

Police Reform and Reinvention Collaborative

August 3, 2020



Overview

Governor's Executive Order 203 was issued June 12, 2020.

Requires the chief executive of each local government to convene the head of the local police agency, and stakeholders in the community to develop a reform plan.

Local legislative bodies shall ratify or adopt such plan by local law or resolution, as appropriate, no later than April 1, 2021

- Executive Order 203 **requires** that the chief executives consult with the following stakeholders **at a minimum**:
 - Membership and leadership of the local police force
 - Members of the community with emphasis in areas with high numbers of police and community interactions
 - Interested non-profit and faith-based community groups
 - The local office of the district attorney
 - The local public defender
 - Local elected officials



Overview

- **The Reform Plan Must Address:**
 - The use of force by police officers
 - Crowd management
 - Community policing
 - Implicit bias awareness training
 - Procedural justice; any studies addressing systemic racial bias or racial justice in policing
 - De-escalation training and practices
 - Law enforcement assisted diversion programs
 - Community-based outreach and conflict resolution
 - A transparent citizen complaint disposition procedure
 - Hot spots policing
 - Focused deterrence
 - Crime prevention through environmental design
 - Violence prevention and reduction interventions
 - Model policies and guidelines promulgated by the New York State Municipal Police Training Council; and
 - Standards promulgated by the New York State Law Enforcement Accreditation Program.



Funding and Guidelines

- **Must ratify the plan by April 1st in order to continue receiving state funding**

Current NY State funding for Corning Police Department

Child Passenger Safety Program	\$ 1,400
Seatbelt Mobilization Enforcement	\$ 5,900
<u>Police Traffic Services</u>	<u>\$13,275</u>
Total	\$20,575

- **Not quite clear if non-compliance means a loss of just police funding or other additional state funding**
 - Guidelines to be issued by the Division of the Budget and the department of Criminal Justice Service (DCJS)



Executive Support Services

- **Corning Incorporated has assigned Dawn White** to assist with program management and change management expertise.
- Ms. White will provide assistance with helping **design and manage the process through April 2021**

Professional Background:

- 9 years with Corning Incorporated; 7 year Air Force veteran, with 25+ years total of experience across the healthcare, automotive, and technology industries
- Led several corporate-wide initiatives as either the program manager or change management leader.
- Certified Project Management Professional (PMP), Change Management Professional (PROSCI), and Performance Excellence Six Sigma Black Belt & Lean Belt. Earned a Bachelor of Science Degree in Business Administration from Elmira College and a Masters of Business Administration from Ithaca College, and is currently a PhD candidate in Organizational Development & Change at Bowling Green State University
- Avid community volunteer who actively supports several local non-profit groups. Passionate about teaching, coaching, and mentoring business teams.

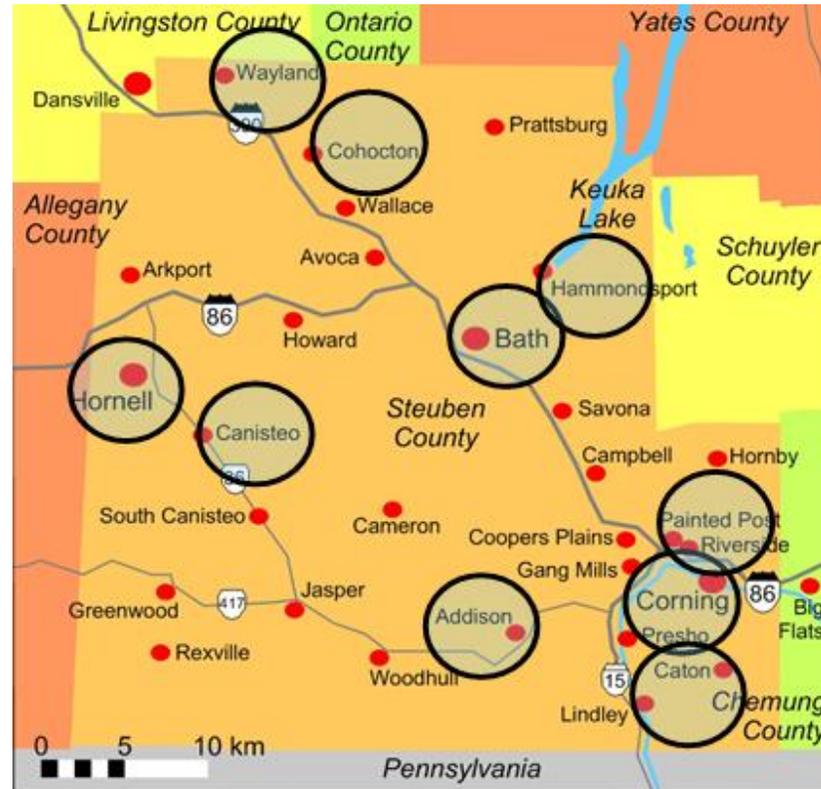


Dawn White, PMP, BB, CMP
Program Manager
Corporate Development



Collaborative Approach

- To pass police reform that is **effective and meaningful to the community**, we will go beyond the Governor's minimum requirements
- We have **partnered with the Steuben County Sheriff's Office** and agree to collaborate with other agencies throughout Steuben County and have our plan **serve as a model**



Confirmed Opt-in partners:

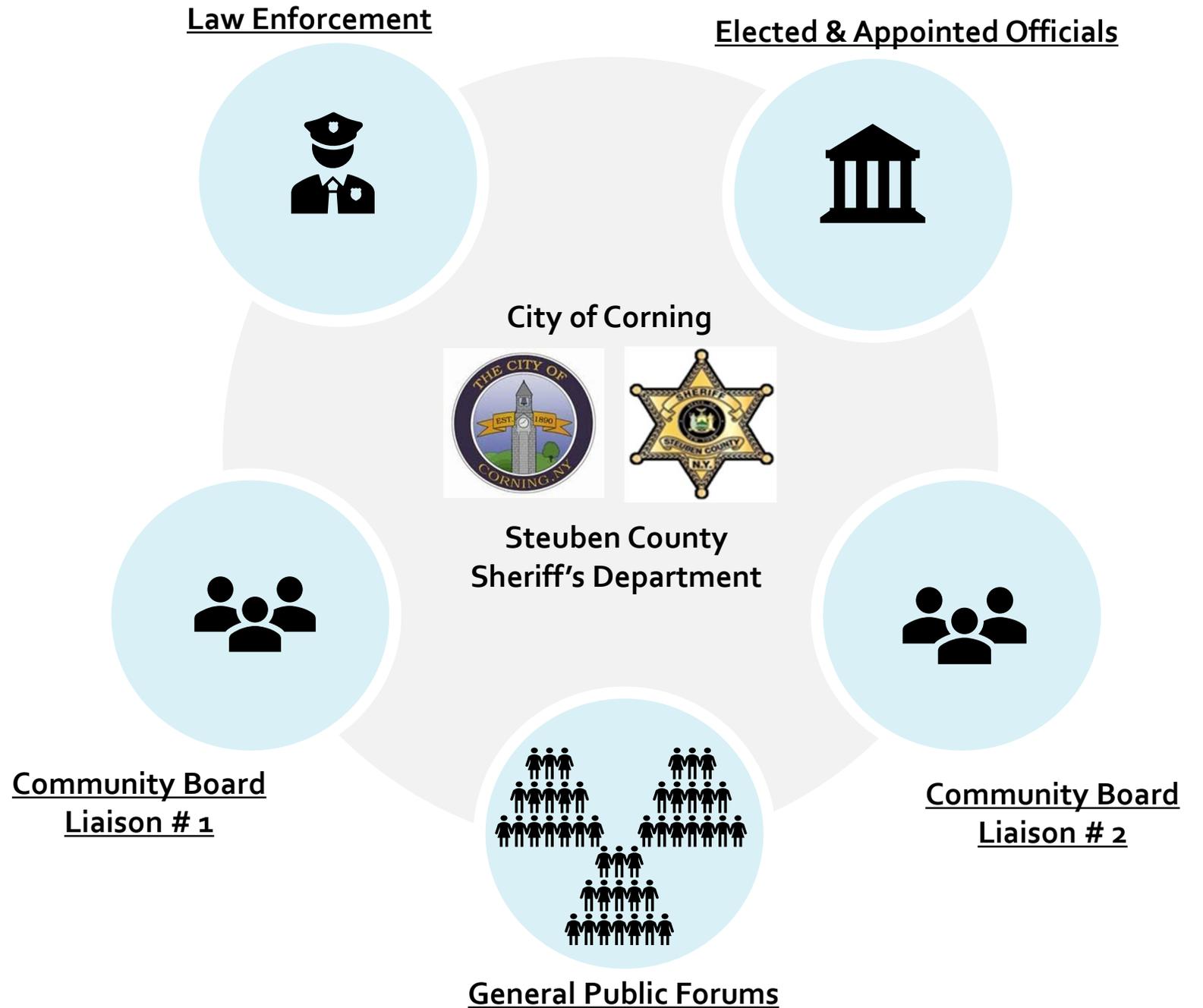
- | | |
|---------------------|-------------------------|
| Village of Addison | Village of Hammondsport |
| Village of Bath, | City of Hornell |
| Village of Canisteo | Village of Painted-Post |
| Town of Cohocton | Village of Wayland |

* Sheriff covers 32 towns without a full-time police dept

Forming the
**City of Corning & Steuben County
Police Reform Collaborative**
across the county ensures small
municipalities & police departments
are not left behind!



Team Members & Key Stakeholder Groups



Team Members & Key Stakeholder Groups

Law Enforcement

- Chiefs of Police (Bath, Canisteo, Corning, Hornell)
- Officers in Charge (Addison, Caton, Cohocton, Hammondsport, Painted Post, Wayland)
- Sheriff's Office (covers 32 towns in Steuben county without full-time police departments)
- Police Union Officials
- Police Officers
- CCC Peace Officers
- CCC Police Academy

Community Board Liaison#1 City of Corning

- Arbor Development (Domestic Violence Shelter)
- Arnot Medical Services
- CCC Diversity Office
- Corning – Painted Post School District:
- Corning Incorporated – ORESU/CBEN/Corning Enterprises
- Corning Chamber of Commerce – Youth Professionals
- Family Services Society/Youth Center
- Gaffer District
- Guthrie Hospital & Outpatient Care Center
- NAACP Elmira-Corning Chapter
- Friendship Baptist Church
- Faith to Face Ministries:
- VFW Post 524
- United Way of the Southern Tier
- Wegmans
- World Kitchen (Corelle Brands)



Elected & Appointed Officials

- City & Village Mayors
- Corning City Council
- City Councils (others)
- County Legislatures
- County Manager
- District Attorney
- Public Defender
- Town Supervisors
- Town & Village Boards

Community Board Liaison#2 Steuben County

- Allston (Hornell)
- Alfred State University
- American Legions (Bath, Canisteo, Hornell)
- Arnot Health (Ira Davenport)
- Bath VA Medical Center
- Bath-Haverling School District
- Catholic Charities
- Casa Trinity Addiction Services
- Church's across All Municipalities
- Dresser Rand (Painted Post)
- Gunlocke (Wayland)
- Hornell School District
- Hope Church (Painted Post)
- Mercury Corp (Hammondsport)
- Potter's Hand (Hornby)
- St James (University of Rochester-Hornell)
- VFW – (Cohocton, Hammondsport, Wayland)
- Volunteer Fire Departments
- Wegmans (Hornell)
- Walmart (Hornell & Painted Post)
- Youth in Government

Roles & Responsibilities

Corning City Manager

- ❑ Responsible to develop and present a reform plan to the City Council for ratification and subsequently **submit certification to the governor's office.**

Sheriff

- ❑ Responsible to ensure a reform plan is developed for the Sheriff's Department and shall **submit the plan to the Legislature for ratification & certification**
- ❑ Assist and drive county opt-in partners to customize their own police reforms

Core Working Group

- ❑ Responsible for ensuring a detailed program **plan is defined and executed in a collaborative manner** with county government & law officials. Assess potential project risk and plan mitigation actions.

Program Manager / Consultant

- ❑ **Leads the team through the process** and handles the day to day management of the project. Ensure change management considerations are brought forth and managed across the project.
- ❑ Provide support to opt-in partners as needed.

Stakeholder Groups

- ❑ Attend meetings and represent interest of their organizations and community by **actively providing input towards recommendations**

General Public

- ❑ Attend public forums and **provide input**



Council Consultation

Recognize this city and county is entering into a ground-breaking collaboration to make real change happen.

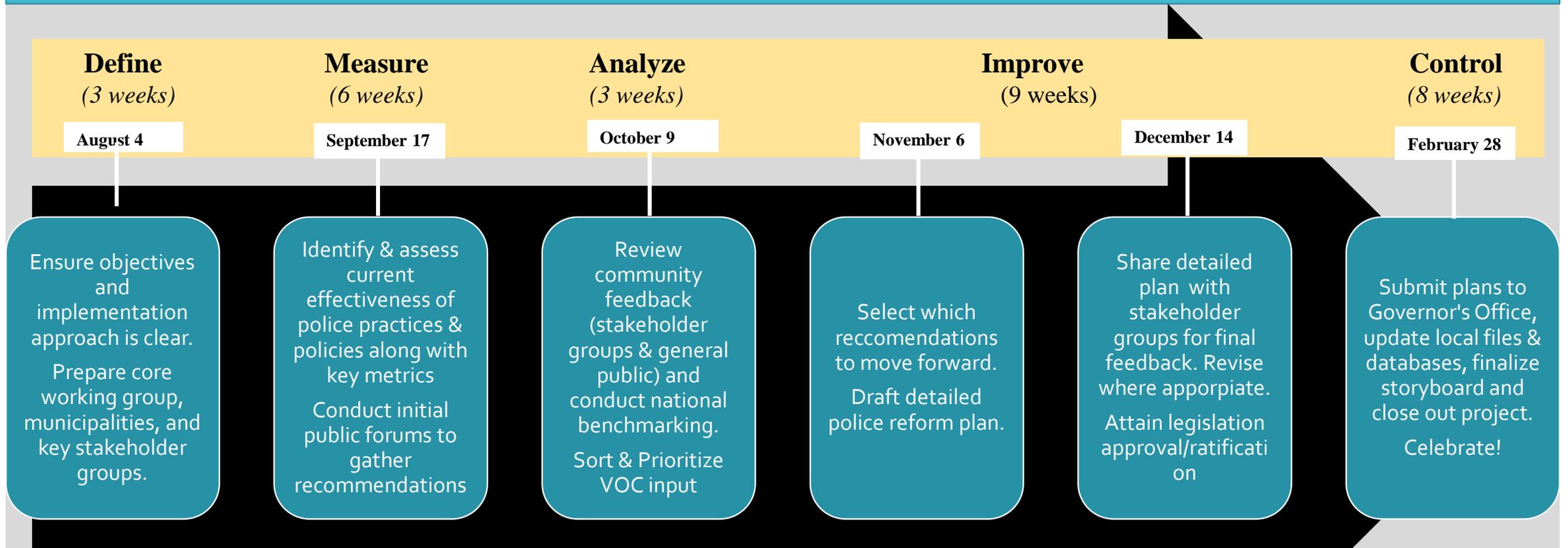
What we accomplish here in Corning, NY and Steuben County can be a blueprint for other small communities to follow.

Provide input on areas required to be addressed, per the Executive Order

Participate in consultation sessions

Ratification of final plan

Implementation Approach / Timeline



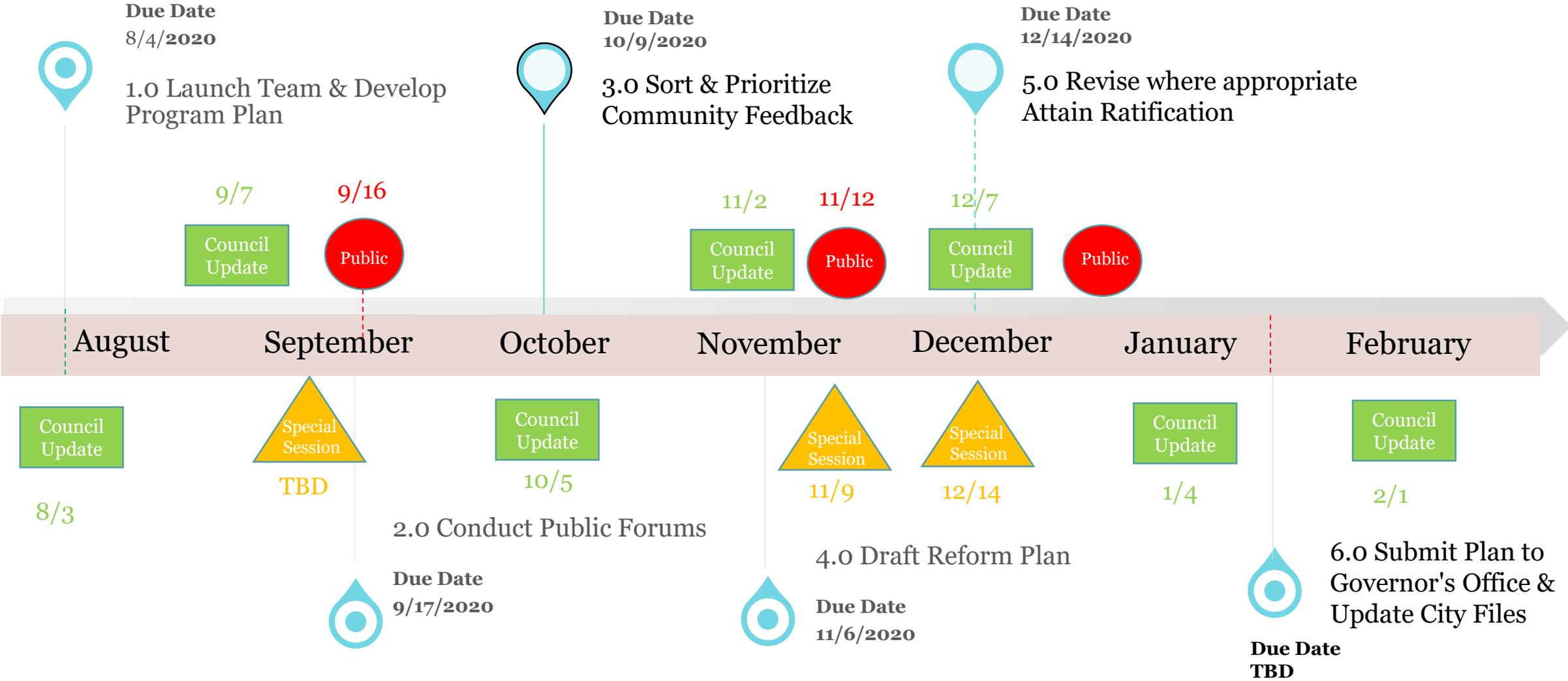
The project will follow Corning's Performance Excellence DMAIC Methodology

- Core working group will meet as needed to move through stages
- Council will be updated after each stage
- Any changes to the known objectives and state mandate that materially affect project scope, schedule or deliverables will be escalated for mitigation immediately



Milestones & Communication

- ❖ Tollgate will be held with the Corning City Council after each stage
- ❖ Project progress will be communicated to key stakeholders via government website updates, news channels, and social media outlets



Thank you!

