



Police Reform and Reinvention Collaborative
Village of Ossining, New York

matrix 
consulting group

Project Overview

- ◆ New York Executive Order 203 provided the impetus for organizing a thorough review of policing.
- ◆ The process was collaborative, involving a Working Committee comprised of local residents which met several times to discuss the process and the development of suggested recommendations.
- ◆ Subcommittees were created to increase the focus on specific reform areas.
- ◆ Extensive input was received through:
 - Stakeholder interviews
 - Six community meetings
 - An online survey
- ◆ In these public meetings the Village Board will receive input on the results of this process and will provide its Police Reform plan to the State.

Suggested Recommendations

Governance and Oversight

- ◆ Remove OPD representation on the CPCRB, for a total of five civilian seats, with one alternate.
- ◆ Consider hiring an outside investigator to review complaint cases.
- ◆ Change the Village Charter and the Westchester County Police Act to create a new police board of commissioners that provides more general oversight of police policies and operations.
- ◆ The OPD should make regular reports to the Police Commission on a variety of metrics.

Suggested Recommendations Policies

- ◆ In order to increase transparency and to better inform the public, police department policies should be posted online.
- ◆ The department should adopt bias-free policing policies.
- ◆ To reduce the perception of cooperation, the department should modify its general orders so that OPD officers will not respond with ICE unless they are called to the location.

Suggested Recommendations

Internal Operations

- ◆ Work with Westchester County, neighboring communities and non-profit agencies to develop a mental health, homeless and substance abuse crisis response unit.
- ◆ Provide officers with crisis intervention training to improve response.
- ◆ Create a voluntary response registry which would assist emergency communications and responders.
- ◆ Implement new or improved existing community policing efforts including police officer liaisons with community groups, improved and more meaningful presence in Ossining schools.
- ◆ Develop a public awareness campaign in both English and Spanish to explain the OPD's role with respect to ICE activities.
- ◆ Develop an officer mental health program that includes counseling with a tele-therapy option, and an early intervention program.

Suggested Recommendations

Hiring and Training

- ◆ Increase diversity in department hiring and promotional processes.
- ◆ Work with Ossining High School to start a program to introduce high school students to the Ossining Police Department.
- ◆ The Police Department should develop a multi-year training plan that includes greater emphasis on:
 - Anti-racism in policing
 - Implicit bias
 - De-escalation
 - Procedural justice
 - Cultural competency
 - Handling protests
 - Crisis intervention training

Next Steps

- ◆ The project team will review the suggested recommendations in the Police Reinvention Collaborative reform report in public sessions – this one being the first of three.
- ◆ In addition, comments can continue to be received via:
 - Email – Ossining@matrixcg.net
 - Telephone hot lines
 - * English: 866-262-9756
 - * Spanish: 888-958-1384
- ◆ The Village Board will adopt a Reform Plan in March and will submit it to the State by April 1st