if they see them engaging, that could implant in a 5th grader, 6th grader, high schooler, or whatever, hey, maybe this is a career path for me, which could help us with the other end of the problem that we're also discussing.

I know that I'm over my time. General Young, if it's possible for Director Scippa to talk for a moment or two about why we need SROs, or why we don't need SROs, maybe just from a parental perspective I'm looking at it a different way.

DEPUTY ATTORNEY GENERAL YOUNG: Certainly. Director Scippa? And the other suggestion that I would make, if it would be helpful to the group, perhaps we could have an SRO come in to sort of speak about what they're doing in the schools, so we could take that up at the end, as well. But, absolutely, so, John, if you want to comment?

DIRECTOR SCIPPA: Thank you, General. Prior to my appointment as the Director of the Police Academy, I was the Chief of the Stratham New Hampshire Police Department. And one of my first initiatives there was to put an SRO into a middle school that we had in town, a middle school that had about 1400 kids in it, and about 200 Teachers and Staff. So it was really a community within itself. And I thought it was vitally important.

The main function of an SRO is to work with the school and the school Staff in a supportive way, while, at the same time, providing an opportunity for those students to have some mentorship, to have positive contacts with uniformed Police Officers. In many cases, the SRO that works in Stratham not only did time in the middle school, but also would go over to the elementary school. In almost all cases, except for very, very serious cases, the SRO would work hand-in-hand with the Disciplinary Staff within that middle school, help kind of address the issues without -- and I need to stress that -- bringing that child into the Criminal Justice System.

The other important piece to this is that the schools -- and to the gentleman's point who's testifying, the Teachers spend the most amount of time in school. And so, they know those students very well. Unfortunately, when those kids leave school, the Police are the ones who tend to know a lot about what's going on in those families and in those homes, particularly if there's problems where we're being called to. So, that collective body of knowledge can really help address the underlying problems of that student who might be struggling and who might need support.

So it's been my experience both personally, as a Police Chief who had an SRO, and then working with SROs across the State, that really here in New Hampshire they provide security to those schools, which is something that we do have to address; that they provide mentorship. They work collaboratively with those schools and the Staff within those schools to help address problems in a way where we can lift that child up and get them back on their feet, and get them back into just being a student and just making sure that their welfare is taken care of and things like that.

My SRO, she helped out with fieldtrips, sporting events, dances. She is an integral part of the Stratham School System. And I'll tell you what. You want to walk through a crowded area with an SRO, they're like a Rockstar. The kids know them and have a tremendous amount of respect for them. The parents know them. It's really, in my opinion, a very beneficial program, and notwithstanding -- and we can only speak to New Hampshire -- different parts of the country, SROs might not enjoy that kind of recognition that they enjoy in New Hampshire.

I can't speak to that. I don't know that. I would like to think that it works the same way, regardless of what State you're in. But to that end, here, in New Hampshire, I think the SRO Program is a very, very important part of New Hampshire policing and making sure that communities are safe. I hope that helps.

DIRECTOR MALACHI: Yes, that was helpful for me, as well. If I may be so bold as to say maybe removing SROs is not what New Hampshire would consider, but maybe uplifting the profile and having a very good discussion about the quality of the SROs. And as we've already discussed, there was the EPIC/ABLE, what was it, a workshop yesterday. And maybe having those people go through some training of that nature prior to, and having some understanding on their interrelationship to schools, maybe that's a better part of one of those suggestions, which I'm sure we will take up as we move along. Thank you all for your patience.

MR. COFIELD: Let me also suggest that it might be helpful. You might find it helpful for NEAC to come back and have a discussion later on about it. The Chair of NEAC's Criminal Justice Committee is a Police Officer with about 30 years of experience. And a part of that, his current assignment -- he hasn't been reassigned with all of the crisis issues in Boston today -- he had the responsibility of going to the various schools in his District when he was called upon for matters that could not be handled by the Dean of Disciplinary Matters.

And the Chair of NEAC's Education Committee is a retired Educator. And at one point, a great part of his responsibility was the Dean of Disciplinary Matters. So, I think engaging them in a discussion later on, you might find quite helpful.

DIRECTOR MALACHI: The experience for those two people that you mentioned, what State is their wealth of experience in?

MR. COFIELD: Massachusetts.

DIRECTOR MALACHI: Okay. Thank you.

MR. COFIELD: The retired Educator is Cape Cod. And the Police Officer is a Boston Police Officer.

DIRECTOR MALACHI: Okay. Thank you very much.

MR. COFIELD: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. So, I am aware that Ms. Tshiela, Mr. Lascaze, and Attorney Jefferson had their hands up. I'm going to sort of continue up the list. And then, I'll loop back, if that's okay with you. So I know that your hands are up and I'll get back to you. So the next on the list for questions is Commissioner Quinn.

COMMISSIONER QUINN: Hi. Thank you, General Young. And can you hear me?

DEPUTY ATTORNEY GENERAL YOUNG: I can. Good morning.

COMMISSIONER QUINN: Yes, I'll be brief. It's more of a comment. Thank you, Mr. Cofield, for joining the call. I just want to share with you. I did speak with the Colonel in the middle of the call. And I know that the Colonel has been working and has built a very good relationship with both Mr. McKim and Mr. Johnson.

The issues that Director Scippa raised, I think, are very important for this Commission, as we make recommendations, because if we all agree that a very important issue is to increase diversity and to be more inclusive, and have Officers of all backgrounds across the State, we need to have some recommendations. And New Hampshire's somewhat unique because we also have to be sensitive that we don't have Agencies competing in communities for the same folks. And we have to be coordinated.

But my comment to you is I would ask any suggestions or help that you have for this Commission that you can add to the great work that Mr. McKim and Mr. Rogers will do to help us to explain and to reach out, and message the tremendous opportunities in law enforcement that there are in New Hampshire, because we do want to do that.

I don't want to speak for the other Chiefs. But I will just say this. There are opportunities. There are positions. We, at the State Police, have tried for the past five years. We have had some success. But there's definitely much more that needs to be done.

And I know Chief Edwards is on the call. He's worked at it. But if you've got anything we're missing, we're welcome to share with you what we've done, how we try and recruit, how we message. But if there's areas we need to be going that we're not, I would welcome any suggestions. But I think that is something the Commission's going to have to do as a recommendation is come up with a plan. What more can we do to ensure New Hampshire is reflective of the community that we're asked to serve? So, just a comment and thank you for the time.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you, Commissioner. Ms. Tshiela?

MS. TSHIELA: Hi, yes. I'm the youngest person on this Commission so I do have the most recent experience with SROs in schools. And I know a lot of people on this Commission are questioning is this a way for us to bridge the gap between the community and students, and things like that? And in an ideal world, yes, that's great. And that could be a thing.

However, the role of SROs in our schools at this point are not clearly defined. You have SROs showing up for something as big as students having a fight, and then situations like maybe a student mouthing off to a Teacher. So you have a uniformed Officer with a gun, a taser, whatever it is showing up to a situation because a student might be having a disagreement with a Teacher. That is doing the complete opposite of bridging the gap between students and Police Officers, because oftentimes -- and I can speak for myself -- this is the first negative experience that I had with a Police Officer.

So unless we are clearly defining the role that SROs have in our schools, we cannot begin to say that this is bridging the gap between the students and the Police Officers in our community. And that's just a comment that I have and I want the Commission to keep in mind. Thank you.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you very much. Attorney Jefferson?

ATTORNEY JEFFERSON: Thank you. And I'm so happy to hear from Ronelle, because I can tell you, when I heard Director Scippa speaking it was as if we lived in two different universes. And that is nothing to Director Scippa. Everything I've heard from Director Scippa gives me nothing but encouragement of what a good man he is, and what I imagine the Stratham Police Department was under his leadership.

But that is not, and I repeat not the reality in Manchester and Nashua. What you have in Manchester and Nashua is children as young as 10, 11, and 12 constantly being arrested by Police Officers. And then, we have to file, as Attorney, Competency Motions for them to be not competent. What you have is students getting into fights being suspended from school and then being prosecuted for felonies.

Thankfully, our State has filed a law where we can litigate Motions to Dismiss. And I'm going to send one to you that I had this year, where a black student punched a white student for calling him the N-word and then prosecuted for felony riot.

So, Ronelle is absolutely right. This is something that we need to take a serious look at. Maybe in some small towns this is done fairly and appropriately. But we have a serious problem in New Hampshire, specifically in our major cities of Manchester and Nashua, that we have to address with a clear and sober eye.

Anna Elbroch will be presenting a lot of testimony on this issue. But since it was being put out there today, we need to come out there with a really balanced view of how these things exist in New Hampshire. Thank you.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you very much. Mr. Lascaze?

MR. LASCAZE: Yes, thank you. And again, I wanted to just reference Director Scippa's testimony on SROs. And I wanted to ask. What is the purpose that School Resource Officers need to be armed and in uniform while there, because, like Ronelle pointed out, these interactions drastically shape the perception that individuals have with Law Enforcement. And if it's about discipline, the aim of discipline is to correct behavior, not to punish.

And I wanted to cite. We're talking about School Resource Officers. And we're talking about New Hampshire. Just last year in Keene alone, there was an incident involving a School Resource Officer tackling to the ground an individual who was walking out of a bathroom for vaping. And so, I wanted to point this out and say, is this really what we're looking at, when it comes to mentorship and discipline, how

this plays out, because this is not, in my opinion, and what I can see, a way of disciplining individuals and forming a positive relationship?

DIRECTOR SCIPPA: I'm sorry, sir. Was that question directed to me?

MR. LASCAZE: Yeah. So, I'm asking. Why would they need to be armed and in uniform while in this role just to begin with? Yeah.

DIRECTOR SCIPPA: I think it's an excellent question. And so, globally speaking, that SRO's, one of their primary functions is to provide immediate response to a threat to the school. And to that end, that's why they need to be armed. That's why they need to be in uniform, in the event that there was somebody who came to the school to do harm. If somebody brought a gun to school, that Officer would be there in the first instance. And in a case like that, in an active shooter case, you literally have minutes to try to mitigate and eliminate the threat to those people. And that's the primary reason why they wear a uniform and have a gun with them.

If we (inaudible) them carrying a gun and were in plain clothes -- and again, I can speak directly to my experiences here on the seacoast. But you would have a number of Officers from different communities responding to a very horrific event like that. And if that Police Officer that is the SRO is not readily identified as a Police Officer in a chaotic situation, we could have what we call blue-on-blue problems.

So, I absolutely understand your question, sir. And I think it's a valid question. But that's the other piece of it is those SROs are in that school to prevent people from coming into school to cause harm. And that's the reason that they have a gun. That's why they're dressed in their uniform.

MR. LASCAZE: And so, if I could just ask one more follow-up question, then, to that, is if the purpose of them is to be there for the security of the school for individuals coming in, then how is that seen as a role to be in the sense of discipline for students that are already in the school? Shouldn't that be left to the Faculty of the school? That should be handled by the school and not by an SRO.

DIRECTOR SCIPPA: So, again, I'll speak directly from my own experiences here on the seacoast. I couldn't agree with you more. The SRO needs to be working in a supportive role to kind of help the Teachers and the ancillary Staff, and to kind of work with their plan to address the problems that that student might be experiencing.

To Attorney Jefferson's point, I don't have any experience with regard to Manchester or Nashua's situation. And again, I can only speak from my own front porch view of things. So, to your point, Mr. Lascaze, I agree with you wholeheartedly. The Police should not be directly involved with meting out discipline in a school setting. That should be left to the Teachers.

Now, if it gets to a point where the Teacher cannot control that event and it does turn into a criminal (inaudible), then it does make sense for the Police to (inaudible) to protect the Teacher and to protect the other students in that area. But, in the first instance, I couldn't agree with you more.

And here's another kind of twist on this. Oftentimes SROs are also asked to discipline an Employee in the school. And again, in our environment, that wasn't going to happen. It didn't happen. We left that to the school and the SAU to deal with.

So I think the Commission is speaking to vetting the Officer again and making sure that they're appropriate to be in that environment, and that they want to be in that environment, and that they're properly trained. There's very clearly defined expectations with regard to what the SRO is supposed to do and what they're not supposed to do. And all of those things can be addressed really at that local level with input from the community that wants an SRO in the school. So I hope that helps.

MR. LASCAZE: Yes, thank you.

DEPUTY ATTORNEY GENERAL YOUNG: I think, Ahni, you have a follow-up, as well.

DIRECTOR MALACHI: I do. I just wanted to circle back to Ms. Tshiela, your very passionate comments about the experiences that you had in Nashua, I believe. And it saddens me that that was your experience in high school.

I am in full agreement with you and the comments that Attorney Jefferson made that that is not the way that that should be. And my statements on balance are based out of my experience. I had a child in Concord High School and another one in Pembroke High School. And their experiences with their SROs were of what I spoke.

And to that end, I'm in complete agreement with the two of you, as well as Mr. Lascaze, and even some of the comments from Mr. Cofield that if that's what's happening in the schools in Nashua and Manchester -- and I've never lived in those two cities -- then it should absolutely be a part of this conversation. And it should be put on the table for us to discuss.

And I guess I just want us to be careful to not throw the baby out with the bathwater. For the schools that are doing this properly, then great. The ones that aren't, we absolutely need to look at that. And then, maybe to -- I can't remember at this point. And please forgive me. Someone brought this up, but to have an overall discussion on the clarity of what SROs are supposed to be doing. And then, we figure out where it's going wrong.

If we need to have a separate discussion with the Commission to deal with SROs at all, then we can certainly entertain that. But, no, they shouldn't be there to throw children on the ground or to arrest a 10-year-old, unless there's some charge that actually warrants that.

So I'm hoping that you all are hearing what I'm saying which is I hear you and I hear the pain and the disappointment that you've been met with. And I hope we can put all of that into the discussion and make sure things are weighed out equally, and meted out fairly, so we don't get rid of good things in lieu of something else. So I hope that you all feel that I've heard you and that I understand. Thank you. Thank you, Jane.

DEPUTY ATTORNEY GENERAL YOUNG: No problem. Mr. Cofield, as the Chair today, I have one question. I'm going to move off School Resource Officer. So, under Municipal and County issues, your first bullet point, you want to establish a Civilian Review Board with subpoena power, which must review all Police deadly shootings and (inaudible) force complaints. And then, under the State issue, bullet 12, it's that the Attorney General's Office will do an investigation to determine if charges are warranted.

Can you just sort of explain how see those two entities? Do they work together? Are they separate? I'd just like a little more clarity on that, please.

MR. COFIELD: Sure, and thank you for the question. The anticipation is that they would work together. But if, in fact, there is a shooting by a Police Officer, and particularly if someone is killed, then certainly we are recommending that the investigation and, if appropriate, prosecution be handled by an Agency other than the Agency in which the Officer involved was an Employee.

There is a serious conflict, or potential conflict, for, as an example, the Boston Police Department to investigate -- no, it's not the Boston Police Department, but for the District Attorney in Suffolk County to investigate the shooting by a Boston Police Officer. Those two Agencies work closely together. And there ought to be a separation between the investigation and the person that is under suspicion.

So, clearly the seriousness of a deadly shooting is one that ought to immediately be removed to a distant Law Enforcement Agency. Other issues of misconduct might be better handled through a Civilian Review Board. But a Civilian Review Board does not have the experience and the understanding to handle an investigation. So the distinction is made on the seriousness of the issue.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you very much.

MR. COFIELD: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Ken Norton, your hand is up. Is that correct?

DIRECTOR NORTON: Yes. I'm sure we will be discussing further the role of School Resource Officers, but did just want to draw our attention to the written testimony from Mike Skibbie from the Disabilities Rights Center who talked extensively about the role of School Resources, and who had made some recommendations and had some references to various Reports. Thank you.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. Mr. Cofield, again, thank you very much. Commission Members, thank you for your questions. And I think we are all set with you, Mr. Cofield. I think that there was a couple, like, follow-up pieces that you were going to maybe tailor it a little bit to New Hampshire specific. So we eagerly await that. And thank you. And enjoy what I think is going to be a beautiful day outside.

MR. COFIELD: I appreciate the privilege of being able to come before you. Thank you.

DEPUTY ATTORNEY GENERAL YOUNG: Bye. So, Commission Members, for timing, we have about 45 minutes left. Mr. Pease has been patiently waiting through. This is his second meeting, as well as Michele Holt-Shannon. I would like to be able to get through those two today. If we want to go over a little bit, I'd like to do that, because I really would sort of hate to have them come back again, because we went over. So we can have that further discussion.

I do not think, unless we move pretty quickly through these two, that we will be able to get to Lieutenant Camacho. And I think that we have sort of opened another whole area that we may want to loop back with, with School Resource Officers.

So let's move onto Mr. Pease, who is with Lieutenant Morrison. Good morning, Bill. And again, thank you for your patience. And I apologize for the delay in getting you in. So, thank you for coming back again. Good morning.

CAPTAIN PEASE: Good morning. Good morning, Commission. Deputy, no problem at all. This is an important matter and it's a privilege to testify before the Commission. When I was invited to speak at the Commission, I prepared kind of like a historical perspective on the Commission on Accreditation for Law Enforcement.

But after sitting through last week and the first gentleman who testified, what I can tell you, a lot of the issues that were brought up, if not all of them, are addressed by standards through CALEA. Example, bias policing, there is a standard that requires initial training and annual training. There is also a requirement that we take a step back once a year and review any bias issues, bias Policies, community concerns. And CALEA-accredited Agencies, which Nashua, where I worked, has been accredited for nearly 30 years.

Other issues that got brought up were use of force training. There are some very significant standards that CALEA developed regarding training, regarding analysis of Reports, regarding administrative reviews of all cases, when force is used.

We will go to recruitment, the hiring process. There's about 15 standards that require that the testing process that you use is job-related and nondiscriminatory, that there are thorough background checks, that there are mandated Psychological Examinations.

I can speak from experience as one of my roles. I'm a Consultant for CALEA. I'm a CALEA Team Leader Assessor. I've probably inspected close to 100 Police Departments for accreditation or for practice run called mock assessments. And the thoroughness in some of the New Hampshire processes that I'm seeing, I'll be honest with you, it's second-to-none, between a written Exam, multiple Oral Boards, Polygraph Exam, Psychological Exam, Medical Exam, Physical Fitness Test, which correlates to entry-level standards of the Academy. All of this is required by CALEA.

Allegations of Police misconduct, there are several standards involving that. But a CALEA Agency has to document all complaints against Officers or Employees. The complaint is notified of the status and the results of that. In Nashua, there is sort of like a Civilian Review Board in that review managed by a three-person Civilian Police Commission appointed by the Governor. So, serious complaints, they are notified.

So what I'm trying to say is the accreditation process in just a real 30-second synopsis of it, it started about 35 years ago, with Federal funding. And major Law Enforcement Organizations came up with a body of standards, which were basically the best practices in law enforcement, where essentially all aspects of law enforcement were covered, whether it be use of force training, training, itself, Search and Seizure Laws, Detention Facility procedures, misconduct investigations, disciplinary matters. What I say around the country sometimes is that if you had a city and you needed to create a Police Department, you could follow the guidelines, the best practices of CALEA to create that Police Department.

This Commission is about accountability. The CALEA process requires a basically top-to-bottom inspection once every four years, minor inspections on your Policies every year, a thorough examination of the processes, training, Policies and Procedures, inspection processes of the Police Department.

And what I would recommend as a Practitioner involved with this form of accountability for 17 years is that this Commission seriously look at recommending accreditation, in some capacity or another. I do know there was a mention of developing a State System. I'm certainly not opposed to that. I was involved in the State System in the '90s. One of the trouble is that's going to take a while. Developing those standards is quite a process. When New Hampshire had a previous State System, they used CALEA standards, which you can't do anymore.

But perhaps something you ought to consider is recommending accreditation for Agencies and perhaps come up with some type of grant funding. I did reach out to CALEA for an Agency less than 25 fulltime Employees. It costs a little over \$8,000 over a three-year period to get accredited. Perhaps 50% funding would help smaller Agencies along the way.

One of the resources we have here in New Hampshire and New England is a support network called Northern New England Accreditation Coalition, where essentially it's a group of Employees that work on the accreditation process for their Agencies. We help each other out. We share resources with each other, Policies back-and-forth. We do inspections for each other's Agencies. And it's a really good network of qualified people that are committed to one thing: better professionalism in law enforcement.

That's basically what my presentation -- I see I'm out of time. But I'm certainly here to answer any and all questions. CALEA is an international organization. There are currently close to 900 accredited Agencies in the United States, probably hundreds and hundreds of more that are working towards the process.

Little research I did, about 25% of all Police Officers in the United States work for accredited Agencies at this time. The process is increasing. It is showing more and more interest in New Hampshire. I've been notified personally by various Agencies that are pursuing it. I can speak for Lebanon, Londonderry, Salem, Bedford. So it's really catching on.

And it is a really good product. And as far as I know, it's the only product that does establish researched best practices for Police Agencies. That's all I have to say right now. And like I said, I'll feel free to answer any questions you have.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you, Bill. Commissioner Quinn, any questions for Mr. Pease?

COMMISSIONER QUINN: No. Thank you for your testimony, Bill.

CAPTAIN PEASE: No problem.

COMMISSIONER QUINN: Director Malachi?

DIRECTOR MALACHI: Yes, I have one quick question. You mentioned the cost of accreditation, and using those figures as an example. So once you're accredited, can you talk just briefly about that process? You go through the procedures to become accredited. It costs X amount of dollars. Do you have to do this annually, biannually? How does that work? And is it the same fees? Is it less? Thank you.

CAPTAIN PEASE: Yeah, sure. Once you get accredited, you are then, as far as the process goes, you're inspected once a year. Everything is done remotely, where a certain number of those standards would get inspected. And it's not just your Policies that get inspected, it's proof that you do it.

Example, one of the standards, very important standard, our use of force reporting. You're required to file a Report. And it needs to get administratively reviewed every time an Officer uses force. So you have to prove that you keep up with that.

As far as the cost, there is a continuation fee. And that depends upon the size of your Agency. If it's a smaller Agency, again, under 25, I believe that figure is about \$3,000 a year. As you get larger, like in Nashua, we pay about \$5500 a year.

DIRECTOR MALACHI: Okay. And thank you for that answer. And one last question, would it be something that each either town or Municipality would have to do separately? Or is there a way to have a statewide accreditation? Is that something that's possible? Thank you.

CAPTAIN PEASE: Yeah, sure. If I understand your question right, each Police Department is responsible for their own accreditation process. They manage their process. Can the State of New Hampshire develop their own accreditation process? Sure, they can. But I will tell you -- and I can speak from experience -- it is a challenge to develop your own standards, develop your own pool of qualified Assessors, training those Assessors.

Believe me, I'm all for professionalism in law enforcement and I've been involved in law enforcement for 36 years. And I just see, logistically, as having done it, there is a body of standards that is nationally developed. I think the better way to do it, with helping some Agencies with funding and jumping onboard with CALEA, may prove more beneficial and save a heck of a lot of time to get the process going.

DIRECTOR MALACHI: Thank you. Thank you very much. I have no other questions. I yield the remainder of my time.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you, Ahni. Director Scippa?

DIRECTOR SCIPPA: Thank you. I think it may be more of a comment than a question and that is that, again, speaking from the perspective of a small-town Chief, oftentimes accreditation does become a fiscal issue. I am 100% behind accreditation of some kind, whether that's the national standard of CALEA, which, by the way, the New Hampshire Police Standards and Training Academy is going to be seeking accreditation through that organization, dependent on funding and resources. But, I would support wholeheartedly accreditation.

I think the one thing that does make it tough is that that \$8,000 is an entire training budget for some Agencies. And that kind of makes that difficult to get to. I do like the Captain's suggestions about seeking alternative funding, or supporting that funding, because wholeheartedly I think accreditation really speaks to a lot of the things that this Commission is kind of working through right now. Thank you.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you very much. Mr. Johnson, any question for Mr. Pease?

MR. JOHNSON: No. I've taken part in accreditation processes with UNH with Chief Dean and in Portsmouth with Chief Merner. So I am very familiar with that process, having gone through it a few times. And I wholeheartedly support the effort. Thank you.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you very much. President McKim, any questions?

MR. MCKIM: Yes, thank you. And thank you, Captain, for your testimony. I do have a couple of questions. I am one of those who is wholeheartedly in support of certification. So let me just say that upfront. And it does seem as if the CALEA set of standards is valuable for us to consider pursuing.

I'm curious. Standards only go so far. They, in many cases, dictate what should happen at a high level and don't get into the details of how things should be done, or specifics of those Policies and Procedures.

So I'm wondering if you can help the Commission understand, for example, does the standards speak to just the fact the training needs to be done, for example, on implicit bias? Or does it get into what that training should entail and include, and how it should be delivered?

CAPTAIN PEASE: That's a good question. Let's talk about training, itself. What the standards do say, the training has to be done. It has to be vetted. You can't just pull something off the internet and throw it out to Police Officers for training.

The training needs to be valid to the subject-matter. Does it get into that you need to cover it, say, in bias, this type of lesson plan, this type of training? No. It gets into, you need to cover this on an annual basis, needs to go out to not just all Police Officers, all Enforcement Officers, if an Agency has Parking Enforcement, K-9 Enforcement, something like that.

Part of a CALEA process, if you have a Training Division and you have people that do training, that's their primary assignment, they're trained on the implementation of training, the lesson plan development, how to research a subject properly, how to complete tests in that process. So, yes, it tells you what to do, not all the times how. They leave that to the Subject-Matter Experts in the Agencies and in places like Police Standards and Training. We rely on Police Standards and Training for a fair amount of our training here in New Hampshire.

MR. MCKIM: Great, thank you. And just to follow up on that, it makes perfect sense that the how the training is delivered, it's left up to the Training Experts, so to speak. What I want to try to home in on a little bit more is the detail of what the training is. My experience is that we are throwing around this term "implicit bias training" and "diversity training". And I'm concerned we're not being specific enough about what that means.

For example, it's one thing to explain to someone and have someone trained on what implicit bias is. It's another thing to do that and provide debiasing training. And so, I want to make sure we are clear on just how deep the CALEA standards go, in terms of defining what needs to be delivered, as well as the big picture, the process piece.

CAPTAIN PEASE: Yeah, I hear what you're saying. And I would be more than happy, after the meeting, to provide you with the specific standard regarding bias policing. The best way I can answer that is that, in law enforcement, we do-do a good job of sharing resources. We don't operate on an island.

So, in particular, training subjects, especially accredited Agencies, we have a network of accredited Departments. And fair to say, it's probably some of the best Departments in the country. So we reach out. Hey, what are you using for bias training this particular year?

We also get some great resources from the International Association of Chiefs of Police. And I know in Nashua we have some really good Civic Groups that help us out. Nashua Community Conversation Race

and Justice, I've attended those meetings. We're more of Facilitators. But believe me, it's a great training opportunity for Officers and Employees.

So, I mean, not one, I don't know, I guess model fits all. That's kind of how it operates in law enforcement. And like I said, I'll be more than happy to share with you any of the standards you'd like to see.

MR. MCKIM: Oh, thank you. I think the Commission would be especially interested in the standards around diversity and implicit bias training.

CAPTAIN PEASE: No problem.

MR. MCKIM: And my last question is, is it possible to provide any data on discrimination cases that have been dealt with, or brought against those Departments who are CALEA-certified?

CAPTAIN PEASE: I'm glad you asked that question because I was remiss on my introduction to describe the self-reporting mechanism of CALEA. On an annual basis, CALEA Agencies are required to report demographics of Police contacts, motor vehicle stops, arrests, demographics of hiring, recruitment process, demographics of the Agency.

We are required, on an annual basis, to report any lawsuits against the Agency. That's reported directly to CALEA and it's part of the process. So the answer to your question is, yes, it's public information. It goes to CALEA.

And one of the selling points of CALEA is transparency. If you're looking for a Policy from an Agency, information from an Agency, provided it's not going to release anything that could tactically compromise a Police operation or an investigation, you'd just ask for it. I know in the Nashua Police website, you can click on and see our Use of Force Policy. You can see our Policy on bias policing. If you're looking for any other Policy, just give me a call.

MR. MCKIM: So, thank you for that. So how would we, the Commission, see data on CALEA-certified Agencies across the country and see how many, for example, discrimination cases were brought against them?

CAPTAIN PEASE: Well, my best answer to that would be to give CALEA a call. A Representative in this area is Retired MBTA Boston Chief Paul MacMillan. His email is on the website. I would draft a question to him to see if that database exists. I know there is the self-reporting component that each Agency does. I don't know the tabulation process that takes place down at CALEA. But you can certainly ask.

MR. MCKIM: Thank you. So, Deputy Attorney General, I would like to request that we find that information for our uses.

DEPUTY ATTORNEY GENERAL YOUNG: Okay. Yeah. We will. We will make inquiry.

MR. MCKIM: Thank you. And I'm done.

DEPUTY ATTORNEY GENERAL YOUNG: Okay. Judge Gardner, you on the line and do you have any questions?

JUDGE GARDNER: Hello. Thank you. I was able to dial in. I do not have any questions. Thank you.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you very much. Mark, do you have any questions, even though you're with Bill?

LIEUTENANT MORRISON: I do.

DEPUTY ATTORNEY GENERAL YOUNG: Okay.

LIEUTENANT MORRISON: I asked Bill to be here today. It's hard to come up with somebody who would have better insight on this topic in our State, frankly. And his experience of going around the country I just thought was so valuable to us today.

Something that I'd like for you to expand on, Bill, if you could, the standards in CALEA are nationally accepted best practices and now sort of internationally accepted best practices in a way. Can you please just expand a little bit on who was sort of involved in creating the standards, so that we can understand why they're nationally accepted best practice?

CAPTAIN PEASE: Sure, that's a good question. Best way I can describe that is the Federal Government, back in the late '70s, thought it was a good time to come up with some consistency in policework. I was in high school at the time. So I can't say I was involved in that. But I believe the reasoning was because Agencies were policing all different ways. So, come up with a body of standards, okay, that establish the best practices. If you follow these standards, there's a high probability you're going (inaudible) Police Department, plain and simple.

So, provided Federal money, they formed a Commission, much like yourselves. And the members of the organization were the International Association of Chiefs of Police, National Sheriff's Association, Police Research Form, and the National Organization of Black Law Enforcement Executives.

So over a couple of years, they did all the research and came up with a body of standards that basically covers all aspects of law enforcement. And from my understanding, it was quite a collaboration. It took a long time and a lot of research.

And just so you know, these standards have been around since the early-'80s, but they have consistently modified, vetted. New standards have been added a couple of times a year. And as a matter of fact, literally I was sitting here last week when I got an email that there's some more proposed standards being proposed from CALEA. So it's not a stagnant process. It's not a dated process. It is constantly being added to and checked a few times a year.

LIEUTENANT MORRISON: Thank you very much. And could you also briefly touch on community involvement associated with the process, because it isn't just Officers coming up with the standards in sort of (inaudible)? It seems to have some community involvement attached to it. And if you could explain some of that?

CAPTAIN PEASE: Sure. The Commission is made up of -- I believe it has 23 Members. And 13 of them are Law Enforcement or Retired Law Enforcement. Ten of them are from the civilian side of the house. And so, there is really good collaboration with community involvement in the development of these standards.

As far as the process goes, itself, there are two chapters that are dedicated towards community policing, community outreach. And as far as the actual inspection, itself, there is a huge community involvement. Almost a whole day is dedicated to the public having an opportunity to talk to the Assessors about the Police Department, pros and cons. I've heard it all.

And at the end of your inspection process -- when I'm out in the field, and at the end of a four-day inspection, you really get a good feel of the Police Department. I know in Nashua our inspection was last December. And the Assessors attended a meeting on the Nashua Community Conversation of Race and Justice at the local high school. It was fantastic. And they got to speak to students, Teachers, members of the community in very candid conversations. I know the Police Department learned and continued to learn from the public. And that is an integral part of the process.

LIEUTENANT MORRISON: Thank you, Bill. And just so everybody's aware, roughly how many standards are involved for accreditation? If you were to get accredited, how many standards are you looking at (inaudible) compliance and demonstrated?

CAPTAIN PEASE: Sure, there's two different levels. The basic accreditation, there's 181 standards. Now, I will tell you some of the standards are broken up into a few different parts. And the basic program, it covers all -- let's call it -- the high-liability areas: training, use of force training, complaint investigation, evidence procedures, patrol procedures.

The second level is advanced accreditation. And there are 459 standards involved in that. And that gets obviously more in-depth. But, again, what I'd like to say, basic principles involved in those standards -- and I've actually known somebody that did do this. They created a city -- it was actually down in Florida -- through unincorporated land. They incorporated it and they basically created a Police Department, and used the CALEA standards to turn an empty building into a Police Department. I'm not quite sure there's a better example of what the process is about than that.

LIEUTENANT MORRISON: All right. Thank you very much, Bill, for your patience and being here for our last meeting and this meeting. I'm thrilled that we were able to get to you. With that, I will yield back the balance of my time.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you very much. Chief Dennis, you are up next. Do you have any questions?

CHIEF DENNIS: Attorney General, I have no questions and yield my time.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. Director Norton, any questions?

DIRECTOR NORTON: Yes, I do. Thank you, Captain, for your testimony. Does the President's Report on 21st Century Policing make any specific recommendations regarding accreditation? I don't see it. But I didn't know if you knew the answer to that.

CAPTAIN PEASE: I did not read that component of it. But my understanding, it does recommend accreditation. I do know recently President Trump's Bill that he signed regarding Police reform, accreditation was part of that process. The Director of IACP was there and did brief the White House on the accreditation process.

DIRECTOR NORTON: Thanks. And I think I know the answer to this question. I was actually saddened to hear you say that only 900 Police Organizations around the country are CALEA-certified. But does any State require all Law Enforcement Organizations to be CALEA-certified?

CAPTAIN PEASE: Not to my knowledge, no.

DIRECTOR NORTON: Do any States have a statewide accreditation program that's a requirement?

CAPTAIN PEASE: I don't think it is a requirement. I do know there are State programs out there. Best of my knowledge, I have not heard a State saying every Police Department in the State is either CALEA-accredited or State-accredited.

I will say it takes some work to do it. But it's good work. It's the right thing to do. But like I said, often time it's a collaborative effort to get it done. Yes, there's only around 900 accredited Agencies. There's many more that are striving towards it. And the process is increasing at this time.

DIRECTOR NORTON: Thanks. And I guess I would comment that, in my calculation, in New Hampshire, that, based on the amount you said, that would be less than \$2 million, which seems short money. But obviously that doesn't include the administrative costs and the time to be accredited.

And this will be a conversation more with the Commission. What happens if we want to have some type of statewide accreditation program and a local Department or Municipality either fails or refuses to apply? I don't expect you to have the answer to that.

CAPTAIN PEASE: Okay.

DIRECTOR NORTON: And thank you. I yield the rest of my time.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you, Ken. Mr. Lascaze, any questions for Mr. Pease?

MR. LASCAZE: Yes, I do. Yes, I do. Thank you very much. Captain, thank you for your testimony today and the information that you bring. I have a question concerning the Reports that you were referencing.

You stated that CALEA conducts annual inspections of the accredited Departments. And I'm wondering. During these annual inspections, does CALEA specifically look for evidence or signs of racist

practices within the Police Departments, based on their Reports, such as signs of racial profiling with regards to stops and arrests?

CAPTAIN PEASE: Good question. Basically how these annual inspections take place, okay, is a quarter of the standards -- because they cover a four-year period -- get selected to be checked out. Now, let's use your example, the bias police standard. So, in that, you're required to report any complaints that you've received, and that the complaints were investigated properly. So that particular standard -- and the inspections, just so you know, are now conducted remotely. All the CALEA standards, each Agency has a software that that's where they put their Policies and all related documentation.

So, I can speak as an Assessor. When I'm inspecting that particular standard and I see that the Agency had, say, two or three biased policing complaints, and I'm looking at the complaint investigation package, and if it's substandard, well, I would call the Agency on that. And I would have a conversation with the proper authorities and say, well, where is the whatever it may be, the finality of this investigation? I see you took a complaint. But it doesn't show me that it's finished.

So there is that accountability. And then, that particular standard might not get approved. And then, there's a permanent record of that, that that standard did not get approved. And that could be problematic down the Agency, when the Agency completes the cycle regarding their accreditation (inaudible).

MR. LASCAZE: Okay. Thank you for that. And what I was wondering is, these data-compliant Reports that are submitted from CALEA-certified Departments, does -- and you might have just referenced this. So I'll just try to make sure this is clear -- does CALEA review these Reports to make sure that the Department is within compliance of what they're required to do by CALEA to submit them? Or does CALEA see themselves as an accountability measure to review these Reports submitted to make sure that nothing is happening that shouldn't be, within these Departments?

CAPTAIN PEASE: Okay. Yeah, good question. Regarding the data that's submitted, the one thing I've experienced around the country, different data collection, it varies. Some States, I think somebody mentioned earlier, are mandated to report demographics of all car stops. Like Director Scippa said and other people have said, it's a little tricky in New Hampshire, because some of it is a subjective process. So you have to qualify that data that it's based on the Officer's observation or conversation.

So, what happens, that data is collected over a four-year period. At the end of the four years, you have this thorough top-to-bottom inspection. And that data gets analyzed by the CALEA Team Leader. Like I would analyze the data of an Agency I'm inspecting, and I'd go, if there is a disproportionate number of car stops for black individuals, say if it was 40% car stops of black individuals, and there was only a 5% population in the city, well, I would have a conversation with the Chief of Police in that Agency and say, what is going on in here? And I'm out in the field.

When the Agency gets presented for accreditation, the Board of Commissions, they'd have the Report. They would see the data. And I've witnessed it. I've seen Agencies get questioned regarding data that is supplied in those Reports.

MR. LASCAZE: Okay. Does CALEA see themselves as the accountability factor, though, in that? Or is it on the Departments to hold themselves accountable to that data that's in the Reports?

CAPTAIN PEASE: Oh, if I understand your question right, I mean, it's up to the Department to report the data. CALEA then would judge the data. And if, in their opinion, there's a problem there, that Agency might not get accredited or reaccredited. Or they might get put on like a probationary accreditation that there is a particular issue here, no matter what it is. And basically that's how that process goes. Now, the CALEA accreditation process and the Reports, these are public information. So the public would have access to that.

MR. LASCAZE: Okay. Thank you very much. I yield the rest of my time.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. Attorney Jefferson, any questions?

ATTORNEY JEFFERSON: Yes, very briefly. Captain, one thing we've been discussing on this panel is currently there's an eight-hour minimum requirement for in-service training hours for ongoing Police training for Officers. We've heard from one panelist a recommendation that it be as much as 32 hours. As somebody in your position, and especially with the decades of experience you have, I was very interested in getting your thoughts on, should it be more than eight hours, the minimum? And if so, what is your recommendation of what that number should be for ongoing training for Police Officers?

And to the second point, should some of those hours be standardized? And if so, what do you think is important that we mandate in that standardized training that every Officer across this State receive every year?

CAPTAIN PEASE: A very good question, and the answer to the first part is, yes, it should be increased. I wholeheartedly agree with that. And I can say this. CALEA-accredited agencies, there's no way you can do it with just eight hours' training. It requires more.

And the second part of your question requires more specific training. What I'm seeing out in the field, I strongly believe in training on dealing with people suffering from mental illness. As a Police Officer for 22 years, I did that many, many times. And it's tricky. And you really, as a Police Officer, need to know how to interact with those folks to make sure you can recognize something. Okay. We have an issue here. I need to be careful. And the only way a Police Officer gets that -- I mean, we're human like anybody else -- is to be able to recognize the symptoms of what we're dealing with. I know where I work, the Nashua Police Department, the entire Patrol Division and even some of the off-the-street Officers received full-day training in mental health first-aid. And it is really beneficial.

Other subjects, absolutely bias-based training, bias policing training, on an annual basis, that needs to be done. If you're not accredited Agency, I don't see that being done. Training on safety issues, enhanced training on use of force, which, when we're dealing with somebody combative, okay, number 1, can we diffuse it? I'm a big believer in that. Most Officers are big believers in that. All right? They don't want to get hurt. They don't want people getting hurt. But then safety restraint techniques, takedown maneuvers where there's limitation for injuries for Suspects and Police Officers.

Different types of search and seizure training is required. I have actually seen in different States -- with a little research, I might be able to come up with it for you, that the State Law mandates certain specific training. I know bias policing is one. Use of force is one. I'm pretty sure interacting with subjects suffering from mental illness is another training.

So, I do know training is a little expensive, especially when you leave the State. But now, with the advent of the computerized training, I would at least double if not triple that eight hours, in my opinion.

ATTORNEY JEFFERSON: Thank you. And my last question is that there's a very specific Policy that I'm going to be recommending to the Commission that, above and beyond the ban on chokeholds and strangleholds -- and I'd like to get your position on that, if you agree that there should be an outright ban on those, an express Policy of every Police Department.

The second part, which I've pulled from a Police Agency outside of this State, it's also specifically bans and expressly does so keeping people in a prone position while on their belly, either in the back of a cruiser, or anywhere else for an extended period of time, because that is shown to be very dangerous and can lead to fatalities. Most recently, there was an example in Arizona of that.

So I wanted to get your thoughts on all three of those, but specifically that third one, because that's one that's currently not dealt with by legislation but I also think is equally important. And I wanted to get your perspective, as a Law Enforcement Officer.

CAPTAIN PEASE: Yeah. I mean, one at a time, the chokehold, they should be banned. I know Nashua Police Department clearly bans chokeholds, unless -- any type of force technique, if you're faced with a deadly force situation, you do what you can do to stay alive.

ATTORNEY JEFFERSON: Yeah.

CAPTAIN PEASE: Okay? And that's very important that people understand that. And I spent many years as a Police Officer, worked nightshift. And if I'm going around a building checking it at night walking, and someone jumps out at me with a baseball bat ready to cave my head in, if all I have is a rock, I'm going to hit him to try to live. I think that's important that people recognize that.

As far as the prone handcuffing position, you do have to be careful of that. You have to be careful of something called positional asphyxiation, that when somebody's restrained that way, that they aren't able to breathe. And I do know Police Departments are trained on proper techniques regarding restraining combative subjects. And I think that will continue to be enhanced. And as a matter of fact, CALEA has enhanced that standard in the use of force chapter to be very careful regarding any type of restraint, or use of force, where you could create that positional asphyxiation.

ATTORNEY JEFFERSON: Great. Thank you so much for your time, Captain. I yield the balance of my time.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. Joseph, I know you have your hand up. I'll loop back to you when I get through the rest of the list, okay?

MR. LASCAZE: Thank you.

DEPUTY ATTORNEY GENERAL YOUNG: Okay. You're welcome.

MR. LASCAZE: Thank you.

DEPUTY ATTORNEY GENERAL YOUNG: Eddie, you are up next. Do you have any questions? Oh.

CHIEF EDWARDS: Yes. I'll be very brief. Captain, thank you for your testimony today. I just want to say a couple things, as someone who has actually led an advanced CALEA-accredited Agency, turned that Agency into an accredited Agency. There are a couple costs. There's some hard costs, soft costs, and hidden costs that are beyond the CALEA-accredited fees. That's very important for us to understand.

Also, it took our Agency a little over a year-plus to become nationally accredited. And I sought that accreditation for a couple different reasons, because it provided a level of transparency for the Agency. It also created three different levels, in my opinion, of accountability. My responsibility and accountability increased. It provided accountability and responsibility for the community and for CALEA. So there were three opportunities to review that Agency's compliance with Policies, both from the Chief, CALEA, and the community.

It also led to our first effort in recruitings [ph]. And back when I was there, we recruited from historical black colleges. We reached out to historical black colleges. One of our larger programs, Commissioner Quinn was involved, back when he was a Colonel. He was involved in the program. So was the Chiefs of Police Association, Manchester, the Training Academy, where we opened it up with the university of Southern New Hampshire University to recruit black and Latino, and women from around the State and outside the State. And that is the benefit of having a CALEA-driven Agency.

So I am very supportive of a CALEA-driven Agency. But I just want us to be very aware of the costs and the burden that may create for certain Agencies. That aside, there are certainly some core Policies and requirements that can be instituted, regardless of the size of the Police Department.

But if we can get to a place someday where all Agencies are nationally accredited, that would be a wonderful thing. But I echo the Captain's comments today about CALEA. It's a needed program, I think. So, thank you.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you for those comments. Ms. Tshiela, any questions?

MS. TSHIELA: I do have one quick question. So I wanted to ask about the process that CALEA has for reviewing its own standards. So, for example, in the wake of the killing of George Floyd and the growing conversation around racial injustice in this country, do you know if CALEA's reviewing these standards?

CAPTAIN PEASE: Yeah, really good question and the answer is yes. Some of the new standards that came about, like I said, they enhanced the use of force standard regarding chokeholds, and they created a new standard regarding duty to intervene from a Police Officer perspective. If you have a witness seeing somebody using unauthorized force, another Police Officer, or you witness serious misconduct, not only do you have to report it, which most Agencies have, you have to do something about it. So, yeah, CALEA is on top of contemporary issues, I would say. And if something from the public, or something happens, and there is a need to modify or enhance a standard, or create a new one, they will.

MS. TSHIELA: Thank you. I yield the rest of my time.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. Joseph, we will go back to you. You had a follow-up question?

MR. LASCAZE: Yes, I did. Real quick, I'm currently looking at the CALEA website under their implicit bias policing standard, 1.2.9.

CAPTAIN PEASE: Yeah.

MR. LASCAZE: And I just wanted to be really clear on this. As I'm looking at this standard right here and the Reports, I can't see under here. I see under bullet C, it says a document and/or administrative review of Agency practices, including citizens' concerns, and any corrective measures taken.

But I'm not seeing anywhere if it's required in the Report to report the demographic data of stops, arrests, and detentions. And I'm wondering, as a part of this Implicit Bias Policing Report, does CALEA require the demographic data for stops, arrest, or stops that don't lead to arrest, and field traffic contact to be included in their Reports, under this Policy?

CAPTAIN PEASE: CALEA on an annual basis, they require a second documentation in their software system that you report the demographics of your motor vehicle stops. So it doesn't particularly say that in that standard. But in an Administrative Report that you're required to update every year does require the demographics, just what you asked for, of motor vehicle stops.

MR. LASCAZE: Okay. And that, again, is a public document?

CAPTAIN PEASE: Yes, as far as I know it is.

MR. LASCAZE: Okay. Thank you very much. I yield the rest of my time.

DEPUTY ATTORNEY GENERAL YOUNG: I don't see that there are any follow-up questions. So with that, I would, again, thanks Captain Pease and Lieutenant Morrison for this. Thank you very much, Bill. Have a good weekend.

CAPTAIN PEASE: You, too. Thank you very much.

DEPUTY ATTORNEY GENERAL YOUNG: So, Commission Members, we are about 15 minutes over our hard stop. My understanding is Michele Holt-Shannon and Brandon Thomas are still on the line. So I would entertain a Motion, if somebody wants to continue this meeting, or if you want to hold them over. So why don't I entertain a Motion to Continue the Meeting? Does anyone want to make a Motion?

DIRECTOR SCIPPA: General, I would make that Motion, Director John Scippa.

DEPUTY ATTORNEY GENERAL YOUNG: Anyone second that Motion?

DIRECTOR MALACHI: Second.

DIRECTOR NORTON: This is Ken Norton, and I would second it.

DEPUTY ATTORNEY GENERAL YOUNG: Okay. So I'll take a roll call, but I think I know where we're going with this. So, Ahni, you can second the Motion. So, Ms. Tshiela?

MS. TSHIELA: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Chief Edwards?

CHIEF EDWARDS: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Attorney Jefferson?

ATTORNEY JEFFERSON: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Mr. Lascaze?

MR. LASCAZE: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Director Norton?

DIRECTOR NORTON: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Chief Dennis?

CHIEF DENNIS: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Lieutenant Morrison?

CHIEF DENNIS: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Judge Gardner?

JUDGE GARDNER: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: President McKim?

MR. MCKIM: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Mr. Johnson?

MR. JOHNSON: Without objection, so ordered.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. Director Scippa? Oh, you made the Motion, sorry. Ahni, you seconded the Motion. Commissioner Quinn?

COMMISSIONER QUINN: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Okay. And I vote yes, as well. So, with that, we will welcome Michele Holt-Shannon. And Ms. Holt-Shannon, thank you for your patience. Thank you for coming back to this meeting and going into the overtime of this meeting. So I will let you start. You have five minutes on the clock. Thank you.

MS. HOLT-SHANNON: Thank you so much. My name's Michele Holt-Shannon. I am the Director of New Hampshire Listens at the Carsey School of Public Policy at the University of New Hampshire. I'm also part of the work that is led by Melina Hill Walker at the Endowment for Health, the race and equity series in New Hampshire that Major Tracy Hayes and Chief John Monaghan talked with you about on Tuesday.

With me here is Brandon Thomas, who participated in a New Hampshire Blue and You in Durham and also facilitated one in Concord. And we really appreciate the Commission for inviting us to speak to you today about New Hampshire Blue and You. I'll ask Brandon just to introduce himself.

MR. THOMAS: For about seven years, and I'm now a Faculty Member at Phillips Exeter Academy. It's always a pleasure.

MS. HOLT-SHANNON: Thank you, Brandon. So, New Hampshire Listens envisions a community where residents are engaged and connected, and heard, in the decisions that impact their lives, and where everyone has access to justice, opportunity, and liberty. So we work with communities, schools, organizations to create strong foundations for communities to transform their institutions and eliminate inequitable practices and expand participation.

We are also an anchor partner with Everyday Democracy. And Everyday Democracy has had a discussion guide on community policing for, I think, over 20 years. They recently redid that guide and we were part of the pilot of that material. And I'm proud to say that at least two people in law enforcement in New Hampshire participated in requiring and adding to that guide: Chief Colarusso from Dover and Sheriff Dave Dubois in Strafford.

I'll say that for us one of the guiding principles in New Hampshire Listens -- and this is a quote from a book by Jonathan Haidt, "The only cure for...bias is other people." We have to have interactions with each other. And New Hampshire Blue and You is fundamentally about that interaction and expanding participating.

We also believe that change comes from all directions and that it is really important for people to be working within institutions and systems to create change, and that it matters that there's power and pressure on the outside of those institutions demanding change. And the work of New Hampshire Listens is often at the intersection of that pressure. New Hampshire Blue and You is definitely designed with that in mind.

The partners for New Hampshire Blue and You were the Manchester and Seacoast NAACPs, the New Hampshire Chiefs of Police Association, and New Hampshire Listens. And we also partnered with New Hampshire Primex on the statewide offering of New Hampshire Blue and You.

We had offered events a couple years ago in Dover, Durham, Rochester. There was a seacoast regional event. There was a statewide event supported by New Hampshire Primex. And there were two events initiated by Change for Concord, a youth/young adult organization in Concord that occurred. And that's one of the ones that Brandon was a part of.

I'll let Brandon just say a little bit about his experience. And then, I want to just say a few more things about what these events look like. But I'll turn it over to Brandon for now.

MR. THOMAS: Absolutely, thank you so much. In the interest of time, I'll try to make it as brief as possible. But initially moving here about seven years ago, I lived right outside of Durham. And I had a situation in which it was late one night. And my neighbors called the Police on me. I had a South Carolina License at the time. And so, I was held outside of my place for about two hours because the Police Officers didn't believe that I lived where I lived. And they didn't care that I was the Assistant Athletic Director at the flagship university in the State. They didn't care about my degrees. It was just about, well, why do you have a South Carolina license plate and a License living in Newmarket, New Hampshire?

So, at that moment, I knew had to change or do something. And so, I was able to really get involved with NH Blue and You and really have some difficult conversations with some Police Chiefs to the point where I thought my life was going to be extremely uncomfortable in New Hampshire, because I was really willing to challenge them.

And it eventually turned into this big relationship in which myself and not only the Police Chief in the Town of Durham, but also the Police Chief at the University of New Hampshire, created some really good relationships. And we were able to create some programming in which I think we were able to vet and screen Officers in a very different way.

I'm seeing zeros on the screen, so I'm going to move on. Just go ahead, because I don't want to hold people too long. They had to make a legit Motion to keep us here.

MS. HOLT-SHANNON: I know, a legit Motion. The last thing that I'll just say is I recognize and value kind of the whole range of community policing, coffee with a Cop, stopping and playing basketball, everything in between sort of the deeper work.

With New Hampshire Blue and You, it's real conversations about race and racism leading to community-initiated talk to action. It has to be more than one gathering. When it's been one gathering, the hope was always that more would happen. But it has to be invested in. And for Police Departments, it certainly starts with inhouse work.

But these are opportunities for community members and Officers to talk with each other, to talk about bias and racism, to talk about history, their own experiences, frankly, to reflect on our hyper-partisan times and the impact of that on how people are managing. And I think the exchange earlier about School Resource Officers was an excellent one in the sense that people have very different views and very different experiences of School Resource Officers. And it's helpful in your own community to hear those stories, to make sure they're grounded in the community in which you live so that you can make decisions based on that, and what would have to happen for the choices that you make in your own community for that to feel like one that is fair and one that can lead to positive relationships.

So, I will stop there. We love to talk about this work. But we do think it is really fundamentally about getting people into the same room, or the same cyberspace, as you will, for now, but to meet each

other, hear each other's stories, and have those stories really heard and validated, and understood. Anything else you want to say, Brandon?

MR. THOMAS: You said it all. I'm interested in the questions.

MS. HOLT-SHANNON: Okay. Me, too, thanks.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you, both, very much. So we will start with Ms. Tshiela. Any questions for Ms. Holt-Shannon or Mr. Thomas?

MS. TSHIELA: Hi, I do have a question for Mr. Thomas. So I know you said that I believe the Durham Police participated in this. Is that correct?

MR. THOMAS: Yes, absolutely.

MS. TSHIELA: Did the UNH Police also participate in it, because I'm a student at UNH and there's a huge conversation right now? I don't know if you follow Black at UNH on Instagram. But there's a lot of questions surrounding not only race relations but race relations between the students at UNH and Police. So is that something that they've participated in, as well?

MR. THOMAS: Yes, they do. And the Chief of Police is actually really receptive to ideas. But, as you know, there is a lot of bureaucracy. And one way in which black students can get involved is, at UNH, they have a panel in which any time they are hiring an Officer, they do it in a few phases. But in the first phase is they have to meet with a student panel. They have to meet with a Faculty Staff panel. And then, they have to meet with a Police panel. And then, all three get in the room together and they talk about why or why they do not like someone.

So, if I were a student at UNH and I really wanted to be involved in that process, what I would do is I'd reach out to Chief Dean. And I would ask him very directly if I was able to be on that panel, because I think there is a lot of ways in which that community has different needs than the surrounding areas because of the population which it serves. And I think it would behoove all the students and it would be a detriment to the people who came after them, if they weren't a part of the panel, in terms of the people who were policing them.

MS. TSHIELA: Thank you. That's really valuable information. That's something that me and I think a lot of other students here would be really happy to participate in. So, thank you. I yield the rest of my time.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you very much. Chief Edwards, questions?

CHIEF EDWARDS: I have no questions. Thank you.

DEPUTY ATTORNEY GENERAL YOUNG: Okay, thank you. Attorney Jefferson?

ATTORNEY JEFFERSON: Yes, a question for you, Mr. Thomas. You had said that you had had a lot of hard conversations and tough conversations with various Chiefs of Police. So can you expound upon that a little bit more? So what has your experience been? And talk about your particular experience a little bit more. And then, tell us about what recommendations would you have, as a member of the community, to help put us in a better direction.

MR. THOMAS: Absolutely. Thank you for the great question. A lot of times, right, New Hampshire has what we call so small of a diversity that sometimes we try to hide behind that number. It's like, oh, well, we only have 1% people of color. We only have 2% of this.

But the thing is, right, like it's not like people won't go anywhere else to work. People talk to you like they haven't seen the rest of the world. New York didn't always look the way New York did right now, right?

So when we talk about these jobs and we talk about attracting and retaining people of color, it's not as hard as we try to make it out to be, right? Do you have a Junior Academy? Do you have conferences in which you invite people, different Officers, or young students of color to come and participate in, right? What does your ride-along program look like, right? Are you doing any outreach to communities of color, right?

We think about different relationships. Relationship building is very simple if you get in front of the right people, right? And so, there has to be some semblance of honoring the fact that, you know what? I know New Hampshire isn't Florida. But at the same time, there are people of color here who are not only willing to be involved but very interested in being gainfully employed.

When I talk about the conversations that I've had with Police Chiefs, I always go back to how myself and the Durham Police Chief's first conversation, right? It started with me and Dave Kurz. We didn't yell at each other but there was some strong language thrown on both sides.

A week later, he invited me to lunch. I accepted begrudgingly. And we actually had a very long conversation about why I feel the way I feel. And he'll tell this story and he'll say, hey, listen, I never thought about you having to put your License on the dashboard before you got -- or when you get into a car, right? I never thought about how you process a Resource Officer having a gun and making sure it was loaded, and telling you about that when you were in high school, right? These are things I didn't think about because they were outside of my purview.

And when you sit down and you have that conversation with him, the way he polices someone who looks like me, while it may not be completely changed, it might be just a touch different, right? And so, just having that perspective and being able to glean a light into someone, right?

If you read Ibram X. Kendi's Antiracism, he would say we're all just a little bit racist, right? And we have to fight that naturally to be a little bit more antiracist. And I think what we're trying to do is we're trying to make people a little bit more antiracist, and then just acknowledging what's there, right? I need you to see me as a black man. And so, what does that mean for you? How do you police me? What have you seen on television? What have you read about, right? What are we putting into our psyche? And so, I think just those conversations have helped tremendously. I hope I answered all of your question.

DEPUTY ATTORNEY GENERAL YOUNG: Julian, I think your mic was off. Do you have any follow-up? Oh, no, no. It's off again.

ATTORNEY JEFFERSON: No, I'm all set. Thank you.

DEPUTY ATTORNEY GENERAL YOUNG: Okay. Thank you. Mr. Lascaze, any questions?

MR. LASCAZE: Not necessarily a question but I wanted to make a statement. I wanted to thank Brandon for sharing your story. And as a person of color, it's hard to speak about interactions when, as you have pointed out, you thought that there could be repercussions of speaking out about your experiences.

And what I wanted to flag for the Commission is that, when we're talking about these issues, I understand that we all see them from a personal view. But it is hard to understand exactly what someone goes through and what they're feeling and experiencing when it comes from a culture that's not their own, and a culture that historically has the relationship that it does with law enforcement.

So I do want to commend you for that. But I also want to point out that the mind shift that you're talking about happening is possible, from the conversations that you had and from these interactions, that it is possible to shift the mentality and mindset. And that's what we're here to do. And I just wanted to encourage you and commend you for the work that you're doing.

MR. THOMAS: Thank you.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you, Joseph. Director Norton?

DIRECTOR NORTON: Hi, Michele. And I don't have questions. I'll just make a couple comments. I was involved in the Planning Committee for New Hampshire Blue and You and did attend the Concord event. I think NAMI's participated in some of the other events. It was wonderful and it was really interactive and really made people engage in dialogue and think about their unconscious bias in different ways. And, yeah, I would just say I thought it was a really helpful program and something to be replicated elsewhere in the State. Thanks. Yield the rest of my time.

MS. HOLT-SHANNON: Thank you.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you very much. Chief Dennis?

CHIEF DENNIS: No questions, Attorney General. Thank you.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. Lieutenant Morrison?

LIEUTENANT MORRISON: Just briefly, Mr. Thomas, Ms. Holt-Shannon, thank you very much for what you guys are doing. I think it's very important. I think it's helpful, frankly. And I have not attended any of these yet, but I have heard of the positive interactions at some of these events. And I think we need more of them.

Very briefly, Mr. Thomas, did you have any sort of perceptions, or preconceived notions of the Police before your meetings? And have they changed after?

MR. THOMAS: Yes and no. I think my first interaction with the Police was I was 14 and we were driving a car. And we were in Surfside Beach, Myrtle Beach, South Carolina. And the blue lights come on, and then we try to put our seatbelts on. And so, we're all have guns point at us and they're yelling at us to get out of the car. They think we have guns. We're trying to avoid a seatbelt ticket, right? So, I think that's how the relationship starts.

But then it evolves over time and things happen. And so, I think definitely my view of Police Officers have changed. But I think it's a little bit more nuanced, right? So, being able to go to school, learn a little bit more about sociology and just (inaudible) in general, I think you understand a little bit more.

On a place, or in a sphere in which we're all in right now, right, I think everyone has a bit of nuanced skill, complexity, and savvy to them in which the interaction can go really well, right? Everybody can speak a language in which we understand.

But when you deal with an Officer who doesn't have as much savvy, who has only been an Officer for two or three years, who may not be educated at a level and which can use the same language, can talk about micro and macro aggressions, I think the relationship can get a little bit more interesting and sometimes a little bit more tense, right?

I think it's really hard to be a Police Officer, right? Very rarely are you seeing someone that's having their absolute best day, right? And I acknowledge that. At the same time, whether or not I'm having my best day shouldn't be a determining factor on whether or not I should live.

So I think that's a really interesting question. But I would say largely I understand a lot more of what Police do and what Police have to go through. But, the sentence I get almost every time I do one of these is I just want to make it home at night. And my question is always -- or my rebuttal is always, well, what are you willing to do to make it home at night? And that's always the rub, so to speak. Does that answer your question?

LIEUTENANT MORRISON: When we engage in these conversations, I applaud the work that you do. I don't think there are as many people of your sort of experience that get out and do what you're doing. And I think it's fantastic. And I absolutely would support more of it. So, thank you very much for what you do. And I look forward to hearing more in the future about some of these events that have already taken place.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you, Mark. Judge Gardner, are you with us and do you have any questions?

JUDGE GARDNER: I am with you. I don't have any questions but I do want to make an observation that it seems to me these person-to-person relationships make a huge difference, in terms of understanding where each party comes from, and opens up sort of a understanding at a level that is unique. And so, I do commend Mr. Thomas and Ms. Shannon for their work. And I would encourage that type of cooperation, understanding, and meaningful civilized dialogue would continue. So I appreciate your work. Thank you.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you, Your Honor. Mr. McKim? Oh, go ahead. Yeah, Ms. Shannon, you can go.

MS. HOLT-SHANNON: Well, I just wanted to comment and said, thank you for that, Dr. Gardner [sic]. I absolutely believe that that's true and that this is really deep, long-term work that has to be sustained in communities.

But it's hard to start those conversations in a healthy place if internal work and internal conversations haven't been had that are really meaningful with Officers, themselves. And so, there's a readiness factor, right, to being ready to be in a conversation. And that's definitely part of it, as well. Thank you.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. Mr. McKim, questions/comments? There you go.

(No response)

DEPUTY ATTORNEY GENERAL YOUNG: Mr. McKim, are you there?

(No response)

DEPUTY ATTORNEY GENERAL YOUNG: Oh, there he is. No. I don't know...

MS. HOLT-SHANNON: I don't see him.

DEPUTY ATTORNEY GENERAL YOUNG: Yeah, no. He's there but it's on mute.

MS. HOLT-SHANNON: Oh, okay.

DEPUTY ATTORNEY GENERAL YOUNG: But I think I see his lips moving. But my screen's not...

MS. HOLT-SHANNON: Oh, there he is. Okay.

DEPUTY ATTORNEY GENERAL YOUNG: But I think he's still talking. Mr. McKim?

(No response)

DEPUTY ATTORNEY GENERAL YOUNG: No, unmute. Maybe Fallon, can you send him a message?

(No response)

DEPUTY ATTORNEY GENERAL YOUNG: I don't know if he has a question. Do you have a question? You want me to move on? We will come back to you. Okay. Sorry.

MS. HOLT-SHANNON: Happens to all of us. Mr. Johnson, any questions or comments?

MR. JOHNSON: No questions. A brief comment, I hope. For the past three years, I have been running around the State conducting diversity and inclusion meetings which also include Local Police and State Police, so that we continue this conversation. For the past three years, here on the seacoast, I've engaged 27 different Police Departments, including the County Sheriffs.

What is unusual is that, in each case, the Police Departments were not accustomed to the concept that the NAACP was reaching out to them to begin a conversation. To this point, I have had many mutual discussions about the role of policing within the black community. And I've found their receptivity rather unique to the point where I can honestly say Chief Dean in UNH is a singular and remarkable human being, relative to being receptive to people of color. The same was true after a while with Chief Kurz. The same is true in Dover, Portsmouth now, Seabrook.

There is a tide that's changing. And I'm, I think, in a position to really be impressed with the ability for some of these Police Chiefs to recognize to the point where I find it difficult to drive through some of these towns and not be stopped by their Chiefs because they want to talk, which is problematic because I can't see. And so, I'm being driven by my son who's always being worried that he did something wrong.

So, in many ways, I am very appreciative of the fact that they're willing to talk and they're willing to reach out and say, okay, what can we do? What can we do better? How do we recruit? And we can do this statewide. I just wish that we have more of an opportunity to discuss this, because this is our future. And that's really all I have to say.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you, Rogers. Director Scippa?

DIRECTOR SCIPPA: Very briefly, thank you so much, ma'am and sir, for your testimony. Mr. Thomas, you hit the nail on the head in terms of getting in front of the right people. I think that this program, Blue and You, sounds tremendous. And I would encourage you to really develop some strong ties with the New Hampshire Chief's Association, the New Hampshire Police Association, the Sheriff's Association, and really work collaboratively to get this program throughout the State.

I think it is going to do tremendous things moving forward. I know that there's a lot of Police Chiefs out there that would welcome these types of opportunities and these types of interactions. And if there's anything I could do from my office, I look forward to helping you kind of plug in with the right people to make those contacts.

But I applaud you and your efforts. And I think these initiatives are the things that this Commission is looking to, to really enhance and make better the State of New Hampshire. So, thank you, ma'am and sir.

MS. HOLT-SHANNON: Thank you.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you very much. Ahni, questions/comments?

DIRECTOR MALACHI: Yes, I had to take a quick note so I wouldn't forget. To Brandon and to Michele Holt-Shannon, thank you both very much for your testimony. I don't necessarily have any questions about the testimony that you shared.

I do have, I guess, more of a procedural question. To Director Scippa's last point and actually to Mr. Johnson's point, as well, something that just struck me as they were both speaking, with the Blue and You project and other things maybe that are happening at the Carsey Center, it feels like there are several

things happening in little pockets across the State. And if things aren't coordinated, then the Diversity and Inclusion Council that's doing listening sessions across the entire State may not know that the Carsey Center has engaged upon a project, who may not know that SNHU Legal School is doing a project.

How can we, with this Commission, potentially, facilitate pulling people together, because to duplicate the efforts is not helpful? But maybe having one Council or Commission that can pull everyone together and amplify, or use a case study that the Carsey School is using etc.?

MS. HOLT-SHANNON: Thank you. The good news in a small State is that there's some nice overlap. Rogers, I think, chaired the Commission, the names of which I always flub up a little bit, on diversity and inclusion. He's in this group. The New Hampshire Chief's Association and NAACPs are a part of Blue and You.

But I do think that especially once this Commission's recommendations are out, we would benefit from convening, connecting the dots, and amplifying the recommendations and the work, and amplifying the momentum that is out there right now for doing this work. And so, we are very much -- we silo lots of things. We're good at silos. I think that's why we keep building them. And it's really good to do whatever we can to break those silos down.

And so, specific to work of getting people to interact with each other, expose ourselves intentionally to people who experience and see the world very differently than we do, my example -- and we talk about this in New Hampshire Blue and You -- I was a kid who grew up and was told if anything's ever wrong, find a mom or a Police Officer. That was, like, the advice that I got as a kid. And that's not the advice some people get. So, I think it would be great to connect some of the dots. And it's nice in New Hampshire that I do believe we've got some nice overlap.

DIRECTOR MALACHI: Two other quick points, if Ms. Holt-Shannon, if you could speak to, so the Blue and You, is that just a project? Is that a service that you offer? Is that an ongoing thing? I'm not very clear on the testimony, as it relates to that. And then, the other question I have is for Mr. Thomas. And he can discuss sort of the connectivity between the two of you and the relevance of that.

MS. HOLT-SHANNON: Great. I'll just say all of the work with New Hampshire Listens is either grand-funded or fee-for-service. We do our best to get State and national grants to invest in projects and pilots. So even within Carsey, Dan Bromberg does work on building trust and accountability with Law Enforcement. We have always wanted to get a grant that would help us do more Blue and Yous and then help with his research. So there's some times when that can be a really nice combination.

For example, Primex sponsored the statewide Blue and You. So people, like Brandon, when they facilitate these, they deserve to be paid and we need to pay them. And so, our goal is that there's some skin in the game by Departments. But local communities and funders get invited to support the work.

MR. THOMAS: In terms of myself, tons of creative control, not only within the program, but the relationships I built outside of the program, right? So I could pretty much build a session however I would like and use the resources in which I not only read about but also get through the Carsey School. I'm able to bring in other people who I feel like would be pertinent to the conversation, who would be very helpful.

And I'm also able to communicate with Chiefs of Police outside of my work, right? So, whenever I go to Concord and I see the Police Chief, I'm able to get his cellphone number and stay in contact. Hey, what do you need help with? Hey, I need help with this, right?

I'm able to have lunch with Dave Kurz, or the Police Chief in Durham, and say, hey, listen, not only how are you doing, but what can I help you with this month? I know you got some issues. And we were able to collaborate on not only some fundraisers but some community things in which he needed help with.

I think nobody knows it all. But the smartest person in the world knows where to find the answers. And I think we've been solving a lot of problems for each other. And the experience of all people of color in New Hampshire is just so vast, so different. And that's just in life. And I think it would behoove all of us to be able to learn as much as possible as we can, especially in policing, just because we interact with so many different people who come across all walks of life. Hopefully, that answers your question.

DIRECTOR MALACHI: I think so. So I'm just going to, in my last remaining seconds, just sort of completely dumb it down and make it a couple of not-so-nuanced points. So for the Blue and You, for you, Michele, you are a provider of a service with curriculum, potentially. And then, there's some connectivity with individuals who could, then, take that larger umbrella and make it smaller, in Brandon's case.

And then, Brandon is someone who would take whatever the curriculum or the thoughts are from you, from the Blue and You program. And then, he would execute that programming and make those connections. Do I have that sort of right?

MS. HOLT-SHANNON: That's pretty close. We have a network of New Hampshire Listens Fellows across the State who have different areas of expertise, different identities. And we try and bring multiracial, mixed gendered, mixed expertise level teams to the work that we do. So, pair people up in a way that helps them with whatever the grouping is that they're working with, so, yes.

DIRECTOR MALACHI: And then, to that end, and then I'm completely done, your testimony today is to let the Commission know that you provide these services with some skin in the game for Police Departments, or Municipalities, to help pay for, to help provide. And then, with Brandon, he is an example, with his testimony, of his personal story, as well as these services that you would either help him financially with, or help him with any sort of curriculum or other resources that he would need in order to provide said service?

MS. HOLT-SHANNON: Yes.

DIRECTOR MALACHI: Yes? Okay. All right. Thank you, both.

DEPUTY ATTORNEY GENERAL YOUNG: Thanks, Ahni. Commissioner Quinn, questions/comments?

COMMISSIONER QUINN: Just a comment. Michele, Brandon, thank you. Brandon, I appreciated all your comments. And I was just wondering if, after this is done, if you would be willing. The Colonel and his team have already started some listening sessions to better understand some of the issues you brought up. But if you don't mind, maybe we could reach out or communicate offline and start a relationship. I know

you've spoke to some Chiefs. But I think that what you have to offer could benefit the Colonel and his team. And I'm sure he would like to meet with you and better understand, and maybe learn from you, if you don't mind if we could reach out.

MR. THOMAS: Yeah, we will stay in touch.

COMMISSIONER QUINN: Thank you.

MR. THOMAS: Yeah.

DEPUTY ATTORNEY GENERAL YOUNG: Mr. McKim, we will loop back to you.

MR. MCKIM: Thank you. Can you hear me now?

DEPUTY ATTORNEY GENERAL YOUNG: I can hear you now.

MR. MCKIM: My apologies, had some technical difficulties before. So want to thank both Ms. Holt-Shannon and Mr. Thomas for their testimony. And a little disclosure, I, too, am part of the Race and Equity series that Michele spoke of. I co-chaired the Economic Development Work Group for that entity. And I'm now serving on the newly-created Advisory Council for the Race and Equity series.

So, my first question -- and this is really to Michele just to help clarify a bit and kind of piggybacking on Director Malachi's questioning -- who, in your experience, is launching and initiating these gatherings? Just trying to get a sense of those gatherings that have occurred, who's been really initiating them and putting them together?

MS. HOLT-SHANNON: That's a great question. So sometimes it's the Police Department. In Concord, it was Concord for Change, which is a young adult organization. In Dover, for example, there was another group of young Activists, Black Lives Matter and now Dover Red Zone, which is a group that is very active in seeking racial justice.

I'm trying to think. I mean, when Ken talked about being involved, parents of people with disabilities, or some kind of mental illness, they're worried that their kids won't be understood. I mean, the range has been really big in terms of that.

But in terms of the moment that we continue to be in now, in terms of racial justice, it's really been a mix. So they've been initiated in different places. And then, we try and assess, what are people seeking? And is it time for a conversation leading to some community change? Or do people just want to tell somebody something, which is okay, too? So we try and do a little assessment about was the moment ready for right now.

MR. MCKIM: Great, thank you. And so, my next question is, so who from the Police Departments, just based on your experience, have been attending? Is it a Communications Officer who always attends? Or is there a mix of folk from the various Departments who attend? What's that look like?

MS. HOLT-SHANNON: Yeah, ideally a mix. And it has always been a mix. For the most part, we've had Chiefs in the room and some of the leadership folks, but absolutely some rank-and-file Officers. Usually, obviously, the whole Department is usually not involved, because they're also working.

And people make requests. For example, we had one group of young people who said, can we just all wear our favorite t-shirt and not come in uniform? Can we create a different environment for this? And we met in a coffee shop.

In other situations, some Officers are on-duty and need to be in their uniform. So it's a mix of requests around that kind of a thing. But it does matter that you get a mix across your Department. If it's just leadership, it does have to eventually build out from there.

MR. MCKIM: Great, thank you. And my last question, this Commission needs to make recommendations. And I know that the intent here wasn't to recommend specifically what we would recommend, just to enlighten us about the program. But if there was one or two recommendations that you would think we should make, as a Commission, to move this kind of an effort forward, what would those one or two recommendations be?

MS. HOLT-SHANNON: I'll just say that, relative to the community policing and Police Departments being in touch with their communities, you've named a lot, and there's a ton of stuff about training. But I do think that it is no small thing that Officers reflect the makeup of the community and, as often as possible, live in the communities that they are working in. And I think that matters.

In terms of the kinds of interactions that we offer, I think that building in -- we talk about this sort of spectrum of engagement. You can't always have a series of community conversations about every decision that gets made. We don't do community conversations to pick the paint color of the Police Department.

But there are moments where it will pay off if you invest on the frontend. For example, to really define what is a School Resource Officer in our community and what do we want that to look like, or not look like? Having a Commission, some of our Police Departments have Citizen's Commissions. And if they define what that means to them and how they're going to hold each other accountable, and what they want to use as indicators of fairness, if a community decides, themselves, with the Police what they want as indicators for success in that community and for real change, it takes some effort on the frontend. But it pays off over time. And I think, strategically identifying where deep, high-quality community policing and community engagement needs to take place is something that should be on the radar of every Police Department.

MR. THOMAS: And if I may? One thing I would definitely say is some sort of unconscious or implicit bias training that is mandatory. It is really hard to ask people to participate in antiracist training if they don't believe in racism. So, I think that's something that we should recommend.

Another thing would be some sort of concerted effort to get more people of color into policing. I know it may be difficult. It may not be comfortable. But, I mean, you have the NFL who doesn't have minority Head Coaches. And they don't say, well, you know what? It's not a lot of them out there. They're consistently making the effort. Now, is it lackluster? Yes. But they're still doing something. So I think those are things I would recommend, as well.

MS. HOLT-SHANNON: And I'll just say, when we had the Concord Blue and You, there were a couple of young people in Concord who grew up living in Concord, young people of color who were looking at law enforcement. And they got to meet Concord Police and initiate that relationship. And I think that's paid off for them a couple of times, too.

MR. MCKIM: Thank you to the both of you. And I yield back the balance of my time.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you very much. I think, Julian, you had further question/comment?

ATTORNEY JEFFERSON: Yes, I just had one very quick question to Ms. Holt-Shannon. You'd said a couple of times that Police Departments need to get ready for this conversation. Can you expound upon that? What do you mean, and what are you recommending to Police Departments and to us as things that they can do to get ready to engage with the community?

MS. HOLT-SHANNON: I think some of my questions for leadership in a Department start with, what kind of conversations are you having already with just you and your Officers? And it really ranges. And if the conversations are ongoing and the leaders are initiating conversations about race and racism, about the national conversations that are happening, about implicit bias, all those things, if they're having those conversations, I think that that's the kind of thing that I'm talking about.

I had a conversation with a Chief last week who said that they wanted to have a conversation with mostly Law Enforcement and a couple of us to just -- it's such a hyper-partisan time right now. I've used that term already. And so, even with family members, we are seeing things so vastly different that we have to at least get started to sort of let other Officers within the Department hear each other say things that are of different perspectives. It helps them be ready to hear wildly different perspectives beyond the Police Department.

So that's the kind of thing I'm talking about. But it goes back to what's happening internally. What's the culture internally? How close are you to building that to what you want and need it to be? And the closer it is, the better those conversations are going to go. But, I'm not waiting for that. It's just it matters that leaders who are going to participate and bring their Officers to a Blue and You, or that type of event, really think about their Officers' readiness and the conversations that they have internally.

ATTORNEY JEFFERSON: Thank you very much. I yield.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. Any follow-up questions or comments before we excuse Ms. Shannon-Holt and Mr. Thomas? I want to personally thank you both for your participation and for again your patience. I know time is valuable. So thank you. Thank you, both. Sometimes the best stuff happens in overtime, right?

MS. HOLT-SHANNON: Right, thank you so much for allowing us and inviting us to speak with you today. And thank you for your good work on this topic.

MR. THOMAS: Much appreciation.

DEPUTY ATTORNEY GENERAL YOUNG: Thanks, guys. So, thank you, Commission Members, for getting that done. I think that was very helpful. So let's talk about next week. The meeting times that worked best for everybody were Wednesday, the 22nd, beginning at 12:30, and Friday, the 24th, beginning at 9:00 a.m.

So we have to continue today what we didn't get to on the relationships between Law Enforcement and the communities they serve. So Lieutenant Carlos Camacho will be first in the queue. Julian, you wanted Anna Elbroch. Do you want her for this section?

ATTORNEY JEFFERSON: Yes, please.

DEPUTY ATTORNEY GENERAL YOUNG: Okay. So we will try to get Anna Elbroch on. Eva Castillo is also on. So I think that the way that it will probably go is Carlos, Eva, and then Anna, and then Julian, you wanted time, yourself?

ATTORNEY JEFFERSON: Yes, but I...

DEPUTY ATTORNEY GENERAL YOUNG: In this section, when do you want to do it?

ATTORNEY JEFFERSON: Yes, I would like to do it on this section of Law Enforcement in the communities. But I'd like to make sure all members of the public have an opportunity first. So I would like to go last. So it doesn't matter to me when that is.

DEPUTY ATTORNEY GENERAL YOUNG: Okay. So we will try to get that done. Ken, I know that you have testimony that will loop back to the curriculum. But because you are at all these meetings, I'd like to get through sort of the people that we have lined up in the public, because I know sort of everybody's time is valuable. So Carlos was waiting today. So I would just like to take care of them first, if that's okay with you.

DIRECTOR NORTON: I agree.

DEPUTY ATTORNEY GENERAL YOUNG: Okay. And then, if we can get to Section B of III next week, which is the reporting of investigation and Police misconduct, if we could hopefully start that testimony on Friday, I would propose that we have Jeff Strelzin and Geoff Ward testify. They are both here at the Attorney General's Office. Jeff Strelzin will discuss what happens when there is a Police Officer use of deadly force, whether the person is seriously injured or killed, just sort of the Policies and Procedures around that. And then, Geoff Ward is our inhouse Expert on the Exculpatory Evidence Schedule. He could talk about that. So if the group is okay with those, I will get them tentatively lined up for Friday. Does that sound good to everyone?

(No verbal response)

DEPUTY ATTORNEY GENERAL YOUNG: (Indicates thumbs up). Okay. I think that the five minutes is ambitious. I think that once people start, they have good information. So I haven't cut anybody

off. But also, nobody has really sort of abused it. Again, I would ask that people submit written testimony. So, Julian, if you just want to tell that to Anna, as well, not to read their testimony but to sum the testimony? I think we get a lot of good information and there's a lot of sort of fertile ground in the questions that are answered.

I also am not cutting anybody off on the questions, because most people don't go over. Couple people pass. So I'm going to be pretty flexible with that while I can be. If it starts to get a little out-of-hand, somebody can give me the finger or -- well, not the finger, but, boy, that's going to read well in the transcript. A thumbs-up sign, and then we can move on.

So, I think that that is probably all the business that we have. Oh, the other piece is, during the conversation today, we've been told through Fallon that the National Association of School Resource Officers is willing to do a presentation. So is that something that you would like us to get on the schedule?

(No verbal response)

DEPUTY ATTORNEY GENERAL YOUNG: (Indicates thumbs up). Okay. So we will get that on for the schedule for next week, as well. So, now that we're only an hour over, would anybody like to make Motion to Adjourn? So, Joseph, you made the Motion to Adjourn?

MR. LASCAZE: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Oh, question? Ahni, you have a question?

DIRECTOR MALACHI: What are our days again that we're meeting again, days and times, please?

DEPUTY ATTORNEY GENERAL YOUNG: Days are Wednesday at 12:30 and Friday at 9:00 a.m.

DIRECTOR MALACHI: Okay.

DEPUTY ATTORNEY GENERAL YOUNG: Joseph made the Motion to Adjourn, yes?

MR. LASCAZE: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Okay. Do I have a second. Eddie, do you second that?

CHIEF EDWARDS: Second.

DEPUTY ATTORNEY GENERAL YOUNG: Okay. So we will go through. Commissioner Quinn, ready to adjourn?

COMMISSIONER QUINN: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Director Malachi?

DIRECTOR MALACHI: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Director Scippa?

DIRECTOR SCIPPA: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Mr. Johnson?

MR. JOHNSON: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Mr. McKim, where are you?

MR. MCKIM: Affirmative.

DEPUTY ATTORNEY GENERAL YOUNG: Okay, thank you. Judge Gardner?

JUDGE GARDNER: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Lieutenant Morrison?

LIEUTENANT MORRISON: Yes, ma'am.

DEPUTY ATTORNEY GENERAL YOUNG: Chief Dennis?

CHIEF DENNIS: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Mr. Norton?

DIRECTOR NORTON: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Attorney Jefferson?

ATTORNEY JEFFERSON: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: And Ms. Tshiela?

MS. TSHIELA: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. I tried to sort of not go in the same order today. So if I mix somebody up down the road and I miss you, raise your hand. Don't give me the finger. Thanks, guys. Have a good weekend.

CHIEF DENNIS: Bye now.

DEPUTY ATTORNEY GENERAL YOUNG: Bye.

DIRECTOR NORTON: Bye.

(Meeting adjourned.)