



**New Hampshire Commission of Law Enforcement  
Accountability, Community, and Transparency**  
Remote Commission Meeting via Teleconference  
Wednesday, July 22, 2020 at 12:30 p.m.

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**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*; 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*; and Eddie Edwards, *Public Member*.

**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*; Carlos Camacho, *Lieutenant, Nashua Police Department, Member of State Advisory Group on Juvenile Justice*; Eva Castillo-Turgeon, *Manchester Police Commission*; and Anna Elbroch.

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**DEPUTY ATTORNEY GENERAL YOUNG:** Good afternoon. Good afternoon. This meeting is being audio-recorded. I am Deputy Attorney General Jane Young. Pursuant to Executive Order 2020-11, I am, today, serving as the Attorney General's Designee on this Committee.

The first order of business will be a call to order. This is the meeting on the Commission on Law Enforcement Accountability, Community and Transparency. And it is called to order. The meeting is taking place pursuant to Emergency Order Number 12 and is being conducted again remotely.

I'm going to ask the Commission Members to identify themselves, where they are, and if anyone is with them. I will start. Again, as I indicated, I am Jane Young. I am at the Department of Justice in Concord. With me, present in the room, are Kim Schmidt, Annie Gagne, and Nicole Clay. Ronelle Tshiela is not going to be able to join us today. So the next member I will go to is Chief Edwards. Good afternoon.

**CHIEF EDWARDS:** Okay. Let me see. I thought I was up.

**DEPUTY ATTORNEY GENERAL YOUNG:** Yeah, now I have you. Yeah.

**CHIEF EDWARDS:** Good afternoon, Deputy and fellow Commission Members. I'm Eddie Edwards. I'm here in my home in Dover. And my wife is here, in the other room.

**DEPUTY ATTORNEY GENERAL YOUNG:** Thank you. Attorney Jefferson?

**ATTORNEY JEFFERSON:** Good morning, fellow Commission Members -- or good afternoon. I'm at my office in Manchester, New Hampshire. And I am alone.

**DEPUTY ATTORNEY GENERAL YOUNG:** Mr. Lascaze, are you with us?

**MR. LASCAZE:** Yes, I am. Good afternoon to all Commissioner Members. I am at my residence in Bedford, New Hampshire. I have two family members here but they are not in the room.

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

**DIRECTOR NORTON:** Good afternoon, everyone. Ken Norton, I'm in Penacook, New Hampshire. There are other family members here with me, but no one else is in the room with me.

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

**CHIEF DENNIS:** Hey, good afternoon, Commission Members. I'm in my office. I'm alone at the Hanover Police Department.

**DEPUTY ATTORNEY GENERAL YOUNG:** Lieutenant Morrison?

(No response)

**DEPUTY ATTORNEY GENERAL YOUNG:** Second call for Lieutenant Morrison?

**MS. REED:** He's on. I'm not sure if he's having a little trouble with his audio.

**DEPUTY ATTORNEY GENERAL YOUNG:** Okay.

**MS. REED:** Go ahead, sir. Try again.

(No response)

**MS. REED:** Deputy Young, I can see him. And it looks like he's got his IT assisting him. So maybe if we can go back to him, perhaps, in a minute?

**DEPUTY ATTORNEY GENERAL YOUNG:** Okay. Yeah. Thanks, Fallon. Judge Gardner, good afternoon.

**JUDGE GARDNER:** Good afternoon, Deputy Young and Commission Members. I am in Dover District Court in Chambers, alone.

**DEPUTY ATTORNEY GENERAL YOUNG:** Thank you. President McKim, good afternoon.

**MR. MCKIM:** Good afternoon, Deputy Young and Commissioners, and everyone. My name is James McKim. I am in my home office in Goffstown. I am in the room alone. My wife is in her office across the way of the house.

**DEPUTY ATTORNEY GENERAL YOUNG:** Thank you. Mr. Johnson will not be joining us today. So we will then go to Director Scippa. Good afternoon.

(No response)

**DEPUTY ATTORNEY GENERAL YOUNG:** I can't hear you. We will loop back to you, John. Let's try Mark. Mark, are you with us now? Oh, no, I believe not. Okay. I will come back. I will come back. Director Malachi, how are you doing? Can we get your voice?

**DIRECTOR MALACHI:** Good afternoon.

**DEPUTY ATTORNEY GENERAL YOUNG:** There you are. Hello.

**DIRECTOR MALACHI:** Ahni Malachi, I am in my residence in my home office in Penacook. And I'm alone in my office.

**DEPUTY ATTORNEY GENERAL YOUNG:** Thank you.

**DIRECTOR MALACHI:** And I forgot to say good afternoon to everyone. So, my apologies. Good afternoon, all. It's good to see you all.

**DEPUTY ATTORNEY GENERAL YOUNG:** Hello. Commissioner Quinn?

**COMMISSIONER QUINN:** Good afternoon, Deputy, Commission Members. Bob Quinn, I'm at my office, 33 Hazen Drive, Concord. And I am alone.

**DEPUTY ATTORNEY GENERAL YOUNG:** Thank you. We will go back to Director Scippa.

**DIRECTOR SCIPPA:** Good afternoon. Any better, folks?

**DEPUTY ATTORNEY GENERAL YOUNG:** There you are. Hello.

**DIRECTOR SCIPPA:** General Young, Commission Members, John Scippa. I am at the Police Academy, 17 Institute Driver in Concord. And I am by myself.

**DEPUTY ATTORNEY GENERAL YOUNG:** Thank you. And last but not least, let's try you again, Mark. Lieutenant Morrison? Oh, no.

**MS. REED:** If I may for Lieutenant Morrison, if you're able on the top of your screen, if you go up to the toolbar and hit Communicate and Audio Connection, you can have it call your phone or you call in that way. So it'll still get your video, but your audio will be connected through your phone. That may help. And if it doesn't, then we will figure something else out. But...

**DEPUTY ATTORNEY GENERAL YOUNG:** So we can move on. And then, when we come back for approval of the Minutes and we get to you, Mark, you can say where you are and who you're with. Does that sound okay? You have to shake your head. Okay. I'm going to take that as a yes.

All right. So we will now move onto the approval of the Minutes. So we have both Minutes from the meetings last night, from the 14th and the 16th. So we will go through those together. If you missed one of the meetings or you haven't read it, you can just indicate if you approve both of them or one of them.

So, I will start. I'm going to abstain on approving the Minutes for the 14th, because I was not part of that meeting. But I approve the Minutes for the 16th. Commissioner Quinn, you're next.  
Commissioner Quinn?

**COMMISSIONER QUINN:** Yes.

**DEPUTY ATTORNEY GENERAL YOUNG:** To both?

**COMMISSIONER QUINN:** Yes, I was here on both.

**DEPUTY ATTORNEY GENERAL YOUNG:** Okay. And you approve the Minutes for the 14th and the 16th?

**COMMISSIONER QUINN:** Yes, ma'am.

**DEPUTY ATTORNEY GENERAL YOUNG:** Okay. Thank you. Director Malachi?

**DIRECTOR MALACHI:** Yes, I approve both sets of Minutes.

**DEPUTY ATTORNEY GENERAL YOUNG:** Thank you. Director Scippa?

**DIRECTOR SCIPPA:** General, I would approve both.

**DEPUTY ATTORNEY GENERAL YOUNG:** Thank you. President McKim?

**MR. MCKIM:** Thank you, General. I approve both.

**DEPUTY ATTORNEY GENERAL YOUNG:** Thank you. Judge Gardner?

**JUDGE GARDNER:** Although I heard parts of both, since I wasn't present for the entire time, I'm going to abstain from both.

**DEPUTY ATTORNEY GENERAL YOUNG:** Thank you. Lieutenant Morrison, do we have you now?

**LIEUTENANT MORRISON:** I believe so.

**DEPUTY ATTORNEY GENERAL YOUNG:** There you are. Good afternoon.

**LIEUTENANT MORRISON:** Yeah. This little headset that was tucked away in this office was the root of all evil over here. So, my apologies, everyone. But I think now I'm back in the saddle. So I do approve both Minutes from the meetings. And I am located at the Londonderry Police Department, just in a different part of the building, which these are not my degrees right here on the wall behind me. But thank you very much and good afternoon to you.

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

**CHIEF DENNIS:** I approve the ones on the 14th. But the following meeting, I had to step out for about an hour. So I'll abstain from that one.

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

**DIRECTOR NORTON:** I approve both.

**DEPUTY ATTORNEY GENERAL YOUNG:** Thank you. Mr. Lascaze?

**MR. LASCAZE:** I approve both.

**DEPUTY ATTORNEY GENERAL YOUNG:** Thank you. Attorney Jefferson?

**ATTORNEY JEFFERSON:** I approve both.

**DEPUTY ATTORNEY GENERAL YOUNG:** Chief Edwards?

**CHIEF EDWARDS:** I approve both.

**DEPUTY ATTORNEY GENERAL YOUNG:** Okay. So those are approved. So, we will continue on. I'll give you a roadmap as to where we are going today. We're going to pick up where we left off last week with the speakers, that being Lieutenant Carlos Camacho from the Nashua Police Department. We also have Eva Castillo, who's on the Manchester Police Commission. We have Anna Elbroch, who Attorney Jefferson asked to be added. And then, we have Commission Member Ken Norton.

Then, we will talk about where we go as to what we're going to do next week. I'd ask you to start thinking. I think that there was the Doodle poll that went out. But we talked about three dates next week to try to get through some of this information. So we have tentative dates for that, as well.

I will remind the speakers of what we have dubbed the McKim Rule, that you have five minutes to speak. You can trust that we have your written presentations, that we have reviewed them. So I ask you not to read them verbatim, to sum it up.

We will, then, go to the Commission Members, who will have a total of three minutes to ask questions. There's no time on the responses. So that's the game clock for today. We're going to try to hold to it. And then, we can discuss where we go for next week.

I know that you have an outline that we sent you of a proposed Report that I would like to discuss at the end, and then to stress that we need to get some recommendations in on the first section. So we will wrap it up with that. Does that sound like a good game plan for today?

(No response)

**DEPUTY ATTORNEY GENERAL YOUNG:** Okay. With that being said, we will start with Lieutenant Camacho. Carlos, are you on the line?

**LIEUTENANT CAMACHO:** Yes, good morning [sic]. Can everybody hear me?

**DEPUTY ATTORNEY GENERAL YOUNG:** We can. Thank you for your patience and thank you for coming back. I know that you were on last week. So, on behalf of this Commission, thank you for your time and your patience. So, good afternoon and welcome.

**LIEUTENANT CAMACHO:** Good afternoon. And again, thank you, no worries. It's an honor to be here. Just real quick, I am at the Nashua Police Department and I am alone in my office. Good morning, Deputy General and Commission Members. My name obviously is Carlos Camacho. I'm a Lieutenant with the Nashua Police Department.

But I think the reason I am here talking is a lot of the work I do with our State Advisory Group, the SAG. I'm a member of the SAG which works on juvenile justice in the State of New Hampshire. I'm also the Chair of the State DMC Committee, as well as the Nashua DMC Chair.

So, what we do is we look at ways to make sure our minority youth are kept out of the justice system. And I feel very passionate about this, because, as Police Officers, we are the gatekeepers of the Justice System where a lot of these kids enter and have contact. So, I think it's very important to train and work with our Officers to educate them on these juvenile justice issues.

One of the things that we have worked on in the past through the SAG is effective Police interaction with youth. And I sent a synopsis of that program that we have been teaching throughout the State here in New Hampshire. It's a program that started in Connecticut but specifically we tailored it towards New Hampshire needs for New Hampshire Law Enforcement.

And so, I don't read the whole synopsis that you have there basically. The class just teaches Officers about adolescent youth, minority youth, and differentiate between problematic adolescent behavior and what is your typical adolescent behavior. And it tells them that all kids, no matter what their backgrounds or upbringings, or anything is, all kids are kids. And if we can, we should give the kids benefit of the doubt, when it comes to interactions with Police.

So, during that class that we were teaching, one of the Officers said, you're teaching us how to interact with kids. Who's teaching the kids to interact with us? So that's when the late Andrew Smith, who



was the State DMC Coordinator, and I, and the SAG came up with the Mirror Project. The Mirror Project is basically a mirror of the effective Police interaction with youth class. But it is tailored to youth. It's a one-hour class taught at 8th-grade level youth, and basically talks about communication and respect, and how just getting to know your Police Officers will give you probably a benefit of the doubt, if at all possible. And it's all about communication and respect.

We put the kids through a role reversal. I don't really want to go too much into it, because you have that brief synopsis on that, as well. And that program has been a very good program that started here in New Hampshire. And we have presented that program and showed that program in conferences throughout the country. And other States want to get onboard with that, because it does provide an avenue where kids get an opportunity to speak to Police Officers at a nonconfrontational setting and ask us questions.

And one of the biggest things that I like about this program is that, after the one-hour class is done, we let the kids know, hey, we're here to answer any questions. It could be about your favorite foods. It could be about Police matters. It could be about anything. And those kids that were hesitant to come into the class at first, because it is being taught by Police Officers, are usually the ones that stick around afterwards and ask us questions, because they feel a little more comfortable. And I think it's very important for these kids, and for the Police Officers, as well, to get to know these kids and work on these rapport-building relationships.

Other things that we've done in Nashua is we partnered with our local NAACP and the OBU, Office of Black Unity, I believe, and started the Nashua Community Conversation on Race and Justice. And we have been having these community conversations for the last five, six years, I believe. And we just go out with Nashua Police Officers and the community and sit down at roundtables and just kind of get to know each other, and ask questions. Why do Officers do the things that they do? And learn about each other's cultures.

Police is a culture. And the community out there is what we are here to protect and serve. And we got to get to know our community. So we've done two adult conversations at Rivier University. We've also done four at our local high schools: two at each of the Nashua high schools, specifically to talk to kids about issues that are important to them, a lot of driving issues, a lot of drinking issues, a lot of get to know your Police Officer issues. So those conversations have really been helpful in our community here in Nashua.

We're also the only community in the State that has the My Brother's Keeper Initiative, which is a organization that basically helps predominantly black males succeed in life and get to help them out in whatever they need. But we've expanded it throughout the whole community, throughout the minority communities here in the city. And we have a community center specifically started after the MBK project that helps everybody out in our community here.

Those are just some of the things. Knowing that Nashua's a refugee resettlement city, we do have classes at the Adult Learning Center, where these new Americans come into the City of Nashua and start taking classes on American culture. And one of those is policing in America. And just going in there and teaching them about law enforcement in America, because to most of them in their countries, the people that were oppressing them were Law Enforcement Officers. So getting to know a Police Officer to them is just remarkable in their eyes and just kind of breaking that stereotype that we want to tell them that we're here to help.

So those are just some of the few little things that we've done. I mean, I can talk for about an hour about all these topics. I know my time is up. I tried to send some information about our numbers, because

the DMC is a federally-mandated program that every State has to follow. We do have three core requirements on juvenile justice that require us to keep sight and sound separation in jail cells, and other issues like that.

But DMC is one of the Federal mandates that OJJDP is having us do, but it's not in our Statutes. And that's one of the things that we want to work towards, to making it a State Statute, DMC issues, to look at ways to get minority kids out of the justice system.

So, I know I spoke very, very quickly. I know my time's up. But I'm open for any questions. Whoever has any questions, feel free. And all my information is also attached to some of the paperwork. So I'm always available at any time, as well. So, that's all I have for now, but feel free to ask me questions.

**DEPUTY ATTORNEY GENERAL YOUNG:** Thank you, Lieutenant. Chief Edwards, we will start with you, if you have any questions for the Lieutenant.

**CHIEF EDWARDS:** Good morning, Lieutenant. Can you hear me?

**LIEUTENANT CAMACHO:** Yes, good morning.

**CHIEF EDWARDS:** Great. For full disclosure, I am also a Board Member on SAG. But Lieutenant, if you could take a moment and to kind of explain a little bit more in detail about the importance of the DMC Coordinator's position, because I really view that as a position that disrupts this classroom-to-prison pipeline that is so often discussed, where young people are entering in juvenile justice system, becoming labeled there, and moving on further into the criminal justice system.

**LIEUTENANT CAMACHO:** Sure. So, the DMC Coordinator position, every State is mandated to have a DMC position through OJJDP. Andrew Smith was our last DMC Coordinator. But unfortunately, he passed away a couple years back and put us a little bit in a holding pattern to find that position.

A lot of great work was done by Andrew and members of the SAG. But it's nice to have that person that's strictly working in that DMC Coordinator role. So, with his backing, he went around and made sure all the local DMCs were staying in-tune with the DMC initiatives. And he was always there to answer questions. Diversity classes, he taught at the Academy, Police Standards and Training, at several other Agencies. We also taught diversity classes with him at local nonprofits that needed diversity training.

So that position, unfortunately we don't have it filled right now. But we are currently trying to find the right fit for that position, because obviously it's dealing with sensitive issues. And we definitely want to have the right person for the job. And that's where we're currently in that now.

**CHIEF EDWARDS:** Okay. Thank you very much. One final question, also, I know that there was training that was conducted for some of the schools in Manchester by the DMC Coordinator. I'm not sure. Do you have those numbers, or some of the numbers, where this program's taught to students and Law Enforcement Officers in the various cities?

**LIEUTENANT CAMACHO:** Sure. So, the first group, Effective Police Interaction with Youth, like I said that's a class taught to Police Officers on how to deal with youth. That class, we've taught in-service class at the Police Standards and Training at the Academy. We've also taught numerous classes at



Manchester PD and at Nashua PD, and also at the Sununu Center to make it more accessible to any Officers from the North Country to come down and attend the class. The actual numbers, I am not too sure. And I know here in Nashua we've talked probably more than half of our Agency has gone through that training.

And then, the Mirror Project just teaches the youth that one-hour class. Manchester PD has all their SROs teaching that class at all their 8th graders, at all their middle schools. And they've been doing that for like two, three years now. So a lot of students have gone through the program.

Here, in Nashua, we teach it at Elm Street Middle School, at the Boys & Girls Club. We've taught it at Girls Inc. And also, we've been doing that for several years now. And we feel it's important to teach kids at the 8th grade level, because that's right before they enter college time where there's more opportunities for them to get into some issues that might need Police involvement. So we figured 8th grade is a great starting point.

In the SAG, we're working on maybe going younger, grammar school age and/or maybe even going a little bit older to driving teenagers' age. But right now, it's been taught at an 8th-grade level here in Nashua and in Manchester.

**CHIEF EDWARDS:** Thank you very much, Lieutenant, appreciate your testimony.

**LIEUTENANT CAMACHO:** Thank you.

**DEPUTY ATTORNEY GENERAL YOUNG:** Thank you, Chief. Attorney Jefferson, any questions for Lieutenant Camacho?

**ATTORNEY JEFFERSON:** Yes. How are you doing, Lieutenant?

**LIEUTENANT CAMACHO:** Hi.

**ATTORNEY JEFFERSON:** So, I wholeheartedly agree with Chief Edwards that anything we can do to help disrupt the classroom-to-prison pipeline is a beneficial thing and something worth looking at. And I am very encouraged to hear all of the Committee that you're involved in.

So I want to take a little bit of a deeper dive and see if I can understand some of this a little better. So, the RED Committee, the RED Committee, that Committee, is that just Police Officers, or there were other stakeholders in the Criminal Justice System involved on that?

**LIEUTENANT CAMACHO:** No, the local RED Committees are local stakeholders. Here, in Nashua, we've had our local Judges participate, Probation Parole. Public Defender's Officer has been involved at some point, Youth Probation, nonprofits. I know I have the Nashua Prevention Coalition attend those meetings. So it's open to anybody in the public that wants to hopefully make an impact on a youth's life.

**ATTORNEY JEFFERSON:** And from your work working with that Committee, what kind of recommendations do you have for us? Do you have any specific recommendation that you think can help disrupt the classroom-to-prison pipeline, that can help reduce arrests of youth in school, or outside of school? Do you have any thoughts on that?

**LIEUTENANT CAMACHO:** So, my thoughts, in doing this work for quite some time now, knowing about implicit biases and certain biases that people have, people learn that throughout their years growing up and all that stuff. If we can get Police Officers into a positive role -- and we have to pick the right Police Officers to be teaching these classes to kids. We want that guardian mentality, not the warrior mentality, to be in front of these kids.

And if we can start at a young age and getting them to know Police Officers, and making them feel safe talking to us, because we can't control what happens outside at their homes or where they're not in class. But if we can have a couple of positive interactions with these kids at a young age to make them feel comfortable to talk to us, if an incident does happen during their youth years, during their teenage years, during their adult years, where they have become involved in Police, because of these positive relationships we have formed with them at a young age, I think those will be beneficial for these kids for a better outcome in the future.

And I just think training our Officers, as well, not just the kids, but letting the Officers know that, hey, kids do things because they're kids, not because they're bad kids, not because they're criminals. I mean, yes, there's some crimes [sic] that are broken, and we are Police Officers. And we did swear [sic] to protect and serve, and do all that stuff.

But at the same time, we're also very important role models for these kids. And we have to put a positive -- every encounter we have with these kids, whether it's a kid smoking, whether it's kid skipping school, something minor like that, we need to make it a positive event for them. And teaching Officers that not every kid is out there doing wrong is one of the biggest steps that we need to take to hopefully give them the positive interaction that they will bring to their future upbringing.

**ATTORNEY JEFFERSON:** And along those lines, has it been your experience, or can you speak to the best way to get more discretion for Police Officers in making a decision of whether or not to arrest a youth? So, I'm a Public Defender and I've been at this for 10 years now, both in Nashua and Manchester. And I mean, I've had juvenile cases where a juvenile was arrested for stealing a piece of pizza from the cafeteria, to multiple school fights without weapons or anything, where this is clearly just child behavior. But yet, children get arrested for these things.

Is that something that you recognize that's a problem that we should confront? And if so, what do you suggest? And specifically, do you think that the class that you're discussing that you're teaching in Nashua, is that something that could be incorporated, because it sounds like from the class that there's this built in model of really assessing, is this child (inaudible) that may fit the elements of a Statute, but I'm not going to arrest this child? Or do I really need to arrest this child? And it seemed like from what you were talking about that this might be something that could be added to that training. So, very interested in what your thoughts are on that.

**LIEUTENANT CAMACHO:** Yeah, so as far as discretion goes, we do have a lot of discretion at some of the calls. Obviously, there's some laws that are broken that we do not have discretion. And obviously those would be more serious offenses.

I can speak on behalf of Nashua and working closely with our School Resource Officers that we really don't get too involved with minor things at the school. We leave that to the School Department and the Assistant Principals, and whoever's dealing with the kids at that point. And I think here in Nashua we have done a good job with discretion with these young kids, with the minor offenses.

Many years ago, I was the Officer assigned to work the Pheasant Lane Mall area. And I was dealing with minor petty thefts at those establishments. And a lot of these stores have Store Policies that really they have to abide by. And it was hard for us at times to kind of tell them, hey, we can get more education and more benefit out of educating this child than pressing charges for petty theft.

So I think a lot has to be done in our business community. And I think this class, Effective Police Interaction with Youth, is a great tool that we can use to teach Officers that if you have the benefit of the doubt, or if you can give a kid a break, please give them a break. I mean, we were all kids once. And we tell that to all the Officers. Everybody was a kid once. Everybody knows what we've done as kids. And I was given breaks when I was growing up.

I grew up in Texas and things were different than up here. But I was given a few breaks growing up. And that forced me to have a positive bond with that Officer, and it changed my mind from then going forward. So, this class is very important to me. I think it's a very important class, especially to the young Officers. Young Officers coming out of the Academy were taught there's a lot of dangers that comes with policework. And we want to make sure our Officers are always safe.

And that's one thing that we always preach at that class. Always go back to your training and your experience. But at the same time, go and visit these kids. We try to tell our new Officers, when they're with their FTOs, when they're in training, go and visit the kids at the PAL Center. Go and visit the kids at the Boys & Girls Club, because, for a lot of these young Officers, this is the first time that they're going to be in an environment where they're in their Police uniform in front of a lot of kids. And these kids are coming up to them and high-fiving them, or talking to them, or giving them dirty looks, or whatever.

So, we have to put them in that situation so they know that not every kid is out there breaking the law or doing crime. But a lot of kids are very curious as to what we do. And it takes those positive interactions to kind of mold these Officers. And it starts with the very young Officers, first-year Officers, and continuing on, because, as you know, Officers throughout the years, they can maybe get cynical towards a job.

We've seen so many horrible things during our career. But you always have to try to stay positive and kind of refocusing on those trainings, and why we became Police Officers, I think, is very important. Hope I answered...

**ATTORNEY JEFFERSON:** I'm sorry. Did I interrupt you?

**LIEUTENANT CAMACHO:** No, I said, I hope I answered your question.

**ATTORNEY JEFFERSON:** No, no, I think you did. I think you did. So one thing that we've been discussing on this Commission is the importance of training and specifically ongoing training for Police Officers after they're done with the statewide Academy.

So, one presenter to the Committee suggests that the minimum amount of hours be increased from 8 to 32. A Captain last week suggested that it be at least double. I want to get your thoughts on what you think the amount, if that amount of time should be increased. Should there be some mandatory subjects that all Officers have to receive on an annual or biannual basis? And should things like implicit bias, emotional intelligence, de-escalation, should those things be part of that mandatory standardized training?

**LIEUTENANT CAMACHO:** Yes, I totally agree. I think the more training, the better. I mean, even in the real world, education gets you places in this world. And that goes to the same with policework, whether it's training, whether it's higher learning.

But implicit bias training, I think, is extremely important. I've been fortunate enough to have worked here at the Nashua Police Department, where we take training seriously. And it's one of the cornerstones of every Nashua Police Officer. I mean, we have everything from mental-health first aid training, NPD bias-based policing training. We put everybody here in cultural diversity training, including civilians, because they do have an impact in our community.

And I know funding is one of the biggest issues for these smaller Agencies. And maybe they can only send their Officers to Academy training, those eight hours. But I think it's very important to mandate it and maybe help these smaller Agencies with training.

Biannual training on diversity and cultural diversity is very important. Our communities are changing every day. From the 18 years I've been here in Nashua, Nashua has changed tremendously. And I'm very fortunate. I live in a very diverse community down here. And that's what I love about being down in Nashua.

And we teach it to all our new Officers during our procedure school, cultural diversity training. And I'm actually one of the Instructors. And I tell them all that different types of cultures and communities we have here in town. And a lot of them are surprised. So, that needs to be ongoing. And I definitely think more training is always better. But I know it's difficult to some smaller Agencies.

**ATTORNEY JEFFERSON:** Thank you. And my last question to you is this youth training program that you were a part of. Is that something that you think should be rolled out to all Law Enforcement Agencies across the State to take? And how effective do you find the program to be?

**LIEUTENANT CAMACHO:** The Mirror Project is one of our most effective programs from the State Advisory Group, through the SAG. And like I said earlier, it's gotten national recognition, because I did provide some numbers for you guys of our Relative Rate Index, which is basically the numbers of the ratios of juveniles getting arrested. Obviously, SAG deals with juveniles. So these numbers are strictly for juveniles.

But we are doing good work up here in New Hampshire thanks to the SAG and thanks to all the great partnerships we've had with our Law Enforcement Agencies. And that Mirror Project really opens the eyes to a lot of kids who had never had the opportunity to speak to an Officer. And maybe they want to know why. Why is there always two Police Officers that stop my mom every time she gets pulled over?

Or I've had kids tell me that, because they took the class and they talked to a Police Officer that night when a domestic happened. They were able to kind of talk with the Officer and respectfully, and everybody went home safely.

So I think it's a very important class. Now, should every Officer have it? Every Agency should have it, because you have to pick the right Officers to teach this class, because you're putting these Officers in front of up to 20 juveniles. And you want to have the right mentality, right persona, I should say, that can deal with kids.

I don't want an Officer in there that doesn't like children, that doesn't like kids, that maybe is having a bad day. You want a positive role model in front of these kids, because that's going to be a moment in this kid's time and in this kid's life that might impact him for the rest of his life.

So I think it's important that the right Officers teach the class. But I think it's also important that every Agency has it in their arsenal of tools to teach these kids. But we do have to find the right Officers to teach the class.

**ATTORNEY JEFFERSON:** Thank you very much, Lieutenant.

**LIEUTENANT CAMACHO:** Thank you.

**DEPUTY ATTORNEY GENERAL YOUNG:** Thank you. Mr. Lascaze, any questions for Lieutenant Camacho?

**MR. LASCAZE:** Yes, I do. Thank you very much. Lieutenant Camacho, thank you for your presentation. I just have a couple of questions for you.

**LIEUTENANT CAMACHO:** Sure.

**MR. LASCAZE:** In your testimony, you had referred to policing being a culture. Can you just explain what that means? Like, what is that culture?

**LIEUTENANT CAMACHO:** Sure. So, in that class that it each to the Police Officers is we let them know that -- well, first we go into different cultures. And we talk to them about youth culture. Youth, adolescents have their own culture. They have their own way they talk. They're influenced by social media, by music, by theater, by all sorts of things around them.

At the same time, Police Officers, we have our own language. We talk in code sometimes, like 10-codes, like 10-4, 10-7 for us here in Nashua which means I'm calling off service. So that's different. Just what we wear, I mean, we all wear the same uniform. I mean, that's a culture in itself. I mean, everybody dresses alike.

So, try to get that across to people. Like, everybody has a culture. And it's important to get to know adolescent culture, youth culture. And it's also important we talk to the kids about that in the Mirror class that it's important to get to know us as Police Officers, as a Police culture, because they have questions.

And that's basically what I tell the Officers in that class. And it's, get to know them. And the Officers that really understand that are the ones with kids at that age group. The ones that don't have kids, or the ones that have younger kids haven't gotten there yet. But they totally understand. And I get a lot of head nods. And I have teenage daughters, myself. So I kind understand that culture pretty good. And I try to understand it. But there's some things I don't understand about it. But, that's what I meant about that.

**MR. LASCAZE:** All right, thank you. And I wanted to shift over to the chart that you had submitted with your testimony on New Hampshire population trends. And when you look at the chart that you submitted and I compare it with the demographic data of the New Hampshire State Prison, there's a big disparity between minorities, when it comes to arrests and incarcerations. So, I was wondering. Have you noticed a disparity when it comes to juvenile minorities for arrests and incarcerations to Youth Detention Centers?

**LIEUTENANT CAMACHO:** Yeah, so one of the interesting things that I've been able to do, and a lot of my Officers have, is we actually taught this Mirror Project at the Sununu Center. And luckily, I mean, I've been around the country at different conferences and talked to other people that are doing juvenile justice work. And they have massive juvenile facilities, detention centers, more than one. And when I tell them that we have approximate 20 kids up in there, they're all surprised. And I still think it's 20 too many. But I think we're doing a good job.

But the interesting thing of when I taught that class is that's a tough group of kids to talk to, especially when you're wearing a uniform. And yes, I did see a lot of minority kids in there, some other white kids in there, as well. I mean, I knew I think one of the kids that was in there, because I've been here in Nashua and he grew up here in Nashua.

But you do see the disparities in there. Are we doing good work in New Hampshire? Absolutely. Are we done with this? Or are we at the point where we don't have to worry about it? Absolutely not. There's still a lot of work that needs to be done.

And I mean, just looking at the numbers, the arrests are still above the -- we want to obviously be 1:1, white and the minority youth. But we're lower than the national average, which is good. But, at the same time, there's still a lot of work that needs to be done.

**MR. LASCAZE:** All right, thank you. And is there any evidence, or factors, that you can point to that leads to these disparities that we would be able to look at to try to correct and change?

**LIEUTENANT CAMACHO:** Geez, I mean, that's the number 1 question, I think, why we all do this work is we all want to make that right change for our kids and for the population. I think education, like I preached earlier, is our number 1 tool that we can use in both training Officers and getting more positive interactions with kids. I mean, the more comfortable you feel with somebody, the better chances you're going to have of having a positive outcome when you deal with them in a certain situation where Police get called. And that's what I preach to all these kids when I talk to them.

And getting more Officers involved in afterschool activities and mentoring programs, I think that's all helps. I mean, we have a street hockey team that's joined here with our PAL and the Boys & Girls Club. And Police Officers are the Coaches. And every middle school has a hockey team, a street hockey team. And we play alongside the kids. And I mean, I think those are the things that we need more of out here: mentoring and education. So, I mean, there's still a lot of work to do, like I said. But I think here in New Hampshire we're doing a good job. But more needs to be done.

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

**DEPUTY ATTORNEY GENERAL YOUNG:** Thank you. Director Norton, any questions for the Lieutenant?

**DIRECTOR NORTON:** Yes, thank you, Lieutenant. Thanks for your presentation. And I'm having a little struggle with the acronyms. Is SAG State Advisory Group?

**LIEUTENANT CAMACHO:** Yes, that's the State Advisory Group.



**DIRECTOR NORTON:** Okay. So does the SAG or the Racial Ethnic Disparities Committee discuss, or educate, regarding mental illness?

**LIEUTENANT CAMACHO:** So we have talked about having a grammar school portion, kind of like the Mirror Project, for younger kids to deal with mental illness. Now really I know what we've done in the Nashua RED Committee is I've partnered with the Boys & Girls Club. And the Boys & Girls Club has this camp that they bring kids to once a month in western New Hampshire, really nice camp, all kids that have been affected by the opioid crisis, whether parents were arrested, somebody overdosed.

Anything that these kids in their life were -- if they were affected by the opioid crisis, Boys & Girls Club sends Counselors to deal with them, because they might have some mental health issues. But, at the same time, they have two Police Officers, obviously not in uniform, come up. We taught the Mirror Project the first time. But then, after that, every other month we go up there and we just kind of hang out with the kids.

I've been out there canoeing with the kids, fishing with the kids, and just building that positive relationship, because a lot of these kids that have been affected by the opioid crisis have seen the Police Officer come in and maybe try to resuscitate a loved one, which is a very traumatic event. And maybe they have questions. Maybe they want to just kind of get to know a Police Officer.

So I think that's the closest to some sort of -- I mean, we're not mental health clinicians. We send Clinicians up there with the kids, and they have their own time that they take care of the kids with that. But we're there to kind of provide a positive role for these kids that might have some sort of mental-health issues, due to the opioid crisis. So I think that's the closest we've done work with in the mental-health arena.

**DIRECTOR NORTON:** Thank you for that. And I'm looking at the chart. And I guess my question would be, do you think it's more likely that a youth of color would be arrested rather than directed toward appropriate mental health or substance abuse treatment or supports?

**LIEUTENANT CAMACHO:** So, yeah. I mean, just looking at that chart for New Hampshire, I mean, it says 2.71 black youth in 2018 were arrested compared to one. And in the Hispanic population, 1.35 Hispanic youth were arrested compared to one white youth. So, yeah, I mean, there is more minority youth being affected by arrests.

Police and Law Enforcement are the first step in the justice system. But, once they go from here, we try to get the cases diverted, so that they don't have to go to Court, and maybe partner with our local diversion networks which do great work and put these kids through counseling. They might do some mental-health counseling with these kids. I am not sure. But I know if they come into the system, we're going to do our best to get them out of the system.

And it takes a lot of people. I think it was Attorney Jefferson asked, who else is involved? And that's why we have Judges. That's why we have Defense Attorneys, everybody on this roundtable at the RED Committees to talk about these kids, because some kids are going to get arrested. But now, it's up to somebody else in the court system to kind of get them off and help them out, and maybe send them to counseling.

So, yeah, I think they are arrested more. I mean, the numbers show it. And these charts, I just want to make a note that they are provided to me by DHHS through the Office of Organizational Learning and

Quality Improvements, the BOLQI Unit. And they get records from the Court Systems, from Police Departments throughout the State. So 2018 are our latest numbers right now. We're working on 2019 right now.

**DIRECTOR NORTON:** Great. Can you tell me? Do all of the School Resource Officers in Manchester and Nashua take the Effective Police Interactions with Youth course?

**LIEUTENANT CAMACHO:** I can't speak for Manchester. But I know the School Resource Officers I have in Nashua just off the top of my head, they have been through that Effective Police Interaction with Youth class.

**DIRECTOR NORTON:** Great. That's all the questions I have. Thank you for your leadership in this area. And I yield the rest of my time.

**LIEUTENANT CAMACHO:** Thank you.

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

**CHIEF DENNIS:** Yes, I do. Thank you, Lieutenant, for your presentation. I was just curious. That training that you talked about, the Effective Police Interactions with Youth, was that created by the Nashua Police Department?

**LIEUTENANT CAMACHO:** No. So, Effective Police Interaction with Youth is actually through -- it was started through the Connecticut State Advisory Group, or their version of the State Advisory Group. But we have taught it in New Hampshire, and I confirmed this a couple conferences ago, that we have taught it more times New Hampshire than any other State, including Connecticut. And the program is specifically tailored for New Hampshire Law Enforcement, where it has New Hampshire stats and New Hampshire pictures and stuff like that. But it was created by Connecticut.

**CHIEF DENNIS:** Okay. And if other Law Enforcement Agencies in the State of New Hampshire wanted to attend that training, how would they go about doing that?

**LIEUTENANT CAMACHO:** My information is in the bottom. But they can reach out to any member of the State Advisory Group, because the State Advisory Group is the one that kind of runs these programs, including the State DMC, Mirror Project, and Effective Police Interaction with Youth, so State Advisory Group or myself.

**CHIEF DENNIS:** Okay. And also, do you have train the Trainer programs for those trainings?

**LIEUTENANT CAMACHO:** Yes, we do especially for the Mirror Project, because we think that one's a very important program to build that rapport with kids at the schools. And like I said earlier, it's important that every community has this program. But I can't go extremely up north every day to teach this program. But we do have a train the Trainer program on it.

**CHIEF DENNIS:** All right. Thank you very much, Lieutenant.

**LIEUTENANT CAMACHO:** Thank you.

**CHIEF DENNIS:** I yield the rest of my time.

**DEPUTY ATTORNEY GENERAL YOUNG:** Thank you, Chief. Lieutenant Morrison, any questions?

**LIEUTENANT MORRISON:** Yes, ma'am. Lieutenant, thank you very much, to hear you again. And thank you for, I think, what is quite clear not just your leadership and Nashua's leadership in this area. I think this program is fantastic. Just kind of curious, what type of staffing does it take to operate this program from Nashua PD? Like what sort of resources do they dedicate to this program?

**LIEUTENANT CAMACHO:** So, when we have an Effective Police Interaction with Youth class, obviously that one's internal training. That's a full-day training. We have to make sure we coincide with our Training Division and have the manpower available and all that stuff.

The Mirror Project one, you need two uniformed Police Officers. And what I've been doing here in Nashua is all my School Resource Officers are Mirror Project Trainers. And then, I have several other Officers in Detective Bureau and in Patrol that are also available to teach.

And it's only one hour. I mean, I yield three hours of time just for setup. And then, like I said, one of the most important parts is afterwards, when these kids can actually come up and talk to us one-on-one. So I yield three hours of time for the class. And occasionally, it does cost overtime to get these Officers in these classes, especially when the school says, hey, we want to do it Mondays, Wednesdays, and Fridays. Here in Nashua, Elm Street School, we've been doing it during their health class. And then, one year we did it through their (inaudible) class.

So, when they tell us they want it three days a week, I got to scramble and find Officers. And it does take some time and money. But I try to spread out my Instructors throughout the Department so I have many resources to pull from.

**LIEUTENANT MORRISON:** Thank you. And another question, it seems pretty clear to me. But is there any doubt that this program, in conjunction especially with the School Resource Officers that are in all the levels of the school that you have them in, is yielding positive interaction that you are able to take advantage of, both presently and in the future with interactions with these kids?

**LIEUTENANT CAMACHO:** Yes, absolutely. These programs have really shown to be a valuable resource that we have here in school. And building that rapport with these kids is great because the program, it's the Mirror Project, shows two videos. It shows a video of a positive interaction with kids and a negative interaction with kids.

And I've been lucky to use our Nashua High School Video Department film my videos. And they kids that filed the videos five years ago, six years ago, I still see them out on the street. And they say hi and they say hey. They might not remember my name, but they remember the Mirror Project. And they tell me how they're doing. And during the videos, kids see local stores. They see our local Officers in the videos. And that's also a talking point for these kids that makes it feel close to home to them.

So, it has yielded positive results here in Nashua. And I think I mentioned it earlier. One kid did come back at the Boys & Girls Club and told the Director there that, thanks for the Mirror Project. He remembered taking the class. And when we got called to his house one night for a domestic that was between him and his father, that he remembered the class and he remembered to be respectful. And it was just a verbal domestic, and we just talked to everybody and left. And he was very, very -- how I should say -- astonished as to how well it went, the kid, that he had to tell the Director of the Boys & Girls Club about it. So, it is a good program.

**LIEUTENANT MORRISON:** I couldn't agree more. And it's a perfect segue to my question that I'll ask. Then, I'll let somebody else take some time. Have you experienced better relationships with the parents of these kids, as well, as a result of the interaction that you're having with the kids?

**LIEUTENANT CAMACHO:** Yes. So a lot of these kids, especially in the very beginning, when we started this program, we had a lot of pilot programs. And we doesn't to see how it would feel, and how we were going to do this.

A lot of these kids that we brought in were kids that we knew from PAL, from Boys & Girls Club, from the local NCCRJ Committee sent a bunch of their kids through the program, as well. So, those parents, obviously, they were positive in the beginning. But they were even more positive now.

Some of the other kids that we've taught the class to, we sent them home with swag. The cool thing is the SAG. We're funded through OJJDP. And they provided with the funding that we have. We bought cellphone wallets that say the Mirror Project. We have stickers that say the Mirror Project. And we also have lanyards that say the Mirror Project for these kids.

So they take that home and it becomes a talking point with the parents. And they become more interested in the program, as well, or they want to know more about it. And we also made a commercial to show parents. Basically a PSA about the Mirror Project for those parents that want to know more information, so it's been well-received by the parents, as well.

**LIEUTENANT MORRISON:** Lieutenant, thank you, as always. Always great to hear from you, and obviously it's a source of pride for Nashua. It's also a source of pride for New Hampshire, these programs. So, thank you very much.

**LIEUTENANT CAMACHO:** Thank you. Good hearing from you.

**DEPUTY ATTORNEY GENERAL YOUNG:** Thank you. Julian, I know you have your hand up. I'll loop through and then I'll come back to you, okay? Is that all right?

**ATTORNEY JEFFERSON:** Yes, oh, yeah. Absolutely.

**DEPUTY ATTORNEY GENERAL YOUNG:** Okay. Judge Gardner, you're next. Any questions for the Lieutenant?

**JUDGE GARDNER:** I do have a question. Lieutenant, thank you very much for your contribution, for your testimony. I think I've heard of this Mirror Project because I believe Andrew Smith, a while back,

had gone around to different communities to try to expand this project. And so, I guess my question to you as the State DMC Chair, is that correct?

**LIEUTENANT CAMACHO:** Correct.

**JUDGE GARDNER:** Do you have a plan? Or does the Committee have a plan to expand this Mirror Project to other law enforcement within the State?

**LIEUTENANT CAMACHO:** Yes, I mean, ideally that's the plan right now. It's hard to go forward without that body, the State DMC Coordinator. Like you all know, I'm a Lieutenant here in Nashua PD and I have other duties and stuff that I have to do. This is all extra stuff that we do here.

So, right now, the biggest hurdle we need to get to cross is getting that DMC Coordinator position filled, so he can go around the State, or she, to talk about this program. And with our assistance of the State DMC and the SAG, it would be easier to spread throughout New Hampshire, because we're also getting calls from out-of-state, as well, that they want us to -- a train the Trainer course for them, for their Agencies, because Andrew Smith, who I considered a good friend of mine, did a lot of work with this program. And he talked in national conferences about it, and everybody was excited about it. So, yeah, I mean, I think the biggest thing is getting that position filled.

**JUDGE GARDNER:** Great. And my next question is, do you have the paperwork about this? I can't remember if Andrew Smith had given me any documents about it. But he did a really great presentation as to the effectiveness and what it involves. And I wasn't sure if you had any of that material.

**LIEUTENANT CAMACHO:** Yeah, Andrew Smith was a great presenter, great speaker. And he was a great Diversity Coach. I learned a lot from him. I have a lot of information that we came up with and that I've come up on my own.

I can definitely get you some more stuff that I have, and maybe something there is similar to what he gave you. I'm not sure exactly what kind of presentation he gave you. But I'll be more than happy to talk later about this.

**JUDGE GARDNER:** Great, thank you. And lastly, I know that New Hampshire is bordered by a lot of other States, especially in the Nashua-Manchester area. When you have presented the statistics, in terms of people arrested, do you take into account where they actually reside? Or is it just sort of where they're arrested?

**LIEUTENANT CAMACHO:** Right now, the way the Relative Rate Index with the numbers that we sent to OJJDP, it's where they're arrested. Obviously, here in Nashua, we have the Pheasant Lane Mall, which is right on the border with Massachusetts. And a lot of the people, they are from Massachusetts. And unfortunately, we have their addresses masked. But as far as the numbers go, it's an arrest in New Hampshire.

**JUDGE GARDNER:** Great, thank you very much.

**LIEUTENANT CAMACHO:** Um-hmm.

**JUDGE GARDNER:** No further questions.

**DEPUTY ATTORNEY GENERAL YOUNG:** Thank you. Mr. McKim, any questions for Lieutenant Camacho?

**MR. MCKIM:** Yes, thank you. And thank you very much, Lieutenant, for your testimony and this information. The chart, particularly, is extremely enlightening. I do have a couple questions about the chart. My first question is, Mr. Lascaze highlighted the disparities in the arrests. And I'm wondering, just from your perspective, what you would say is the cause of those disparities.

**LIEUTENANT CAMACHO:** What I would say? So, I don't think I have a real good answer for that. I mean, a lot of socioeconomic issues happen with our minority population. And I've seen that throughout our country. Where do all our minorities predominantly live? In lower-income facilities, lower-income neighborhoods; and like I tell a lot of people is, especially in your inner cities -- and I know I'm talking major cities. But Nashua's not -- I mean, it's a big city for New Hampshire, but I'm talking more of your big cities. You have high-rises and you have projects, which are so tightly compact with people. And there's no air conditioning. There's lack of other resources out there.

And people get agitated and more crime happens in those areas. And unfortunately until we kind of develop a plan nationwide for the socioeconomic boundaries, I think we're going to have higher crime statistics in our minority residential areas.

I mean, that's what I think. And that's my opinion there. But, I mean, that's what I've seen. And I was a Police Officer in Houston, Texas and I saw that there. And Nashua has the inner city you call it. You have the French Hill, Tree Streets, Crown Hill. And it's very compacted areas where people live of all nationalities, of all cultures. And I mean, you put a lot of people in one place, stuff's bound to happen. So, housing and putting people in bigger areas, I think that would be a source because that's where we have a lot of people. You're going to have crime. I think I answered your question.

**MR. MCKIM:** That helps. Thank you. And so, I guess I would ask the question, where might we look for some explanations of the disparities in the more rural areas? You mentioned Nashua's not a big city, but it's bigger and has those areas. Manchester and Portsmouth would probably be along those same lines. But most of the cities and the counties are rural, where that kind of living environment doesn't exist, yet we still have those disparities. So where might we go to understand why those disparities exist?

**LIEUTENANT CAMACHO:** Yeah, I mean what I would say is even in those rural counties -- and that's what I tell some of these people that tell me, hey, I'm from a small town and we have no minority issues. We have no problems here. And I'm like, well, do you have lower income of people in your communities, because that's one of the biggest disparities there are? People, they kind of set a line between the poor and the not poor. And it might not be a color thing, but it might be socioeconomic thing.

And I mean, until we can educate people and get them the resources that they need in these lower-income neighborhoods, whether it's in a rural part of our State, or in Downtown Nashua, get resources out there. I mean, a lot of my job, when I was a Patrol Officer on the street, routing these families to social



services and trying to get them help with the little money they had, or some funding that we can get through grants and nonprofits, anything we can do to help the socioeconomic communities, I think that's going to help our disparities, as well, because that's what I see in my career here and throughout the country. So I think that's one of the biggest things we can do is just send more resources there.

**MR. MCKIM:** Great, thank you. So, my next question, shifting gears a bit to this topic of funding, and just for both the programs, and it may be all the programs that you are putting on that are just great programs, from where does that funding come for all of those programs and all those hours that you've had to have the Officers be utilizing to implement the programs?

**LIEUTENANT CAMACHO:** Well, I've been very fortunate here at Nashua PD. My Command Staff has been very helpful in this. And since I've been involved in DMC work and working with our minority communities here, I've been able to go and do them on my time. It's part of my civic duties as a Lieutenant here is I'll go and do these things in the State and whatnot.

I'm lucky to have the backing I have from my Command Staff. And if I need more Instructors, I just kind of let my Chief know. Hey, I need to put a class together, get more Instructors up-and-running. And he knows the importance of this work. So he's letting me do what I need to do to get these Instructors up-and-running. If there is overtime issues, it comes out of our budget, because it's per his discretion there. And I think I'm lucky to have that here in Nashua. And I know that can be tough in smaller Agencies.

But the SAG does have funding through OJJDP. And because the Mirror Project has to have two uniformed Police Officers at every class, we do have funding available for these Officers to pay them and pay travel, because a lot of these rural communities are a little more distant from each other. So if Officers have to go, the SAG will find funding for them, because we know the work is important. And we understand that smaller Agencies are having issues finding the funding for that.

So that would be my answer is that the SAG does provide, through OJJDP, funding. But here, in Nashua, I've been lucky. We're big enough. And I've been in position where I've been able to easily work my day into working with (inaudible).

**MR. MCKIM:** Great, thank you. That is very helpful. And my last question is we've heard the real value of Andrew Smith and just the need to fill that role to bring these programs forward throughout the State. I'm curious. Are there other barriers that you've seen into really spreading these programs, beyond just having a real advocate for them across the State?

**LIEUTENANT CAMACHO:** So, right now, we fall under DHHS. And the SAG -- and Chief Edwards can probably speak a little better on this, but the SAG, we're the ones that manage our own funding from OJJDP. DHHS is just the one we fall under.

We are currently trying to get an implicit bias class going. And we've been working on it for five months-or-so, get it up-and-running for not only law enforcement but for anybody that touches a youth's life. Could be the court system, it could be Medical Personnel. And it's going to be a class. And we're working with UNH to get this class up-and-running.

And just kind of getting the support is a little tough, just because we're all in different bureaus and different organizations. We're just kind of trying to work better together, I think, is key. Getting Andrew's position filled, the DMC Coordinator position filled, I think it's one of the most important things we need to

do because right now we're all kind of trying to juggle what he used to do, plus all our other jobs. If we can have somebody dedicated to that one position, I think it'd be great. But, other than that, I mean, it's just tough sometimes working under different Divisions, and to get the work done.

**MR. MCKIM:** Okay. Thank you very much, and I yield back the rest of my time.

**DEPUTY ATTORNEY GENERAL YOUNG:** Thank you very much. Director Scippa, any questions?

**DIRECTOR SCIPPA:** Yes, ma'am. Lieutenant, thank you very much for your thoughtful and mindful testimony. I think it's important for the Commission to know that the Lieutenant is one of the primary folks that we are working with to help kind of relook at our Cultural Diversity Program here at the Police Academy. And for that, Lieutenant, my personal thanks to you.

Clearly, it is refreshing to hear you, as a New Hampshire Police Officer, fully voice both the guardian mentality and the commonsense mentality that is needed when dealing with youth, regardless of color or economic situation. I think it's important for all of us here in New Hampshire to recognize that you're dealing with youth. Clearly, your mentorship at Nashua PD is important.

There's been a lot of discussion relative to SROs and how SROs kind of interact, impact, and cross with the topic that this Commission is discussing right now. And to that end, I would ask you. Do you think that these two programs, the Mirror Project and Effective Policing Interactions with Youth, should be mandatory training for all New Hampshire School Resources Officers?

**LIEUTENANT CAMACHO:** Yes, I mean I think effectiveness with youth is a very important class and it goes a lot into brain development and different issues dealing with adolescents. And your SROs are going to be the ones dealing with adolescents every day for their whole shift. So it's very important that they attend this class.

And it's also very important to have the right SROs -- or right Officers become SROs. I think many years ago, people would just send any Police Officer to be an SRO. But I think they have to be properly vetted through their Agency to be one of those (inaudible) role models to these kids. And any SRO should definitely go through this program.

**DIRECTOR SCIPPA:** Outstanding; and just as a comment, New Hampshire Police Standards and Training (inaudible) partner with SAG and promote these programs throughout the State of New Hampshire. We think that every single Police Officer, again, interacting with youth, regardless of color, regardless of religion, regardless of economic disparity, every Police Officer will be a better Police Officer having this type of knowledge.

So I would look forward (inaudible) with you offline to establish the ability to get this training out to all of New Hampshire Law Enforcement from here at the Police Academy. And I have no further questions. Thank you.

**LIEUTENANT CAMACHO:** Thank you.

**DEPUTY ATTORNEY GENERAL YOUNG:** Thank you, gentlemen. Director Malachi, do you have any questions/comments?

**DIRECTOR MALACHI:** Just a quick statement; just the wisdom abounds across the Commission. So, any question I might have had, it's already been asked. So I appreciate everyone for helping me out with that. And with that statement, other than thanking Lieutenant Camacho for his testimony and his time, and his leadership, I appreciate that. And I will yield back the rest of my time. Thank you.

**LIEUTENANT CAMACHO:** Thank you.

**DEPUTY ATTORNEY GENERAL YOUNG:** Thank you very much. Commissioner Quinn, questions or comments?

**COMMISSIONER QUINN:** Just a question; good afternoon, Lieutenant. Thank you for everything that you have done and your willingness to help us on the Commission. I want to ask you your opinion on something.

During this Commission, we've heard a lot of conversation about maybe some stops that have not ended so well, traffic stops. Knowing that we want to have safe stops for Officers -- and I think you brought up a couple of good points about different cultures and your dealing with youths and adolescents -- do you think -- we've been talking internally. And this was actually brought up, giving credit where credit's due to Director Malachi.

What do you think? How could the DMV help, Lieutenant, in a Driver's License, the interaction with Police, whether you're a new driver, whether you're coming here from another country, no matter who you are? Do you think there's opportunities for us, whether it's training, a video, addressing these things, because you've seen it from both sides? You're dealing with the youth, but you're also a Police Officer that has to conduct these traffic stops and have to keep your own safety and your partners.

And if you do, would you be willing to talk to us after this? But I'd like your opinion on that, because a Driver's License, that training, those interactions are important. But what are your thoughts on that, Lieutenant?

**LIEUTENANT CAMACHO:** Yeah, so driving issues are one of the biggest interactions that anybody in the community has with a Police Officer, no matter what your background is. And I think it's very important to go out into the community.

Here in Nashua, we had an issue several years ago with the Brazilian community with driving issues. So, what the Chief at the time decided to do is, since we had good enough relationships with the Brazilian community, is we set up a information session at a Brazilian church here in Nashua. We actually brought people from DMV to explain some of the procedures for getting a Driver's License, what needs to be done. One of their biggest concerns that that community had was the language barrier taking the test. And we told them what steps they needed to do to kind of get that taken care of.

But I think educating all the cultures in their own language first, as they get acclimated to U.S. culture, is very important, because one of the first things that these new Americans need is a job. And in order for them to be successful, they have to work. And in order for them to work, they probably need to get a car. I mean, New Hampshire's, it's not a very friendly commuter, public transportation State. So cars are essentials here.

And I think just going out and educating the individual communities -- that program we did with the Brazilian Community really worked wonders, because I think it was scheduled for an hour and a half. And I

think we were there for like three hours just answering questions. And everybody felt safe, us going to them and bringing people, the experts from the DMV, to educate them. And they were very appreciative. And I mean, that's one of the things that, I guess, we can do. But we can definitely talk more at length at another time. But those are just my two cents, I guess.

**COMMISSIONER QUINN:** Thank you, Lieutenant. And we know how to get a hold of you. And I appreciate you're willing to meet with Director Malachi and give her some thoughts. I yield my time, Deputy Young. Thank you.

**DEPUTY ATTORNEY GENERAL YOUNG:** Thank you. So, the hands up are Julian and Joseph. So, Julian, your hand went up first. So we will go to you, first. And then, Joseph, you'll be up after that.

**ATTORNEY JEFFERSON:** Thank you. So, Lieutenant Camacho, one follow-up question I had, as our very wonderful and productive conversation has been going on, is one of the things we're going to be addressing today and ultimately deliberating on is the School Resources Officers and whether or not they need to be permanently stationed in schools.

So I wanted to throw this out to you as a question. So, I went to high school not that long ago. And we had no Police Officers in high schools, or middle schools. This seems this is a recent phenomenon that has happened over the past 20 years.

So, do you think that you can have Officers engage with the community to include children in the middle schools and high schools without having to have a Police Officer permanently stationed at a high school or a middle school, because of all the conversations and all the things you've been talking about, which I think are great programs, none of them, to me, seem to necessitate having an Officer permanently assigned to a school? And taking those Officers out might free up the resources to have the trainings and interactions that you're talking about.

So I wanted to get your thoughts on it. And is that something that you share, as somebody who is a bit older than 20, that the Police Officers in high schools and middle schools are a new phenomenon that we literally created in this country? And can we uncreate it but still have that meaningful connection with the community without that negative side-effect of having Police Officers permanently stationed in schools? Thank you.

**LIEUTENANT CAMACHO:** Yeah. No, thank you. Thanks for that question. My thoughts are I think Police Officers are needed. But I think it's very important to find the right Police Officers at that school and to have a good Policy in place between the Police Department and the school.

Don't call my Officer over because some minor issue is going on with a child at school and you want us to kind of be that voice to yell at the kid. The Officers should be there as role models. They should be there as kind of a counselor.

I've worked a lot with our School Resource Officers, because, like I said, during this Mirror Project, all my School Resource Officers are Mirror Project Instructors. So I would go and visit with them to kind of talk about upcoming classes and whatnot. And the amount of kids that I would see at Nashua South, when one of my Officers was over there, come in and just kind of say, hi, and feel friendly with that Officer was incredible.

And I think that's what's important, because in this world we live in, it is getting crazier by the day. I mean, we have the phenomenon. Like you said, I don't think I remember back home having School Resource Officers, either. But I also don't remember having so many school shootings, either. Maybe they weren't publicized. I'm not sure.

But I know, being a father of teenage girls that are in high school -- or actually one in high school, I feel safer when a Police Officer's there. Maybe I'm biased because I am a Police Officer. But I know that the Police Officers that are there are more of a mentor and not an enforcer of petty little things going on at the school.

Let the School Department deal with that. Let the Principals or Assistant Principals deal with that. And a good Policy needs to be put in place between the school and the Police Department. And the right Officer needs to be placed as an SRO.

Don't send an Officer to become an SRO because he has a lot of complaints or he's not doing well on the street, or he's not a good Detective. Send an Officer who wants to make a difference with kids. And I think that's the key right there, because if something bad, God forbid, happens, it's good to have that Police Officer for the safety of the kids and for safety of the faculty out there.

So, I mean, I think it's important to have them there. But, again, also I am a Police Officer. But I know what a good School Resource Officer -- what benefits a good Police Officer as an SRO has on that rapport-building with these kids.

And the School Resource Officer that I was talking about, I mean, he's not a School Resource Officer anymore. But a lot of these kids still keep in touch with him and see how he's doing, and kind of let him know how they're doing in life as young adults now. So I think that's important.

**ATTORNEY JEFFERSON:** And are you aware of school shootings being an issue here in New Hampshire?

**LIEUTENANT CAMACHO:** Not here in New Hampshire, no.

**ATTORNEY JEFFERSON:** Okay. All right. Thank you so much for your time.

**LIEUTENANT CAMACHO:** Um-hmm.

**DEPUTY ATTORNEY GENERAL YOUNG:** Thank you. We will go to Joseph. And then, Eddie, I'll get you after that. Okay? Thank you. Joseph?

**MR. LASCAZE:** Thank you, Lieutenant Camacho. I had a follow-up question for you. When you were responding to President McKim's question about what contributed to the disparities within the incarceration system, you highlighted a section of Nashua where people are housed together on top of each other, close. And for clarification purposes, are you suggesting that -- you're not suggesting that people of color commit crime at a higher rate than other racial groups, are you?

**LIEUTENANT CAMACHO:** No, no, not at all, absolutely not. What I'm saying is usually your low-income neighborhoods is where you have a lot of people living there. If I'm living in an apartment complex and I can't afford an A/C unit, and it's 90° like it's been out there, I'm going to get irritated.



Doesn't matter who I am or where I'm from. I'm going to get irritated. And just when people get irritated, they might get into an argument with a neighbor, or somebody drives by. They say something. And more people in one place it causes more issues. That's all I'm saying.

And in our inner city, we have all sorts of cultures living there. We have white people living there, Hispanics, black people. It's just a low-income neighborhood. And I have issues with the white people that live there, because there's maybe no money. Maybe they just lost their job. And people have bad days.

When do people call Police most of the time? When they're having a bad day. And I just think that socioeconomic is a big issue in our country. And I think that's one of the biggest underlying things that we need to kind of work on. Send resources down there and help them out.

**MR. LASCAZE:** All right, thank you very much.

**DEPUTY ATTORNEY GENERAL YOUNG:** Thank you. Chief Edwards, and then we will go to Chief Dennis.

**CHIEF EDWARDS:** Okay. Thank you very much, Deputy. I'll be very brief. I just wanted to circle back to a few things that kind of came up during Lieutenant Camacho's testimony. One of the things that you'll notice that, when the Lieutenant is speaking about the effectiveness of these programs that the SAG has developed and supervised, one of the things that we really wanted to make sure that we had uniformed Officers presenting and interacting with youth.

We went through a lot of different discussions in developing that program, in terms of Officers wearing uniforms. And that's been very effective at humanizing those Officers in those uniforms, and developing those relationships with young people.

The SRO Program, I think, has been around more than 60 years, I believe. The original program started more than 60 years ago. But the programs from the DMC, and to Judge Gardner's question, I believe, she had a question about the DMC position, or spreading this statewide, Andrew's position, the DMC Coordinator's position, is very, very important, as the Lieutenant talked about. And we will be addressing that very shortly.

And I'm happy to hear that Director Scippa is willing to partner with this, because I do believe that this training program that the Lieutenant was describing should probably be assigned to the Police Standards and Training to supervise and monitor, as we move forward. And Mr. Norton had a question about the Board makeup.

The SAG is made up of Judges. Judge Kinghorn, Judge Lawrence were the previous two Judges that served on the SAG. There are a number of people who have mental-health backgrounds who serve on the SAG, Legislators, young people, Police Officers. So it's a fully developed Board.

And to Chief Dennis' question, train the Trainer, I think that goes back to what Lieutenant Camacho was talking about earlier, that you have to identify Officers who really want to do this type of training. And it makes the program really work. And that's why you don't see a lot of train the Trainers, because it takes a lot of time to identify those Trainers. So I just wanted to clarify a couple of things that came up. Thank you.

**DEPUTY ATTORNEY GENERAL YOUNG:** Thank you for those words. Chief Dennis?



**CHIEF DENNIS:** Yes, thank you, Deputy. I just wanted to follow up with the Lieutenant and his response to Attorney Jefferson, and make sure I understood your response correctly, Lieutenant. I believe the question was if you were concerned about having a school shooting in New Hampshire. And I believe your response was no. Was that accurate?

**LIEUTENANT CAMACHO:** I thought the question was, do we have a problem with school shootings in New Hampshire? So, I said no. Am I concerned? I mean, school shootings can happen anywhere: small communities, large communities. And I think that's why it's important to have School Resources Officers there.

**CHIEF DENNIS:** Okay. I just wanted to make -- maybe I misunderstood. We certainly know school shootings can happen anywhere at any time. We've been extremely fortunate in New Hampshire. But it doesn't remove that they could possibly happen here. Thank you.

**LIEUTENANT CAMACHO:** Correct.

**DEPUTY ATTORNEY GENERAL YOUNG:** So, my understanding is no Commission Members have any follow-up questions. Seems to be accurate information that I'm receiving. So, with that, I would like to extend my thanks to Lieutenant Camacho. And again, thank you for your patience and coming back this week. Thank you, Lieutenant.

**LIEUTENANT CAMACHO:** And thank you for having me everybody.

**DEPUTY ATTORNEY GENERAL YOUNG:** Have a good day.

**LIEUTENANT CAMACHO:** Thank you.

**DEPUTY ATTORNEY GENERAL YOUNG:** So, our next presenter is Eva Castillo-Turgeon. Are you on the line, Ms. Castillo-Turgeon?

(No response)

**DEPUTY ATTORNEY GENERAL YOUNG:** There she is. She just unmuted.

**MS. CASTILLO-TURGEON:** Okay. Yes, I am. Can you hear me now?

**DEPUTY ATTORNEY GENERAL YOUNG:** I can. Good afternoon.

**MS. CASTILLO-TURGEON:** Hi, how are you?

**DEPUTY ATTORNEY GENERAL YOUNG:** I'm good. How are you?

**MS. CASTILLO-TURGEON:** Good, thank you.

**DEPUTY ATTORNEY GENERAL YOUNG:** Okay. So, Eva, we have your testimony. We've read it. And under the McKim Rule, you have five minutes.

**MS. CASTILLO-TURGEON:** Am I glad that I was after Carlos? Thank God.

**DEPUTY ATTORNEY GENERAL YOUNG:** Oh, I don't know. Tell me that when it's still 5:00 and you're here.

**MS. CASTILLO-TURGEON:** Well, no, no, no. Well, I do a lot of work with Carlos, too. So I Head the Manchester Committee. And so, today, I just want to warn you. I am not speaking as a Police Commissioner. I'm speaking as Eva, the Community Organizer that has a relationship with Law Enforcement. I have no authority to speak on behalf of the Police Commission.

**DEPUTY ATTORNEY GENERAL YOUNG:** Okay.

**MS. CASTILLO-TURGEON:** Okay?

**DEPUTY ATTORNEY GENERAL YOUNG:** Thank you. The floor is yours, Eva. Take your five minutes.

**MS. CASTILLO-TURGEON:** Okay. And thank you for having me. Well, as I second all of Carlos' things. We have collaborated a lot in the Mirror Project. In fact, I'm one of the stars of the original movies that we show to the kids. And we do the 7th grader, not the 8th graders, in Manchester for the past four years. We have done every single 7th grader in the whole Manchester School District has gone through the Mirror Project. So I don't need to talk anymore about the Mirror Project, because Carlos did an awesome job covering it.

I am really big in building relationship with the community and building relationship with Police Officers. As you read before, I had nothing to do with the Police. I mistrusted them. I did not like them. I was totally bias against Police, based on my own experiences. When I came here, I didn't want to have anything to do with it.

When I started building relationships with them, that's when my mind changed. That's when I realized that they're somebody else's child, that they're somebody's husband, that they're somebody's parents. And I learned to see Police Officers as human beings with all the good and the bad that we all have.

So, that really changed my mind. And ever since then, I have become really like a bridge between the community and the Police Departments, because I don't see any other way of solving the issues. I met Chief Edwards through Chief Dave Dubois, when he use to do the teachings at the Academy. He was the -- what is it -- he was the Chief of Rochester. And I used to go with him to the Academy.

And I remember somebody mentioned the warrior mentality. I remember in one of those classes, I felt so unsafe with them. And I told them, boy, if you're going to take that attitude in the street, I don't feel any safe with you. So, lower it down. I felt like I was in a roomful of I don't know what. It was really scary. That's one class out of many that I attended. But it was really bad and uncomfortable for me.

So, I realized we all have our own biases. And while we need definitely to train people, we need more personal connection. Training is not going to do much. And I have seen it, too, some Cops that don't really believe in it. And they just sit there staring at the ceiling. They go through the training and they go back in the street and do the same thing that they were doing before. And the Chiefs can have the best attitude, they can have the best intentions, but they are not there to watch every single minute of every single Police Officer's doings.

So we need to first do more community outreach, more community building. And then, put some type of consequences for not following the Policy. We already have, in our Constitution, rules against discriminating. And yeah, they're beautiful on paper. But do we practice them? Does everybody practice them? No.

And we have biases on both sides, because I have Activists friends that hate the Police. And that really pains me, also. So with both sides, I'm always trying to mediate and try to get people to come together, and talk, and understand each other with a genuine interest of making things better for everybody. So, on both sides, we all have to do our work to bridge the gap and to make sure that we live in a safer community for everybody, where we all feel safe and represented. And we all feel good about bringing stuff to the attention of the Police.

In Manchester, I am like the Ambassador of the Police Department. My community are still afraid of the Police. But they call me when they need to report a crime. They call me. Eva, can you bring one of your Cops? I need to talk to them, but I'm afraid of them. So can you come with me? Can you bring me to the Police Station? And I do it all the time, because otherwise things will unreported.

So, my suggestion is really that we need to do a lot more outreach. I have an adopted son that was raised. A Mexican undocumented child raised by the Cops at the Police Athletic League. And that kid turn out beautiful, thanks to his relationship with the Police Department that knew that he was undocumented, yet they treated him as a human being.

So I have seen all the good that the Police has to offer. But I have seen on TV all the bad. And I have not been treated well by every single Police Officer here. But I give them the benefit of the doubt. And I keep fighting. And that's not going to stop me from doing it.

So anything that I can do to contribute my big mouth, my energy, my love, my anything on either side, I don't care who likes me and who doesn't like me. I'm fighting for my community. And I'm trying to make things better, to make New Hampshire a better place. There, I shut up at five minutes.

**DEPUTY ATTORNEY GENERAL YOUNG:** That is good. Thank you very much. So, the Commission Members get to ask you questions. So if you don't mind sticking around while we go through the roll call, are you willing to do that?

**MS. CASTILLO-TURGEON:** Sure.

**DEPUTY ATTORNEY GENERAL YOUNG:** Okay. So we're going to start with Commissioner Quinn. Do you have any questions for Ms. Castillo-Turgeon?

**COMMISSIONER QUINN:** No. Good afternoon, Eva, and thanks for participating. It's nice to hear your voice. And I'll yield my time to some of the others. I've worked very close with you over the years. And thank you for still trying to help.

**MS. CASTILLO-TURGEON:** Thank you. And I'm glad that Carlos covered all the bases.

**DEPUTY ATTORNEY GENERAL YOUNG:** Director Malachi, do you have any questions?

**DIRECTOR MALACHI:** Just a quick comment; Eva, hi, it's Ahni. And thank you very much for your testimony. I will yield the rest of my time.

**DEPUTY ATTORNEY GENERAL YOUNG:** Thank you. Director Scippa, any questions or comments?

**DIRECTOR SCIPPA:** Eva, thank you very much for your testimony. If you send me your email address, I would like to invite you to a training that I think you should be at that's coming up (inaudible). I think you'd be an excellent addition to the team. So if you're interested, please send me your contact info.

**MS. CASTILLO-TURGEON:** Beautiful, I'm always interested.

**DIRECTOR SCIPPA:** Outstanding. I yield my time.

**DEPUTY ATTORNEY GENERAL YOUNG:** Thank you. Mr. McKim, any questions or comments?

**MR. MCKIM:** Thank you, Deputy General. Hello, Eva.

**MS. CASTILLO-TURGEON:** Hey.

**MR. MCKIM:** I would love to have you expand a little bit your story about those folks who are calling you and asking you to bring your Police to various situations.

**MS. CASTILLO-TURGEON:** Uh-huh. Okay. Oh, sorry. Yeah.

**MR. MCKIM:** I'm curious to hear a bit more about why they're afraid to call the Police, themselves. And what can we do? Is having the community conversations enough? Or have these people been to those conversations and they're still not willing to call?

**MS. CASTILLO-TURGEON:** Some of the people have been to the conversation. And in fact, I have brought the Police to many of the churches where the Latinos go. And I even brought the State Police, Major Marasco. I have brought them. And people are happy to see them and they talk to them.

But there's still a hesitancy. And you call the Police Department. And many times, if you have an accent, really people don't pay much attention to it. It happens to me all the time. And so, it is unfortunate but it's a part of this society that that they have to know you -- and it happens across the board -- to do anything.

And many times, people feel more secure having me there just so -- what is it -- like a support, like a babysitter, many times. And also like I said in my paper, we have the issues of the undocumented people here, too. And we have a bad history of Police collaborating with ICE. And they are still very hesitant to come forward and speak.

I cannot tell you how many people I know personally that have been over the years victims of domestic violence. And they have put up with any kind of abuse. But they don't come forward, because they're terrified of the Police. And I have had to fight with them. And it's taken me one, two years to get them to come forward and report. That is something that is cultural.

Even myself, as a naturalized citizen, I'm still terrified of being profiled, which is so ridiculous. I carry my Passport card with me in my Passport, even today, to prove that I'm a citizen. And nobody's going to profile me from seeing me in the highway, driving in the car. If I keep my mouth shut, people think I'm American, so it's not a big deal.

But still it's something that we have very inside. And that's why I think we need -- and all of these environment and all these events that have happened in other States, and all the bad taste in the community's mouth, and when you see all the videos of abuse and abuse, and abuse, that reminds people from where we came from. And so, that compounds all the fear. So, if part of my job -- thank God that I can do whatever I want pretty much in my job. And if that's what my role is, to bring people to talk to the Police in peace, I'll do it, happily.

**MR. MCKIM:** Thank you. And thank you for that work. I'm wondering then if there might be a recommendation around engaging more people in the community like you who could be those go-between people.

**MS. CASTILLO-TURGEON:** Yes, of course, there could be. But not everybody's willing to do it. And we have a bunch of people that don't want to have anything to do with the Police, that are leaders. And they still don't want to have anything to do with the Police. So they have their own biases, too, and prejudices against the Police. So how do we do this? And not everybody has the leeway to take off in the middle of the day and go help somebody, and bring them by the -- people are working in jobs, so they don't have that leisure time.

And also, we have a lot of misinterpretations, because we all filter the world through our own experiences. So, if I am standing and I draw a number, six, on the floor, and you're standing in front of me, my six is your nine. And that doesn't mean that I'm wrong and you're right, or vice-versa. And we misinterpret a lot of stuff. And I know that now through my work with the Police.

One of the conversations we have with Hudson PD, in fact, the woman called me and said, oh, these people, oh, they're so racist. They were hurting me. They arrested me. And they put me in handcuffs. And I told him he was hurting me. They were too tight. And he made them tighter. He said, I'm going to double-lock them on you. And he made them tighter on purpose.

And if you're not a Police Officer, when you say double-lock, double-lock is the mechanism that prevents the handcuffs from being tighter. But the second that he said I'm going to double-lock them, she said, oh, he made them tighter on me.

And if I have not gone to the -- and it took me like five calls to call and say, what's going on here? Let me go talk. I'm in the spirit of peace. But let me go figure out what's going on. And there were more issues like that.

With the Nashua PD, one of the leaders in Nashua said, oh my, God. I was coming home the other day and somebody got -- an African-American woman. And the Cops stopped me, and they put the flash right in my face. And that is standard procedure. And the Chief said, hey, we do that to everybody. We don't know if you're white, black, if you have a gun and you're going to put it in my face. So it has nothing

to do with you being black. But we perceive everything, if we don't know the other side, we perceive everything based upon our own experiences, and our own -- so that's why it's so important to really see both sides of the coin.

**MR. MCKIM:** Right; so would you support, if there was a way for us to find funding to pay go-betweens like you in the community? Would that be something that you would...

**MS. CASTILLO-TURGEON:** I would support for you to find funding, but for the right person.

**MR. MCKIM:** For the right person.

**MS. CASTILLO-TURGEON:** If I would volunteer to do it, I don't care for free. I don't care. I want people to get used to working together. We are all part of the society and we need to find a way to come to the table and talk, and come to the table and put our own bias, and just do our own internal work before we sit here, and try to figure out how we're going to make things work for everybody.

And every experience I've had with the Police has not been beautiful. I've had some Police Officers that were really nasty. But I learned to see that there are nasty immigrants, too. There are nasty black people. There are nasty white people. So there's good and bad people everywhere. So just because I find a couple idiots doesn't mean that everybody's like that, just like I hate when people say, all immigrants are here illegally. They're a bunch of lowlifes.

So, I hate being profiled like that and I hate being -- so it bothers me when we do the same thing to the Cops. And this, I've said in front of everybody. The ACLU, I stood in front of the podium, when they gave me the award, and I said the same thing.

So, we need to start just working and making sure. And do I like everything I see? No, I don't. I really don't. Do I win every fight or every issue that I bring to the Police, because I do bring a lot of stuff when I see something wrong? And maybe sometimes I win. Sometimes I don't win. But I keep on.

And what's his name? Chief Quinn knows that and Chief Eddie, too. But I still bring it to them. And I still bring it to their attention. Do I win? No. But, you know what? It's not going to stop me. I keep bringing it.

And I think I have achieved a degree of credibility because I am not seen as a biased person, and I'm not seen as an anti-Cop person. And at the same time, I'm not an anti-community person. And I wish there were more people that could see both sides.

**MR. MCKIM:** Thank you. And thanks, again, for your passion for this work and everything that you do. And of course, we look forward to continuing to work together. And I yield back the balance of my time.

**DEPUTY ATTORNEY GENERAL YOUNG:** Thank you very much. Judge Gardner, any questions or comments?

**JUDGE GARDNER:** Yes, I do. Ms. Castillo-Turgeon, I really admire your energy and I appreciate your testimony. What I gather from what you've said, two things, first off, your ability to recognize that we all have biases and our experiences really shape how we view the world, but we have to put ourselves in



other people's perspectives and shoes, which sounds like leads to a better understanding of each other, self-examination, and therefore change.

It sounds like your viewpoint, or how you handle challenges is through sort of a collaboration process, not an adversarial type of perspective, that you engender personal interaction, that those people-to-people connections are really critical in fostering change. That civil dialogue and exchange of ideas is really important. So, as part of our charge, do you have any suggestions that can incorporate your experience into our recommendations?

**MS. CASTILLO-TURGEON:** I really feel that the Police Departments should reach out to the communities that are hurting now because of all the injustices that are happening in other States, and that they, themselves, are, to a lesser degree, going on, because we do have a bias system. And Carlos was skirting around the issue. And I understand. He's a Police Officer.

But even myself, if I call myself Eva Castillo, I'm treated one way. If I call myself Eva Turgeon, which is my married Americanized way, I'm treated a different way, same person with same accent and the same everything. And that's part of the biases that this society have.

So, if the Departments invite these people that are protesting that are so upset, that are so hurt, and try to listen to them, it's not going to be comfortable. It's not going to be beautiful. And you're going to hear a lot of complaining and bickering. But they need to vent that. They need somebody to validate those feelings that they have. And then, move from there. Try to grow from there; try to move away and just start building something together. I think that goes a long way. But people need to be heard.

And we've all had bad experiences with the Police in one degree or another. But people need to be validated in those feelings, too. Just because we haven't gone through that, ourselves, doesn't mean that their experiences are not valid.

But at the same time, like I tell the Activists, do not behave like we are the ones that are beaten by the Police here. The Cops here, yes, we do have some friendlier Departments than others. And believe me, I'm one of those that tells them, hey, you be careful where you go through that town, because the Cops there, they're not the friendliest on earth. And we all know in the community what towns are more inclined to do something or not.

But, if we keep building relationships and we keep talking to people, eventually we educate each other. And that's what we want. And it's not easy. Like Chief Mara used to say, it takes 10 years to build a relationship of trust. And then, in two seconds, an Officer can destroy that. And it's true.

But if we don't try -- and is it easy and pleasant? No, it's not -- but if we don't try, nothing is ever going to happen. And we're a small enough State where we can make things uniform. We can make things happen. In California, that's a different story. But we're a small State and we can make standard training for everybody and their neighbor. We can have the Mirror Project. We can have so many things that we can do on a statewide level that would be practical to do.

And also, we need to bring the right people to the table. And I have an (inaudible). He belongs in the Nazi Party. It's really scary, his demeanor. And I've told them that this guy doesn't belong here. The personalities, you have to have the right people. I've seen some beautiful SROs. My son said the SROs were all amazing. And I have tons of friends that are SROs. But some people are not right for some positions.

**JUDGE GARDNER:** Thank you. I have no other questions.

**DEPUTY ATTORNEY GENERAL YOUNG:** Okay. Thank you, Your Honor. Lieutenant Morrison, any questions/comments?

**LIEUTENANT MORRISON:** Yes. Ms. Castillo-Turgeon, thank you very much for your testimony. I could listen to you all day. It's really a breath of fresh air to hear somebody so engaged, somebody so committed to progress, being a good community partner, and helping everybody sort of improve across the spectrum and on all sides. And I just really want to say thank you for the work that you do. And I can understand more now why there are so many Commission Members that have such a smile on their face when they see you or hear your voice. So I just want to say thank you and keep up the good work.

**MS. CASTILLO-TURGEON:** Well, I keep trying. Believe me. No one's going to shut me up.

**DEPUTY ATTORNEY GENERAL YOUNG:** Chief Dennis, any questions or comments for Ms. Castillo-Turgeon?

**CHIEF DENNIS:** Yes, ma'am. Thank you, Deputy. And Eva, thank you so much for your testimony. I kept forgetting my comment. As you kept speaking, the more times the different Commission Members presented questions and you provided more information.

But, just want to thank you for the hard work you're doing in your community, for being that conduit of communication going both ways, where both sides feel like they can come to you and trust you with that information. You're also making people from your community feel safe, and helping them solve those issues and things like that.

I just really wanted to highlight the part where you talked about the relationships, training. We all know training is important. It's one thing that we can control and we can have our Officers attend. But you're absolutely right. The individual attitude of the Officers, the culture of the Agency, itself, all helps determine an effect how much that training will take effect and how it will come to fruition out on the streets.

And you talked about the relationships. And I think that is really key to the success of all this is the relationships between any individuals, whether it's the Police and the community or two individuals, themselves. Relationships is what's going to make this work.

And I appreciate you also bringing out that this is a society issue. There's biases all the way around. The Police are part of the society, so we do have a responsibility in our profession to make a difference. But it is a society issue that all of us need to work on. So, thank you for all your work, Eva.

**MS. CASTILLO-TURGEON:** Thank you. This is the first time I don't piss people off. But I really believe in that. After I was done with my term at the Commission after six years, I (inaudible) I want to go back in the Commission. I want to go back in the Commission. I want to go back in the Commission. And the second I could be pulled back, he pulled me back, because I really believed in the work of the Police Departments. And I really believed in building bridges. And that way I can bring issues to the table, too, when I see bad stuff happening. And sometimes it gets solved. Sometimes it doesn't get solved. But that's not going to stop me from bringing it.

**DEPUTY ATTORNEY GENERAL YOUNG:** Director Norton, any questions or comments?

**DIRECTOR NORTON:** Yes. Thank you so much for your testimony, which clearly represents using your head and your heart. I mean, you really are the peacemaker and bring a message of hope. And I wondered. Do you have any thoughts or specific recommendations regarding how to recruit people from the community that currently feel distrust with Police to serve as Police Officers?

**MS. CASTILLO-TURGEON:** Well, I have been witness of the efforts that my Manchester Police Department and the Nashua Police Departments have taken to recruit members. But as long as we have these deep mistrust in Police, then nothing is going to happen.

That's another one of the important things from the Mirror Project that we take the kids young enough. And now we're talking about getting them even younger to build positive relationships with the Police so they grow up, themselves, getting used to uniforms, getting used to law enforcement, getting used to the career.

I think by 7th grade, kids have already been exposed to all kinds of bad publicity about the Police Department. They already have their minds made up. But it's going to take a generation-or-so before people feel comfortable just applying for a job as a Police Officer.

But just recently over the last month, one of the Mexican kids -- and he's the son of undocumented. And we brought one of the Officers that speaks Spanish in Manchester. And we brought Major Marasco to the church. And he was so excited. He's a nine-year-old kid. He was so excited. And he had pictures with them. And then, on his birthday, the mother's called and said, can you get one of your Cop friends to come by and say happy birthday to him? It would mean the world to him.

So I called one of my friends that works in the Gang Unit, so with all the fancy uniforms and 50 million things hanging from their vests. And I said, would you be nice enough to go? And this guy does the youth -- we do the Youth Leadership Academy at the Police Department, too. We've been doing it for like five or six years. And I started that with my coworker, Neville Negali (ph) and Chief Mara. And we do that every year.

So I invited Casey. And he came with all his stuff. They came by and say, hi, happy birthday. And the kid was so excited. So this is the value of having the right Officer contact kids when they're young, and creating this and fostering these positive interactions between Police, because usually the kids of color and the immigrant kids, all they see, the contact they have with the Cops is when they come and arrest their families, or they get arrested, themselves, or they arrest their cousin, or whatever. And so, that taints the whole experience for them. So who would want to join the people that are hurting my people? So we need to work on this future generation and try to motivate them.

**DIRECTOR NORTON:** Thank you so much for your leadership. And I don't have any further questions. I yield the rest of my time.

**DEPUTY ATTORNEY GENERAL YOUNG:** Thank you very much. Mr. Lascaze, any questions or comments for Ms. Castillo-Turgeon?

**MR. LASCAZE:** Thank you. Hi, Eva. Thank you very much for your presentation today and testimony.

**MS. CASTILLO-TURGEON:** Hi.

**MR. LASCAZE:** I had a quick question. Well, I have two questions for you. But I wanted to ask you a question about the community members, what Mr. McKim had asked you about the community members and why they had problems calling the Police Department.

And I wanted to ask you if you're aware of any specific Police practices that makes it difficult for community members to trust law enforcement and working with immigration. And I know the work you do with immigration. And it's amazing work. And I wanted to know if this applies to detainees.

**MS. CASTILLO-TURGEON:** No, right now they don't do detainees for immigration, unless somebody has committed a crime. But if just for only immigration, the Police is not holding people. Once upon a time, yes, they used to just take people for driving without a License, with nothing else. And they would hold them until ICE came and picked them up.

No, there's no specific. It's just a deep mistrust. And sometimes you call -- and it happens to me -- people on the other side of the line, they'll hear an accent and immediately their demeanor changes. And it is a reality. It happens to me all the time. And I speak English. I went to college here.

But imagine somebody that speaks broken English or speaks no English at all, and you go scared to report a crime, or to ask for protection, or to something. And you call and they are not the friendliest people on earth, either. So how are you going to react? I would not call them again.

But, other than that, I never really seen anything specific to immigrants or community members. Sometimes you just take people in the wrong day. And also that's part of why it's good to have a relationship.

I have a Cop friend that said one day I went to a horrific crime scene. It was this kid dead. And it really affected me. And then, the next call was some petty, stupid thing. And I had no time to debrief, to decompress. I just went straight from the crime horrific scene to a petty call. So, of course, he was in a bad mood, but we don't know that.

So if I'm on the end of that call, it's like, oh, look at this Officer. He comes here with such an attitude, blah-blah-blah. And then, all of a sudden, oh, all these whole Police Department, they're a bunch of no-good bums. And that's not it.

And I did not start being the nicest person on earth. My personality is I'm a rebel and I'm an activist. And I'm loud. And I'm against everything and everybody. But, I guess with age, you learn that you're not going to get anything done by being opposition, by starting everybody in their own corner of the room. You never come together in the middle.

If you can find whatever little you have in common -- and I talked to you about that, Joseph -- whether little you have in common with that person, even if it is we love New Hampshire, or we don't like Massachusetts, whatever, and just come together on that and build. You can expand. But if you stick to your corner and the other person sticks on their corner, you'll never come together to do anything.

**MR. LASCAZE:** Absolutely.

**MS. CASTILLO-TURGEON:** And this is work for the long-run. The Commission is not going to solve this thing. And I don't need to teach you race relations. Look at how many hundreds of years we've gone through this thing. But we're in a good opportunity to effect change if we're really committed to making things happen. But it's not going to happen overnight. And we might have to swallow hard sometimes, but keep moving. Keep on moving forward.

**MR. LASCAZE:** Yes, that is right. That is our mantra, keep moving forward. I wanted to ask you one question about being a Community Ambassador. And I do understand what you're saying, getting calls from people. I, myself, have received calls from individuals who have had negative interactions with Law Enforcement and needed a mediator. I've even had to drive one of my friends to a Police Department so he could turn himself in.

**MS. CASTILLO-TURGEON:** Yeah, I've done that.

**MR. LASCAZE:** Because he didn't feel comfortable doing it on his own; what I wanted to ask you, though, was I don't believe that Community Ambassadors are needed. And I wanted to know. Do you agree that we shouldn't need cultural Community Ambassadors, that everyone, they should feel comfortable contacting the Police on their own.

**MS. CASTILLO-TURGEON:** Definitely, I agree with that. Every person should be entitled to the same treatment. And every person should be treated with respect on both sides. But you know what? If what it takes for people to be comfortable is to get a friend like you or me to go and be with them until things get better, so be it. But, yes, I agree with you. The goal is not, you should not need to know somebody on the inside to be effective or to have the Police treat you the right way. I agree with you 100%.

**MR. LASCAZE:** All right, thank you very much. And I yield the rest of my time.

**DEPUTY ATTORNEY GENERAL YOUNG:** Thank you very much. Attorney Jefferson, any questions/comments?

**ATTORNEY JEFFERSON:** Yes, very briefly. How are you doing, Ms. Castillo?

**MS. CASTILLO-TURGEON:** Thank you.

**ATTORNEY JEFFERSON:** Good. So I just had I think just one question for you. And I mean, you appear to come off as this very fair and balanced person. So I'm really interested in your thoughts on this, especially because it sounds like you're a member of the Police Commission in Manchester. In regards to one of the things we're going to be charged with is deciding on a recommendation of how do we investigate and adjudicate Police misconduct.

**MS. CASTILLO-TURGEON:** Um-hmm.

**ATTORNEY JEFFERSON:** And one of the things that we need to decide is whether or not there should be a statewide organization that is impartial, that is comprised of Committees that include Police Officers and non-Police Officers, who will have the final authority on determining whether any allegation of Police misconduct was founded and what the appropriate discipline should be. So I wanted to get your thoughts on, do you think that is a worthwhile effort? And is that something you support, or something you would oppose?



**MS. CASTILLO-TURGEON:** I think it would be a good effort to do that, to have somebody outside the Police Department, and maybe comprised of some Officers, or non-Officer, or I don't know. But I put myself in a position of being a Chief. And say I've been working for 25 years with somebody that did something wrong. It would be awfully hard to be fully impartial. And at the same time, we do need to hold people accountable for whatever it is that they have done that violates their trust. And not everybody has that presence of mind and the -- I don't know -- the coldness that needs to be applied to hold accountable if something really bad is done by one of your own. I think it will be a good idea. I would support that.

**ATTORNEY JEFFERSON:** And do you think that that would go a ways in improving trust, or rebuilding trust, between Law Enforcement and the communities that they serve?

**MS. CASTILLO-TURGEON:** Well, I don't know if that will be so effective or not, because for your average person, they don't really have much trust in any process, to tell you the truth, or in any Commission, or in anything. So, maybe your mainstream population, it would mean something to them.

But say the people that I work with, your average immigrant, which is the ones that need help, not people that are educated that own their businesses, but the people that work in the factories and that work in the invisible jobs, they have no clue and they are totally in their own bubble. And that would not affect them one way or another. And that would not really make and improve their trust in the Police at all. I don't think that would really make any difference.

**ATTORNEY JEFFERSON:** So if we had this fair and impartial system and we had Cultural Ambassadors, like yourself or others, who would be able to effectively communicate to the most isolated communities -- and I agree with you that isolated and marginalized communities, if you're going to message something to them, it needs to be done deliberately, on purpose, and with the right person, or they're not going to get the message. Do you think that would be something that would help in improving the messaging to build that trust, or rebuild that trust?

**MS. CASTILLO-TURGEON:** I really feel it should be done by the Cops. The Cops would reach out, just like Manchester reaches out to people. And I have been a volunteer in the Nashua meetings. In fact, I was in that long meeting with DMV and all of that, with the Chief and all of that, because I've been working with them for a long time, too.

And it makes a big difference. And it is so refreshing for somebody when they are taken into account by the Police Department. These are people that are used to being ignored, that are used to be off the radar for everybody. So when somebody takes the time to say, hey, I see you. I value you, as a human being, enough for me to come and sit with you, and just listen to you, or learn about you and your culture, that's what makes a big difference.

To have sort of Ambassadors, that would be something incidental. But I really would not be in favor of get a bunch of community people to come. And maybe we can supplement or we can support efforts by the Police Departments. But I really feel, just like in the Mirror Project, has to be taught by uniformed Officers because the idea is to have kids trust the Officers. The same thing applies here.

**ATTORNEY JEFFERSON:** So would you be saying like something like a Chief of Police or one of his Lieutenants, like a Lieutenant Camacho would reach out to the community and say, listen, we want you to



trust us. We want you to be with us. And if you feel something is wrong, here's this independent impartial people who will adjudicate it. And if there's a problem, we're going to address it. Would that be an effective way to communicate that message directly from a Chief or a Lieutenant like Lieutenant Camacho?

**MS. CASTILLO-TURGEON:** Well, trust must be earned. You just don't come here and say, hey, you trust me and people are going to trust you. You have to build a relationship. That's why it's so cumbersome. You have to build the relationship. And that doesn't happen overnight. And people need to.

So that's why where, say, people like me, my community trusts me. If I am there and I said, this is okay, they're more likely to pay attention and to trust. So that's one way to use the whatever, the ethnic leaders in a good way, to come and support. But it should come from the Police Officers. And it's not going to be a one-time deal. Yes, you can give the message. But it's not going to be a one-time deal and automatically it's going to happen.

**ATTORNEY JEFFERSON:** But do you think it's worth the effort to start the process and be persistent...

**MS. CASTILLO-TURGEON:** Oh, yes. Oh, definitely. I think the first time I met with the New Hampshire Police Department, Colonel Booth was the head. Governor Lynch was the Governor. So for over 20 years I have been trying to build the relationship with the State Troopers. So, things happen slowly.

**ATTORNEY JEFFERSON:** Okay. Thank you so much, Ms. Castillo. I appreciate your testimony and your time.

**MS. CASTILLO-TURGEON:** Thank you.

**DEPUTY ATTORNEY GENERAL YOUNG:** Thank you. Chief Edwards is last. And I know, Mr. McKim, you have your hand raised. So we will loop back to you. Okay?

(No response)

**DEPUTY ATTORNEY GENERAL YOUNG:** Eddie, comments, questions?

**CHIEF EDWARDS:** Just a comment; good afternoon, Eva. And thank you so much for your testimony. It is great to hear your voice once again. And I certainly miss working with you on many of the things that we worked on.

And I am truly happy that Dave brought us together, because your leadership and work in this community has been fantastic. And I feel pretty confident in saying Dave would share this with me, that you won more of those issues that you brought than you lost. So, thank you, again, for your testimony today. I'll see you soon, I'm sure.

**MS. CASTILLO-TURGEON:** Thank you.

**DEPUTY ATTORNEY GENERAL YOUNG:** Thank you. Mr. McKim?

**MR. MCKIM:** Eva, something you just said sparked a thought and I wanted to get your opinion on it. You mentioned the case where the Police Officer had just gotten off of a horrific call and had to immediately turn around and go to another call, which was totally the opposite kind of situation.

I wonder if you think it would be helpful to have the processes that the Police Departments follows such that there is that time for decompression, after a horrific kind of call, and that the decompression time would allow them to center themselves, get themselves back into the right frame of mind for handling the next situation. Is that something that would make sense to you?

**MS. CASTILLO-TURGEON:** Yeah, and I suspect they do it. I'm not a Police Officer. But things happen sometimes. They have to act on whatever. So I know they do allow for all kinds of things. But I cannot speak for the Police Department. But this is just one separate incident in I don't know how often it does happen. But I'm pretty sure they do allow some time to properly digest whatever it is that they have seen.

**MR. MCKIM:** So, thank you. So, Deputy Attorney General, I would love to hear from the Chiefs and others in law enforcement to understand if there is, in fact, that decompression time allowed in between calls.

**DEPUTY ATTORNEY GENERAL YOUNG:** Chief Dennis, are you still with us?

**CHIEF DENNIS:** Yes, I am. So I can comment a little bit. I mean, certainly the smaller the Agency, you don't have the resources. You may have one Officer working by himself. Or you may have two people. Some calls require at least two people to make a minimum response.

Sometimes, in your larger cities, you have more manpower available where maybe you could do something like that. But I'd think it would be more challenging in smaller Agencies. Now that's not to say if someone went to a horrific suicide scene, or something like that, that they couldn't make that phone call and try to get some manpower to come in. But it could take an hour, hour and a half, maybe, some time to get a replacement Officer to come in during that timeframe. And you could have that call for service that came in during that time. So it's something that certainly can be worked on. I just don't know that it could always be accomplished.

**DEPUTY ATTORNEY GENERAL YOUNG:** Commissioner Quinn, are you going to make a comment?

**COMMISSIONER QUINN:** Sure. Thank you, Mr. McKim. It's a great question. And just to jump on what Chief Dennis said, unfortunately in this -- just to share with the Commission, myself, Chief Dennis, and Chief Edwards, and Director Scippa have been working to kind of look and frame out some potential costs. But some of the things that were discussed today about community engagement and just spending the time, investing in having these meetings and going out, and building trust, as Eva articulated, and Lieutenant Camacho talked to. And I think I don't want to speak for everyone but I think Charlie and I agree that those things are very important.

But, again, Police Departments, whether they're small or large, have to investigate crimes, seek justice for victims, have motor vehicle crashes to investigate, and calls for service. And it's just a balancing act.

But to narrowly answer the question, we don't always have the time, unfortunately. The State Troopers today that are out on the road can be going from crash-to-crash, call-to-call. Unfortunately, our Major Crime Team that Deputy Young knows far too well, it's a matter of if the calls come one after another, you can't plan. You can't prepare. And unfortunately, Law Enforcement throughout the State, they're working together as best as they can.

But, there is not always the time, Mr. McKim, for these Police Officers to take a break. There are ways when and if there are serious critical events that there is a process. But, probably far too often they go from one call to the next. And unfortunately sometimes it happens far too often. But we try and do the best we can. And I'll just speak from myself on that.

**MR. MCKIM:** Thank you. So, it sounds as if there isn't a general Policy or any procedures that would automatically kind of kick in for Officers to be able to take a break if they could. And I just wonder if that's something that we might, as a Commission, look at putting in place. And I don't know what form that might take. But it just feels like that might be a good preventative measure for us to consider. So, with that, I will yield back my time.

**DEPUTY ATTORNEY GENERAL YOUNG:** Mr. McKim, I think Director Scippa may have some further input. So, Director Scippa?

**DIRECTOR SCIPPA:** Thank you, General Young. Just to (inaudible) with the Commissioner and Chief's thoughts, the other thing that we need to recognize is that there's generally not an opportunity for that kind of decompression to happen.

Our profession has also really kind of advanced in this area, as well, in that now, more than ever, we're recognizing that this component of decompression is vitally important to part of addressing Officer wellness, and there's a correlation that those Officers that are of sound mind and body, and thought, are the most effective Police Officers.

So, do understand that, as a profession, we are recognizing that and we are trying to advance as best that we can a kind of a (inaudible) approach to Officer wellness, to help build that resiliency, create environment where Police Officers can maintain that resiliency throughout the course of their career. But to echo the Chief and the Commissioner, a vast majority of the time, it does not get dealt with the way it should. But we're trying to get better in that area. Thank you.

**DEPUTY ATTORNEY GENERAL YOUNG:** Thank you. Ms. Castillo-Turgeon, are you still on the line?

**MS. CASTILLO-TURGEON:** Until you kick me out.

**DEPUTY ATTORNEY GENERAL YOUNG:** Yeah, I have one question. I heard the disclaimer at the beginning and I understand that you're not here as a member of the Police Commission. But could you just explain what your role is on the Police Commission and how that interacts with the community, because I think Police Commissions probably the few that are still left vary. So could you just explain to us what your experience is on the Commission and what your role is?

**MS. CASTILLO-TURGEON:** Well, I cannot speak for every Commissioner, because I've seen some Commissioners that just go sit there and do nothing, to tell you the truth. And that's supposed to be a very coveted position. But, I take it seriously.

And first, we don't have any power. So we cannot tell the Police Department, you do this or you do that. Average regular meetings we come and every single Department of the Manchester PD, so they have the Juvenile. They have Detectives. They have the S.W.A.T. They all come and give their Reports for the week.

We comment on what it is. If they need us to do something for them, like Manny Content was recently in one of the press events there on Facebook on behalf of the Commission. So, it's basically building a relationship with people in the community. But usually a lot of the times it's just really businesspeople that don't quite really need to be in a Commission as Cultural Ambassadors or any type of Ambassadors. They are the people in power anyways, to begin with. So, it really doesn't make much of a difference.

But we learn how the Police Department work. We build the relationship with the different Officers. And we try to support the Police Department in whatever it is that we can do for them. And I think my role, myself, the way I take it is doing all the stuff that I have told you about.

I went to the Academy to learn how they do what they do. When Kieran Ramsey was at the FBI, he invited me to be part of that. And he was awesome. So he invited me to the Boston (inaudible) and the Citizen's Academy. And I learned how the FBI -- because I'm eager to learn so I can translate all of that to my community, to the immigrant community. And just I am very passionate about having every segment of community count.

And a big part of my job is to fight for inclusion and acceptance of immigrants. And Police is one of the areas that we need to feel more comfortable. And at the same time, I use myself to indirectly educate the Police about immigrant issues. I don't sit them there and tell them, you do this and this, dah-dah.

But by talking about my people and talking about our issues, they learn more about the immigrant community and what troubles us, and how policing differs in other States. And so, it's just like a bridge, really.

**DEPUTY ATTORNEY GENERAL YOUNG:** And how often do you meet? Do you meet every other week?

**MS. CASTILLO-TURGEON:** We meet every single month. And right now, we just started last month meeting in the big high school cafeteria so we can do social distancing. But for three months, we did not meet, because of the COVID. So it was really weird not to meet. But we meet every single month religiously, just like the meetings with the community, the Community Advisory Board. We meet every single month for the past 10 years, except for these past three months that we have not met.

**DEPUTY ATTORNEY GENERAL YOUNG:** Well, thank you very much for your time, for all your information. It was very informative. So, with that, I will thank you. And enjoy the rest of the day.

**MS. CASTILLO-TURGEON:** Thank you. You have a good day, too. And good luck. You're going to need it.

**DEPUTY ATTORNEY GENERAL YOUNG:** Oh, thank you.

**MS. CASTILLO-TURGEON:** Bah-bye.

**DEPUTY ATTORNEY GENERAL YOUNG:** Bye. So, I let us go over a little bit, because we started late, due to technical issues. We're not going to get through Anna Elbroch's testimony and questions today. It's just not going to happen. So she is available on Friday. So the lineup for Friday will be Anna. Ken, are you still available for Friday?

**DIRECTOR NORTON:** Yes.

**DEPUTY ATTORNEY GENERAL YOUNG:** Okay. Julian, are you available for Friday?

**ATTORNEY JEFFERSON:** Yes, I am.

**DEPUTY ATTORNEY GENERAL YOUNG:** Well, Ahni, you wanted Mary Georges. Is that correct?

**DIRECTOR MALACHI:** Yes, correct.

**DEPUTY ATTORNEY GENERAL YOUNG:** So, I'm not sure that we're going to get through all that on Friday. And then, Judge Gardner, you wanted Mark Newport. But I don't think we've heard back from Mark. We're still waiting to hear back from him. So that might go into Monday. Julian, you wanted Robin Melone and Buzz Scherr, as well, correct?

**ATTORNEY JEFFERSON:** That is correct. Ms. Melone is the President of the Criminal Defense Bar, and Buzz Scherr is a long-tenured Professor at UNH Law.

**DEPUTY ATTORNEY GENERAL YOUNG:** And I believe that the Deputy Chief, Deputy Chief Testaverde from Nashua, also wanted some time. So my concern is that that's probably going to take up at least two days next week.

So, let's just sort of go through this list of what we have to get accomplished. So we sent you the outline. So we need to get feedback on the Proposed Report Outline, which is this. Kim emailed that to you. So if you could look at that and please send comments, questions, concerns, edits, if you could get those back as quickly as you can, that would be great.

And we need to get the proposed recommendations done. So that's like the absolute needs to be done by Monday at 12:00. So if you could come up with some recommendations? Julian, I know that you sent some recommendations. We have those. But if there are additional ones for that first section, which is the training curriculum, procedures, and Policies, that needs to be done, as well.

And I think we were also still trying to get Officer Rich Bergeron from Hollis to come in to talk about the School Resource Officer, because it probably seems that this is the section that we should sort of exhaust the questions and the comments about School Resource Officers. Does everyone agree with that? Yes? Okay.

So, the possible dates for next week's meeting, according to the Doodle, Tuesday at 1:00 works the best; Wednesday at 9:00, followed by Friday at 9:00. So, Joseph, I think that we scheduled these times and then you might have got onto the Doodle and it didn't work for you. Can you make any of these next week, Joseph, or should we try to...

**MR. LASCAZE:** Yes. I'm going to be at all of them.

**DEPUTY ATTORNEY GENERAL YOUNG:** You're okay?

**MR. LASCAZE:** Yeah, I don't know what happened. But I'm going to be at all the meetings.

**DEPUTY ATTORNEY GENERAL YOUNG:** Okay. All right. I just didn't want you not to make any next week, because you're here religiously. And you participate. So working around your schedule a little bit.

**MR. LASCAZE:** Yeah. No problem. I will be here. Thank you.

**DEPUTY ATTORNEY GENERAL YOUNG:** Okay. So any other comments before we sort of move on? Okay. Oh, go ahead, Ahni.

**DIRECTOR MALACHI:** Very quickly, moving on is determining what we're doing next week?

**DEPUTY ATTORNEY GENERAL YOUNG:** Oh, no, moving on is...

**DIRECTOR MALACHI:** Oh, okay.

**DEPUTY ATTORNEY GENERAL YOUNG:** So I think that we still have not exhausted this section. So we can't move onto the next section. So I think what we have to get through are Anna Elbroch, Ken, Julian.

**DIRECTOR MALACHI:** Julian, yeah.

**DEPUTY ATTORNEY GENERAL YOUNG:** We're going to try to get to Mary.

**DIRECTOR MALACHI:** Okay.

**DEPUTY ATTORNEY GENERAL YOUNG:** That's probably not going to happen until next week, Mary. Then, Judge Gardner wanted Mark Newport, who's been with Portsmouth for probably over 20 years, Judge, right? He's been a long-time Police Officer there. And then, we have to get to Robin Melone, to Buzz Scherr, to Jim Testaverde, and then the School Resource Officer. That gives me heart palpitations, because I think that that probably takes up Friday and all of next week. But we got to get it done.



**DIRECTOR MALACHI:** Yes. And are we looking at keeping just two days for next week or three days for next week?

**DEPUTY ATTORNEY GENERAL YOUNG:** I think three for next week.

**DIRECTOR MALACHI:** Okay, perfect. That was my hope. Okay.

**DEPUTY ATTORNEY GENERAL YOUNG:** And then, I think probably we have to honestly assess maybe on the second meeting next week if we have to add days the following week, or if we have to expand the time of these.

**DIRECTOR MALACHI:** Thank you. Okay, very good.

**DEPUTY ATTORNEY GENERAL YOUNG:** So we should start to do that. But at least we have Friday. So I made a goof-up in the beginning. I took the roll call of the Minutes without asking if somebody wanted to move them. So why can't we just -- does anybody want to approve the Minutes that we already approved? Can I have a Motion on that? Okay. So, Chief Edwards and can I have a second? Lieutenant Morrison, and we've already taken the Minutes, no need to -- or the roll call, no need to do redo it, correct? So, then, I think we can move on. Do I have a Motion to Adjourn?

**DIRECTOR NORTON:** Oh, can I...

**MR. MCKIM:** Question first.

**DIRECTOR NORTON:** This is Ken.

**DEPUTY ATTORNEY GENERAL YOUNG:** Yeah. Go ahead, Ken.

**DIRECTOR NORTON:** Thanks. I'm a little bit confused about where we are, process-wise, and just wanted to clarify a couple things. First, I'm unclear if we're still on training, or whether we've moved into community. And go ahead.

**DEPUTY ATTORNEY GENERAL YOUNG:** So, I think you wanted to loop back, right? You had a training piece. Was that your piece, Ken?

**DIRECTOR NORTON:** Yes. I mean, I've been signed up since almost the beginning.

**DEPUTY ATTORNEY GENERAL YOUNG:** I know. So, I think we were trying to get people from outside in, because the Committee Members are here.

**DIRECTOR NORTON:** Sure.

**DEPUTY ATTORNEY GENERAL YOUNG:** So we're still on the (c) section, 3(c), which is the state of relationships between Law Enforcement and the communities they serve. That's where we are. We haven't moved to the (b) section yet. We were hoping to do that, but we haven't gotten there yet. And I think everybody who's asked for a speaker to come in is still on this section. Am I correct?

Julian, I had some questions about Robin and Buzz. But I sort of looked at how you captioned it. And then, I still thought that they were in the (c) section.

**ATTORNEY JEFFERSON:** Yes, I think there might be a little bleeding over. But, yes. Yeah. It'll be still on that section.

**DEPUTY ATTORNEY GENERAL YOUNG:** We're still on 3(c), knowing that we have to loop back for you, which is part of the training. So, we've asked for recommendations on the training, knowing your piece is still out there. Does it make sense to put you first on Friday?

**DIRECTOR NORTON:** Well, I guess my other question is that we talked about asking for an extension. I heard the Governor say at a press conference when he was asked, relative to that, that he would be willing to honor an extension, but that he expected a Report of low-hanging fruit was his term, by the 31st. So I'm wondering where we are at with that and whether it makes sense for us to stop and focus on recommendations relative to training, so that we have something to provide, or whether there has been no formal exchange between us the Governor, or what the expectations are.

**DEPUTY ATTORNEY GENERAL YOUNG:** So I know that Chairman MacDonald has had some conversations over there. So we could finish what we have on Friday, because we had Anna Elbroch who was on for today. We've pushed her until Friday. We could do that on Friday. You could get the recommendations in on Monday. And then, we could start to have those conversations on Tuesday with a hope to get them there by Friday. So I can take a roll call on that, if that's what people want to do. Sort of stop to put at least those recommendations on paper, if that makes sense to the group. So, Ken, are you proposing that formally?

**DIRECTOR NORTON:** I will. But I guess I'd like some dialogue amongst us about what other people's understanding or expectations, or desires are.

**DEPUTY ATTORNEY GENERAL YOUNG:** Okay. Ahni?

**DIRECTOR MALACHI:** My understanding is that's what we were going to do. I think last week -- Julian, correct me if I'm wrong -- I think we had a conversation amongst us here that we would, as we were moving forward with the community portion, we were going to, once Ken was done with his testimony, then start working on, which is what this framework is that we were emailed, to start working on the framework for the first section, which was training, so that we could submit recommendations for that. However, continuing to move forward with the other sections, as well as asking for more time to finish those; I thought that's what we agreed upon.

**ATTORNEY JEFFERSON:** Yes, and that was my understanding, as well. But to Director Norton's point, we never formally put that out there. So I think we need to put a formal Motion out there to say that we will strive to get these recommendations to the Governor by the 31st on the Police training issues. And I think we're in a good position to do that.

And also ask the Governor for an additional 30 days, just because we have to get through testimony of these next subjects and give those recommendations. And it's just impossible for us to do it in the initial timeframe. So I think we need to put that forward as a formal Motion to the Governor, so that either we will be able to finish this work, as long as he allows us to, or we will not.

**DEPUTY ATTORNEY GENERAL YOUNG:** So, on Friday, do you want to still have the presenters? Or do you want to start sort of getting that first section done?

**DIRECTOR MALACHI:** If I could be so bold, I think if the Friday people are already scheduled, especially the ones that have waited, I think it would be unfair to not have them do Friday. If they are "new people" that haven't been in the queue for very long, if they need to be pushed to the following week, then I would offer we do that, but at least to get through those that have been waiting, and then move us forward.

I think the only thing we could do really is, close to the end of Friday's testimony, reassess where we are to determine who's going to be on Tuesday. It's like the baseball game. Who's on first? If we reschedule individuals for Tuesday or if we use that time to deliberate to begin the completion of the homework that we have that's due on Monday.

**DEPUTY ATTORNEY GENERAL YOUNG:** Okay. So Anna Elbroch has been sort of in the queue and then Ken. So we could try to accomplish those two, get those done. Then, if we have a little time on Friday, we could start. And then, we could at least use Tuesday and Wednesday next week to deliberate over the recommendations that we're going to get in on Monday. Does that make sense?

**DIRECTOR MALACHI:** Yes. But Julian, are you in this same section? Or are you training?

**ATTORNEY JEFFERSON:** No, no. I'm much more community relations. So I am more than fine being pushed. I'm 100% onboard with that.

**DIRECTOR MALACHI:** Okay.

**DEPUTY ATTORNEY GENERAL YOUNG:** And I apologize for not having been here at one of those meetings last week. So, John, do you have a question or a comment?

**DIRECTOR SCIPPA:** Thank you. I just wanted to make sure that if particularly Attorney Jefferson, I didn't know if there was going to be some information coming from his testimony relative to training. I would suggest that any speaker, anybody who needs to testify that's going to speak directly to the training piece, we try to get them in on Friday so that we can start the deliberation next week. And then, we will have all the testimony at least for the training portion. And that would just be my suggestion.

**DEPUTY ATTORNEY GENERAL YOUNG:** James?

**MR. MCKIM:** So, thank you. This goes to my question. What is our deadline for the preliminary Report? We keep talking about a Monday. Is it this coming Monday? Or is it a week from Monday? Or what's the interim deadline we're trying to meet here?

**DEPUTY ATTORNEY GENERAL YOUNG:** So, on Monday, the 27th, at noon, we want proposed recommendations regarding the training portion. So that section appears, except I think for Ken, to have been fully exhausted. Is that correct? We've had the testimony. We've had public comment. And Ken, that's what your piece goes to, correct?

**DIRECTOR NORTON:** Yes.

**MR. MCKIM:** So does that mean that we're not really going to be able to have any deliberations around proposed recommendations for Monday at noon, if we're taking testimony on Friday and we're not meeting again until Tuesday?

**DEPUTY ATTORNEY GENERAL YOUNG:** So they would be your proposed recommendations. And I think what we would do would be on Tuesday and Wednesday, we would discuss those recommendations. So we'd gather everybody's recommendations here. And then, we would put them back out for further discussion.

**MR. MCKIM:** But that wouldn't be until Tuesday, which is after the deadline on Monday?

**DIRECTOR MALACHI:** Mr. McKim, the Monday deadline that I was referring to is information from an email from Kim to us as a Commission requesting any notes and changes, and such that we have to her on Monday by noon, not something for a completed project yet.

**MR. MCKIM:** Thank you. Great, thank you.

**DIRECTOR MALACHI:** Yeah, I apologize.

**DEPUTY ATTORNEY GENERAL YOUNG:** And I think if we have these recommendations on the first section, then we can say, here's our work. We will be able to replicate this on the other two sections. We will just need additional time beyond the 31st, because this is a vast project. And the last thing we want -- right? I mean, we have the timer now. But we let people go and we let people ask questions. We certainly don't want to sort of shortcut the product that we're going to put out. But I think we just need a little product upfront to say, here's a sample of what you'll get if we have more time. Does that make sense?

**MR. MCKIM:** It does. So, to Chief Scippa's comment about making sure that we have all of the testimony on the training piece, do we feel comfortable that we could get all the testimony in the training piece by the end of Friday?

**DIRECTOR MALACHI:** It's my understanding I think Ken is the only one that has not provided testimony. So we've heard from all of the community members have testified. And Ken has been patiently waiting to allow outside, I guess if you want to say, community people to provide their testimony. And Ken is the last one that would wrap it up, unless there's something new.

**DEPUTY ATTORNEY GENERAL YOUNG:** Correct. And I'm not aware of another new piece. Judge Gardner?

**JUDGE GARDNER:** I was wondering, perhaps, should we take the witness list out-of-order and have Ken testify first, so that we are sure that his testimony gets in before Tuesday -- or Monday, rather?

**DEPUTY ATTORNEY GENERAL YOUNG:** Sure. Yeah. We can tell Anna Elbroch that we will let her know when she's up. And we start at 9:00, correct?

**ATTORNEY JEFFERSON:** Yes.

**JUDGE GARDNER:** I believe so.

**DEPUTY ATTORNEY GENERAL YOUNG:** Ken, how long do you anticipate that your testimony will take?

**DIRECTOR NORTON:** I'm going to stay within the five minutes or close thereof. And I'm fine with Anna Elbroch going first on Friday, because she has been scheduled. And I'm prepared to make a Motion, if that makes sense, at this point.

**DEPUTY ATTORNEY GENERAL YOUNG:** Sure. Go ahead, Ken.

**DIRECTOR NORTON:** Okay. My Motion would be that we continue on Friday with the testimony, as schedule, of Anna Elbroch and myself. And if there's remaining time on Friday, we will begin to process amongst ourselves recommendations relative to training, that we would submit our draft recommendations for training by Monday at noon. And then, on Tuesday and Wednesday, we would not schedule any further testimony, and we would leave those times to sort through our recommendations in the hopes that we could have some type of initial recommendations for Friday. I'm not going to make something about the extension with the Governor. Maybe that would be a separate Motion.

**CHIEF EDWARDS:** I'll second that.

**DEPUTY ATTORNEY GENERAL YOUNG:** Okay. Commissioner Quinn?

**COMMISSIONER QUINN:** Yes.

**DEPUTY ATTORNEY GENERAL YOUNG:** This is the roll call. Director Malachi?

**DIRECTOR MALACHI:** I think I'm still a little unclear. My apologies. Ken, what you're saying is you and Anna testify on Friday of this week. And then, after you two finish, then we begin discussing training. We, as individual Commissioners, will email in our suggestions to Kim by noon on Monday to, then, deliberate as a group Tuesday and Wednesday to complete the recommendations that we have to submit to the Governor by the 31st of July deadline -- recommendations in training. Do I have that correct?

**DIRECTOR NORTON:** Yes.

**DIRECTOR MALACHI:** Okay. Then, yes.

**DEPUTY ATTORNEY GENERAL YOUNG:** Director Scippa?

**DIRECTOR SCIPPA:** Yes.

**DEPUTY ATTORNEY GENERAL YOUNG:** President McKim?

**MR. MCKIM:** Yes.

**DEPUTY ATTORNEY GENERAL YOUNG:** Judge Gardner?

**JUDGE GARDNER:** Yes.

**DEPUTY ATTORNEY GENERAL YOUNG:** Lieutenant Morrison?

**LIEUTENANT MORRISON:** Yes.

**DEPUTY ATTORNEY GENERAL YOUNG:** Chief Dennis?

**CHIEF DENNIS:** Yes.

**DEPUTY ATTORNEY GENERAL YOUNG:** Thank you. Ken, you made the Motion. Mr. Lascaze?

**MR. LASCAZE:** Yes.

**DEPUTY ATTORNEY GENERAL YOUNG:** Attorney Jefferson?

**ATTORNEY JEFFERSON:** Yes.

**DEPUTY ATTORNEY GENERAL YOUNG:** And Eddie, you seconded the Motion, correct?

**CHIEF EDWARDS:** (Thumbs up).



**DEPUTY ATTORNEY GENERAL YOUNG:** Okay. And I vote yes, as well. Any other business that we need to take up?

**DIRECTOR NORTON:** Yes, this is Ken again.

**DEPUTY ATTORNEY GENERAL YOUNG:** Okay.

**DIRECTOR NORTON:** I would like to make a Motion that the Attorney General formally request the Governor for an extension beyond the July 31st deadline, and with the caveat that we will have an initial set of recommendations regarding training by July 31st.

**DEPUTY ATTORNEY GENERAL YOUNG:** Do you propose a time for that extension, knowing where you are in 45 days?

**DIRECTOR NORTON:** Well, maybe we could have conversations about that. And maybe these Motions are going in reverse order, because if we've not had a formal okay from the Governor yet and he says he's expecting more from us by July 31st, then maybe we need to reconsider what we're doing next week.

**DEPUTY ATTORNEY GENERAL YOUNG:** So what's your current Motion, to seek an extension?

**DIRECTOR NORTON:** Yes.

**DEPUTY ATTORNEY GENERAL YOUNG:** How long?

**DIRECTOR NORTON:** Can we have discussion among Commission Members?

**DEPUTY ATTORNEY GENERAL YOUNG:** Sure. Julian?

**ATTORNEY JEFFERSON:** I would say 60 days, given the time it's gotten us to get through this topic. I think 60 days is reasonable. It's not 90, but it's also not 30. It puts some pressure on us. But it is also, I think, something that's feasible.

**DEPUTY ATTORNEY GENERAL YOUNG:** Ahni?

**DIRECTOR MALACHI:** Maybe to add to what Julian offered is since we're moving through at a nice clip, in terms of the community portion, maybe ask for the 60 days, but then have a second Report at the end of 30 days, potentially, and then another Report, you know what I mean? So we will take one section at a time. We're asking for a longer amount of time. But we will try to give Reports every 30 days, potentially.

**DEPUTY ATTORNEY GENERAL YOUNG:** On each section?

**DIRECTOR MALACHI:** Correct, as we go, because we can see how deep and detailed the amount of depth and the number of questions. And some people have to resubmit or submit additional testimony to answer some of the questions that we've asked. So, maybe if the group is amenable to a Report every 30 days potentially, we might be able to do it.

**DEPUTY ATTORNEY GENERAL YOUNG:** Any other questions/comments? Chief Dennis, do you have a -- Joseph?

**MR. LASCAZE:** One quick thing is, so if we're saying that we would hear a section and then at the -- so we would hear a section, all presentation, all public testimony, and make a recommendation all within 30 days for each remaining section, is that what my understanding is?

**ATTORNEY JEFFERSON:** Yes.

**DIRECTOR SCIPPA:** General, is there a Motion? Was that in a formal Motion? And if so, I would second that. I think it's a good idea, and I think it shows the Governor that we are being responsible, moving forward, and trying to accomplish this in a timely manner, and also in a thoughtful weigh, and give everyone a chance to weigh in. But I think that demonstrates our part. So I would second that.

**DEPUTY ATTORNEY GENERAL YOUNG:** So, I think Ken framed it, but I think it just has to be fine-tuned based on the other comments. So let me just repeat, if I'm hearing this correctly, that the Motion will be to ask for a 60-day extension from when it was due. That, after 30 days, you would do the Report out on the recommendations on the next section that we're currently on, which is 3(c), the current state of relationships between Law Enforcement and the communities they serve, and potential steps that could be taken to enhance these relationships. So that would be reported out 30 days after the deadline.

And then, the final 30 days, we would move onto the section that we have not yet addressed, which is 3(b), state and local procedures related to the reporting, investigation of Police misconduct, and potential reforms which may include, but are not limited to, development of a uniform statewide system for the reporting, investigation, and punishment of Police misconduct. So that would be the last Report out, which would be 60 days from the initial due date. Is that my understanding of what was proposed and then refined, Ahni?

**DIRECTOR MALACHI:** Yes, to answer your question. But, do we need more time for that last piece, Commission Members?

**DEPUTY ATTORNEY GENERAL YOUNG:** Joseph?

**DIRECTOR MALACHI:** Maybe that one needs 45 days versus 30 days for that last one.

**MR. LASCAZE:** I do think that that last section, there's going to be a deeper dive into that section. And I think that we probably, to be safe, should look at a longer extension than 30 days on that one.

**DEPUTY ATTORNEY GENERAL YOUNG:** James, did you have a comment? I saw your hand go up.

**MR. MCKIM:** I had a comment and another question. I'm wondering. We've already begun hearing testimony on 3(c), on the relationship. So I'm wondering if it really will take us 30 days to handle that. My other question is, we do have a section (d). And one of the things that I've mentioned that I would love to hear some more about is the whole funding piece of the puzzle. And I think we've sprinkled some questions in here and there about funding. But I'm not sure that we're going to get the clarity that I'm interested in through just the other two sections. So I'm curious to hear what other folks think about that.

**DEPUTY ATTORNEY GENERAL YOUNG:** So, Chief Edwards, and then we will go Commissioner Quinn. Eddie? Oh, no, Eddie.

**CHIEF EDWARDS:** Sorry, as I think about this, it is really a reflection of how often we convene. Our timeline's extended by how often we convene. So we really need to put some structure around how often we're going to meet to make a 30-day timeframe or a 60-day timeframe, because if we go back to meeting once a week, it's going to extend it. If we're meeting twice or three times a week, we're (inaudible).

**DEPUTY ATTORNEY GENERAL YOUNG:** Commissioner Quinn, you had a comment or a question?

**COMMISSIONER QUINN:** Just to comment for Mr. McKim, as I started to say, Chief Dennis, Director Scippa, Chief Edwards and I have met. And we met for over an hour discussing how we can kind of lay out in fairly straightforward fashion some approximate costs of these recommended trainings. So, I think what we would like to do -- and we will work together. We will continue to work after this call -- is try and get that to the Commission, so that you understand what these recommendations might cost. So we're working on that. And we have been, James.

**DEPUTY ATTORNEY GENERAL YOUNG:** I'm going to come back to you. Julian, a question, and then...

**ATTORNEY JEFFERSON:** Yes. So I would just say for the purposes of today's Motion, I would suggest that we just keep it as it is. That doesn't limit us from further visiting things in the future. But I think this is a strong, clear, and succinct Motion that has the best chances of getting our Governor onboard of giving us more time. And if events arise in the future, let's deal with them then.

If this section takes less than 30 days, then just gives us an opportunity to have more time to do other things. So I would say let's just leave it as it is. And we can move forward with further Motions as things develop.

**DEPUTY ATTORNEY GENERAL YOUNG:** Ahni?

**DIRECTOR MALACHI:** I concur. That was basically what I wanted to say to Mr. McKim, that if it only takes us 15 days because we've used some of the time, then it's just that much more time we can spend on this next section. So you give back and you get a little more on the other side.

**DEPUTY ATTORNEY GENERAL YOUNG:** Questions/comments on that?

**DIRECTOR NORTON:** This is Ken and I just want to concur with what Chief Edwards said. I think we need to meet on a regular basis, if we're going to move forward. And perhaps I also agree with what Ahni said. I mean, I anticipate that, when we get into misconduct, and what Joseph said, that we're going to have a lot more people that are going to want to come forward, and we're going to have a lot more difficult discussions among ourselves. And we need to have time for that. So, maybe we can begin to identify who those folks are, even though we know that that's not going to happen for a bit, and also whether we anticipate more community testimony than the ones that you've already outlined at this point.

**DEPUTY ATTORNEY GENERAL YOUNG:** So, before we have Ken refine the Motion, anybody else have any other questions, comments, suggestions? Okay. Let's see if we can get through this. So, Ken, do you want to refine your Motion, and then we will see if we can get somebody to second it?

**DIRECTOR NORTON:** Sure. That we have the Attorney General request from the Governor a 60-day extension for our work as a Commission; that we anticipate having a set of recommendations at the end of the first 45 days, relative to training, and that we will work to have a second set of recommendations at the end of the first 30-day extension, relative to community...

**ATTORNEY JEFFERSON:** Director Malachi, you're muted, if you were talking.

**DEPUTY ATTORNEY GENERAL YOUNG:** Ken, I think you froze there for a minute.

**DIRECTOR NORTON:** I just kind of ran out of...

**DEPUTY ATTORNEY GENERAL YOUNG:** Oh, relationships, I think the word is "relationships". We should know that because of Eva.

**DIRECTOR NORTON:** No. Yeah, do we need something beyond that 30-day Report? Am I missing something in the Motion?

**DEPUTY ATTORNEY GENERAL YOUNG:** Julian?

**ATTORNEY JEFFERSON:** Yeah, so I think there was a little bit of a problem with the wording on the Motion. So, if I can, with your indulgence, Ken, take a stab at it and see if this accurately reflects everything?

So, the Motion would be to ask the Attorney General to request the Governor to give us a 60-day extension to complete all of our work. We will have a draft set of proposals of recommendations on Police Policy, training, and procedures by July 31st. We will have, within 30 days of our extension, initial recommendations in regards to community relationships. And then, we are asking for an additional 30 days after that, so 60 days in total, in which we would have recommendations to the Governor in regards to the last section, which is allegations of Police misconduct and any potential reforms around how to best handle that issue.

**DIRECTOR NORTON:** I'd second it, Ken.

**DEPUTY ATTORNEY GENERAL YOUNG:** Okay. So, Julian, you made the Motion. Ken, you second the Motion, correct?

**DIRECTOR NORTON:** Yeah.

**DEPUTY ATTORNEY GENERAL YOUNG:** So, Commissioner Quinn?

**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:** President McKim?

**MR. MCKIM:** Yes.

**DEPUTY ATTORNEY GENERAL YOUNG:** Judge Gardner?

**JUDGE GARDNER:** Yes.

**DEPUTY ATTORNEY GENERAL YOUNG:** Lieutenant Morrison?

**LIEUTENANT MORRISON:** Yes.

**DEPUTY ATTORNEY GENERAL YOUNG:** Chief Dennis?

**CHIEF DENNIS:** Yes.

**DEPUTY ATTORNEY GENERAL YOUNG:** Mr. Lascaze?

**MR. LASCAZE:** Yes.

**DEPUTY ATTORNEY GENERAL YOUNG:** Thank you. Chief Edwards?

**CHIEF EDWARDS:** Yes.

**DEPUTY ATTORNEY GENERAL YOUNG:** Okay. Any other matters that we need to take up?

**DIRECTOR MALACHI:** Because we need to go to lunch after this.

**JUDGE GARDNER:** I hate to extend this, but I have a question. Is it okay if I kind of chime in?

**DEPUTY ATTORNEY GENERAL YOUNG:** Sure.

**JUDGE GARDNER:** Okay. I was wondering. I know we all have other work to do. Is there any way we can schedule a evening session, too, just because I cannot leave my -- I can't keep on continuing Dockets. And so, I just wondered if perhaps when we do the deliberation, have one evening session so that we can all be present, just putting it out there. But if you can't, I totally understand, as well.

**DEPUTY ATTORNEY GENERAL YOUNG:** Okay. So we have the dates scheduled for next week. But we could try to see if we could rework one of those, maybe the Tuesday one.

**JUDGE GARDNER:** No, not for next week, that's fine. Next week, I'll miss just one.

**DEPUTY ATTORNEY GENERAL YOUNG:** All right.

**JUDGE GARDNER:** But, maybe going forward, just in the future, not for every deliberative session, but maybe just one out of a few, just so I can maybe join in and not have to reschedule my Docket. So that's the only thing. Thank you.

**DEPUTY ATTORNEY GENERAL YOUNG:** Thank you. Lieutenant Morrison, do you have a question?

**LIEUTENANT MORRISON:** I did. I was just going to ask if we have confirmation on how many Commissioners are going to attend the training. I just don't want the training to interfere in our schedule Director Scippa has arranged.

**MR. LASCAZE:** I will be attending the training.

**DIRECTOR MALACHI:** Isn't that August 5th and 6th, though? So I'm sorry. I'm so out-of-order.

**LIEUTENANT MORRISON:** We're going to be stretching into that, though. So, I just wanted to make sure.

**DIRECTOR MALACHI:** I mean, I'm open to a combination of day and evening. It's fine with me. Or even if we get to a point where we have to kind of stack something, where we have a few hours during the day, and then something on that same day in the evening, my schedule, I have made it flexible so that I can do whatever the Commission needs done. I know everybody doesn't have that flexibility.



**DEPUTY ATTORNEY GENERAL YOUNG:** Any other issues to discuss? Would anybody like to make a Motion to Adjourn? Okay. Well, Joseph, you went fast. That's the first. Seconded by Eddie. That was record time. So, Attorney Jefferson?

**ATTORNEY JEFFERSON:** Yes.

**DEPUTY ATTORNEY GENERAL YOUNG:** There's been a Motion and a second to adjourn.

**ATTORNEY JEFFERSON:** Yes.

**DEPUTY ATTORNEY GENERAL YOUNG:** Ken?

**DIRECTOR NORTON:** Yes.

**DEPUTY ATTORNEY GENERAL YOUNG:** Chief Dennis?

**CHIEF DENNIS:** Yes.

**DEPUTY ATTORNEY GENERAL YOUNG:** Mark?

**LIEUTENANT MORRISON:** Yes.

**DEPUTY ATTORNEY GENERAL YOUNG:** Judge Gardner?

**JUDGE GARDNER:** Yes.

**DEPUTY ATTORNEY GENERAL YOUNG:** James?

**MR. MCKIM:** Yes.

**DEPUTY ATTORNEY GENERAL YOUNG:** Director Scippa?

**DIRECTOR SCIPPA:** Yes.

**DEPUTY ATTORNEY GENERAL YOUNG:** Ahni?

**DIRECTOR MALACHI:** Yes.

**DEPUTY ATTORNEY GENERAL YOUNG:** Commissioner Quinn?

**COMMISSIONER QUINN:** Yes.

**DEPUTY ATTORNEY GENERAL YOUNG:** Okay. And I will say yes, as well. We will get the schedule out for Friday, once we unravel it here. And I will see you all bright and early on Friday. Bye, guys. Have a good night.

**MR. MCKIM:** Thank you.

**DIRECTOR NORTON:** Thank you.

**CHIEF DENNIS:** Thanks, everyone.

**ATTORNEY JEFFERSON:** Thank you.

**DIRECTOR MALACHI:** Bye, everybody.

(Meeting adjourned.)