

# Commission on Racial & Ethnic Disparity in the Criminal Justice System

## MINUTES

### March 15, 2010 Meeting

#### *Persons Present:*

*Judge Lubbie Harper, Jr. (Chairperson), Aileen Keays (IMRP), Andrew Moseley (BOPP), Ann-Marie DeGraffenreidt (DCF), Glenn Cassis (AAAC), Hakima Bey-Coon (OVA), Jeanne Milstein (OCA), Maureen Price-Boreland (CPA), Pat Hynes (DOC), Preston Tisdale (OCPD), Shawna Johnson (Judicial), Tracey Gove (House of Reps).*

Meeting commenced at 12:45 pm

- I. Welcome
- II. Report on JJAC's training *Effective Police Interactions with Youth*
  - a. Aileen Keays and Deb Fuller attended the training in January. Ms. Keays discussed their impression of the training.
    - i. The training provided a lot of statistics on the disparity problem in CT
    - ii. Seemed to be an eye opener for the officers at the training
    - iii. A lot of interactive activities which kept attendees' attention
    - iv. Has a good reputation amongst police departments
    - v. Only potential negative was that it seemed to be more geared toward suburban police and youth interaction rather than urban.
      1. Bridgeport officer who has been working the night shift for over a decade complained it wasn't relevant to the scenarios she encounters
  - b. Andrew Moseley and Hakima Bey-Coon both attended the training on another day
    - i. The people in their training seemed most affected by the photographs of the same youth dressed very differently and therefore judged very differently, yet the same youth
      1. Not to make assumptions based on one's appearance
    - ii. Noticed change in officer's perception as the day progressed.
      1. Began day with "I need to make assumptions, I'm an officer and that's what I need to do"
- III. Working Group Updates
  - a. Education, Training and Cultural Competence Working Group (Tracey Gove)

- i. The Working Group met several times and decided to focus on issues related to cultural competence.
  - ii. Discussed sending out questionnaires to determine the key players and what concerns people have about cultural competence.
    - 1. Ideally would report back to key stakeholders in each area to inform them of the issues/concerns in their area.
  - iii. Need to determine what cultural competency is. Great idea but big undertaking.
    - 1. Suggestion: narrow your focus to something that's attainable.
    - 2. Robyn Oliver provided some templates/documents she's used
  - iv. Had originally planned on the Fall as potential date for some findings but time is moving fast so may push it back
  - v. Also doing inventory on what other groups are doing: trainings, etc: DMHAS, NAMI, Judicial, Multicultural Leadership Institute in Middletown
    - 1. Suggestion: contact Jodi Hill at DCF
  - vi. Judicial has a cultural competency group. They are having the same issue identifying what cultural competency is
    - 1. Want to create a curriculum that is useful but 1<sup>st</sup> need to define it.
    - 2. A lot of organizations have cultural competency groups but they're disjointed and define it differently
    - 3. Suggestion: may want to consider Working Group's goals and objectives when defining cultural competency for your group
- b. Media Working Group (Maureen Price-Boreland)
- i. Tried to use the suggested outcomes and goals that were developed by the Commission
  - ii. Narrowed to three: 1. steps that will lead to accomplish of the .....; 2. To look at things like # of pos stories; 3. # of mug shots of minorities versus Caucasians in comparison to # of those arrested
  - iii. Process for trying to get at this is to enlist Central and their Communications students to conduct a study
  - iv. 2<sup>nd</sup>: Create policy on consistent use of mug shots, then determining if policy is something want to review and make recommendations on
  - v. 3<sup>rd</sup> area: facilitate collaboration between media and community members
    - 1. During conference, Dave Ward of Ch. 3 was there. Group tried to get in touch with him through Deb Fuller to see if he could assist them.
  - vi. Could work with Ch. 3 to increase awareness of implicit bias but would want to do something more systemic

1. Do that by working with students at CCSU; media personnel must learn their tactics at school. Also, have the data collected by CCSU students prior to meeting with Dave to have something concrete to present
  2. Look at other projects/policies that may have been conducted elsewhere that address the same thing
  - vii. Suggestion: Have initial meeting with Communications professor and students to bounce ideas off of them & to create methodology together
  - c. Pre-arrest, Prevention, Diversionary and Community-based Programs (Ann-Marie DeGraffenreidt)
    - i. Met last December; next meeting was cancelled
    - ii. Tried to narrow scope; need to get in touch with Deb to learn more about the intended scope of their work.
    - iii. Also want to make sure not overlapping with other area groups.
    - iv. Suggestion for IMRP and Commission as whole: Put together a list of other agencies/organizations working on the same thing.
- IV. Update on the April 15<sup>th</sup> Joint Training with Professor Kang
- a. August of 2007 discussed one of the initiatives of the Commission being a joint training.
    - i. Met with Kevin Kane and Susan Storey, both were very interested.
    - ii. Working on it for 2 yrs now; finally coming to fruition.
  - b. Will be at Quinnipiac University.
  - c. Room for 220 people: 100 defenders, 100 state's attorneys. Other 20 will be for police chiefs. Will try to fill all slots with police officers, but depending upon response from officers may be able to open it up to Commission members.
    - i. Will be videotaping the training
    - ii. Suggestion: Live stream with CT-N
  - d. Reviewed draft outline of the program.
    - i. Prof Kang is "beyond good"
  - e. Hope if get high-ranking police officials the awareness may trickle down.
  - f. A lot of times the bias is unconscious
- V. Annual Report
- a. The report will cover a two-year time period between 2007-2009
  - b. Draft should be complete by the end of next week
- VI. Other Business
- a. An article discussing the evaluation of Waterbury's PAL program will be printed in the April edition of Police Chief Magazine.
  - b. The Faculty Senate Diversity Committee and Office of Diversity and Equity at CCSU are hosting "Moving Forward – The Social Justice and Diversity Forum". The keynote speaker for the event will be Professor

Ron S. Sullivan Jr., who is the Director of the Criminal Justice Institute at Harvard Law School

- c. DOC's incarceration rates by town was briefly reviewed
  - i. Juvenile rates are the same
- d. Lynn Kerwin of Bridgeport Police Department has been very active in disparity issues – may be able to get her for the joint training
- e. Many people on the coast of CT have asked Preston when we're having our next conference
  - i. It made an impact

VII. Adjourned at 1:23 pm