

GENEVA COMMUNITY COMPACT

Geneva Community Compact Steering Committee Minutes

Geneva Lakefront Welcome Center
Tuesday, December 17th 2019

Present:

Mark Gramling, Clr. At Large
Linda Whitley
Daniel Haynes
Sage Gerling, City of Geneva
Michele Barrett, GHRC
Victor Nelson, AAMA
Chief Michael Passalacqua, GPD
Erica Collins, City of Geneva

ABSENT:

Carol Maxon, Courtyard Tenants Association
Lucile Mallard, NAACP

Linda Whitley read aloud the following mission statement:

"It is the mission of the Geneva Community Compact Steering Committee to foster mutual respect regardless of ethnicity, gender, gender expression, sexual orientation, religion and abilities, repudiate racial and cultural bias and strengthen the City's workforce diversity by drawing on the talents of all segments of the community."

1. Public Comment

- a. Charles King, Resident
- b. Tom Burrell, Councilor-elect

2. Approval of Minutes – November 19th, 2019

- a. Adding mandates attachment to minutes from 11/19/2019
- b. Motion to approve minutes from November 19th 2019 moved by Mark Gramling, 2nd by Victor Nelson.

3. Agenda Items

- a. 2020 Priority discussion continued
 - i. Including Det Matt Colton who is a Fair and Impartial Public Safety instructor to the Police Cultural Awareness/Training Subcommittee with Linda Whitley, Daniel Haynes, and Erica Collins as well as attending Compact Meetings to provide insight and help with FIP and other trainings for the Police Department.
 - ii. Next steps for Police Cultural Awareness/training is to schedule said meeting mentioned in above for after the

holiday to brainstorm next steps for FIP and other police trainings as well as follow up from 2017 FIP training.

- iii. Sage Gerling mentioned, at the next Compact monthly meeting we will have the first draft of the complaint form as well as a sample brochure for review from the Center of Dispute Settlement.
- iv. Victor Nelson reports there is no update on circles, Lucile Mallard was working on a circle discussions strategy with Kim Reisch from the Center for Dispute Settlement. Due to scheduling it has been placed on hold.
- v. Sage Gerling mentioned, putting focus on one priority as a collective group vs. splitting up into subcommittees to tackle multiple issues.
- vi. Looking at the most current Memorandum of Agreement the compact currently has in place, there is no end date like the original MOA. It states for the compact to review annually to amend or dissolve the agreement as a group. Which is important so we can align with our shield exercise and help resolve not being on the same page as the community and the frustrations that go along with that.
- vii. Discussion on whether compact continues as is, or changes, or looks different going forward. At times the community sees the compact of having a different mandate then it does.
- viii. As a collective group going through the mandate to point out the accomplishments thus far for the compact and what needs work.
- ix. Citizens Police Academy was a task; due to lack of applications it has been canceled 2 years in a row. Sage Gerling wanted to note we need more community leaders help with improving on helping to get the word out for that, to get it back up and going.
 1. Potential youth academy 8-12th grade in works, similar to citizen academy but gear towards the youth. Probable start up in July, more details as they come.
 2. Will try to start up Citizens Academy again for fall.
- x. Community engagement; developing outreach programs to improve community and police relations. Examples are attending local meetings of community groups, walking the 'beat' in a positive way, conducting 'ride a longs' etc. these things have been done on a small scale but needs more involvement from community partners.

- xi. Recently GPD took part in "Coffee with a Cop" event at Canandaigua Wegmans which was a success. Chief Passalacqua reaching to organizer of the event on how to get event done here in Geneva details to follow as things get finalized.
- xii. Complaint process; as mentioned above currently on the journey with updated complaint form and getting more outreach with a brochure for it. Compact will dive in and look at other things they'd want to do as we move along.
- xiii. Police Cultural Awareness/training; Implicit bias annual training but is not annual unless there are needed or necessary updates that officers have to be sent to, to bring back to the department. Conversation with this subcommittee will continue once subcommittee meets.
- xiv. Recruitment efforts; have happened and increased. Hiring of another Hispanic officer has taken place. Potential hiring of an African American officer in the process. Due to hiring process, could be timely but efficiently and as thorough as possible.
 - 1. Recruitment event was helpful, GPD seen 15 individuals, out of 15, there were 5 signed up for test, and 3 who passed test. Due to their score they aren't 'reachable' currently, but it was helpful that they were able to stay in touch and track once sessions took place.
 - 2. Note: 'Not reachable' means their score was too low on civil service list to be eligible for Chief to reach out to them. But down the road they could pop back up within the year or so.
- xv. Recruitment board; has been stalled due to new council appointments, but hope to get it back up in year 2020.
 - 1. For now, Jennifer Slywka (Director of HR for the City) does push out testing announcements and openings to compact to send out to others as well.
- xvi. Formal and informal resolutions; we have not moved forward with the City Court or the mediation process, but we do have the Center for Dispute to help offer mediation between a resident and an officer more potential updates as it starts.
- xvii. Sage Gerling, mentioned the City becoming a Trauma informed organization which comes with a lot of cultural awareness training of the staff.

- xviii. Compact has representation across the board, we do lack representation from Courtyard Tenants Association, and Delivering Word Church.
- xix. Sage Gerling, asked compact if we would like to move forward in 2020.
 - 1. Summarizing discussion; members have agreed to move forward with compact. Just needing to narrow down and focus on one piece at a time to learn more and make impactful changes.
 - 2. Focusing on getting the police officers to really get to know the community as well as the community really getting to know the police officers to really try to build a meaningful strong relationship.
- xx. In summary of the MOA the compact has in place:
 - 1. Amend
 - 2. Update
 - 3. Edit
 - 4. Possibly add more signatories and/or remove groups
- xxi. Action Items Recap
 - 1. Erica Collins to schedule subcommittee meeting for Police Cultural Awareness/training.
 - 2. Feedback on the complaint process.
 - 3. Review MOA; suggestions, edits, suggestions for new signatories.
- xxii. Erica Collins presented copies of the NYS Human Rights Division application to go over with compact just as GHRC has and help in case a resident would like to fill one out.

4. Adjournment

5. Next Meeting: February 18th, 2020; Chairperson, Daniel Haynes; Location Finger Lakes Welcome Center