

**Commission on Law Enforcement Accountability, Community and Transparency**

**Meeting Minutes for July 22, 2020**

Meeting held via videoconference at the Attorney General's Office in Concord, NH.

Deputy Attorney General Jane Young called the meeting to order at 12:38 p.m. and reminded participants that the meeting was being recorded.

Members were then asked to introduce themselves and state their present location for the record.

**Deputy Attorney General Jane Young** - from the Department of Justice with Kim Schmidt, Annie Gagne, and Nicole Clay

**Robert Quinn, DOS Commissioner** - Concord, NH

**Ahni Malachi, Executive Director, NH Commission for Human Rights** – Penacook, NH

**John Scippa, Director of Police Standards and Training Council** – Exeter, NH

**Rogers Johnson, Chair of the Governor's Advisory Council on Diversity and Inclusion** – absent

**James McKim, President of NH NAACP** - Goffstown, NH

**Sawako Gardner, Justice of the NH Circuit Court** – Dover, NH

**Mark Morrison, New Hampshire Police Association** – Londonderry PD

**Charlie Dennis, NH Chief Association** – Hanover, NH

**Ken Norton, Executive Director of NAMI** – Penacook, NH

**Joseph Lascaze, NH ACLU representative** – Bedford, NH

**Julian Jefferson, Criminal Defense Representative** – Manchester, NH

**Ronelle Tshiela, public member and BLM organizer** - absent

**Eddie Edwards, public member** – Dover, NH

The Deputy Attorney General requested the approval of the July 14<sup>th</sup>, 2020 minutes and July 16<sup>th</sup>, 2020. A roll call vote was taken and the votes were recorded as follows:

Deputy Attorney General Jane Young – abstain (16<sup>th</sup>), Y

Commissioner Robert Quinn – Y

Director Ahni Malachi – Y

Director John Scippa – Y

Chairman Rogers Johnson – absent

President James McKim – Y

Justice Sawako Gardner – abstain both

Lt. Mark Morrison – Y

Chief Charlie Dennis – Y (14<sup>th</sup>), abstain (16<sup>th</sup>)

Director Ken Norton – Y

Mr. Joseph Lascaze – Y  
Attorney Julian Jefferson – Y  
Mr. Eddie Edwards – Y  
Ms. Ronelle Tshiela – absent

The Deputy Attorney General covered the list of participants today. We will start with Lt. Carlos Camacho, then Eva Castillo, Anna Elbroch and end with Ken Norton. The Deputy reminded the commission members about the McKim rule governing testimony and question times. Additionally, we will address proposed recommendations and next week meetings plans.

### **Lt. Carlos Camacho, Nashua Police Department (testimony on website)**

Work to make sure juveniles stay out of the justice system and will train officers on juvenile justice issues. Class teaches officers about adolescent youth and minority young and behavior. Valuable for officers to get to know kids and build relationships, all kids are good kids. Have partnered with SAG and NAACP to have conversations in community about race relations. Have classes at the adult learning center for new residents on police relations.

- Eddie Edwards – Importance of DMC coordinator position
  - o Every state is mandated to have one, previously coordinator passed away but worked on training, with juveniles, diversity issues, etc.
- Eddie Edwards – Mirror Project, elaborate on that
  - o Class taught to police officers at academy and MPD and NPD. Programs currently taught to youth at 8<sup>th</sup> grade, looking to expand to older and younger generations.
- Julian Jefferson – Committee, stake holders, police officers?
  - o Non-profits, police officers, stake holders, anyone in the public
- Julian Jefferson – what kind of recommendations do you have for us
  - o Implicit bias, get officers into positive roles, help kids get used to talking to officers. Training officers to be role models, positive influences.
- Julian Jefferson – can you speak to best way for more discretion on officers decision to arrest
  - o NPD doesn't get too involved in minor incidents, try to use discretion. Need to stay positive, give kids breaks.
- Julian Jefferson – minimum in service hours increase, what are your thoughts
  - o The more training the better. Important to mandate and help smaller agencies with training. Diversity training is important. Understands that funding is always an issue.
- Julian Jefferson – youth training program, should it be rolled out to all agencies
  - o Mirror project opens eyes to kids who never speak to officer, ask questions. Agencies should have it, you are putting officers in front of juveniles. Could positively impact for the rest of their lives.
- Joseph Lascaze – different cultures, please explain

- Juveniles have different cultures, learn from social media and music, etc. Officers have own culture and important to get to know various cultures.
- Joseph Lascaze – population trend chart, have you noticed disparity in juvenile arrests and detention centers
  - Yes, notice a lot of minority kids, but can see the disparity. Still a lot of work that needs to be done. Lower than national average, but want to be 1:1.
- Joseph Lascaze – any evidence or factors that lead to these disparities that we can refer to in order to correct and change
  - Education is our #1 tool to use, train officers. More positive interactions. Getting officers involved in afterschool activities and youth programs.
- Ken Norton – does the SAG educate regarding mental illness
  - Talked about having a grammar school portion for younger kids. Partnered with BAGC to spend time with younger kids, but closest work they’ve done.
- Ken Norton – more likely that youth of color would be arrested rather than directed to mental health professional
  - That’s the reason for a committee with a bunch of different people from officers to judges etc. so they can help direct kids in a more positive direction
- Ken Norton – SROs in Manchester and Nashua take the course
  - Not sure about MPD, believes NPD have
- Chief Dennis – Effective Police Interaction with youth, created by NPD?
  - CT state advisory group, NPD has taught it more time in NH than anywhere else
- Chief Dennis – If other agencies want to take training, how do they get in touch?
  - SAG, contact info in testimony
- Chief Dennis – do you have train the trainer programs?
  - Yes.
- Lt. Morrison – what type of resources dedicated to this program
  - EPI full day training. Mirror Project, two uniformed officers – blocks 3 hours of time
- Lt. Morrison – yielded positive results?
  - Yes, had kids come back and tell group how effective has been
- Lt. Morrison – have you experienced better relationships?
  - Yes
- Judge Gardner – do you have a plan to expand this Mirror Project to other law enforcement in the state
  - Yes, that’s the plan. Hard to move forward without the coordinator.
- Judge Gardner – do you have any of the materials from what Andrew Smith had for his trainings
  - Yes, will forward.
- Judge Gardner – when you have presented this, do you take in account where the individuals reside
  - Numbers reflect where arrested.
- James McKim – what is the cause of the disparities highlighted on chart
  - Social economic issues, where do all our minorities reside

- James McKim – where might we look for explanations of disparities in rural areas
  - o PDs can elaborate on communities
- James McKim – where does the funding come from for these programs and trainings
  - o Command staff understands importance. SAG does have funding.
- Director Scippa – do you think these programs should be mandatory training for all SROs
  - o Yes
- Director Scippa – every officer would benefit, will reach out offline to get this to all officers in NH
- Commissioner Quinn – how could the DMV help (drivers license), how could we train, can we speak offline and learn more
  - o Conversations, reaching out to the community, bring in DMV to explain, educate cultures
- Julian Jefferson – SROs, can you engage with communities without having officers stationed at schools
  - o Very important to find right officers at the school and have right policy in place to deal with situations. Officers should be there as role models, counselors.
- Joseph Lascaze – responding to McKim about disparities, are you suggesting POC commit more crimes
  - o No, just explaining more people in one place means more crimes
- Eddie Edwards – programs being taught by uniformed officers helps humanize them, DMC is very important and will be addressing shortly

**Eva Castillo, Manchester Police Commissioner (testimony on website)**

Every 7<sup>th</sup> grader has gone through the Mirror Project in Manchester schools. Very big on building relationships with communities, with officers. We all have our own biases, we need more personal connections. Training won't do much without the connections. The Chief can have the best intentions but we need to do more community outreach and building, then put disciplinary measures in place for not following policy.

- James McKim – worth a recommendation for more community outreach
  - o Yes, but biases and concerns still exist. We filter the world through our own experiences.
- James McKim – if able to find funding, would you support leaders in community as go-betweens
  - o Yes, for the right people.
- Judge Gardner – do you have any recommendations from your experience that we could benefit from
  - o We do have biases in our society, we need to invite these protestors and listen (it may not be pretty) but we can grow from it and learn.
- Chief Dennis – we know training is important, but individual attitude of officers and culture are important; relationships are key

- Ken Norton – how to bring people in community that have distrust in police to serve on force
  - o Mirror project is helpful, but it's going to take a generation for people to understand and open to relationships
- Joseph Lascaze – community members and why they have issues calling PD, are you aware of any police practices that make it difficult to trust PD
  - o They hear and accent and their demeanor changes, other than that nothing specific
- Joseph Lascaze – shouldn't need community advisors, people should feel comfortable calling PD
  - o Agreed
- Julian Jefferson – do you think having a community review committee would be beneficial to review police misconduct?
  - o A good effort to have someone outside of PD, people need to be held accountable and need to be aware of having a bias as officer
- Julian Jefferson – would help building trust?
  - o Not sure.
- Julian Jefferson – if we had community ambassadors, do you think that would help improve messaging?
  - o Should be done by the police. These are people used to being ignored, when someone takes time to say “hey I see you” and make an effort to understand culture. Have to build a relationship.
- James McKim – would like to hear about decompression time between calls from Chiefs
  - o Chief Dennis – the smaller agency, the fewer resources; can be worked on maybe not always accomplished
  - o Commissioner Quinn – we don't always have the time, it's a balancing act
  - o Director Scippa – as a profession, working towards building resiliency and maintain throughout course of career
- Jane Young – explain role on Commission and how that interacts with community
  - o We have no power, can't tell PD what and what not to do. Departments provide reports, they are advocates, they build relationships with officers and support PD as needed, educate police about immigrants
- Jane Young – how often do you meet?
  - o Every month.

What we need to get through:

Anna Elbroch  
 Ken Norton  
 Julian Jefferson  
 Mary Georges  
 Mark Newport  
 Robin ~~Malone~~[Melone](#)

Buzz ~~Shear (sp?)~~ Scherr  
Deputy Chief Testaverde

Please send comments/edits on outline to Kim Schmidt ASAP. Need to get proposed recommendations (training section) by Monday, July 27th at 12:00 p.m. Officer Rick Bergeron on SROs. The next meeting will be Friday, July 24<sup>th</sup> at 9:00 a.m.

Circling back to minutes, Eddie Edwards moves to approve the minutes from the July 14<sup>th</sup> and July 16<sup>th</sup>, 2020 minutes. Lt. Morrison seconds the motion. Approval of both minutes carries.

Motion by Ken Norton to continue Friday with testimony as scheduled (Anna Elbroch and himself) then if time, consider recommendations on training which would be due Monday at noon. Tuesday and Wednesday would be discussion of recommendations and not scheduled testimony to complete recommendations on training to Governor by Friday, July 31st. Seconded by Eddie Edwards. A roll call vote was taken on the motion and the votes were recorded as follows:

Deputy Attorney General Jane Young – Y  
Commissioner Robert Quinn – Y  
Director Ahni Malachi – Y  
Director John Scippa – Y  
Chairman Rogers Johnson – absent  
President James McKim – Y  
Justice Sawako Gardner – Y  
Lt. Mark Morrison – Y  
Chief Charlie Dennis – Y  
Director Ken Norton – Y  
Mr. Joseph Lascaze – Y  
Attorney Julian Jefferson – Y  
Mr. Eddie Edwards – Y  
Ms. Ronelle Tshiela – absent

Motion carries.

Motion by Ken Norton that the Attorney General request additional time from the Governor. Julian Jefferson suggests an additional 60 days with Director Malachi adding that at the end of 30 days, we have a report on each section. The motion will be to ask for 60 day extension from due date, after 30 days would produce report on next section (3C), the final 30 days would discuss and report on final section (3B). Refining the motion, Ken Norton moves (final revisions by Julian Jefferson) to have Attorney General request 60 day extension. We anticipate a set of recommendations at the end of 45 days regarding training, a second set of recommendations at the end of the first 30 days regarding community relationships. The remaining 30 days would result in a report on police misconduct. Ken Norton seconded motion

Deputy Attorney General Jane Young – Y  
Commissioner Robert Quinn – Y  
Director Ahni Malachi – Y  
Director John Scippa – Y  
Chairman Rogers Johnson – absent  
President James McKim – Y  
Justice Sawako Gardner – Y  
Lt. Mark Morrison – Y  
Chief Charlie Dennis – Y  
Director Ken Norton – Y  
Mr. Joseph Lascaze – Y  
Attorney Julian Jefferson – Y  
Mr. Eddie Edwards – Y  
Ms. Ronelle Tshiela – absent

Motion carries.

Judge Gardner questioned whether we could schedule an evening session in the future. The commission will look into this.

Lt. Morrison asked how many people will be attending the training Director Scippa has arranged and the commission discussed.

The Deputy Attorney General requested a motion to adjourn. So moved by Mr. Joseph Lascaze and seconded by Eddie Edwards. A roll call vote was taken on the motion to adjourn and the votes were recorded as follows:

Deputy Attorney General Jane Young – Y  
Commissioner Robert Quinn – Y  
Director Ahni Malachi – Y  
Director John Scippa – Y  
Chairman Rogers Johnson – absent  
President James McKim – Y  
Justice Sawako Gardner – Y  
Lt. Mark Morrison – Y  
Chief Charlie Dennis – Y  
Director Ken Norton – Y  
Mr. Joseph Lascaze – Y  
Attorney Julian Jefferson – Y  
Mr. Eddie Edwards – Y  
Ms. Ronelle Tshiela – absent

The meeting was adjourned at 3:42 p.m.