

CITY COUNCIL  
CITY OF NEW YORK

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TRANSCRIPT OF THE MINUTES

Of the

COMMITTEE ON PUBLIC SAFETY JOINTLY  
WITH COMMITTEE ON JUVENILE JUSTICE

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HELD AT: Committee Room - City Hall

B E F O R E: DONOVAN J. RICHARDS  
Chairperson

ANDY KING  
Chairperson

COUNCIL MEMBERS:

- Adrienne E. Adams
- Justin Brannan
- Fernando Cabrera
- Andrew Cohen
- Chaim Deutsch
- Vanessa L. Gibson
- Rory I. Lancman
- Menchaca
- I. Daneek Miller
- Keith Powers
- Ydanis Rodriguez
- Paul Vallone
- Inez Barron
- Mark Gjonaj

Robert Holden  
Mark Levine  
Bill Perkins

## A P P E A R A N C E S (CONTINUED)

Eric Cumberbatch, Executive Director,  
Office for Prevention of Gun Violence

James Essig, Assistant Chief  
New York Police Department

Michael Lipetri, Assistant Chief  
New York Police Department

Shanduke McPhatter, Founder  
Gangsters Making Astronomical Change

Wendy Calderon-Payne  
Bronx Connect

Iesha Sekou, CEO and Founder  
Street Corner Resources

Juan Ramos

Kay Bain, Executive Director  
Community Capacity Development

Pamela Hight, NYC Resident, Gun Violence  
Survivor

Oressa Napper-Williams, NYC Resident, Gun  
Violence Survivor

Carolyn Dixon, NYC Resident, Gun Violence  
Survivor

Huge Haywood, NYC Resident

Andre Brown  
Rock Safe Streets

Javier Lopez  
Redhook Initiative

Ife Charles, Director  
Center for Court Innovation

James Dobbins, Assistant Director of  
Community Affairs  
Lincoln Hospital



SERGEANT-AT-ARMS: Test. Test. This is the Committee on Juvenile Justice and Public Safety. September 9th, 2019 in the committee room and this is Sergeant Owen Katowski [sp?].

[gavel]

CHAIRPERSON RICHARDS: All righty. Good morning. Good morning to everyone. I am Council member Donovan Richards from the 31st at district and I am the chair of the Public Safety Committee. Today, I am joined by Council member King who is the Chair of the Juvenile Justice Committee, as well as Council members Holden, Brannan, Rodriguez, Menchaca, Levine. Am I missing anyone? Okay. No. All righty. So, we are here today to talk about a subject that is, at once, tragic and heart breaking, also, in some ways, hopeful. Gun violence has plagued our most vulnerable communities for decades. I'm sure there are survivors of gun violence who will join us today, people who have themselves been victims of gun violence or lost loved ones took on violence. And I'm sure they will remind us of their loss and the pain and the brutal unfairness that is brought all of us here today. I call him myself,

lost a childhood friend when I was 19 and that is a big part of the reason that I am here today, as Erica Ford walks in who have done a lot of this work. She knew my best friend. Like one of my best friends, Darnell Patterson, who, unfortunately, was murdered at 19 years old. A young man with a lot of promise, was no different than me, but, unfortunately, was murdered outside of his home. And so, I always say to victims of gun violence, many of us who have felt that pain that the way to deal with the pain is certainly to get out there and do something about it. And that means joining the cure violence groups. That means doing work around advocacy. That means read doubling down and making sure we are doing some mentoring for young people in our neighborhood. March 13th Darnell would have been 37 of this year. He would've been 37. So, it's personal to me. The month why, today, even as I reflect upon those we have lost and the reasons we lost them, part of me feels hopeful. In 1990, we lost over 2000 of our brothers and sisters to gun violence. Last year it was less than 300. As recently as 2013, we were stopping and frisking and arresting hundreds of thousands more people than we are today, but today we

are safer than we have been in decades. I'm hopeful because that means we, as a society, are finally learning how to deal with this problem. Instead of treating violence with more violence, we are treating it with empathy and understanding and hope. Treating it with our humanity. And I think there are a few people here today to tell us that it is working. The administration witnesses who will testify today from the Mayor's Office of Preventing Gun Violence and from the New York City Police Department, these folks are finding new ways to interrupt the endless cycle of killing in retribution without the same singular focus on locking people up. We will also have panels, including the directors of Cure Violence programs throughout the city. These are community-based organizations dedicated to the idea that you can't force someone to change who they are, but you can show them a better way to be. I'm going to paraphrase the words of someone who testified at our last hearing in June and I believe he is here today, as well, Juan Ramos who represents Los Sores. We have to recognize that our most violent individuals are often our most vulnerable individuals. Cure Violence programs work because they connect with

people at their level. They bring people into the community instead of taking them out. I'm looking forward to hearing how we have managed to reduce the number of gun deaths in this city and how we can continue to do better. There's a lot more work to be done. I want to learn how the Mayor's Office, the NYPD, and community organizations are working together and how we can strengthen their relationships. I want to know what we, at the Council, can do to support this work and, finally, I'm looking forward to reflecting on who we have lost and remembering why I'm here. I'll now turn it over to Council member King for remarks and, followed by Council member King, we'll hear from Public Advocate Jumaane Williams.

CHAIRPERSON KING: Thank you, Chair Richards. And good morning all. Welcome to the days joint oversight hearing on reducing gun violence in New York City and how law enforcement and community-based organizations team up to stop the scourge that affects our communities. I want to thank Council member Richards for holding today's conversation and every one that is here from the juvenile justice committee, as well as Public Safety Committee for

today's conversation and all our distinguished guests and speakers that will give us information of how do we read this city of this ugly activity. The decision to lock cop and a young person pending trial or post adjudication can have serious and negative consequences for their youth and their families causing major disruptions in schools, threatening family's stability, and stigmatizing youth as criminals. Research shows that most active street gang members are black and Latino youth ages 14 to 25. Although membership can start much earlier, with children as young as eight years of age joining. Youth who enter the juvenile justice system on serious charges generally phase the leak outcomes and, over 90 percent of those detained in the city detention facilities are juveniles of color. Furthermore, most of the city's court involved youth come from low income neighborhoods and underperforming schools which further impede successful re-integration back into the community. At today's hearing, the committee would like to hear and examine how NYPD coordinates, if at all, with ACS division of youth and family justice when youth have been identified as gang affiliated. The committee

also would like to learn more about the NYPD's efforts to prevent young people from joining gangs, including its efforts to educate parents and school personnel about gang membership. As most of us know, and in an effort to stem gun violence, of the city started a program called Cure Violence. Cure Violence is an evidence-based violence prevention program that works with communities that experience high levels of gun violence. Cure Violence partners with CBO's in public hospitals to focus on behavioral changes among youth at its highest risk of victimization. I also look forward to finding how the cure violence has increased safety in the city of New York for city residents, as well as how it dissuades youth from entering and participating in gang activity. In conclusion, I am also interested to hear and learn more about how we are tackling systems that allow our children to the Haven such behaviors and supplying them. I have not yet met a young 17-year-old who makes guns and sells guns at a rapid pace, so how are guns coming into our neighborhoods? The Czar systems that are in place that we have no control over and I would like to hear about how we, as a society, as a system in the city

of New York, is preventing the supplies of guns to teens. As a law-abiding citizen, many of us can't even obtain guns, so how do our teens find themselves being able to have access to so much weaponry? We've got to into batter and we need to find out how we are going to form a real strategy to tackle it from the top down to figure out how do we make sure that we save our children and our neighborhoods? And, also, looking at how our NYPD and the Department of Education is working well and by the city of New York by deploying economic opportunities that will allow children not to think that violence is the way to answer for survival. So, I want to think, again, my colleagues that are here in government, the Public Advocate Jumaane Williams, and Chair Richards for today's conversation. And, now, I'll send it back over to Council member Richards. Thank you.

CHAIRPERSON RICHARDS: We'll hear from Public Advocate Jumaane Williams.

PUBLIC ADVOCATE: Thank you so much, Chair Richards and Chair King, for the oversight hearing on reducing gun violence and exploring our relationships between law enforcement and community-based solutions. Definitely a shout out to the family in

the audience that I see you have lost loved ones. I continually thank you for your strength in pushing this conversation forward. This year alone, 610 people have been shot in New York City, which is about a 7.6 increase from previous year. In North Brooklyn, which includes areas of East New York, Bedford-Stuyvesant, Crown Heights, there had been nearly a 28 percent increase from 79 to 101 shooting in the past year. This is, first and foremost, a public health crisis. Allowing this level of violence to exist breeds sometimes hopelessness and complacency in our community, making it easier for our young people to enter and a life that is in the wrong direction instead of allowing them to reach their full potential. As I mentioned, it's a public health crisis and there are two sides: supply and demand. We, as a nation, need to prevent guns from entering into this community in the first place. Unfortunately, the strangle hold of the NRA, particularly the leadership of NRA, prevents a lot of that from changing in the Congress. But here in the city, we can tackle and have been tackling the prevalence of gun violence on the demand side, changing the demand for violence to being in with.

During my tenure at City Council, I was proud to be one of the leading voices pushing a different way of public safety, launched a national network to combat gun violence and cochair the task force to combat gun violence with my colleague, Council member Cabrera, which was the precursor that initiated the crisis management system, which includes gun vi-- which includes Cure Violence and also led to the Mayor's Office of Gun Violence Prevention, led by Eric Cumberbatch and his team who are doing an amazing work on the ground. The city and state government cannot come back gun violence alone. It has to be pro-- It is been proven that when fully funded, nonprofits, they solve this problem much better than government. Studies have shown that also providing youth employment can and does reduce violent crimes and I am proud to have worked with the Council to vastly expand youth employment while my tenure in this City Council. Public safety means that people have access to quality schools, quality housing, and jobs. Public safety is to take a different face than simply being equated with policing. And policing has a specific job to do and they have a job to address acute issues. We have been, for too long, weighing

on them to solve all the problems of communities. It is unfair to the polys and it is definitely unfair to the community. Once we address underlying issues, we will see what public safety really looks like. That doesn't mean we can't dismiss personal responsibility. We just have to have the conversation of personal responsibility as it intersects with the severe underinvestment in these communities. Our city will be a better place when we realize that unlimited access to guns and a penchant for violence will be mitigated by supporting our local nonprofits, community organizers, and activists. Only a comprehensive approach will succeed and I am hoping that we don't have a, unfortunate, knee-jerk reaction to the spikes and crimes that comment and go and stay the course of what we know works, which is a holistic approach, many of which being addressed by many of the groups in the room like [inaudible 00:14:47] Erica Ford. Like 696. Kay Bain was on my staff when we first started this as a budget. I have to shout out, of course, GMAC and so many others and I appreciate the work they you are doing. And so often not getting the due credit. As public advocate for the city of

New York, it is my duty to continue to be a bold voice and leader on gun violence reduction. Again, I think the Council for hosting this hearing today and, actually, in the nation being a leading voice of beginning to change what public safety looks like and I implore my colleagues to continue. And I just want to mention-- I know Erica Ford is going to speak about it, but, in Southeast Queens, they are dealing with that deluge of violence that we all should be paying attention to at this moment in time, as well. Thank you so much.

CHAIRPERSON RICHARDS: Thank you. Thank you for your leadership, as well. All right. We're going to hear from our first panel. Eric Cumberbatch, Office for Prevention of Gun Violence. Jessica Mofield of MOCJ OPGV, assistant chief James Essig, NYPD, and assistant chief Michael Lipetri, NYPD. So, you may begin your testimony. And let me-- Before you begin, let me just acknowledge we have been joined by Council members Gibson and Cohen.

LEGAL COUNSEL: Do you want me to swear them in or no?

CHAIRPERSON RICHARDS: Yeah.

LEGAL COUNSEL: Do you swear to tell the truth, the whole truth, and nothing but the truth and answer all questions before this committee to the best of your ability?

PANEL: Yes.

CHAIRPERSON RICHARDS: You may begin.

ERIC CUMBERBATCH: Good morning, Chairperson Richards, Chairperson King, and members of the Public Safety and Juvenile Justice Committees. My name is Eric Cumberbatch and I am the executive director of the Office to Prevent Gun Violence, which is overseen by the Mayor's Office of Criminal Justice. Thank you for the opportunity to testify today and thank you to the Council, the Mayor, for your investment in the Office to Prevent Gun Violence. I'm joined today by my deputy executive Jessica Mofield, director-- Sorry. Assistant chief James Essig, and assistant chief Michael Lipetri from the city of New York Police Department. I'm also joined by the New York City Crisis Management System and gun violence family seated behind me. New York City is at the forefront nationally in the fight to mitigate gun violence. As the safest big city, we have experienced the lowest incidence of gun violence

have any major US city and, in 2018, had the fewest shootings in over 30 years. Since the New York City Police Department began tracking shooting incidents in their comp stats system in 1993, fatal and nonfatal shootings have declined by 85 percent, yet, there continues to be a persistent inequality in underserved communities of color where shootings and other violent crimes are concentrated today. Here, most households have incomes below the poverty line and other forms of distress that far outpace the rest of the city, including in the areas of low educational attainment, high rates of infant mortality, high prevalence of asthma, diabetes, unemployment, amongst other things. In addition, up until recently, these are also the areas in the city that have borne the brunt of enforcement including, at one time, high levels of stops. In combination, the high levels of social distress and a model of safety that relied almost entirely on enforcement, aggravated a sense of estrangement amongst its residents. Over the years, we have become better at approaching this challenge. The mission of the office to prevent gun violence is to transform government's approach to justice by supporting

vibrant communities where residents are empowered to co-create public safety. The coproduction of public safety means of restoring community ownership of solutions and decision-making for issues faced by systemically to this invested communities of color. Valuing strength, innovation, and expertise of communities to effectively implement and respond to the long-standing consequences of violence. This community centered lens acknowledges the complexity of change and calls for a democracy of solutions percolating from the ground up and applied across spectrum. An example of this can be witnessed after the Brownsville community experienced a mass shooting this summer. Like many neighborhoods in the city, residents of Brownsville elevated their voice and agency as the standard for mobilizing after a tragedy and reclaimed safety with the support of government. The office to prevent gun violence oversees an array of city funded efforts to stem the flow of guns into our communities and change the underlying dynamics and conditions that can lead residents to use and carry guns. This is accomplished by coordinating a series of violence and intervention and supportive networks that are simultaneously operating across 22

communities in the five boroughs and neighborhoods that account upwards of 50 percent of New York City shooting incidents. Collectively, this initiative is known as the Crisis Management System, which was launched by Mayor Bill DeBlasio in 2014 and grew out of recommendations from the city Council task force. These initiatives respond to the individual, family, and community-based needs and has stork late this invested communities of color that experience gun violence. Currently, over 50 community-based organizations a part of this network, which focuses on violence prevention services utilizing the care violence model at its core and an additional social service supports as its compliments. These supports of conflict mediation in school settings, therapeutic services, legal services, hospital responds and outrage, programming and secured detention facilities, programming in jails, linkages to higher education, support networks for families that have lost loved ones to gun violence, youth employment, peer leadership committees, small community grants to encourage public safety from the ground up. A reader sent evaluation conducted by the John Jay research and evaluation center, the city's cure

violence approach contributed to a 31 percent decline in shootings and the 17 highest violent precincts compared to similar neighborhood without a cure violence and or crisis management system program. Our programs also produce measurable changes and attitudes increasing community confidence in law enforcement while reducing the willingness of young men to use violence to settle disputes. This reduction represents the cultural shift that occurs when communities are supported to thrive and organically heal. Additionally, this work has been effective because we engage with community as equal partners to multiply impact and support local leaders to gain access to decision-making. The investment and preventative interventions targeted at reducing violent behavior and the emotional impact caused by community violence is vital to the health and vibrancy of urban areas. As we advance our next steps as a city, it is crucial for us to move from an approach where we simply react to violence till one where we deepen our investments and systems and programs that create the foundations for productive lives that well and sure violence continues to decline and ultimately cease. Thank you.

CHAIRPERSON RICHARDS: Thank you, Eric.

Thank you for your testimony and I want to acknowledge we've been joined by Council members Adams and both Lancman, as well. All righty. So, I'm going to start off with Eric. A few questions for you and then a few questions of PD and then I'll turn it over to the other Chair because we certainly want to hear from the organizations that do this work day in and day out. So just speak overall about the landscape of the work your office does to prevent gun violence.

ERIC CUMBERBATCH: Sure. And thank you, again, for the opportunity. This is work for me or my team. This is life passion. Very similar to you. Our work is really about redefining what justice looks like in New York City and moving away from harsh and punitive definitions and/or impressions of justice and really redefining justice is healing. Healing persons who have been harmed by violence, healing alleged perpetrators so that violence does not continue, and healing communities so that violence doesn't pervade. And we do this, really, by lifting individuals that often times have been neglected and not valued for the expertise, the

genius, and the strength that they have and bringing the solutions and really solving violence. And these individuals are surrounding me. We call them our crisis management system partners. They are advocates. They are allies. They are outreach workers and others that have deep, deep touch and access in community that often times city agencies, government officials, UH, the traditional community-based organizations would struggle to reach. And because they can reach those individuals and they also reflect and are culturally competent to those individuals, they are able to link them to appropriate services, resources, fill gaps, fill needs, and mediate different situations that those individuals may be engaged in. So, for the city of New York, this is us identifying and realizing that a very small percentage of New York City residents are engaged in violent behavior and if we tap into the very small percentage of individuals that have the strength, access, depth, and reach and amplify their efforts, support them, recognize them, value them, professionalize them, we can really bring violence down. And that's what we have been seen across New York City. It's a robust network we have roughly

over 175 people within the crisis management system across the five boroughs in New York and a lot of what we are doing is not taking a paternalistic approach that most agencies have historically done with its vendors or community-based organizations, but we look at ourselves as leaders amongst other leaders and we build with our leaders. So, a lot of the framework that we have started with which was just Care Violence model on the street level in a very defined neighborhood pattern has been blown out to include detention facilities. Juvenile detention facilities both secured and non-secured. Jails. Certain schools across the city. Looking at other programs that we can build out to best support community from community.

CHAIRPERSON RICHARDS: Awesome. And how much money are we spending on cure violence?

ERIC CUMBERBATCH: Well, to date, we have a budget of 36 million dollars. Roughly 35 million is from the administration. 2 million from the city Council.

CHAIRPERSON RICHARDS: Right.

ERIC CUMBERBATCH: We are also speaking to a lot of different foundations and philanthropists.

Had great meetings this week. I am actually just returning. But we have had great meetings this week on how to best support some of our partners that are going through current crisis today.

CHAIRPERSON RICHARDS: And how do you decide which areas of the city get funding? So can you please--

ERIC CUMBERBATCH: Yes.

CHAIRPERSON RICHARDS: go into that a little bit?

ERIC CUMBERBATCH: Sure.

CHAIRPERSON RICHARDS: And where to place programs.

ERIC CUMBERBATCH: Sure. So, areas that have programming through our office are prioritized by shooting incidents. So, we look at the areas over a five year span that have the greatest concentration of shooting incidents. For us, we want to saturate those areas that are most impacted by gun violence with the proper supports to heal individuals, to incapacitate people who may be driving violence, and bring people to the appropriate resources. Very similar to the techniques and strategies of our partners that the police department where there is a

precise-- precision policing. We use a tool called precision community engagement. And we believe that we have the right people to precisely identify and guide those individuals that have the greatest risk factors in their lives to the appropriate supportive services to create behavioral change.

CHAIRPERSON RICHARDS: And let's talk about catchment areas for a second. So just go into that a little bit and speak of, you know, how much coverage-- and I'm sure it varies depending on the specific area where Cure For violence is, but just speak a little bit about the flexibility of--

ERIC CUMBERBATCH: Yeah.

CHAIRPERSON RICHARDS: working outside of catchment areas. And I just-- I want to speak about this for a second because I know and I think Jumaane alluded to it, we've saw some pockets of gang violence popping up in Southeast Queens and certain--

ERIC CUMBERBATCH: Yep.

CHAIRPERSON RICHARDS: particular areas that historically have not really had a lot of murders or shootings, but were starting to see that. And I know I went out with life camp last Monday to meet with some individuals in the community, so it

was really good to be out there to speak with those individuals who, I guess, the police would perceive as being part of the problem. But doing that work, I understand it is outside of their catchment area. So, just speak about what support is put in place for organizations that may see violence outside of their catchment areas and then also speak to when your organization or your agent cc spikes outside of catchment areas, what-- do we just stay within our catchment area or do we work with the Cure Violence organizations to offer additional supports is that work needs to be done outside of the catchment areas.

ERIC CUMBERBATCH: Yeah. Definitely. I don't think it's a secret to anyone in the room behind me that I am not model centric. And a specific model, you have the framing of staying within certain borders or walls. I don't think our office could have evolved to where we are if we lived boxed in in that fashion. So, for me, I've never been catchment area specific. Our intention and our primary resources are to focus on the catchment area. When there are incidents that occur outside of the catchment area, we check every shooting incident in New York City and we tap our teams after those

incidents to see how we can best support that particular occurrence. So, it may not look like what happens in the direct catchment area, but there are interventions and supports that are leveraged and made available to other individuals outside of a specific catchment area. So, very similar to you, we have been-- We have also been with life camp over the last week around some of the incidents and, to my knowledge, I don't believe any of them have taken place in their catchment area.

CHAIRPERSON RICHARDS: Yep.

ERIC CUMBERBATCH: and what we've been to the news linking families to victim services, looking at how we can best get schools-- as we know, the first week of school is upon us. How do we ensure that we have safe passage and schools are aware of individuals that have been impacted? How do we support those individuals? Looking at foundations and [inaudible 00:31:11], how do we begin engaging around conversation to best support organizations when we have these times of crisis? One of the great pieces-- and we are really grateful for the administration's increased funding towards the mobile trauma units. And the mobile trauma units are

vehicles that can leave their catchment area to best serve others spaces across the city. And we have been saying that this summer where we have had sites from different boroughs coming to support other boroughs when there are shooting incidents. So, the mobile trauma unit has given us the flexibility to actually come out of catchment area. More specific things that we do, because we don't believe that public safety is solely the responsibility of the outreach workers and/or law enforcement, but if we are going to say that one percent of the population is driving, the 99 percent of the population and community are everyday New Yorkers that want to live safely and we need to invest and empower them. So, we have a safe in the city grant, which is a small grant initiative that we rolled out across the city where we give small grants to individuals that want to coproduce public safety, whether that is occupying blocks, occupying corners. Such simple things that really can help transform intern communities around that don't necessarily have all the resources that a catchment area may have. But coming out of that, they can be part of this structure. We also have public safety coalition, which came out of-- not

necessarily being in a specific catchment area, but taking core elements that work within catchment areas and building supportive networks across communities. And we have seen tremendous success in Bushwick and also in East Flatbush with our public safety coalitions. So, to summarize, catchment is our first priority, yes, but we are very into and aware of shooting incidents that occur outside of our catchment areas and where we can lend support and resources, we definitely do that.

CHAIRPERSON RICHARDS: Is 36 million dollars enough?

ERIC CUMBERBATCH: I would say we are in the business of preventing shootings and ultimately preventing murders, so you can't put a cost on the life of a person in New York City or anywhere else. So I would say you can't put a cost there on a life.

CHAIRPERSON RICHARDS: Right. And there--

ERIC CUMBERBATCH: What--

CHAIRPERSON RICHARDS: And I know 36 million is under crisis management, but how much of that money is dedicated to Cure Violence? Could you break that down?

ERIC CUMBERBATCH: It would be upwards of three quarters. Cure Violence is the bulk of our funding. I don't have an exact number in front of me, but it's--

CHAIRPERSON RICHARDS: If you can get that number back to us because--

ERIC CUMBERBATCH: Uh-hm.

CHAIRPERSON RICHARDS: I think that number is very important to us. And just speak to what are some of the successes you've seen working with the organizations in their specific catchment areas? Can you just highlight what reductions of crime have we seen? And then I'm going to pass the mic over. I'll come back to NYPD for questions in the second round. But I'm interested in knowing what are we doing specifically in areas-- so I know the 75 precinct, the 77 precinct, the 113, the 105, the 103 right now, at least. And obviously we have some precincts in the Bronx that have been going off, but I know I think I looked at the 75's numbers and there were over 50 people shot there, right? Like we see--

ERIC CUMBERBATCH: Close.

CHAIRPERSON RICHARDS: a huge uptick. 53, I think I read? Or something of that nature this

year. So, do we have organization in that catchment area? And then, obviously, I know for the precincts-- and I know Council member Miller and Adams will attest to this-- that we are seeing a lot of shootings outside of the catchment areas, but there are no Cure Violence organizations in other parts of Southeast Queens. You know, Life Camp is dedicated to Jamaica. Parts of Jamaica. So I'm just interested in hearing what is the overall strategy and if there is a need for more resources so we are seeing more upticks of murders and crimes-- and shooting incidents outside of catchment areas. So, speak to the successes because I definitely want the public to hear that, but then I want you to speak to what are the challenges? How do we reach people outside of these catchment areas with the necessary resources to reduce gun violence?

ERIC CUMBERBATCH: definitely. One, I don't want to get caught in percentages and/or numbers of shooting incidents to solely describe success. I think all of the sites have been more than successful and the work that they are doing is phenomenal and I don't think that we could put a number on what if they were there. So, in terms of

solely looking at numbers to describe their success, I wouldn't necessarily use that as the overall measuring factor. What I would say is building a workforce of predominantly formerly incarcerated individuals, for us, has been more than just a gun violence prevention program. It's turned into a recidivism reduction program because our workforce is not being rearrested at the same rates as their counterparts. They are able to reach individuals that are in the same network and/or lifestyle that those individuals have been in and then we get to actually reducing gun violence. So, what started out as funding just one initiative has really turned in and morphed into three different initiatives that grew out of this. So, we are successful and a lot of different ways other than just preventing gun violence. The 67th precinct stands out to me in terms of success. The 67th precinct, historically, has led New York City in gun violence for several years. And what we've seen in the 67th precinct with our partners that are doing the CMS model and our partners that are also part of our public safety coalition and the many residents that we fund through our safe in the city grant, we are seeing, for one of

the first times in New York City, and several years that the 67th precinct is dropping. And that is a great highlight for New York City because, when we talk about gun violence, one of the more crude gaining organized areas in central Brooklyn is that 67th precinct. In terms of resources-- allocate resources both short-term and long-term. We deploy every resource that we have available to us. Whether that is ours safe in the city grant somewhere we have used them to provide burial funds to the families that didn't qualify for victim services. Where we have used our grant opportunities to get people out of the community just to decompress after serious incidents. So, we are very creative with the resources that we have available. And that is on the short term ended and we deploy an outreach workers across the board. So, you know, whether it's finding additional funds, like surplus funds that may exist and or looking at things where we can form micro contracts, we do that on a regular basis. So, we had the safest series of Juve [sp?] and West Indian day parade in many years. The story that is in gratefully told is that this year, alone, we had over 70 outreach workers deployed to support Juve and the

West Indian day parade in the nights leading up to the parade, during the festivities, and also on the exit strategy of people leaving. So, we deploy all the time with the resources that we have. In the conversation and of resources, we have to look at both short-term and long-term. So, what we are doing, these interventions are great, but we have to understand that we are at the late stage in engaging with individuals. We are at this stage of engaging with individuals that have risk factors for being shot and/or shooting someone else. The true prevention would start way downstream and we would be engaging with parents in prenatal care. We would be engaging and building healthy communities. We would be engaging in schools. We would be engaging with year-round employment for young people. So, there is all of these other spaces along with funding this type of operation that also needs to be lifted up and supported. So, both of those things have to happen simultaneously or else we will just be waiting for the next participant to join our program. And the way I operate in the way my team operates is to put ourselves out of business. I don't want to come to another hearing. Not because I don't love you all,

but because we shouldn't be in this business. I'm a former teacher. I'd rather be engaging with young people at that and so they never have Tim meet me at this end.

CHAIRPERSON RICHARDS: And he didn't speak to just-- So, outside of the catchment area.

ERIC CUMBERBATCH: Yes.

CHAIRPERSON RICHARDS: Can you just come back to that?

ERIC CUMBERBATCH: So, I think we also have to be cognizant that gun violence doesn't take a downward dip forever and not gun violence statistics have ebbs and flows to them and we see spikes and then we see drops and then we see spikes and we see drops. And that's historically what we have always seen. And we've seen great trends, great patterns, but I don't think one year and or a spike in shootings to finds what is happening in a community. Some of these shootings that we are seeing our over very simple things that a layperson may find very simple and/or materialistic things that may quickly escalate to a series of shootings. But I don't think that defines the progress that has been made in a

community and/or the efforts that are taking place.  
And that is catchment and or not catchment.

CHAIRPERSON RICHARDS: So, are there any plans-- I just need to hear this. To expand Cure Violence programs outside of the current catchment areas that they are in?

ERIC CUMBERBATCH: Absolutely. We look at the entire city in terms of program implementation. Whether that is Cure violence and/or other programming. We definitely have plans in place and I think as a way to have more discussion around funding, one back and locally, we--

CHAIRPERSON RICHARDS: [interposing] When do you anticipate those programs to--

ERIC CUMBERBATCH: To actually roll out?

CHAIRPERSON RICHARDS: Yeah.

ERIC CUMBERBATCH: I don't have a timeline on that at this moment, but we do have a robust plan around looking at both quantitative and qualitative data that we have gathered across the city and outlining, if we were given the opportunity and the resources to properly expands, these are the areas that we would be in.

CHAIRPERSON RICHARDS: Okay. I'm going to come back, but I am going to go to my Chair King and then I just want to acknowledge that we have been joined by Council members Miller, Cabrera, and Baron and Deutsch. Did I miss anybody? Okay.

CHAIRPERSON KING: Thank you, Chair Richards. And thank you, Brother Eric. I appreciate your conversation. Your testimony gave us a lot of information and led us now that you are on the ground. And to everyone that is in the room that is part of this process to save lives, I say thank you, again. I'll be brief because there's a number of us. I know everyone has a question or two, but I was glad to hear that, you know, you go beyond-- your philosophies are going beyond the catchment area because crime has no boundaries. It goes everywhere. Gun violence, bullets, they shoot all over. They cross boundaries. So, with that all being said, I just need to get an idea of-- He talked about prevention, as well, you know, because, a lot of times, I've marched in a number of SUV rallies after someone has gotten killed. So, I'd like to get an idea of what is the Mayor's Office doing as far as the who responsibility of Cure Violence preventive

plan? Because you mentioned that I wish I had it-- that there was a preventative plan. You'd rather be a teacher doing the catching at the front end when a child was four, five, six, seven, so by the time they're 13 or 14, they're not even thinking of picking up a weapon. So, what is the mayor's plan to jump in front of this, then, as opposed to us being reactionary? My second question would be, as we started talking about catchment areas, we know some-- we have a gun violence in some areas and some areas don't have gun violence. Have there been any research to figure out what is happening in the areas that don't have gun violence and what is working for them that they are never on the radar for gun violence and maybe figuring out how do we use whatever is going well in those neighborhoods to bring up the neighborhoods that are struggling each and every day gun violence? And the last thing I want to ask you is how is your relationships with all of the precincts? Are any precincts given those violence interruptus challenges of being effective or getting in the way of service saying those individuals in our neighborhood who are in need of help? And I will stop there.

ERIC CUMBERBATCH: So, I would say one of the key things that the administration is doing around being proactive and on the preventative side of the spectrum is 3K. And I think that, in itself, is a game changer where young people are being engaged in prose social environments in their formative years and I think that, in itself, for New York City, is very important. I also think the call to have more people that are culturally competent in spaces where there are young people that are vulnerable. So, increasing more black male teachers, looking at the work force in the ACS where there is a direct call for credible messengers to be role models, men turns, guides, and shepherds for young people. So, I think things like that that are happening are crucial for us long term in preventing gun violence and or violence as a whole and connecting people to the appropriate supportive resources. One of the things that we are doing this year in New York City public schools is rolling out a curriculum developed with the New Yorkers against gun violence and some of our outreach team and credible messengers which is called the reaction curriculum, which specifically focuses on youth empowerment and

violence reduction strategies. So, curriculum in schools and really incorporating that is another huge victory and a huge win for us because the conversation isn't being had outside of our spaces and, when it is, it is very limited. To intentionally have the conversation and/or teaching around empowerment and mediation and de-escalation, ultimately how that impacts violence with our young people is good. Areas that don't have gun violence, you know, it-- I don't think there is one thing that we can point to. All areas look and feel different. But what I will say is that areas that have concentrated poverty, areas that have lack of supports and resources that, you know, other neighborhoods and or pockets of neighborhoods have that best support people, we don't see gun violence in those spaces. So, you know, we start to see-- you could almost make the connection-- well, it's not even almost. You can make the connection. The direct connection of areas or you have people of color that is not finished school, people of color that is not employed and living below the poverty line, if you had to pull three indicators really fast, those would be about three that would say this

is where gun violence is going to occur. A key intervention point would also be to add the indicator of age and first arrest. And if you add that, you have, you know, laypersons-- and I'm not a researcher, but that would be a laypersons group of indicators that one can use to say who is at great risk. What communities are at great risk? Precincts vary. We have great relationships with commanding officers across precincts. Lipetri here, for example. I've known Lipetri since he was at the 75 precinct and our relationship was very much both formal and informal. For us it was about saving lives and, you know, we came to the conclusion that we don't have to hold hands and believe in each other's approaches to get to a common goal, but we do want to reach that common goal. And Lipetri was able to deploy his strategies and techniques that I was able to help inform and he would help inform my strategies and techniques and we saw great reductions in the 75 of that partnership. Now, other commands may have individuals that this is their first time learning about this type of approach and, while we encourage all of our groups to do is to participate and roll calls at their local precincts so that the

precinct is aware of the type of programming, the mindset, the philosophy of what that actually looks like. And then we also convene meetings at NYPD with higher ranking officers, as well, chief of patrol and a number of others, so that the overall cities initiative and punish is recognized by local law enforcement.

CHAIRPERSON KING: Okay. And I want to conclude with these last two questions. You normally or do you regularly meet with organizations who are part of the Care Violence program?

ERIC CUMBERBATCH: So, this is the first year that we are transitioning the trainings that where there would be program manager meetings and elsewhere from the Department of Health to the Mayor's Office of Criminal Justice.

CHAIRPERSON KING: So, you're saying like all like SOS or all these other Cure Violence programs, you all don't meet regularly or--

ERIC CUMBERBATCH: So, my--

CHAIRPERSON KING: You don't meet with them?

ERIC CUMBERBATCH: My borough coordinators. I have a coordinator for each--

CHAIRPERSON KING: Uh-huh.

ERIC CUMBERBATCH: borough.

CHAIRPERSON KING: Uh-hm.

ERIC CUMBERBATCH: My coordinators meet with all of the groups on a regular basis. They are in contact with them more than weekly via phone, email. After each shooting incident, there is engagement around how do we best support and resource staff. And then we have a series of meetings that will do through agency partners. So, we are a collective convener of city agencies and CBO's. So, when we have work that is in different spaces-- we have work in ACS, work in DOC. The partners and my team are convened in those spaces and the facility those meetings.

CHAIRPERSON KING: Okay. Good. I'm glad your meeting. So my question-- I just wanted to-- Now that you say you are meeting--

ERIC CUMBERBATCH: Yes.

CHAIRPERSON KING: my question goes back what would you say are the three things that they will come back to you and say, these are our challenges out there? And have you all been able to come up with solutions to those challenges that they

are experiencing and, as you being the voice of the Mayor's Office of Criminal Justice, and if you had an opportunity to say this is what I want to see done differently, this is what I see that can really work, what would those be and how we can help you get there?

ERIC CUMBERBATCH: Yeah. One, I would say fiscal sponsorship is a critical piece. We bring very small grassroots organizations into a very bureaucratic structure that they are not necessarily prepared for fiscally. So, the contracting process, operating in a reimbursement structure, those things become very burdensome on our small grassroots organizations. So, that would probably be the primary piece.

CHAIRPERSON KING: Uh-hm.

ERIC CUMBERBATCH: staff growth and staff retention is a big one. We have a workforce, but, often times, a workforce can become stuck in place and were burned out in this type of work. So, looking at one are our natural off ramps for this work that it builds a person onto whatever that next trajectory is, whether that is in city government or not. And, third, I think it is supporting each other

around sustaining a credible and suitable lifestyle. So, we have individuals that, you know, often times are reintroduced to trauma on a daily basis in the work that they do and, in doing that, you know, keeping them focused and keeping them from actually relapsing back into that behavior and or being harmed further by the things that they are seeing in the street.

CHAIRPERSON KING: Okay. And if you had your choice, what would you ask for?

ERIC CUMBERBATCH: My immediate choice would be fiscal sponsorship. That would be my immediate choice. I believe fiscal sponsorship would allow organizations to operate at 100 percent capacity all the time. Often times we have this ebb and flow of we have an infusion of funds and then you run out of funds. And that funding peace is not solely-- it's a gift and a curse for our office. We probably pay out to organizations and make funding available faster than any agency across the city. So, what happens is organizations that have multiple contracts with agencies across the city will utilize our funding streams to pay where those others haven't yet, so then they're always coming to MOCJ or Office

to Prevent Gun Violence for funding. So, you know, is the city, as a whole, was to have wood streamlined system that pays out with the same frequency-- at the same frequency and same rates, that would be a game changer, as well.

CHAIRPERSON KING: I thank you for your time this morning and your responses.

ERIC CUMBERBATCH: Thank you.

CHAIRPERSON KING: Keep up the good work.

CHAIRPERSON RICHARDS: We've been joined by council members Power and Ampry-Samuels. I'll go to Public Advocate Jumaane Williams. Followed by him will be Gibson and Deutsch.

PUBLIC ADVOCATE: Thank you so much, again, Mr. Chair, and thank you for your testimony. I did just want to make sure-- I lifted up the-- You know, when we started this, I guess, seven years ago or so at the high of the abuse of stop, question, and frisk, we said at that time that that's not what we needed and we were told that we loved criminals and if we dealt with the abuses of stop, question, and frisk, the sky would crack open, black and brown people would fall from it and they would destroy the entire city. We moved forward anyway and we are now

the safest city we have been since 1951 and I want to make sure I lift that up. That, of course-- That data, I always say, means nothing to you is you have been a victim of crime or you know someone who has been a victim of crime. It's just a measurement of where we were and where we are now. You mentioned the 67th precinct. I just wanted to take some personal [inaudible 00:56:19]. That was of former district of mine when I was a city Council member and now Council member Farah Louis-- I saw Shanduke McPhatter just walked in, so I want to lift him up and GMAC for the work they have done over there, as well as other organizations like EFE and-- personal shout out before [inaudible 00:5:37] my brother, Kay Bain, from another-- Kay Bain, as well, who was on staff when I was here. We said that-- Oh. I did want to highlight because I hear now discussions of mass shootings in other parts of the country and the trauma they have been through and the troubled youth that they have had. Usually, that discussion happens when the melanin in the person's skin looks a little lighter. We have been talking about trauma in these communities for quite some time and that's the same kind of trauma that we have been trying to address,

which is some of the resources-- some of the resources are going into dealing with the community trauma. You mentioned the city Council-- that the 36 million dollars for the Mayor's Office of Gun Violence Prevention. How much budget-- How much is the police budget?

ASSISTANT CHIEF LIPETRI: Police budget in regards to--?

PUBLIC ADVOCATE: Just the entire police budget. The NYPD budget.

MICHAEL CLARK: I don't know the exact number of the police budget, but it's something in the 5 billion range.

PUBLIC ADVOCATE: 5 billion dollars. I say that because I firmly believe that we have invested a lot in the NYPD. I understand why. I understand the role that NYPD plays. It's 5 billion dollars and we are dealing with the Mayor's Office of Gun Violence Prevention which is 36 million dollars. And so I just say that to see the stark difference that my hope is in the administration, of course with the partnership of the city Council, will make this gap a little less because these folks are doing amazing work that is working alongside the police

department. And the police department has a specific role to play and a specific job to do and I am thankful for the work that they are doing, but so does the people from the Mayor's Office of Kind Violence Prevention and we want to make sure that they are funded to the fullest capacity that we can fund them. I did just for both-- Sometimes there is a knee-jerk reaction when violence begins to spike to just send employees and respond with law enforcement, from both sides. How do we stop that knee-jerk reaction? Because, policing alone could solve this problem, it would have been solved already. And so, how do we make sure that that doesn't happen?

ASSISTANT CHIEF LIPETRI: Good morning. Assistant chief Mike Lipetri, chief of department's office.

PUBLIC ADVOCATE: Good morning.

ASSISTANT CHIEF LIPETRI: So, when we do see spikes in violence in some communities, obviously, we rapidly deploy our resources, but, you know, one of the biggest things we also do is reach out to the community. That trust that we always talk about is extremely important. You know, everybody in this room knows that approximately five years ago we

changed the way we police and when everybody hears, you know, the NCO programs, it's not just about the NCO's, the 10 NCO's, in the precincts. The police strategy, the police model, the NYPD's model changed. You know, instead of having approximately nine sector cars out there at one time, precincts now have doubled to 18 sector cars. You know, we have officers going out in the same area every single day building that trust. You know, things that we really were only asking-- well, not only in, but the things that we were really relying on our precinct commanders to do, and now are asking our offices to reach out to the block Association presidents, reach out to civic leaders, reach out to, you know, the social service organizations within each precinct. So, when we do have spikes in violence, like the Councilman talked about the 113, the 105, the 103 right now. You know, we are getting information. We are working with the community to suppress that violence and, you know, it's not just about policing. You're correct, Councilman. It's about working with the community, building the trust, and building the relationships to suppress the violence.

ERIC CUMBERBATCH: Sure. I think, you know, to your overall question of having enforcement as the sole response, I think we are all at a time as New Yorkers that we know what doesn't work, if anything, in this violence prevention space and we know that over arrests and over incarceration exacerbates whatever the local issue is on the ground. And I think, you know, the rapid deployment and overall investment, you know, Public Advocate, you referenced at the start that out of the taskforce of, you know, operating this operation with probably about 10 million dollars to the investment of 36 million dollars today shows that that deployment of community is central in righting the wrong of overreliance on enforcement for community conditions that were intentionally placed in our neighborhoods.

PUBLIC ADVOCATE: Thank you. So the initial investment was 5 million dollars, actually, so it's been--

ERIC CUMBERBATCH: When I started.

PUBLIC ADVOCATE: a great group.

ERIC CUMBERBATCH: When I started.

PUBLIC ADVOCATE: But I think the Council should be very proud of the work that they did. Just

two more quick questions. You mentioned that, you know, not everyone is going to be able to have a Cure Violence model, but there are things that we could be doing. I came from Carver Houses this weekend and it was just awesome to see where they were in the beginning of the summer to where they are now and a shout out, of course, to Council member Ayala. How do we just convince folks-- because I don't know if-- Do we just need to have Cure Violence-- if we had the money, do we just need a crisis management system or Cure Violence in every spot and just make it that and, if now, how do we convince people? Because I know people just go straight there. How do we convince people that there are some other things that can and will work if also funded and the second question is a very real question. I keep hearing that changes to bail reform are going inform possible increases of violence next year. I just want to know why we think that and, if we do, what are we doing to address it? And those are my last two questions. I just want to thank both PD and the Mayor's Office of Preventing Gun Violence for the work that we're doing to address this issue and this Council for having this hearing.

ERIC CUMBERBATCH: So, I don't necessarily believe that Cure Violence has to be everywhere. I believe that individuals need to be empowered and lifted because they are the stewards of their community and I feel that people haven't been recognized for the strength, resiliency, passion, and overall ownership that they have of their community. So, you know, I don't necessarily know if that's Cure Violence as a model as opposed to every day citizens taking control of their community. So, you know, I would look at the value in a layperson being the ones that set the tone and change the culture and create the culture of the environments they want. When you look at areas that don't have gun violence, it's not because there is coalitions of individuals that are just, you know, denouncing certain types of violence. What you do have are supportive networks that allow young people to fail. They catch them. They lift them up. They advocate on their community's behalf. they have resources. They supported and they are allowed to thrive. And I think, you know, for us, often times we look at programs and or initiatives that can be short-term, placed in the community. We get good outcomes and then we will be on to the next

initiative, but building a foundation that supports and allows community to thrive is key in my world.

CHAIRPERSON RICHARDS: Thank you. Oh. The bail reform question.

ASSISTANT CHIEF LIPETRI: So, with bail reform, yes to have some concerns, but, you know, I think bail reform, it's a lot more broader than just bail reform. You know, when you look at the timeframe of some of the discovery that we have to turn over, obviously, that's very complex. And, you know, we are moving forward to, obviously, comply with the changes in the timeframe that we have to turn over discovery. As far as bail, look, you know, obviously, there are a lot of individuals that get arrested that should not have bail. You know, they should be ROR'ed. Okay? So, you know, we agree with that. But then there is that small percentage that, come January, will be getting released without bail that, quite frankly, are committing very serious crimes and also have past history of committing crimes. So there will be some individuals that are getting out with the new bail reform that does concern the New York City Police Department.

CHAIRPERSON RICHARDS: Thank you. All right. I'm going to go back to Gibson, Deutsch, Adams.

COUNCIL MEMBER GIBSON: All right. My clock is starting.

CHAIRPERSON RICHARDS: All right.

COUNCIL MEMBER GIBSON: Thank you. Good morning. Thank you, Chair Richards and Chair King. Good afternoon. It's great to see you and I'm really grateful that we are having this hearing today and, in addition to recognizing my sister, Erica Ford and Wendy Calderon-Payne and Ife Charles, Public Advocate recognized some of our providers in GMAC and Life Camp and I wanted to just take an opportunity to just life up all of the Cure Violence providers and family member, all of the troops and the soldiers on the ground that have really been doing this work every day. I've been in the Council for six years now and I had the honor and privilege of working with many of these organizations very closely and, even today. Bronx Connect [inaudible 01:06:42] 696 Queens Bridge, True to Life, Man Up, Rock Safe Streets, East Harlem Save, BEVO in Brownsville, and Operation Hood. And I know there are others that we've worked very closely

with, but recognizing that there is so much we're doing in a real comprehensive way and, Eric, your leadership have been commendable, through this work not only did we create the Mayors All things to Prevent Gun, violence, but a few months ago we rolled out the mobile and trauma units that I have been crying for four months and I am so grateful we have those because I don't think a lot recognize the trauma informed care and the level of services both on the front end and the backend that we have to cater to. And so we talked a lot about, you know, just in terms of data, catchment area, and I really appreciate on behalf of my borough in the Bronx. And I'm privileged I have SOS and I have our TG and the 42 and love for four and we also have good shepherds in the 46. So, we know that there are ebbs and flows, you know, sometimes it is Brooklyn North. Sometimes it's the Bronx. It's a Southeast Queens. But, at the end of the day, this work goes on every day whether there is an incident or not. So, I wanted ask just two very specific questions. We rolled out the mobile trauma units, the public safety partnerships you talked about. I understand that district attorneys had a press conference over the

weekend and announcing Saturday night lights programs which, for us in the Bronx is going to bring basketball and soccer programs in the evening, which I am grateful for. The safe in the city grants that many of my constituents have been a part of, and community organizations. I wanted to ask more specifically about the preventative measures for the younger generation. The young nine, 10, and 11 in 12-year-olds that are being coerced into gangs and crews and that I wanted to ask specifically about aftercare. Unfortunately, there are all too many times where we have vigils, we help pay for funerals and other things of that nature, but we still have families that are living in the same communities. And so, for many of these young people to change their course of action, we have to show them something different. And what I appreciate about all of our cure violence groups is not only do we address at risk youth, but we address youth that are court involved and not court involved. The summer youth program, the work, learn, grow program, all of these ingredients that we know are important. We always talk about the root causes of why young people engage in violence in the first place. For many of these

young people and families, their environment, their ZIP Code does not change, but we have to change their mindset. We have to change the work that they are doing and their surroundings. So, in the aftercare, what are we doing to focus on not just the young person, but the family? So, many of us-- I mean, I have a mom today, all three of her sons were victims of gun violence. And they are all alive, but she live in the same ZIP Code. And so, talking about how you look at aftercare and you have been a victim of a crime, a victim of gun violence and making sure that you can look at the world in a different lens. So, can you talk a little bit about the preventative measures, as well as some of the aftercare services? And I'm right on time. Yes. I did it.

ERIC CUMBERBATCH: They should put a time up for my response. To help me. I think to-- thank you, Vanessa. Council member Gibson. Two great questions. Start with aftercare and I think I could address it on two levels. One, what my office does immediately and then to what groups are doing on the ground. So, immediately, one of the things our office has done is made great relationships with the New York State Office of Victim Services. And we are

able to tap into victim services. I don't want to say in a way that others can, but from a Mayoral lens. From a Mayoral--

COUNCIL MEMBER GIBSON: Okay.

ERIC CUMBERBATCH: standpoint where we have partners that are vigilant, dedicated, responsive, and understand that the complexity that comes with the work that we are doing, so that when we reach out, we are not only getting burial assistance or support group information, but we are serving somewhat as the buffer and the liaison between what would be a very bureaucratic process at a time when a family or an individual is going through a crisis, which is really special and, in this time where we are seeing gun violence job, we are seeing more and more victims coming to our office as opposed to vice versa. The other pieces that being housed in a mayoral office, were able to pull levers like no other. So, often times, we work with families that require an emergency transfer.

COUNCIL MEMBER GIBSON: Uh-hm.

ERIC CUMBERBATCH: and it may live in a housing development for others, but they need to be removed because it is unsafe. And we're able to

contact the appropriate partners. We are able to work with agencies across the board to ensure that people are and save spaces and save situations and then link them to healing. One of the great peace says out of our office that we have launched at the end of last fiscal year is our survivors network. A network that is comprised of mothers and fathers that have lost loved ones to gun violence. And some of the members are here today and I hope they testify. Really special people and stories aware, you know, we are meeting mothers through daughters that of lost brothers to gun violence and so forth. But this survivors network is to get at just what you brought up. How to best inform government and city agencies on what does aftercare look like across the city for people that are directly impacted by gun violence. So, we will be coordinating and convening a series of meetings with agency heads under the direction of our survivors' network. So, I think that is a tremendously important piece of healing and preventing further gun violence. In terms of gangs and crews, we have launched the city's only year-round employment program. The anti-gun violence employment program which we are really inspired and

grateful about because we don't have the traditional obstacles and barriers that come with other city employment programs like a lottery, for example. We rely on the expertise of our outreach workers to go into communities and identify those young people that are most likely to be harmed by gun violence and or harm someone else. So, they are identifying already who those young people are. And, for us, employment looks very different. So, it doesn't have to be traditional employment. You show up at 9 o'clock with a suit and tie. We are meeting young people where they are at. We are coaching. We are modeling what behavior change actually looks like. And they are being paid a very fair wage. So, for a lot of people that would want these young kids incapacitated or in some type of more institutional setting, where putting them in a setting where they are comfortable, they are coachable. And were really modeling what next steps look like for them. So, it's actually a secret of the city that it is the best form of supervision that could ever happen in community. The other piece that I mentioned earlier is the rollout of curriculum in Department of Education--

COUNCIL MEMBER GIBSON: Uh-hm.

ERIC CUMBERBATCH: where there hasn't been any curriculum that explicitly talks about gun violence, emotions around violence, violent behavior. We are doing that and this is the first year that that is actually happening in conjunction with New Yorkers Against Gun Violence. And we think that is going to be a game changer once we are able to bring that to full scale across the city.

COUNCIL MEMBER GIBSON: I agree. I thank you for that. I know my time is up, but the final thing I will say as I close is the education piece is extremely important and even outside of June as gun violence awareness month, people need to recognize this work is done every single day on the ground and we are not sitting back waiting for something to happen, but we are doing this work every day.

ERIC CUMBERBATCH: Absolutely.

COUNCIL MEMBER GIBSON: And I really appreciate the coordination with the NYPD. Programs like the NCO program are really about engaging residents and meeting them where they are. Talking to seniors. Programs like A Grandmothers Love is very similar to what you talked about. And we have to continue to make sure we do that. The only thing

that I would argue as a priority for all of us-- and I'm happy to work with my colleagues and our chair, is as you respond outside your catchment areas, which we know many organizations do, we need to make sure that the funding there is consistent. And, obviously, 36 million dollars is a lot of money, but I love to aim high because we need to make sure that we are paying the staff. We are keeping them. We are retaining them. We are giving them the salary that they deserve and they are worth, but we also need to make sure that the services we are providing are as comprehensive as they can be. We have not expanded or changed catchment areas since we started this program and so I think it is something that is ripe for conversation with all of our organizations to look at expanding and possibly serving even more people since we have seen so many measures of success. And I want also the same measurement of success is, yes, crime reduction, but also the young person that gets that job, that gets in the college, that all-- you know, all these successful things that we don't always measure--

ERIC CUMBERBATCH: That's right.

COUNCIL MEMBER GIBSON: is something that we should be measuring.

ERIC CUMBERBATCH: Yeah.

COUNCIL MEMBER GIBSON: because that demonstrates that way are doing good. A young person that has been on probation and gets a job that graduates, goes to college, gets their own apartment, we applaud everything--

ERIC CUMBERBATCH: That's right.

COUNCIL MEMBER GIBSON: because all of these are positive influences in young people and all we want that to do is resonate to a sibling, a family member, a neighbor. And that's how you build villages up. So, I want to make sure we keep that in mind as we keep talking, Chair because these are all measurements of success that we should, obviously, attract and continue to talk about. Because, if we don't tell a story, no one is going to tell the positive stories of the things we are doing. And so, I appreciate your work and thank you so much for being here and thank you Chair Richardson Chair King. Thank you.

CHAIRPERSON RICHARDS: Thank you. I want to knowledge we were joined by Council member Barron.

I don't think I acknowledged sure. Are going to go to council members Deutsch, Adams, Cabrera. I'm going to really ask you to stay within your timeframe because we want to get to the Care Violence groups. Crisis--

COUNCIL MEMBER DEUTSCH: Tha--

CHAIRPERSON RICHARDS: Management groups.

COUNCIL MEMBER DEUTSCH: So, first of all, Eric, just want to say thank you. You're very informative on your response and thank you for all the work that you do. My question is what is your opinion on the shot spotter initiative and how do you work with the NYPD, or if, to locate, you know, more locations to put this initiative and expanded and, especially, in areas we have seen an influx on gun violence. I think there was like for precincts in Brooklyn South.

ERIC CUMBERBATCH: Thank you. My opinions on shot spotter, I think, pretty transparent. Any bit of information that we are given that shows areas where harm can be happening or harm is being done, we want to know about them we want to have the appropriate response for those areas. We are very grateful for our partnership with NYPD in that they

provide us with a tremendous amount of data. Not only shot spotter, but actual shooting incidents with a brief description of what the encounter may have entailed. So, that gives us a very leveraged position on, one, our response is and, two, how can we be proactive and preventing retaliation to that occurrence. So, when we are aware that a shooting happens, our teams mobilize on the opposite side of the police tape and they are immediately deployed to specific area with tools and resources like linking individuals to victim services. Finding out granular information that may have led up to this incident. Finding out who are those that may be involved that we can have positive touch points and interactions with so that there is not the call to go back and forth with each other. Lastly, hospital information is shared, so we know what hospital of victim is going to which is probably one of the most nuanced nexus that exists in the city where you have victims, potential perpetrators, law enforcement, outreach workers, hospital staff, and attorneys all in the same space converging out one so which makes it not just a nuance, but one of the most complex areas to be in. But the information that is shared there

really works and preventing retaliation because you are working with people that are in a very high emotional state and then how they communicate back to the ground and elsewhere. So, you know, the information that we get from PD guidance a lot of our movements and then, in partnership, we have a lot of planning and coordinating with PD. You know, often times when we talk about ebbs and flows and shootings in New York City, it's around specific events. Whether it's local events, whether it's holidays or certain times of year, we sort of know where the peaks are because we track every shooting incident and we also map them. Then were able to forecast and look at projections across longer-term years. So, at any given moment, because of PV, I can bring up every shooting incident on a map that has occurred in the last five years and I can easily put Labor Day weekend as the timeframe that I want to look at and I can see where the consistent patterns and trends and then how do I share that with community groups so that they can then use their expertise to say, oh, if it's happening over here, it must mean, you know, coming out of this group for this area. This is the type of intervention I have. While these-- they did

give me a timer. That was great. Or these are the type of inroads I have with this specific network or this is how we could amplify the community's resiliency of an area without enforcement, but just our presence alone. These are people that we can engage that we know are key influential stakeholders on the ground over here and we can engage them around preventing violence.

COUNCIL MEMBER DEUTSCH: Excellent.

Thank you. And I just want to make-- I don't want to take up too much more time. My question was only 10 seconds. But, anyway, I just want to recommend to the NYPD if they could reach out to elected officials because I know sometimes it's very difficult to get landlords or building owners to get involved in the shot spotter, right? So, I know you have people going around from building to building and sometimes elected officials may know the people who live in the districts, so to encourage and reach out to elected officials and especially in those districts where they have seen an influx on gun violence. So, if they know anyone that wants to be part of this program, that they should be encouraged to work with someone and have a contact within the NYPD so that

this way they could have a partnership in this.

Thank you.

CHAIRPERSON RICHARDS: Thank you. All right. We're going to go to Council members Adams and then Cabrera.

COUNCIL MEMBER ADAMS: Thank you very much, Chair Richards. Thank you very much, Chair King, for this very important hearing today. Thank you so much, Eric, for your dedication over the years to everything that it takes to keep our city safe and partnership with NYPD. Mike my colleague, Vanessa Gibson, I'm very grateful to our experts out there in Southeast Queens. So, shout out to Life Camp, Erica Ford. All of her soldiers out there. We see you and we are so very grateful to you for everything that you do. That said, we have seen, as Chair Richards mentioned earlier, we have seen an uptick in Southeast Queens. A very unfortunate uptick in gun violence over the past couple months or so. It's become very disturbing. It is clear that we have such an epidemic now of gang activity out there of children with a lack of youth services, lack of community centers, lack of mentorship programs. So, I guess my question, as a part of the mayor's office

of criminal justice, are those conversations being had with the mayor with the administration and regard to other things that are lacking that my colleagues and I continue to fund as best we can with the allocation of funding that we have. Are there conversations around the other things that are missing in this puzzle? The lack of for our children, the lack of for our youth to help you do what you do best even better?

ERIC CUMBERBATCH: Absolutely. I would say, you know, the conditions in Southeast Queens are not on fears or lost by Harrison, you know, once we follow the pattern in trend, the first thing for my team was to deploy with Erica Ford's team at her emergency meeting where she called in various stakeholders from across the city to put together what a violence reduction plan looks like and what community support looks like. So, I think her for her leadership, but, yes. Those conversations are happening. I think the conversation for us, and we are doing this, is elevating outside of solely city government and looking at how do we institutionalize this beyond councilmembers in the administration and really get to the foundations and others that are

profiting in this city while others are suffering and engage them around supporting these efforts? Like I mentioned earlier, I'm just getting back to today Mike still a little late am I in the plane or not, but having those conversations about funding, providing support and funding to some of these organizations. And it actually happens, which are very grateful to hear, you know, and talking with Erica this morning she's like, oh, yeah. That just happened. And I'm like, wow. You know, we were just having the conversation with the specific, you know, foundation. But to elevate the conversation. To your point, of course, short and long-term. So this is short term, the work we are doing. We are at the end of the spectrum of working with people after they already are trapped in a cycle of risk factors as opposed to getting away to the opposite ends of the spectrum. And that's aware of things like 3K, that's where things like Saturday Night Live and after school centers and those types of facilities coming online really have an impact in changing the trajectory of the behaviors for our young people. So, simultaneously, those conversations are happening. You know, the bureaucracy in all of this

is one that we fight. So, at the same time as there is community violence and obstacles and barriers and challenges there, it's also in city government. It's also an agency, and it's also in bureaucracy. So, we constantly combat that, as well. So, you know, we are definitely advocates and we are pushing forward both for short term and long term agenda that builds community.

COUNCIL MEMBER ADAMS: Think you very much, again. I salute all of you out there that do the work so excellently in partnership with NYPD. I dare say that the partnership is invaluable to the city of New York. So much. Mr. Chair?

CHAIRPERSON RICHARDS: Thank you so much, Madam Adams. All right. We're going to go to Cabrera followed by Cabrera, Miller, then Ampry-Samuels and Barron.

COUNCIL MEMBER CABRERA: I want to thank both of the chairs for holding this hearing. This is an issue that is very dear to my heart. You know, Eric, working with Council member-- back then former Council member and now Public Advocate Jumaane Williams co-chairing the Gun violence task force. I have to tell you that this has gone beyond our

journey. You mentioned Eric go forward. I remember when she said and one of the meetings were joking and we don't fund this. We are just going through an exercise. And I want to thank the administration and my fellow councilmembers for being supportive. And this started at the height of the recession and was the only initiative that was adopted during that time. So, it took some courage to do that. And I want to thank everyone who is sitting out there really day in and day out-- some of you are putting your lives at risk. You're working on the front lines. You are making a difference. I know my neighborhood on 183rd Street and now are going in Kingsbridge Avenue, there was a difference that I don't know of any other way that we could've seen this transformation. And we seen that in every borough. It's been amazing. You deserve really a big round of applause because you are literally amazing. Amazing the work that you are doing. And I want to thank the pioneers who were in those meetings that took a year and a half of their lives to get it all so that so that it would work. So, thank you so much. Very few questions, but I think they are important. Help me understand how many job slots

does each cure violence-- but say per million dollar-- out of the million dollars goes to job slots?

ERIC CUMBERBATCH: So, it depends on how the organization ultimately uses their allocation. So, there is a specific mine requirement to be compliant with cure violence in terms of having violence interruptus outreach workers, outreach worker supervisor, program manager. Those type of things. Roughly about two years ago we gave an additional 250,000 dollars to each organization as part of crisis management system to incorporate an education and employment specialist as a line in their office and administrative assistant. And what was our third?

COUNCIL MEMBER CABRERA: And that is still there, right?

ERIC CUMBERBATCH: And the community liaison to best wrap their services and with what is taken place in the larger communities. So, depending on where they fall within those salary ranges and/or if they are part of an organization that already has those types of job responsibilities filled, we gave them the flexibility to create different lines to

best meet the needs of their communities. So, we've had organizations create some more nuanced lines to best support their operation. Ultimately, I would say about 12 is usually, generally, about the number of staff that would be--

COUNCIL MEMBER CABRERA: [interposing]

Do you think that's enough? 12?

ERIC CUMBERBATCH: I--

COUNCIL MEMBER CABRERA: I have to tell you why. Look, you know I am a pastor also, some very involved in my community and I have to tell you that the average crew member, the number one thing they ask for is a job. They just--

ERIC CUMBERBATCH: Yeah.

COUNCIL MEMBER CABRERA: They are tired. They're tired. The lifecycles that you are talking about, how do we amp it up so we could at least double that amount? And what would be the costs in order to achieve that end?

ERIC CUMBERBATCH: Yeah. I would say with the employment-- I agree with you 100 percent on the employment piece. The other piece I would add, and this is purely looking at data, is employment will

get you halfway there. Without education attainment, you are still at great risk of being incarcerated.

COUNCIL MEMBER CABRERA: I agree with you.

ERIC CUMBERBATCH: So, one, aligning employment with education-- and we have to look at how to do that in a nontraditional sense. It doesn't have to take place of like a 22-year-old going back to the local high school, but how do we get that person across the finish line in a way that doesn't harm and or cause more harm to the individual while keeping them employed? And then, what is the next pathway on employment? It doesn't necessarily have to be within this structure, but then how do we get other city agencies to value the legitimacy of what the people behind me do and what their staff does? So, community centers, for example, they will reach out to our office all the time. It's 11 PM. We are scared and we have this situation. Well, employ these individuals. That should be part of your workforce. School settings. They shouldn't have to just come in as I am doing a specific group or specific workshop, but I am part of the regular operating day-to-day structure. So, creating jobs

that are civil service jobs that reflect the roles, responsibilities, and expertise as the population behind me. Roughly, our employment program is about 1.7 million, so we would need to double that. And I am more so fall on the side of public advocate Jumaane Williams. I believe all school-age children from middle school up should be guaranteed year-round employment. It is the best form of supervision. You tie it to school outcomes. It keeps young people in school on a track towards graduation and then start to insert a lot of pieces that we are talking about around healing. Cognitive behavioral therapy, trauma informed care. Start to insert that into the process and then I think we have a real strategy.

COUNCIL MEMBER CABRERA: So, in closing, I want to thank you. I want to thank you.

ERIC CUMBERBATCH: Thank you.

COUNCIL MEMBER CABRERA: Because you have always been reasonable, accessible--

ERIC CUMBERBATCH: Yes.

COUNCIL MEMBER CABRERA: and helpful. We appreciate your leadership. Then I will ask the Chairs and I know we have some of the biggest alleys in this very room right now in terms of the Council

members. This is a small ask for an initiative. Let's amp it up to 2 million dollars. It's really not a big one to make it a priority for next round fiscal year budget hearings that we are going to have the because this is some of the best-- this is the best alloc-- I have a bias here, but some of the best funding allocations that we do right here because it literally saves lives and it, literally, saves the future of our communities. Thank you so much.

ERIC CUMBERBATCH: Thank you.

COUNCIL MEMBER CABRERA: Thank you to the Chairs.

CHAIRPERSON RICHARDS: With you on that. All right. We are going to go to-- Miller is not here, so Ampry-Samuel.

COUNCIL MEMBER AMPRY-SAMUEL: Thank you, Chairs for putting this a very important hearing together. And thank you for everybody that is here. So, the 41st council district has had its challenges for many years, but I'm just going to speak to the last two years that I have been in office. And, first, everyone in this room from Ife to Shanduke to Erica Ford has really-- You all have been like my

everything stepping up and being able to provide us with a level of expertise sends support and guidance because we were just really struggling over there. And, you know, just wanted to thank everybody in this room for just coming out and helping in any way that you can. I guess my question and my, and is really related to NYPD in the relationship that you have on the ground and the relationship that you have with our organizations because we have some great people doing amazing work, but just over the past several months-- and let me just talk about a particular incident. We had a young man who was killed who was the member of a gang and the day that-- the very next day that this young man was killed, it was like a war zone in Brownsville. It was, literally, war zone on the corner of Tapscott and Sutter Avenue. When I was called to the scene by the CEO and members of the organization, the community was on one side of the street. NYPD was on the other side of the street. There was about 20 police cars. There were helicopters flying around. And there was a really tense moment and the community just wanted to mourn their loved one, but at the same time, NYPD was stressed and concerned and said that they needed to

make sure that no one did anything that was against the law and they wanted to prevent another shooting. And so, in that moment, PD was just really ready to lock everyone up, but, again, the community just wanted to mourn their loved one. And I see the God Squad in the back, too, who came through and really helped out, but that situation could have turned real bad. And, in fact, it was about to turn real bad if we weren't standing in between the police, right? Like, literally, if I wasn't standing there and if the organizations weren't standing there, it would've been bad. And so, that went on for a couple of days which led to the incident on Mother Gaston-- and I was listening to WBLS this morning and they talked about the incident where the police officer just straight like there's somebody down to the ground. That whole weekend brothers and sisters were just getting locked up and it was like over policing and over enforcement, but it was also because no one knew what was going to happen and the excuse was we needed to prevent another shooting. And so, we can't live like that. Right? And so, this oversight hearing, the title of it is the relationship-- gun violence. The relationship between law enforcement and

community-based solutions. So, what are we really doing? And so my question to the panel was like what are we doing because everybody is stressed out right now. Everybody is overworked. And we could talk about to fund this amazing funding and the amazing work that the Council is doing and, you know, everything that everybody is doing. But at the end of the day, our community is stressed and every single-- every inch of my district like, you know, Bed-Stuy, we, you know, had shootings-- a fatality on Bainbridge and Saratoga. I look at-- One second. I look at Crown Heights on Buffalo and Sterling. We had, you know, four folks shot. I can't say East Flatbush because, GMAC, you are really hold it down over there. But even Beeville. They had a shooting last week. Right? Everyone is working so hard, but we need more funding that's like legitimate funding. But we also need to figure out this relationship between NYPD because, at times, I feel like the work that you are doing, the way that you are doing it is making the matters a little worse on the ground in my district. But not to-- But it's just to really figure out what we're doing and how we could do it better to make it better because I was out there

three, 4 o'clock in the morning with the Cure Violence organization, with the trauma unit and it was just a tense, terrible scene. So, thank you.

[Background comments]

ASSISTANT CHIEF LIPETRI: I can comment a little bit about the incident in question. So, that large crowd that gathered on the corner, that was in response to multiple acts of violence and then around the Sutter and Tapscott area, not just the homicide that it happened the morning or evening before. So, we had approximately three to four shootings that were directly involved in that large group gathering, but I will say it was tense, but we were there also until 2 o'clock in the morning with no mass arrests at all. So we did work with the community and, you know, maybe in the past years ago I think we would've maybe police did a little different. But that night into the early morning hours we worked with the community not to make arrests and we did not and we disperse the crowd very, very slowly and, you know, again, no violence have been them also hardly any arrests. So, I thought it was handled appropriately. And, again, it's building that trust with the community.

COUNCIL MEMBER AMPRY-SAMUEL: So, I'm ending here, but was there some type of lag after action review that you did as an agency and did you-- something they say this is what we did to address this situation and this is what we could learn from? Because I wasn't invited to any kind of after action review and there were arrests made during that time and, again, it was like martial law. It was like a war zone. And so, we can't do that again. I mean, it was great that we were able to prevent like a shooting within those three days, but we-- we can't do that again. So, it would be great if folks came together and discussed her that as a city so that we can move forward.

CHAIRPERSON RICHARDS: Thank you. I'm going to go to Council member Miller and, followed by Miller, Barron.

COUNCIL MEMBER MILLER: Thank you so much, Chair Richards. Excuse me. Just got back. We were next-door at the sickle cell and hypertension hearing the news going on there. So, were here dealing with another health crisis in our community and were trying to holistically figure this thing out. And so I want to comment on and follow up on what my

colleague, Samuels, just talked about and that is sort of the continuity and the consistency of all those operating within the Crisis Management System. From the Cure Violence and the incredible messengers and the folks that we see here, but also the NYPD, the healthcare providers that are involved, the social services that are involved there. Is there a consistency? Does one handle with the other hand is doing? Is there a white paper? Is there consistent training throughout the city that, you know, obviously this movement, while they exist in individual catchment areas, some of those that provide services like NYPD and the social services on the health care hospital networks and others, do they know within what confines they are operating in? Is there any consistency or are they doing the same thing in the Bronx that they're doing in Brooklyn are here and in Southeast Queens? We have not necessarily seen that full experience manifests itself in that way and in a way that-- I think everybody is the best of intentions, but because of the lack of continuity, we don't know what is going on. Even on our-- on the other side, is there consistency within the training and resources that

exist? So, it is great that we are talking about investing and continuing to invest, but we wanted to be efficiency-- as efficient as possible and how we deliver our services and that efficiency is dependent on, I think-- and some type of consistency amongst those who are collaborating and providing the services. So, like to speak to that end, in terms of also training. And then, I'm glad to see that it is now a part of DOE curriculum and so I'd like to speak to whether it is part of the DOE curriculum or just paste on some of the CBO's that we have coming in and doing the work and providing the message. The ones that are counselor funding or outside or others or is this something that DOE is having-- I think that is probably what we see as the most important component is ensuring that our young people go beyond the fight or flight. That they have conflict resolution skills that allow them to deal with these situations and ways file we, all of us, have not had until we somehow acquired those skills. That they are able to acquire the skills to do so. So, if we can speak to continuity and then curriculum.

ERIC CUMBERBATCH: Thank you for the questions. Good questions. I think in terms of

consistency and continuity, we can't look at CMS as an anomaly. Then we have to acknowledge that we can do more around consistency and continuity across every agency in New York City and the, you know, this is not, you know, nuance to just this workforce. I think, having worked in city government for 18 years, that this workforce has more access to city agencies than any other group of providers or vendors in New York City and we are at a phase right now of building what that continuity and consistency looks like. And we have done it in a microwave. In a very short time span. Nowhere else in the country are groups-- or few places in the country, I should say, our groups meeting with mayors, having programs embedded in the Department of Education and in ACS, and DOC, with DOP, and in all of these spaces where they are part of day-to-day interactions and policy reform and procedural changes and looked at as public safety partners. So, I would say there on the something very special. The city itself is embracing something very different that hasn't happened before. But I don't think it is necessarily a just question to ask solely about consistency or continuity with this group where I'm sure you all sit amongst other

directive directors that don't reflect the community that they serve and or the vendors behind them don't even know who they are and this would be their first time saying that individual and are learning what they actually do. So, were moving in that-- and I don't want to go on and you know--

COUNCIL MEMBER MILLER: No. No. I just-- because this is life or death, right?

ERIC CUMBERBATCH: Absolutely.

COUNCIL MEMBER MILLER: And, often times, you know, I'm there with you guys, right? Just like my colleagues. You know, sometimes I got to go to the hospital. Sometimes we've got to go to the precinct and how we all work together is super important, right?

ERIC CUMBERBATCH: I think-- Not to cut you off.

COUNCIL MEMBER MILLER: But that's it.

ERIC CUMBERBATCH: I think to get there is-- I have no ambition for running for Council. To get there, I think, you know, a common framework from a racial equity lens and we operate in understanding what the explicit and implicit harms are and we empower our community to create that change the way,

as government, sustain that change. The agencies that we partner with and work with don't necessarily operate from that framework, so there is a difference in ideology, theory, and approach from the onset. So, right now we are in a space of respectability, and a space of what does coproduction look like, but overall first value approach and mission, that is not aligned with any agency in New York City because we explicitly say it and we explicitly put it into practice. So, I'll stop with that. The curriculum part around CMS, this is not part of DOE's standard curriculum yet and the power with partnering with New Yorkers Against Gun Violence is that they could lobby Albany and convene other individuals to lobby in Albany. So, right now, this curriculum is being deployed in schools that our partners are doing school conflict mediation in. We want to package the great success and results that we know we will see and lobby at the state level to make this part of the permanent curriculum within DOE.

COUNCIL MEMBER MILLER: Thank you so much.

ERIC CUMBERBATCH: Thank you, bro.

COUNCIL MEMBER MILLER: And thank you,  
Chair.

CHAIRPERSON RICHARDS: Thank you.

Council--

COUNCIL MEMBER MILLER: And then, for--

CHAIRPERSON RICHARDS: member Barron.

COUNCIL MEMBER MILLER: I'm sorry. To the folks out there that are on the ground doing the work and, which includes the NYPD, but the brother and sisters that are there, you know, thank you. It has been a tough few weeks for all of us and I know we're going to get through it because everybody is, you know, committed to it. Thank you.

CHAIRPERSON RICHARDS: Thank you. Council member Barron. Questions?

COUNCIL MEMBER BARRON: Thank you to the Chairs for having this committee hearing and thank you to the pan on, of course, most importantly, thank you to all of you who are here representing so many organizations that are in our community doing the work on the ground. I've known Erica Ford for 25 or 30 years and the work that she has been doing in so many others that are here and I have to give a shout out, of course, to Andre T. Mitchell because he is the person that did this work before it was paid work. When I know that you are not adequately paid

now. We know that and we are looking to see how we can make that increase, but it was AT Miller who was-- Andre T. Miller who did this work 25 years ago and organize other people in our community to be those people on the ground interrupting potentially violent situations and we certainly want to give credit to all of you who are doing that very important work. When we talk about violence, today we're talking about gun violence, but we know that there are so many other forms of violence, which you are also involved in preventing, that occurred. And I to say that this violence is, in fact, a manifestation of the symptoms of this country that are rooted in racism. Institutionalized racism. So, when we talk about all of the characteristics that we see in communities that are, so-called, violent communities or higher incidence of violence, all of those characteristics-- low educational attainment, that's because of miseducation. When you first put a child in school, they are excited to go to school and I know because I taught for 36 years, so I've seen it. But somewhere along the line, those images that they see on television and those messages subtly, perhaps unknowingly, that are transmitted to them

that puts really a ceiling on what they can do and lowers the expectation of what they become, they begin to internalize those messages and begin the, unfortunately, buy into the idea that they are less than, not as malleable as other people and that they, therefore, can't do more. And it goes contrary to what is actually in their spirit because they can do more. So there is that conflict between what they feel as an individual and as a human and what the society says, in fact, are the limitations that they are putting on them. So, until we address the poor education and until we look at the end or finance of resources and programs that our community is not received and until we look at those issues that are generated that are mental health issues that need to be addressed early on before they manifest themselves in other kinds of ways, and until we get our own people to feel good about what they can do and have that manifested in a way that they are contributing economically and socially to the community, we are going to be here in a reactionary mode. Much of what we are doing is reactionary to particular situations that have occurred. We've got to get into the education system and embed it in the community, and

our education, so that it's not, okay, this week we are doing this particular topic. It's got to be in Baghdad in the funding that goes to our communities so that, yes, as we do get community centers such as the Prince Joshua Ovedo community center, we don't have to every year worry about, oh, gosh. Are we going to be able to fund the programs that Man Up and Good Shepherd are doing there? Two excellent programs. I invite you to come. It's beautiful. It's a model. My colleagues comment saying that and we invite you to come. But until these kinds of programs are institutionalized in the budget, at a minimum-- somebody sent 2 million dollars. That's peanuts. That's peanuts. And particularly in terms of other caucuses that get money to fund projects that affect people in much smaller numbers than that, again, is racism, whether we want to call it that are not. But until we begin to make it a part of what we do in our budget-- because your budget shows what is really important. Until we get an opportunity to do that, we're going to continue to talk about these issues in a way that is not the fullness of the picture of what exists. But I did want to have a question, too, and I think you because Andre Mitchell

often times talks about the great work that you do and we did have Mrs. Glatzer here yesterday talking about another issue. Another committee meeting. And she talked about these very same things. We need to get this into all of the social programs that we operate so that we can address the needs. But I did want to ask you a question. How do you coordinate the work that all of these groups are doing so that you can be supportive of each of them and of all of them and that they can interact with each other in a positive way?

ERIC CUMBERBATCH: So, the coordination pieces key on many different levels. The government coordination with different members. City agencies staff for a lot of the programming takes place. Getting doors open, pulling levers in those agencies spaces. And then within MOCJ, coordinating with our contracts team, budgets team to ensure that the groups behind me are prioritized. All of the things that, you know, impact them our life and death and are therefore expedited within our office and then, on the ground, whether that is with local precincts where we want our teams to assemble with PD around role calls, knowing who their commanding officers

are, giving them program overview. Really, you know, like I said, the coproduction, where it doesn't have to be that we agree with the overall history and more current approaches, but as leaders in a community to be part of that coproduction and for us to drive what safety looks like and our communities by us. So, those are some of the things that we are doing. This is the first year that we are actually doing the trainings with Care Violence, the national organization, out of the Mayor's Office of Criminal Justice. So, it's a really special time and that the coordination will be more than or will include fidelity to a model from the pioneers and creators of that model. But then also take place within a Mayor's Office of Criminal Justice which is vastly important because we can't talk about violence prevention without talking about criminal justice reform at the same time. So, placing this within a criminal justice office takes the emphasis away from incarceration, takes the emphasis away from arrests and really puts community first in this space. So, we are doing great pioneering work. I agree with you 100 percent that there is historical trauma and there is institutions that exist. I mean, let's be clear.

None of us were at the table for any institutional policy that exist in this city because we weren't asked to be part of the policymaking process, yet those are the policies that then we are bound by today and we have to operate within. So, within itself, without even calling individuals recess, it's inherently racist to have a structure that only had one dominant force behind creating whatever the thing is. So, for us, it's breaking that from within and empowering all the individuals behind us to be at the forefront of creating what our current and what our future looks like in New York City.

COUNCIL MEMBER BARRON: Thank you. And, Mr. Chair, if I can just indulge one further point. The NYPD has this great trepidations over the bell reduction program, no bail program, so I am sure that we can look to see how we can lessen their fears about those that are not being held to pay bail and identify programs that will provide, as you mentioned a little earlier, an opportunity to interact with persons that they may have some reservations about to make sure that they come to court. Because that's all bail is for.

ERIC CUMBERBATCH: Abso--

COUNCIL MEMBER BARRON: to make sure you come to court.

ERIC CUMBERBATCH: Absolutely. I agree 100 percent and we have a number of life coach oriented programming that is coming on line to support those individuals. So, I think that's part of creating that supportive network for individuals to actually make mistakes and fail and be supported and lifted right back up so that they can flourish.

CHAIRPERSON RICHARDS: All righty. Thank you. Just the last questions and then I wanted to get to the police department on these. Can you just speak in general of how the police department views the work of the Care Violence operators?

ASSISTANT CHIEF LIPETRI: Sure. So, I think Eric touched on it a little bit. We have a great relationship with MOCJ and, obviously, Care Violence. You know, as a local precinct commander in East New York, that's when I first met Eric and we were having a very tough month where we had multiple acts of violence that continued not just in the 75th precinct, but actually went into Brooklyn South and then do other commands. We had three men killed within a three-week period, all retaliatory, and Eric

had arrived in the 75 precinct and, you know, was really out there helping me without me reaching out to Care Violence. So, you know, he spoke about them knowing what's going on. That proved it to me right there, you know, approximately three or four years ago. He knew where the violence was any came out to the community and was out in the development that was causing this violence. So, you know, we have a phenomenal relationship. You know, we collaborating, like you said, we share our data and we continue not only to collaborate about Care Violence, but also about gun violence and gun prosecutions within the city of New York.

CHAIRPERSON RICHARDS: Right. But what I wanted you to dig a little deeper into is what is the NYPD's overall commitment to working with the Cure Violence group. So, when I'm getting at is what is the relationship between the inspectors, perhaps, different local precincts and the Care Violence groups? You know, is there a commitment? Is there a central place in PD where you work with the Mayor's Office to Prevent Gun Violence? Just speak a little bit more in-depth about that.

ASSISTANT CHIEF LIPETRI: Sure. So, local commanders and also, you know, offices within the precincts are aware of the nonprofit community organizations like the councilwoman just spoke about. You know, throughout the city, there are a lot of things the Council touched on one, you know, Man Up. Is a local commander in the 75th precinct, I do work, you know, closely with AT. You know, the NCO officers that are within the area of his office on Van Sickland which is obviously right around the Linden houses and Boulevard houses and girlish park. You know, they are working hand-in-hand with, you know, those local nonprofits. As far as care violence, you know, we are sharing our data with the mayor's office of Criminal Justice. So, we might not be exactly with the violence interrupters who are out there on cure violence, but they know where we need the resources and we are working, you know, with them and then we also have programs that we are offering, social service, working with the community to the highest at risk individuals that are either at the highest risk of being victims of gun violence or perpetrating environments.

CHAIRPERSON RICHARDS: And what I am getting at is just-- and we appreciate, obviously, work that the NYPD has done to, certainly, build bridges with our communities, you know, over the course of the last few years, but-- and, you know, obviously I know it is sensitive. We don't want the care violence groups being viewed as a branch of the police department, either, but what I am looking through here is what it is, overall, the PD's commitment to these organizations in the time of need of resources? Can you have a program called cease-fire, correct?

ASSISTANT CHIEF LIPETRI: that is correct.

CHAIRPERSON RICHARDS: So just go into a little bit more about, you know, what happens in cease-fire and, obviously, you call it groups who, perhaps, could be associated or perhaps people are individuals who you believe are causing some of the violence. Just go into what is the difference between what you do with cease-fire opposed to what you do with the Care Violence organizations that--

[background comments]

CHAIRPERSON RICHARDS: I know. I've got it. I got it. I got it. But I've got to get them-- I've got to-- all right.

[Background comments]

CHAIRPERSON RICHARDS: No. He is coming up right now. He is coming up right now. This is the last question. I understand that.

ERIC CUMBERBATCH: So, I want to address the difference. ]

[Background comments]

CHAIRPERSON RICHARDS: Got it. Got it, Erica.

[Background comments]

CHAIRPERSON RICHARDS: Okay.

[Background comments]

CHAIRPERSON RICHARDS: Okay. We're going to wrap up. We're going to wrap this up. Okay.

ERIC CUMBERBATCH: Continue or?

CHAIRPERSON RICHARDS: Do you want to continue?

ERIC CUMBERBATCH: Sure. I just want to say there is a distinct differentiation between Cure Violence and cease-fire and different approaches. And the-- I got you, Shanduke. The difference

there-- The beauty of Care Violence and the beauty of this model is that it is not mandated. It's not coming from an enforcement base, but it is coming from community members recognizing each other, lifting each other up, and supporting each other. So, we keep the two separate and attached. Detached.

CHAIRPERSON RICHARDS: And what I was getting out-- what I wanted to get at there is I wanted to show the stark difference and wanted to push the conversation more towards the Cure Violence organizations because we understand that the PD still does do some of this work which we believe should be moved over to the Cure Violence group. So that was the purpose of the question.

ERIC CUMBERBATCH: It would've been good if--

CHAIRPERSON RICHARDS: So, less cease-fire. More Cure Violence. And I know Erica left the room, but part of the reasons I wanted to bring this question up is because Shanduke and others were out Monday and we heard from some of those young people that they were being harassed, right? And I wanted to just make the correlation does that have to do with cease-fire and should that work fee being done

by the Care Violence groups opposed to this heavy handedness which stones and necessarily, you know, and decrease violence at the end of the day? So, that the correlation there. I'm happy to, cores, and my questions now. But I thought that was a very important, pointed question because, during times of crisis, we've got to ensure that the Cure Violence groups are really the ones dealing with these individuals on the ground. I don't know PD wants to respond that.

ASSISTANT CHIEF LIPETRI: The one response I do have is that, you know, over the approximately past five years within cease-fire, we have visited and offered social services to approximately 3000 of the highest at risk individuals in the city. So, that's visiting their residents with local clergy with the precinct commander, usually with the NCO or community affairs office offering services. So, that number is so much more than the enforcement aspect of cease-fire. I just wanted to make that very clear. Approximately 3000 individuals have been offered social services.

CHAIRPERSON KING: We want to thank you. We want to wrap it up, but before I want to say that

Council member [inaudible 02:10:55] clause. Simple as that. It's why we deal with what we deal. But the final questions and then we want to bring in the people on the ground doing this work. NYPD, we're talking about gun violence. What plans are you-- Or what investigations have you done to identify who are the resources who are bringing guns and for a 14-year-old to have access to get a gun or a 17-year-old would have the gun?

ASSISTANT CHIEF ESSIG: Good afternoon. Chief Essig. Detective bureau. One of the main factors in our four prong plan on violence prevention. That's preventing guns from coming into the city. So, in the last two years, we have a gun trafficking team who we have an NYPD team and we also have a team that works with the ATF. In the last two years than in the last 18 months, we've done 19 cases and we have prevented 708 guns from coming into the city. So, that's guns that could have done untold damage in the city. So, 19 cases, 708 guns.

CHAIRPERSON KING: All right. We'll have to come back to this conversation. With all the guns and shootings that happen, I think we've got to get better answers. Maureen sues. Greater guns off the

street. I just don't think that the plan that you're having, while the numbers are small, we still no neighborhoods that we're in that people have got guns. So, and we're not-- We're not bringing them in the neighborhood. So--

ASSISTANT CHIEF ESSIG: That's just the--

CHAIRPERSON KING: We're not bringing them in.

ASSISTANT CHIEF ESSIG: The numbers I told you just the gun trafficking cases. Guns being trafficked into New York. Once they get into New York, we have different plans between our SIL, between our gang, narcotics, are guns suppression division. That's an additional 2300 guns were taken off the street this year.

CHAIRPERSON KING: Okay. Thank you. Thank you. And we'll fight to get more money because 5 billion over there and 36 million over there don't make any sense and if we keep operating like that, we'll always keep struggling and consistency won't ever continue to happen if we can't get more money for our Care Violence and our credible messengers out there. We've got your back, brother. Thank you for your passion. Thank you for--

CHAIRPERSON RICHARDS: Thank you. Thank you. And thank you for your work, Eric. We'll be coming back. Once again, the purpose of this hearing is because we do believe, a hearing from the groups, that there is a need for more resources, so I want to thank you. We want to look forward to continued conversation. All righty. Going to call the second panel. Erica Ford, Life Camp. Shanduke McPhatter, GMAC. Reverend Wendy Calderon. I can't read your last-- From Bronx Connect. Okay. Iesha Sekou, Street Corner Resources and Juan Ramos. And I know that Shanduke has to get on a plane, so we'll ask him to give his testimony first. Let's get started because you have a plane to catch. Let's get started because you have a plane to catch. Okay. All right.

[Background comments]

CHAIRPERSON RICHARDS: Is your mic on?  
And just identify yourself for the record.

SHANDUKE MCPHATTER: Is it good now?

CHAIRPERSON RICHARDS: And who you represent. There you go.

SHANDUKE MCPHATTER: Okay. Good day.  
Excuse me if I'm brief. Actually have to catch a flight to Sacramento. My name is Shanduke McPhatter

and I am the CEO and founder of GMAC incorporated. I'm actually going to Sacramento because we're going to a national conference around hospital-based violence intervention programs and I am a site that is located in Brooklyn. Two areas councilman district. Council and now public advocate Jumaane Williams' district and Majority Leader Laurie Cumbo which is located in Fort Greene. And we, as a site, don't have a hospital component, so this is why I'm flying out to Sacramento along with doing a workshop to talk about the importance of the hospital supports. Who's the crisis management system for every site that is in New York City. One of the main components of a shooting is in the hospital. That is the hot spot. That is the time when the conflict is talked about. That is the time when the retaliation starts, right? And we want to show the hospital's importance of having these services and how these services are important to the service providers and the hospital and how we are helping them by coming there and mediating these conflicts by making sure the hospital [inaudible 02:15:58] response has that key information when it hits the streets. Along with that, I am a site that goes around the city and we

were just in Queens to support Erica. You'd see this out there and that speaks to what Eric Cumberbatch spoke about in regards to the mobile trauma unions. I have a bunch of staff that we are all over the place and four, five, six, seven cars trying to get from this site to that site to support this shooting responds, support that shooting response, and this is the work that we all do and then each other. So, even if there is a misunderstanding of if you're working together, if you come into our community, you see that we support sites when shootings happen. So, it's in poor and saw also look at how we can expand all the sites having that mobile trauma unit. I speak to myself, formally incarcerated, then back and forth from the age of 16. At the age of 16, my first arrest, I was arrested 18 times. I've been in incarcerated doing to state bids and a total of 13 years in installments. Every time I was released, I came back to the same neighborhood. Every time I went back to jail, and jail didn't rehabilitate. It didn't change my mind. It changed my crime. So, instead of selling-- shooting and robbing, decided to sell drugs. That's when our state system does. I came home because I decided to do something different

and inform the organization while I was incarcerated. What happened prior to that was I was selling drugs and a guy came home from prison who was a known murderer and told me that I couldn't sell drugs and me and him had a shoot out two times in the same day. And I waited two weeks to come back and kill him. And I was waiting with a 40 caliber in my hand, 6 o'clock in the morning because that's when I know he came outside, and as I was waiting to kill him, somebody came down the stairs and saw me with a gun and asked me, are you waiting to kill my brother? And I said, yes. I am. You know that. The issue was his brother, not him. I was raised with his brother while he was doing time in state prison, so I had a relationship with his brother. And later that night, me and his brother had a conversation and, even though I went back to selling drugs, I did not shoot and kill him and he didn't shoot and kill me. It didn't change my life because I was still in the game, but when I went back to prison, I remembered that. And I came home replicating how that was effective to me. It made sense. Worked on me when I had a gun in my hand. The relationship. So, I came home focusing on that. There was no funding. I

didn't know about Cure Violence. The only thing I ever heard about was Erica Ford and AT Mitchell. And by doing that work and getting with Erica Ford and AT Mitchell and I learned about the Cure Violence model, which is the predominant source of our funding in New York City, it made sense. It gave something to what that situation was when that man talked me down. So, learning that model, I began to focus on that with our team and we began to build. Kay Bain, as well. Councilman Jumaane Williams to focus on building that Cure Violence model in New York City that's different from Chicago which is the crisis management system which others will speak on and adding those additional services. Right? So, one of the key things, because I'm stuck on time, as I want to point out a major question for me is what is the difference and how can we show the evidence that we are changing versus New York City's NYPD. Right? And I'd like to-- first of all, where's my GMAC team? Can you all step up behind me, GMAC, please? All right. And then, after GMAC, right? I'm just going to point right there. These are formally incarcerated. Raise your hand if you've been formally incarcerated. Raise your hand if you're behind me if you ever been

charged of a shooting or a weapon possession. And I'm talking about all the Care Violent sites and here. I'm not just talking about GMAC. I'm talking about any one of you all. And if you're here, as a matter of fact, stand up, please. Don't be ashamed of it because you know you're part of the front of the lines now. Front lines. This is not even a portion of what's in our city right now. So I want to tell you I used to be a shooter and I told you a story about somebody that stopped me from shooting and my change helped some of these people and other individuals make that same choice to not shoot. So, now, if NYPD been getting these billions of dollars and all they do is stop-- they make arrests. They don't stop shooting. We go on the other corner and they'll shoot on the other corner. That's it. You're going to come make the arrests if you can make the arrest. So, with closing, if all these individuals that's behind me with all these sites in New York City were still part of the problem, would NYPD still be able to say that shootings are down in New York City? No. If we decide and they decide to take the money from all these males and females who are on the front line and said that we don't think

this work, what's going to happen? That shootings will possibly go back up and that's just the bottom line. With that, I have to get on my flight. I thank you.

CHAIRPERSON RICHARDS: Just one question--

SHANDUKE MCPHATTER: [inaudible

02:20:36]

CHAIRPERSON RICHARDS: though and I want to thank you for being out there Monday night because I-- as an elected, it's good not to talk all the time and no really just take it in and to see the work on the ground that is done and you mentioned something about the hospital coordination.

SHANDUKE MCPHATTER: Right.

CHAIRPERSON RICHARDS: So, right now, there is no coordination amongst hospitals--

SHANDUKE MCPHATTER: No. So, we've been working with--

CHAIRPERSON RICHARDS: and your organization?

SHANDUKE MCPHATTER: the Mayor's Office to really build a memorandum around that, a memorandum of understanding. Some organizations like SOS, Man Up, some are in the hospitals. You've got

Brookdale. We respond to Brookdale. Street Corner Resources are in the hospital in Harlem. In hospital responding is important for all of us to be able to catch them right there. Right? There are a lot of stressed hospital workers, doctors and such--

CHAIRPERSON RICHARDS: Uh-hm.

SHANDUKE MCPHATTER: that don't know how to deal with that, right? And that's where we come and were trained to be-- we have hospital responders that are trained to be able to focus on that directly, right? To, once again, remember when you see the family members in that visiting that space and the homie here who did it, he's going to make a call. He ain't going to leave the hospital, right? So if we've got an advisor who knows him from that face and he makes that connection, yo, such and such as in this hospital right now. Go to who he moves around with right now because that might be who was involved in the shooting. We've got to stop retaliation.

CHAIRPERSON RICHARDS: Go catch your flight, but I'll continue this with Erica. But thank you.

SHANDUKE MCPHATTER: Thank you. I appreciate you.

CHAIRPERSON RICHARDS: Thank you for coming out.

SHANDUKE MCPHATTER: Have a good day.

CHAIRPERSON RICHARDS: Thank you. Take care. Thank you for what you do. All right.

[Background comments]

CHAIRPERSON RICHARDS: You may begin. Just state your name for the record. Erica, you could start. Do you want to start? Okay.

IESHA SEKOU: Not a problem. Peace and blessings, you all. My name is Iesha--

CHAIRPERSON RICHARDS: Is your mic on?

IESHA SEKOU: Sekou. You said start, right? And we need to get to the issues. So, one, I want to support my brother, Shanduke, in that every Care Violent site should be in the hospital in their area. Street Corner Resources of which I am the CEO and founder, we are at Harlem Hospital and whenever there is a shooting, whether it is in our catchment or outside of our catchment, we respond because we know how easy it is for shooting that happened in one area outside of our catchment, that if we are not on

the ground, listening, actively engaged with the family who is related to the victim, that shootings can begin to pop off and a lot of other areas and bleed into-- what we say bleed into our catchment. It's also important, again, because of the accessibility, when you get to the hospital and there is a shooting, you know the people. You know somebody. If you are a part of Care Violence, we are all engaged in our community. So, nine times out of 10, you know someone at that hospital. The cousin, uncle, aunt. Whoever works in the grocery store. Whatever. You know somebody that is connected to the victim more connected to other people who are connected to the victim. So that gives us the opportunity to interrupt future violence and stop future shootings. So, again, support Shanduke on that. I too want to talk about the Department of Education and our relationship inside public schools and that Cure Violence and our conflict resolution piece should not be like a set-aside. It should be a part. A real integral part of what happens in public schools. It's not those kids over there or the bad kids or the kids that are low functioning and low performing in all of these other labels that

principals who don't come from the same culture as our children in the school and don't understand the issues of violence and homelessness and other issues so that they make our young people feel like something is wrong with you. And so, the moment something happens because the thinking is like that and Cure Violence is not seen as a major part of just what happens normally, daily in the school in terms of our involvement because it's not in the fiber of that. It's almost like they feel better about calling the police then sometimes calling on Care Violence staff or the team and often times when we get to a situation, the police are already there. The young person is already handcuffed and, often times, it's not necessarily violent behavior. It's what they call, he's being aggressive. Or she is being aggressive. So, just last summer, I was accused of NYPD of being aggressive. Aggressive is not a crime. So, just want to say that, but our children are being handcuffed and-- Yeah. It's not a crime. It's not a crime. It's nowhere in the books as a crime. So, what we often see with our young people is that they are acting out of a whole lot of feelings and a lot of times it's mistaken as

something else. And I don't even know mistaken. That they are criminalized for the way that they feel. And so, when you are criminalized for the way that you feel, it creates emotions that can create violence. And so, we need to be careful what we are creating with our young people in school and not just the pipeline the prison, but the pipeline to a whole host of other things that you don't see when you walk outside your house until the bullet hits. You understand? So, inside the school we need to create an environment where the principal understands Cure Violence and wants to understand and incorporate the cure violence modeling of the school and except to those who are conflict resolvers inside the school and also support our work to its fullest. We have a music studio at Harlem Renaissance high school. We have had three principals. The last principle is into musics, but decided he's going to bring in a music teacher and is, in certain ways, pushing out the Care Violence program that we bring. Our music studio-- Thank you to former councilwoman Inez Dickens. She funded that studio. I advocated for it for about two years. It took us four years to build it and that's the place it's not really about the

music. It's the place where we capture the mind and spirit and we listen to young people and we talk about different issues. When Eric Gana was choked to death, young people had a feeling about that. They wanted to act out. We had the conversations in that music studio. So right now we are fighting to stay in that school and I'm grateful for the Mayor's Office on Criminal Justice, that they are supporting us with our work in that school and what we've done. And when I say fight, it's not a throw out, it is just being non-supportive and we did have a young person who was not vetted-- and I have to say this because it's important. Who was not vetted by DOE, but we had done the background check. There was no negative in this young person's background. His mentee was playing with them, took his phone, and they made that into an incident and that's the reason that they are using to try to take us out of that music studio. So, I just wanted to kind of put that on the table. The other particular that I'm concerned about is employment. We have a wonderful anti-gun violence youth employment program. We have been able to make great strides and I also want to say that we have 12 young people over the course of

three years of gone to college, including this year we actually had our largest number, which was seven, and we are still trying to capture all of it. So that it's clear that through employment and education and our involvement, we can help young people see something different. And so am also pleading with the Council to provide more funding so that we can employ more young people. Just this Friday, and our self-defense class, we didn't have enough room in our communal space to accommodate the kids we had from the summer and our regular participants. It was too crowded in the self-defense class. Know what they said? They said, Ms. Iesha, why can't we have a bigger space? Why can't we get paid through the winter like we got paid during the summer? And those kids were so creative. They started in employment-- Summer youth employment performance arts group and they don't with issues like gun violence and bullying and we didn't come up with this. This is what young people came up with using their own language invoices. And so, what does that have to do with shooting? Well, we can talk about shootings all day, but what we need to do is talk about prevention all day until we get to some finality about how do we

stop kids from feeling like shooting is where they need to be, that that is the popular thing and we can provide the resources that let them say I can dance. I can sing. I can think. I'm intelligent. We have some very intelligent young people that don't find out how powerful they are until they get to prison. We don't want to wait there.

[Background comments]

IESHA SEKOU: So we need more funding so we can increase--

CHAIRPERSON RICHARDS: Ms. Iesha, I'm going--

IESHA SEKOU: the number of people employed--

CHAIRPERSON RICHARDS: [inaudible  
02:30:01]

IESHA SEKOU: and also provide more programing in public schools. And I know my time--

CHAIRPERSON RICHARDS: I--

IESHA SEKOU: is up, but so is ours if we don't take more action.

CHAIRPERSON RICHARDS: Thank you.

IESHA SEKOU: Go ahead. Go ahead. You can have it.

WENDY CALDERON: Good afternoon, everyone. I think most of you know me, but if you don't, Chairman Richards, members of the Public Safety Committee-- Chairman King has left the room.

CHAIRPERSON RICHARDS: He'll be back.

WENDY CALDERON: He'll be back. Okay. Well, he is from the Bronx and I had to acknowledge him.

CHAIRPERSON RICHARDS: He needs a bathroom break.

WENDY CALDERON: You ran a great meeting. You ran a great meeting last week. I applaud you. I was the one that got them up in the arms. Do you remember? It was me in the end. The Holy Ghost came down and I--

CHAIRPERSON RICHARDS: That clock is ticking.

WENDY CALDERON: had a word for the city.

CHAIRPERSON RICHARDS: But-- Huh.

WENDY CALDERON: But let me introduce myself. You can start my clock. My name is Reverend Wendy Calderon-Payne. I was saying hello. You can start it from the beginning. I'm the executive director of Bronx Connect. Bronx Connect as an

alternative justice agency. We have been doing Care Violence prevention officially for 14 years, but the reality is, when you turn a young person away from the justice system, you turn them away from violence. We have served our community for 20 years. We have exceptional success rate no one else can be or has beaten. I hope they can all at one point, but 97 percent of our youth graduate our program and stay felony conviction free for three years. That is after we had a shift in our programming about four years ago and we intensely and focus on education because, I'll be honest with you-- So, I'm a public school child. I'm the daughter of two immigrants. My mother came here a literate as a 17-year-old and she worked in every job possible. She bought a house primarily by mistake because they didn't really want her in that neighborhood, but someone sold to her. But, in reality, I shouldn't have been where I was, right? And I grew up in a situation where most of my young people do not have the educational system that I had. I had a public school education. My kids have-- excuse my language. A crap education. It's not equivalent if you are public school educated 30 years ago. It is not. It won't get you a job. It

won't even get you to read. The other day I got-- I felt very bad. I got a cover letter from somebody who went to a local college right near my office and my cover letter had five typos. I mean, grammatical errors like I was not capitalized and I thought, this is a disgrace to the systems of New York. The let me explain something to you. The difference between our Cure Violence program and Chicago is we have a crisis management system. We empower every single cure violence entity with wraparound services. We are, what they say-- they say we are Cure Violence on steroids. I'm going to take in a little bit further. Bronx Connect has been doing ATI work for 20 years. When I walk into-- Yo soy Columbiana. Right? My husband is Antiguan. When I walk into an ATI meeting, I am usually the only nonwhite person. I am Hispanic. I am Latino for those of you, we can be this light. It's just the way it is. It's our genetic history, right? But I'm usually that person. In our Cure Violence meetings, most everyone is black and Hispanic. The very difference between Cure Violence is the city went out of its way to empower community based agencies. In the past what they would say is you have to have a community based

office, so agencies would rent an office in my neighborhood and get a contact, but here, because the contracts were given out through you, you knew who was in the community doing the work. You gave them out. So it's very different. I have always said that, of the 36 million dollars, at least 18 million his salary. That salary stays in your district. It doesn't go to Jersey or to Pennsylvania. It stays there. It employs. There is a different mindset in Care Violence. What we do is we empower formerly incarcerated people and we say, you know what? You're good. [Inaudible 02:34:10] I will say former gang leaders are really good at managing people and I'm teaching them how to manage program so then one day they cannot can say, maybe, I can manage a different type of program. Maybe I can grow in my professional development. I've got to tell you what success looks like. For us, a success looks like a kid who says I want a summer job because I don't want to be on the street. Six says to us is one of our kids got shot and he made a commitment to meet and not to retaliate and he came back to work when he got out of the hospital. Success is that same kid who comes from a gang affiliated family and keeps on

getting arrested by the cops and he still is not retaliating against them. Picked up to get information on his family members. He had to move out of the neighborhood just have peace. That is success to me. That we change lives one at a time. We secure the Bronx trauma unit. We have been able to supplement our trauma work. We had a young person who wouldn't go to school because his mom was addicted and he was her protector. We were able to get her into a program. When she graduated-- Give me one more minute. When she graduated, we were able to get her employment. We were able to get him employment. To me, that is success. I want them all employed. I want them to have hope. You know, the Jewish guy-- I don't know if anyone else is Jewish. The Psalms say that a hope deferred make a heart sick. Right? And it is just truth. So many of our young people, they have no hope. Now, because this thing is about our relationship with the NYPD, I'm just going to tell you that I think cease-fire is the worst program I have ever heard of. I can't imagine that because somebody who lives on your block and you might hang out with, you have a right to be arrested for what they did. Who the heck is arresting all of

Epstein's friends? Tell me. And so our young people are traumatized and our young people are falsely arrested. They come in and they show me the 3000 dollars they have one in the false arrest because they sue about this. It is traumatic to the black and brown families the way the police interact with us in our kids and someone has to reel them in. Finally, the one thing that is constant with all my Bronx connect kids for 20 years is a failing educational system. They reunited a fourth and a fifth grade level. So, tell me. Is it because they have a violence gene? Is that what we really believe? Or is it that the basic supplements that a white middle-class kid would get, which is a solid education, they can have. Right now there are spaces and districts three and performing schools that they will not let people from surrounding districts in Harlem into. There's a problem with our educational system and you guys have the ability to fix it.

CHAIRPERSON RICHARDS: Thank you.

[Background comments]

ERICA FORD: Good morning. I want to start by saying that you need to do another hearing and you need to do another hearing and have the real

experts go first and mandate the police sit in the audience. Mandate that commissioners of these different agencies sit in the office. Mandate the city Council, another kind of session where we teach city Council what is-- We are not Cure Violence. I repeat. We are not Cure Violence. Cure Violence is a piece of the crisis management system. That's like saying the police are the NCOs. The police are not NCOs. If the police department in which NCO is a part of the police department, right? So you look at it. We are the crisis management system. I will not speak in five minutes. I will not. When we look-- my name is Erica Ford for some of you who might not know. As one of the main architects of the New York City crisis management system, I relate to the system as a mother who gave birth to a child. And I know that, as a mother who gives birth to a child, there are a lot of things that play a part in that child's growth. But the mother still has an interconnection to their child, right? And so I relate to the crisis management system different. In the first and foremost thing is that we are a system. Just like the police department, just like the fire department, just like EMS, we need to be respected as such. We

need to be looked at not as five different organizations that set up here or 20 that sit in the auditorium, but one system. And so that is very, very important that we are one system so that when I come to Brownsville, it's not, what is she doing here? Because she is there whether it's Bevo [sp?] or Erica Ford in east-- in Saint Orments. We are one, first and foremost. We are one. That the defining factor of how we grow and who we are is not the Mayor's Office of Criminal Justice. It is not City Council. It is not NYPD. It is us, the experts who created this system, who know the integral parts of the system and who help build without the resources in our community every day. And so we must be looked at respected as the experts that we are that are here to give you guys the information that you need to do your job just as we look to you to give us insight at different times to do our jobs because we are both experts. And we are both valuable voices and coproducing public safety in New York. There is no less the Commissioner O'Neil man it is for me, and the Commissioner. And I don't care. I'm defining myself. The Commissioner of CMS. And so, if I step on the scene and the Commissioner

is on the scene, there is no level of who is more powerful. Who has a stronger voice because we've got an army, as well. In our army, as Shanduke so eloquently said, is out there sometimes 24 hours a day with no relief team, with no bulletproof vests, with low pay, with no health insurance, with harassment from the police, with not being able to get in the hospitals to do their jobs, without being able to get into the schools to do their jobs, but we do it anyway. So, I sit here, as we just had 12 shootings and nine people dead in Southeast Queens and it was silent. It was silent. I have yet to hear a voice, and outrage of nine people dead. I heard them be looked at as gangs of thugs and this and that, but I stand here, sit here knowing some of those individuals. Knowing some of them were molested. They were bullied. They were shot before. They were stabbed before. They saw their brothers being killed in front of them before and never receive some real therapeutic services. Sought domestic violence in the house. Never received a real therapeutic services. But if the title in the news article that referred to this young man is gang member shot. Matter of fact they had dead. That

amount is dead. And he lays in the hospital. No one went to see him. He went with us several times to advocate to the NYPD, to advocate to every elected official in Queens, and to advocate to city Council, that as far as Life Is concerned, that we need to expand because NYPD calls us all the time to respond to incidents that are not in our target area. Instead of being given the support that the NYPD foundation wants to interrogate us about our finances and our ability to be in compliance because we, too, as small community-based organizations, are looked at as criminals. Are looked at as mismanaging funds. Is looked at as people who are not worthy to receive dollars. And so, if the narrative of who we are and what we represent in this city in the value of what we represent in this city doesn't shift, then the value of this program will shift. New York is able to say they went six days without anyone being killed. A whole weekend without anyone being shot. The safest big city in centuries because of the brothers and sisters in the crisis management system, facts down.

[Applause]

SERGEANT-AT-ARMS: Be quiet.

ERICA FORD: Facts down.

SERGEANT-AT-ARMS: Quiet. Quiet.

ERICA FORD: The police department existed forever. Forever. If it was because of them, it would have been done without them. And it is because of people who go and where no one else goes. They deemed-- I can't even speak about it because it is confidential, but we do things that can't nobody else do. My life is been at risk for the last two weeks because of the intensity of the shootings and my team's life has been at risk of all of our brothers and sisters. Ms. Dixon, although she was going to kill me, her life was threatened. Was threatened. We don't get the support. This ain't a five minute conversation. This ain't no come up for us. This is real people trying to save realize and the things that we need is at least 100 million dollars and that is nothing compared to the 5 billion dollar police budget or the 72 billion dollar city budget. That is nothing. We need to be able to be researched and evaluated. We need every site to be up to capacity. We need the proper financial institutions to help the small community-based organizations that make up the crisis management system. We need the small

community-based organizations not to be under fiscal conduits that are not culturally an alignment with the small community-based organization. The fund for the city of New York exists in New York City and should be made to be used to help these small community-based organizations as partner projects. So that each organization doesn't have to go out in PS we sit here as CEOs, we are violence interrupters. We are school-based organizers. We are in-- you know, every single piece and then we've got to go back into the administrative staff. And it is unfair and is unable to be sustainable. And so, we need the support with organizations like the fund for the city of New York. It can't be like a thing where they get the opportunity to say no. This organization can't be a partner project or this organization can't be a partner project. If it exists to do this for organization A, it should exist to do this for organization B regardless of personal opinion or feelings. And has to be based on objective facts that they organization requirements is this and, therefore, if we meet at, we should be part of it. We are not. Employees support. Employees need therapeutic supports. Right now, our unconventional

support services is 35,000 dollars. All organizations might not even get it. But 35,000 dollars to give to support to families who have lost their loved ones to violence is not enough. That when we look at gun violence-- we have a family, Carl Fuller. One bullet killed his son. His wife died of a broken heart. His daughter caught a rare disease from the stress of losing her mother and father and then she subsequently died. That man lost three family members to one bullet. And so, violence must be looked at as a doozy use. And the ability for us to go and know our community and to provide those support services must be given the amount of resources we need to provide support for those families. Some families end up in divorce. They need continual counseling beyond what we are able to give them right now. Some people lose their homes because they lose their jobs. They can't go to work. They've got to go testify. The stress of being-- just the stress of losing your son or losing your daughter. The kids go to school. They can't function. They get suspended. They get put into a school with people who might be opposition, so they get into more trouble. They get kicked out of school

totally and turned into a life of crime. We never dealt with what caused the child to be there. So, the support of what we take to the schools cannot be what-- one way fits all. It can't be a conflict mediation course. It is not a course.

IESHA SEKOU: That's right.

ERICA FORD: It has to be revamped and redefined and the school can say, I don't need you in here. A hospital can say, I don't mean to you in there. Our inability-- our direct inability in Queens to be in the hospital after a shooting caused a double homicide. Directly caused a double homicide. We should be charging Jamaica Hospital with murder because they are directly responsible. And so, hospitals, they exist as businesses in these cities. They cannot pick and choose what they want to do when it comes to public safety because there is times when there is imminent this and imminent that on public safety and you are just able to move in. When it comes to the police and its relationship, the police and the Jamaica Hospital situation and most situations, treats-- they are robots. And so, the tree these families like they are criminals.

IESHA SEKOU: Yes.

ERICA FORD: They treat them like criminals at their most honorable time of their life. And so, that ignites more flame. And so, what are people supposed to do? What are people supposed to do?

Marketing and PR. We have to have a marketing and PR campaign that brings the entire city together as one. It has to be a marketing and PR campaign that allows people on the upper West side or wherever they are in New York City to understand that they are directly connected to the pain of violence anywhere in New York City, not just how people jumped to be a voice in Parkland. Because the world to jumped to be a voice in Parkland. And so, it is up to us to stimulate the city to be the collective voice. Therapeutic services has two expand. When I looked at my staff last week after dealing with this, I saw a shell. I didn't see people. And there is no-- and they didn't even have the ability to take off in the midst of this. So, increasing the understanding of the trauma that comes from this work has to be recognized and has to be increased in a manner that is indescribable and we have to be the ones who train people in the hospitals or in the

schools or in these OME or different agencies so that we can tap and the things that already exist and not necessarily have to run around and look to hire new people or how we can find social services people to help us. There agencies and things that exist that we should train to rethink about how we're looking at the violence and the disease of violence. Right?

    Raise the age. We passed raise the age. We instituted raise the age, but we didn't give resources to the streets to help these young people who are coming back into the streets at a rapid pace. And so, therefore, we see an intensity of arrest, arrest, out, rearrest, arrest, arrest, arrest because we don't have-- and a lot of them are just all over and we don't have the wherewithal to support them. And then, our ability to go into the jails or communicate with the jails in times of incidents. So, sometimes when you arrest a crew or you arrest somebody, they might be going into Crossroads or one of the other. Horizons. But we need to be able to flag the institutions to let them know such and such is coming in and he has a beef with such and such. Keep them away or be able to go in and be there that night to inform the correction officer or whoever

about some things that might come into being because of the conflict that existed on the street and vice versa. Such and such is coming home. How do we get a flag such and such is coming home. Let's sit down. Let's lay out a plan. All the agencies in that area so that we can address those issues. Same thing with parole, right? We have to work as a true collective body in the system. We should have a blanket they of our staff being able to travel in a moment's notice with parole. If they work with us for a certain period of time and we write letters, you all write letters. We need to clear them having to go to parole every week or every that. Curfew and all of those different kinds of things because they now become a partner in keeping safety, but they can't even do their job to that degree. If we go from Queens to Long Island, they could get written up for a violation because they weren't supposed to go out of the city. Right? If they are taking the kids up state, they've got to get permission if they can't get in touch with their-- so, different things, conversations, and uplifting the systems to be a true system. We have to look at that man understand it's the crisis management system.

IESHA SEKOU: Excellent.

[Applause]

[Background comments]

CHAIRPERSON RICHARDS: And let me just say for the record that we are your advocates. You know, we set around this table everybody here today, which is very rare for the City Council hearing where you get people-- Council members who actually stay and actually are interested in the subject. So I just wanted to point out. I know we took a little while, but everybody is passionate about this. And it's going to be our job-- I know, you know, you're doing-- We appreciate [inaudible 02:55:31] Safe Streets, to everyone. We appreciate. We don't want you to feel as if your work is not valued here, but I want you to know that we are the ones who have to go back into the room and we have to convince the speaker and the Mayor to come up with 100 million dollars. So, just wanted to say I'm sorry we took long, but we needed to also get them on the record to say certain things because there are certain things that you have communicated to us and we now needed to get that on the record. So, it took so little bit longer because, once it's on the record, it's real.

And it gives us a little bit more strength in education, as well, on how to go back to advocate in different spaces, as well. But I needed to get the PD on the record on certain things. So, we were going to take just a slight bit longer and we read a the-- and, actually, shortened. For my colleagues, they know I ask 50 questions at a hearing. I actually shortened my questions today because we wanted to get to you all today. Yeah. They complain about me. So, I just wanted to put that out there, but I just want everybody to know that we are not-- You know, we are here you all, you know? And we want to make sure we're--

KAY BAIN: Absolutely appreciate it.

Yep.

CHAIRPERSON RICHARDS: And we love you all, you know? We love the work you do. All righty.

KAY BAIN: I want to be brief. I want to speak directly to the nature and the intention, I believe, that this was called to address which is, specifically, the relationship between the crisis management system and law enforcement in New York City. My name is Kay Bain. I'm the executive director of CCD, Community Capacity Development. I'm

the found and director of 696 Bill Queens Bridge. I just want to acknowledge my staff who is here. Hamo [sp?] is here. Many is here. Frado Marin [sp?] is here. Tiffany Austin is here, as well. And this work doesn't happen without their leadership. So I just want acknowledge--

CHAIRPERSON RICHARDS: Let me just say I control the clock, so even if it rings, we can always give-- So--

KAY BAIN: Give-- Thanks. I think Erica--

CHAIRPERSON RICHARDS: The clock is a base.

KAY BAIN: I think Erica shut that clock thing down pretty go. So, let's talk about numbers. I like numbers. They say men lie, women lie, numbers don't.

CHAIRPERSON RICHARDS: Jay-Z said that.

KAY BAIN: He did. He did. I'm a Brooklyn boy. So, right now between 2015 and 2019, you have 38,000 people home on parole in New York City. Annually in the city of New York, between 60 and 70,000 people come home from prison. We talk about empowering formerly incarcerated people to be

leaders in our community. We see a model that works here and around the world. In addressing the nature of the relationship between crisis management system employees, sites, and law-enforcement, there is a lot to be desired. So, some time ago, I remember putting together a proposal to the mayor that said, let's look at community safety zones. Right? I have the privilege of working in the Council on something called the Community Safety Act under Council member Williams at the time in which we looked at things in a revolutionary way to do some things around advancing the trust, right, and stability in communities that had historically been oppressed with law enforcement in that equation. So, community safety zones proposal is about making sure that, in the areas where we work, Cure Violence sites and crisis management system work in places where you are 9 to 10 times more likely to be shot and killed. So, in these spaces, where's suggesting and recommending strongly that we create a certain norm for culture that protects not only of the people in a special way of the community, but those persons working to de-escalate and mediate conflicts. So, in a Cure Violence site, for example, no one should see law

enforcement rush inside these stores and arrest people who are engaged, let's say, in a conversation. But that is happened. When you go to church, when you go to synagogue, when you go to mosque, many of us have not seen that happen. You have not been in your place of worship. Or the daycare centers where your children go. You don't typically pick up your children and see someone on the ground being handcuffed. Similarly, a Cure Violence site where we are known to mediate conflicts, we bring together people or chemicals, sometimes, that are potentially dangerous and deadly. We bring people together to find a common ground and a peaceful resolution. I remember not long ago there were programs for people who were addicted to chemical substances in which they had syringes. And, at one point, law enforcement was making the mistake of following people into places where they were trying to turn more responsibly get rid of syringes. You recalls is? And then the policy shifted. There was legislation and policy shifted. Similarly, adding Cure Violence site, if you are law-enforcement and you have an unofficial quota that you are trying to reach and you stay outside of a Life Camp or a 696

Build Queens Bridge, you need just wait for someone that you could potentially be looking for who is accused of being in a gang war may have a warrant. So, is you are poaching-- if you are law-enforcement and use a, let me just a way right outside of the door and see who a can grab going in and out. One you do when you do that, is that there is no community safety zone, is there is no regulation, then you make it safe for us to do what we have been charged to do. You also tamper with potentially disrupting the credibility of our sites. So, what I'm talking about has been mentioned here, but this is life and death talk because I get calls from deputy inspectors, from commanding officers when they are afraid to go into situations inside and outside of our catchment areas to see if we can, with no gun, no vest, no pension, no acknowledgement most times, go into these stairwells and these project buildings and these rooftops and address vendettas and situations where lives have been lost and there's sometime historical beef for five generations. We go into these places and do this at the request of law enforcement. We never call them. I'm 43 years old. I have never called law enforcement a day in my life.

I'm just saying I'm addressing the relationship between crisis management system and law enforcement in New York City. I have a staff member. His name is Anthony Johnson. He is an incredible violence in a raptor. He is pinning knowledge by the city. He's been acknowledged by the mayor. He is been acknowledged by the sites in New York City for his work. He has been harassed repeatedly because before he came to do this work, he spent 16 years in prison and was respected and influential in the street organizations and the community that we service. So, whenever something happens in our neighborhood within those six blocks and 96 buildings, he is one of the first people law-enforcement, who are afraid of them for whatever has passed says to them, that they address and may detain and they handcuff. He has been arrested while double parked in a car on his cell phone saying on face time, watch. They're going to approach me, pull me over, and arrest me. And what charge on the fourth arrest was because his name wasn't on the rental agreement for the car that he sat in that was parked. Another time, there was pepper spray in the car. He was in the car so, therefore, since he was on parole, he was rearrested

again. Another time-- I could go on. And I'm saying this because my staff is not that special. My staff is not that special to the 24 sites around New York City where you have people who have changed their lives who sacrifice their lives. We just don't take handguns from young people in our communities. We take automatic weapons and grenades from young people in our communities. Sister Dixon's life has been threatened. Our lives are constantly threatened because we put ourselves in close proximity to danger daily, regularly, around the clock, off the clock, and on the clock. So, I look at law-enforcement and I say I have a higher expectation for people who are pensioned, trained, have taken this obligation. Your salary and my staff salary is not the same. Yet, still, the day after guns were drawn, Hamo came to work the next day. There was no room for him to say, you know what, I need time to reflect. He had to get right back in it. And we all do that. Something else that was touched on-- So, were talking about the stigmatization, the way that law enforcement addresses and interacts with our sites. I know in New York City where there is 70 percent plus people of color. They are black, brown, Hispanic, and Asian

people here at that rate. I know law-enforcement does not reflect it. The top echelon of law enforcement, 80 percent of it is white men. I know that we say law enforcement in New York City has been diversified because we see on a rank and file. On that level, yes. But where does the influence? Where does the tradition carried from? Where does the policy come down from? It comes from the top and that is not reflective of the communities that are being served. So, as much as rank and file looks like you and I and some of us in this room, and that's great, look at your deputy inspectors. Look at your CEOs. Look at the top rank in New York City and it hasn't changed. It still 80 percent white men. Then I believe this is at the core of why we are having the resistance that we are having. I think that is why on a superficial and surface level, we are being paid lip service, but we are not seeing the respect and regard as was mentioned here earlier that we should and we must. If you want to continue to see the city safe, in 2010, Speaker Quinn gave 4.8 million dollars towards this. Since then, the Council is not done a great job of resourcing and financing this movement. The mayor's office stepped

in and picked up the bag. Where is the New York City Council with regard to supporting crisis management systems? It's not happening on the level that it could, that it should, that it needs to if we want to see these things addressed. This hearing was not conducted properly, with all due respect. I've been around here for quite some time. This has not been conducted-- the experts needed to be heard. Some people needed to listen and that's not the way to happen. I'm hoping on the next go around that we need to address this problem in a more respectful way because, guess what? I missed my flight to Sacramento to be here and talk with you today. And I am sure others did, as well. Thank you for your time and for your attention. I look forward to working with you moving forward.

CHAIRPERSON RICHARDS: Thank you.

JUAN RAMOS: Good afternoon, now. Guess who started in the morning and we are in the afternoon now, but my name is Juan Ramos. I'm with an organization called Southside United. I'm the cofounder of the program called the Week Against Violence. Our initiative comes out of Bushwick houses and Borincan houses, which the chair alluded

to. I was here a couple of months back speaking to that. Bushwick houses was declared one of the worst developments in Brooklyn around violence and gun violence. I want to give an update on that because I think that our hearing was done on fairly and the people of Bushwick were given a stigma and attached a stigma to them that was unfair because it made everyone there a part of the problem as opposed to looking at the good things that were happening there, as I mentioned before. To date, I can tell you-- and I want to give a shout out to my staff that are here, Dave and Rochelle. An update for you is that, as of today, from the hearing, there hasn't been a shooting in the summer at Bushwick houses since the hearing and that's because of the work of the staff that we have putting in their work day in and day out and I can tell you that, when you look at the Care Violence sites with the amount of work that they do and all the great work that they do, we are part of the Public Safety Coalition aspect of that. We are not even a full site. There is only three of us on the ground serving over 5000 families into developments. Right? When we talk about funding. And the reason I say that is because most of these

sites, even though they are getting resources, are still underfunded. They are underfunded because they could do so much more with some of the money that is given out to some of the other agencies around the city. They could do much more because, what they do on a daily basis is taken for granted, I think. The one thing that people fail to see is that, not only are they on the ground day in and day out, they are on the ground, but when you look at the people sitting behind me and the people that are in their offices and their community doing this work, it's about modeling the work. Modeling the behavior. Because I can tell you most of us, when you go back and look at our history, we probably couldn't sit in the same room together because we probably would've killed each other. Right? That's who you've gotten doing this work. People who set those things aside and say, we have to do something better for our community. People are put those colors aside and said, how do we march together and how do we do something better? Right? Because attempts have been made in our community through community-based organizations, through grassroots organizations. That's how I know Erica. From back in those days.

Those days when I was on the streets. And she was with December 12 and all those movements doing things out there. It was community-based organizations and grassroots organizations who pulled me off the street, right? It was my mentor, Richie Perez. Panama Vicente Alba from the Bronx. Charles Barron. Three of the people who sat me down and said, get your mentality off the street and into your community. And when I did that, the results of that were fruitful. And I'll tell you why. They were fruitful because, instead of thinking of killing my brothers on the street that I call my brothers today, back then I probably would've pulled something out and shot them because they were my enemy. And it's not until government decided to invest in what is happening on the street level that something like this was able to take shape, but it is still too little and there's still too much to be done with the level of disinvestment. And pointing back to the NYCHA work that we are doing at the Bushwick Against Violence, I can tell you that ending gun violence is not just a solution because the institutional violence that happens to the people that live in NYCHA is much worse. Right? So we don't only stop

the gun violence. We have to think about telling that kid to put his gun down when he has no heat. Tell him to put his gun down when his elevator is not working so he can go back upstairs right away. Tell him to put his gun down when there's only a slated number of jobs that he can get during the summer. Tell him to put his gun down when it's cold and there's no heat and his house and his parents are pushing them out because it's better to go to the center down the block and get some heat from the center than to be at home cold with them. These are the reality is that a lot of the families that we serve go through. A lot of things that we encounter. Craig? And nobody's stops to think about, also, the level of resources that we need to give to the people doing this work because, guess what? Just like other mental health service providers, we go through vicarious trauma, too. We experience that trauma, as well. And no one is providing those services to them on a daily basis to say that them, how are you doing? The mayor's office on criminal justice is trying to do a good job at trying to get us the resources and I applaud them for that, but there is just too much more that needs to be done in order for this work to

be as effective as you want it to be. And the last-- and one of the last things I want to say is that, as someone who, again, they had to reach out to get me off the streets, right? They pulled me off the streets just in time. The people that I mentioned and vested in me as community-based folks at the time when I was facing arico [sic] and probably was losing the rest of my life in prison. At the time when I lost my little brother to gun violence, not because they took his life, but because he took another person's life and he dated 21 to life in prison. He just came home last year. At a time where I started realizing the words that I was in my community as opposed to being outside of my community and those that I recruited to be with me, how much more work that they had in investing in their community than this investing in their own community. Right? That happens to me at a great time with three people and my life. Can you imagine if we put more resources into all the people behind me? All the people back in their offices and all the people willing to stand up and say, I want to invest in that kid that you call lost. Or as my brother, Kay Bain, said at the end-- I want to grab what he said at the end.

Everybody here today and spend talking about gang members, about gang violence. One of the first things I learned in order to respect the men that helped me was them not referring to me as a gang member. They were referring to me and the organization Iran during that time as a street organization. They told me to use your ability to recruit for batter in your community. That means that they had to change their mindset and their mentality to look at me as a human being and not as the problem in their community. And, too often, we've had these hearings when we focus on law enforcement and how they are treating people and sometimes that spills over into the people that live in our community, right? Because there is this much people creating the violence in our community and this many people that are affected by it, but the reality is that when we have hearings like this that focus on them I was the problem, we turn these people against these people right away and I see that at our police meetings sometimes when I go sit down and listen to some of the things. When I listen to the old folks and my communities sitting there because they're worried, they're scared. Get them out of the

hallway. Is bouncing as ball too hard. And I have to say, well, he is not selling drugs in your hallway. He's not shooting nobody in your hallway. Understand them. Right? So, we have to change the way we do that. We have to change the conversation. And I think the Chair for using some of the words I used when I was last here because the reality is that some of those that we see as the problem are some of the most vulnerable in our community and until we start treating them that way, until we start seeing them as human beings and stop dehumanizing them, we will never see the prospect or possibility that they carry in them. And I can tell you and my team will tell you that just the other day we went through the summer without a shooting, but it wasn't because we remember that we did that because were constantly thinking what are we going to do next to change something? It was the young man in our community that reminded us. You know why? Because Ro sitting back there, Rochelle, if we go whole summer, were going to have a big party and give you all a home cooked meal. And those young men came up to her and said, Auntie Ro, guess what? We had a whole summer shooting-free. Where's our dinner? Right? And it's

kind of funny, but believe it or not, one of the things we do when we do our community outreach-- part of what we do is not just talk them to death about what they can do different. At those community meetings we feed them and sometimes feeding them makes the difference. And that's not in the budget on the time. And sometimes feeding them means that you can set them down and show them how to have a family dinner because they don't have a full family because daddy is in jail, mom is working hard, and brother is incarcerated or not at home. And I can tell you that I know the feelings of that because my instances with violence all reflected my home base violence. I knew violence before I ever went to the streets, before I ever joined the gang, because I knew violence at the hands of my stepfather beating the crap out of my mother. Then the first time ever pulled a gun on somebody to shoot them, it was my mother's ex-husband as I shot at him as he ran out the window and that was the last time I ever saw him. And I'll tell you, although I am against gun violence, I would never change that day ever again because it was my mother's freedom and it was me taking charge as the older brother so my younger

brothers won't have to do it. And those are the families that we serve. Families like mine. Families that we need to reach and provide the resources to succeed. That is what the charge is for everyone in the city Council for the districts that you represent. The constituents that you serve providing them with the opportunity and the ability to succeed. But 2 million dollars out of the 36 million dollars doesn't do it. I'm asking you to do more. Thank you.

CHAIRPERSON RICHARDS: Thank you. And I want to thank--

IESHA SEKOU: If I may, just one last remark. On our way here, we were late coming in this in terms of our projected time to arrive because we were called by the black and Latino and Asian caucus to a shooting that happened this morning on 135th Street and Broadway. Actually, it was many shots fired and the person was not hit. So, it was more than eight shots fired which tells us that there are probably two shooters and not one. And so, will be having a shooting response Street Corner Resources and the Speak Peace forward team will be doing a response and a call for peace in that area today at

4:30. You are all welcome to join us if your time permits, but if nothing else, we with us in spirit that that community doesn't see any more shooting. It happened at a time that children and adults were going to work and children were getting out of their buildings for school. So, again, we want to pray for calm and support us in our call for peace.

CHAIRPERSON RICHARDS: Thank you. And thank you all for what you're doing. Let me just-- Because I have a question. I don't know if any of my calling still. And I just want to say I appreciate all the comments and, you know, a lot of us-- a lot of people look at us as if it is just constituents, but these are our family members and brothers and cousins, as well, who live in these neighborhoods, as well. We live in the neighborhood, as well. So, you know, just a few weeks ago shooting took place on the block where I take my son to get his hair cut. You know, I met the murder of one of these young men last week was to a lady I know. The mother one of the victims, unfortunately, in this catastrophe. My best friend's brother was murdered two years ago in the Bronx. You know, this is personal to us. So, I just want us to all, you know, know that we all are on the

same team here and that, you know, we share the goal of reducing gun violence in every way because it impacts us as well. What are the reasons we called the hearing was, one, obviously because we did want to hear from you and we wanted to elevate the conversation around the work that you do day in and day out. And the second thing is the reason we included law enforcement and the conversation is because we needed to know if law enforcement is actually working with you. And I just wanted to hear what has the relationship been like on the daily basis working with law enforcement? Because, as you said, they call you. Right? My job is, obviously, to hold them accountable through these situations and through their interactions with the crisis management system, as well, just as, you know, your jobs are to go out there and to work with some of our organized brothers and sisters on the street level. So, I just wanted to hear a little bit. Has the police department-- has the NYPD been cooperative in your times of need? Just give me-- paint a picture for me with what the relationship really looks like. Does it need improvement? Do we need to reel them in

a little bit more to work more cohesively with you?  
So, that's my question.

ERICA FORD: I think that there is been good and bad with us all. I think a lot of it is on an individual basis as opposed to a systematic relationship, right? And so I spent two hours with the inspector trying to convince them that the impact of for our community, the Basie [sp?] community center being closed, the PAL not being open during hours that young people can attend or to the audience that needs to be in attendance and Southern Queens Park Association, which is the largest youth center in the area being like a third world war torn country, that that plays a direct role in the creation of the young people in which you are calling the gangs and criminals. And so, I say that to say is that most of the police officers view the young people as criminals, as gang members, as thugs. Right? And so if the onset of the view is that, then their relationship to me is-- and they say it. Is like I'm the get-out-of-jail-free card. I'm defending these criminals. Right? And so, they don't see value in our work, the line staff, right? So, a young person might say that them, we work with

Life Camp. We don't give a fuck about Erica Ford. Right? That's their direct response to them. Right? And we were doing the safe surrender. So, someone who was an integral part of the situation that happened. The detective's response was nasty and disrespectful. The inspector's responses to tried to apologize for his behavior. I'm saying, no, you are the boss. Set the standard of how we operate. Don't apologize for him. Reprimand him. Tell him that what he is doing is wrong. Right? Because, if nobody is reprimanding or holding these people accountable to us certain behavior, then they are going to keep doing it. Right? And so someone has to see value in our partnership. I, personally, met with the commissioners several times and he comes out of those meetings saying he wants to do dot, dot, dot, dot. Right? So that we can set up pilot, an example on how this can happen, right? Because miracles don't happen overnight. It can't happen in a large scale without testing and a small scale, right? So, it's not about me and the police commissioner, but it said about Lentz test something, right and see that it could work so that we could expand it across New York City. It doesn't happen.

It doesn't move forward. So, I would say, on the basis of that, no, we don't have a strong working relationship because the working relationship has to be substantial. It happens to be beneficial to the whole body of work moving forward. And so, we have gained small things in the Mayor's Office to Prevent Gun Violence is doing a great job, but they, too, are underfunded and understaffed, so they can't really do what they really need to do in maintaining a great relationship between the police and us.

CHAIRPERSON KING: Hello. I've got a question of follow-up.

[Background comments]

CHAIRPERSON KING: Oh, okay.

[Background comments]

IESHA SEKOU: Yeah. I just want to respond to this because it's really important that we not Band-Aid the relationship and the issue of policing in New York City. So, in there, often times and officers behavior, there is a violence and it, either in language or in action. And what happens is we get the phone calls. I am also an activist in, you know, aside from running the organization-- this work makes you that, but I was that before this work. But

when I get the call that a young man's head is being banged on the concrete for a traffic stop-- the video is all over the place. Most of the major channels covered it. Right. So--

CHAIRPERSON RICHARDS: He's watching the hearing.

IESHA SEKOU: Yeah. He's watching the hearing. Good for him. Because he's got some work to do. They've all got some work to do. But, in our communities, it's becoming almost the norm that the police bring violence. And so, there is the expectation of it and so cameras are already up. Cameras go up as soon as the police show up because that is how-- that shows how great the expectation is of violence because violence has occurred over and over again that is outside of police policy. Our kids this summer did a whole thing on what part of the policy is that? Which addressed the behavior of pulleys using violence to arrest someone or because they thought someone was committing a crime. So, I guess, it's kind of confused in my head a little bit. I may not be saying this as clear as I need to be saying it, but, I guess, the bottom line is that when they bring violence to our communities-- they are

not the people we see in the supermarket and the laundry mat on Saturday or none of that. They are burying the violence and they leave. And so, our young people are left to feel violated over and over and over again for acts of just living in their neighborhood. Sitting on the stoop. Laughing loud. Roughhousing. Talking the way we talk. We talk with our hands. That's when the officers said I am being aggressive. This is how I grew up. I grew up in the Bronx. This is how we talk. You know what I mean? So, we are being criminal-- exactly. Criminalized in our communities by people who don't understand the culture, don't live there, and don't have any investment other than that, and do a job and their idea of doing the job is to treat people the way that they think that they are. Not the way that they know that they are. So, I guess, to answer the question do we have a great relationship? I would love to be able to say yes. There are officers I knew for 30 something years. They are there. I can call them by first and last name. I know about their kids and everything. But all of that is changed. I lived in the same area where I worked. I can tell you who had cancer. The officers who died. All of that.

Because we had better relationships then. That's when we had beat cops. Now we have cops who sit in cars and just respond when there is negative things happening or when the new neighbors call the police for small things like sitting on the stoop and talking loud.

WENDY CALDERON-PAYNE: Noise. Music.

IESHA SEKOU: Talking loud. Music. Yeah.

WENDY CALDERON-PAYNE: The music.

CHAIRPERSON RICHARDS: All right. So--

IESHA SEKOU: So, anyway, I just wanted to say--

CHAIRPERSON RICHARDS: Okay.

IESHA SEKOU: that the NCO program is right now, and our community in, a Band-Aid. It's not real. I can't even really tell you the names of the officers. I have been introduced to them. I'll go to the precinct Council meetings. We have another person that goes, but they know my name more than I know there's because I don't see them. I'm like the secret. Like, oh, that's Iesha. We have her picture in our phone. She's an activist. She's the one that's going to say something. But it's really not about relationship building except for the old

officers that were already there. And I have to give them their due. They are fantastic. When I need them, I can make a phone call, but they are on their way out. We need to have officers who are groomed to deal with the leaders, indigenous leaders, and then our young people in our community in a safe way.

CHAIRPERSON RICHARDS: Thank you.

WENDY CALDERON-PAYNE: I can-- I don't have-- You had a question--

CHAIRPERSON RICHARDS: If you don't--

WENDY CALDERON-PAYNE: Council member King.

CHAIRPERSON KING: Well, I was trying to get an idea of when Ms. Ford suggested that-- express her relationships that are the greatest with NYPD and I wanted to get an idea if Queens, Manhattan, Bronx, Brooklyn. Is that an overall feeling throughout? You touched on it. I wanted to know about the NCO program and how it was working out for each and every one of you, as well. I know in the 47th precinct, they seem to be a little better, but, as I'm listening to some of us, the conversations today, I just want to get a better clarity. And once you do answer that first part of

the question, what do we do from here because, at the end of the day, we don't expect you all to go away. And we know, at this point, NYPD is not going anyplace. So, how do we improve or change the scenarios that we work with and with whatever solutions those might be? Take two or three minutes to answer. I'm all ears. We are all ears.

ERICA FORD: So, two things. The day of the old-timers event in Brownsville I was out in Brownsville and the morning before there was a shooting that just had been totally harassed by the police. Like we gone into, like she was saying, standoff and we were in between a family and the police at the hospital and it just was draining. It was draining. And so, when we went to Brownsville to Man Up, AT was like, yo, we should go to old-timers day. But neither one of us wanted to deal with-- and it was in our head-- the possibility of the police and where is this big RV going? You can't go down this street. You can't do this. And so we didn't go, right? Exactly. And so we didn't go, right? And so the same thing with Jamaica Hospital with the shootings. Like some shootings we might respond to, but a lot of them we don't respond to because we know

that security is standing there with the po-- they call the police and for backup and they immediately get into war activity, right? They went to a mother who the hospital just incorrectly told her that her son was dead and they were get out. You know? And that was the response to the mother, right? So, their relationship to us is confrontation first. Is antagonistic and very condescending to us and like a gay, you know, get out of here, you clowns. Right? They have no inherent respect for the system. And that has to be a systematic thing. That has to be a systematic thing. The NCOs should not be making arrests. If your main goal and objective is to build police and community relationship, you can be out there on Monday arresting me and interrogating me and harassing me and talking about, on Tuesday, how can we get along? We're not going to get along. And you have to understand Mike yesterday I was driving and I had seen all the NCOs surrounding the car. Right? And like we are not-- and I know everybody is on 100 in Southeast Queens now because of the shootings and so everybody is getting stopped. Everybody is getting arrested. Right? That's the first response. And so-- which is even why the inspector just called

me, right? Because, you know, it's just an ongoing case is something I can't talk about, but, you know, we have to change the framework of how we look at it from public health to-- from criminalization to public health. We really have to do that. So, that means in the schools, and the hospital. In every agency that comes in contact with that person who has the highest potential to be arrested or be shot or shoot someone. We have to change how we relate to it. And the police have to be the first form of that. The inspector just did a hearing on racial disparities in policing. There was a lot of things pointed out. Where do we go from there? Like let's begin to look at those racial disparities that are ignited throughout the systems. It's not just NYPD because they feed into each other. Right? And so, the relationship--

CHAIRPERSON KING: Anyone else?

WENDY CALDERON-PAYNE: I was just going to say that, you know, in the Bronx, I think you just-- I'm going to say like for me it's like the board of Ed should police itself. It shouldn't tolerate underperforming teachers. You know? You think like

I know you are protected by a union, but if you can't teach my kids then why are you here?

CHAIRPERSON KING: Exactly.

WENDY CALDERON-PAYNE: right? In the same thing. I think the police should police themselves. But, hey, what are you doing? You are making my life teen genocide staying terrible. Like I don't understand why it took five years to fire Pantaleo. I mean--

IESHA SEKOU: Come on, now.

WENDY CALDERON-PAYNE: I don't understand that. You know, and how do you tell your-- my son is bl-- my children are black. How do I tell my child, well, what was he doing? Well, he was selling unauthorized cigarettes, but he was a big man. And so, why did it take five years? Why do we keep on funding an agency that is failing? And I say for the DOE also. You know? I just found out about charter schools. There is a certain charter school that, if you don't get an 80, they leave you behind. That's a way to get rid of people. That's the way-- how can you tell me that a 78 ain't good enough to get in the college? Some of us had a 78 when--

CHAIRPERSON RICHARDS: Okay. I'm going--

WENDY CALDERON-PAYNE: we went to college.

CHAIRPERSON RICHARDS: to go to him now because I got-- I have some survivors we want to get to.

JUAN RAMOS: I just want to-- To Erica's point, I think there are pockets where you see some good stuff. You know, for us, for example, our NCOs tried to engage community, but in a development where you only have three NCOs and then all the other officers that come are coming from other commands and then they only get deployment, you know, information, basically, telling them where the problems are--

CHAIRPERSON RICHARDS: Uh-hm.

JUAN RAMOS: you know, what buildings are the problem in the development, that doesn't help because, when you give them that deployment charge, all they are thinking about is, okay, this building is my problem. This group over here is my problem. And that creates situations that are unnecessary. You know, and I think the other piece to it that I would say is that, at least, in my area, you know, they-- the captains and, you know, the heads of the precincts have, at least, attempted to try to get us information on it early enough basis where we can try

to get people out of problems. I can give them that much credit. But then I have to look at the fact that, while they tried to do that for us, is still highly tout their cease-fire programs which our kids do not like. Which we see on a daily basis they use to harass our kids who may be sitting on a bench in their development killing some time and they come over just because they have a form of affiliation and they are taken, searched, right? Because that-- we tried to stop the stop and frisk stuff, but now, because cease-fire says they are affiliated, you have the ability to stop them and asked them questions, search them, and all things. And all those.

CHAIRPERSON KING: They just took one plan and substituted it for another plan.

JUAN RAMOS: Correct.

CHAIRPERSON KING: That's all that is.

JUAN RAMOS: So, we need to-- you know, it's not about providing new education for those officers. It said about changing the system itself. Right? It's the--

CHAIRPERSON KING: [interposing] So let me ask you a question because I know we've got a lot of people who need to speak. And this is the last one.

And maybe it's not even a question. Maybe I'm just making a-- maybe we can make a recommendation. Now, you all work in different catchment areas and in different precincts. Maybe we can-- and I say to you Public Safety Chair and to put it on the record, maybe there is a way that all of you who do this work can be a partner or physically do paperwork designed to be assigned to a precinct. So, say if you-- I'll take the precinct in the Bronx. So, if you're working with Bragg and something happens in the 47th precinct calls. Bragg shows up. They are part of the team to help, you know, diffuse any crisis, as opposed to you worrying about if I show up with my van to a district, whether I am going to be looked at as I am a criminal and uncommon the cause of problem as opposed to diffuse it. And maybe we can create-- I'm just trying to figure out some new system. I want to put it on the record because if NYPD was here, I would say the same thing. You've got to respect the people who are doing that and, if they are truly your partners, then make them your partners on the inside so when you all step on the outside, there is not going to be just the officer on the street who is trying to diffuse because his number

one goal is diffuse because that's the order he has been given down. But if Erica walks into the scene, he's got to respect Erica like she is one of the team members that's going to help him defuse it and not get in the way of the relationship that she has to make it that much more effective. So, I just want to put that on the record so when we start having conversations with NYPD, so it makes the team work of this actually truly true, so no precinct-- you don't go through [inaudible 03:36:35] precinct that you are in. Whether you are in Bronx, Brooklyn, or Queens, if you are part of any of the Cure Violence teams, the minute you walk on the scene, then they've got to treat you as someone who can be their interpreter and slow down and diffuse it automatically from the start.

JUAN RAMOS: Absolutely. I think that's what everyone has been saying up here today. Then it takes that level of respect for the work that people do to see them as your equals. To see them as part of their team. Right? To see them as part of the solution to the problem. And I think-- I'll give you an example. There was a time here in the city where, and you know, I've done a lot of work also

around violence against women, domestic violence, right? And working with men. There was a time around in our city where we looked at domestic violence victims and we tried to separate them in different catchments and how they give them services. But they failed to go to the experts who are working with the men, right? To say to them, how do will work together to end the violence on the front end? So, one of the things that was done, for example, is that one of the few people that have alone time with women where they can provide them education and provide them services is EMS because they arrive at the location when they are hurt, take them to the hospital. Some of them were charged to come in to teach EMS to go through vicarious trauma-- tired of picking this woman out. She's got her ass whipped so many times and she's still coming back to him. That's because they don't live there. They don't understand her survival. Only she knows how to survive him. Right? So they brought the experts in the teach them about what men do, right, when they are violent, how to use the 10 minutes you've got to take her to the hospital to provide her with the information, and how, when you get there, to have the

level of services to service her, but also the entire family. But they had to kind of stop the way they were doing things and say, these people are also part of the solution. How do we incorporate everything together?

CHAIRPERSON KING: Well, I'll end with this. Maybe this is what we do. What they do with social workers in the city of New York. Case workers. You get peace officer status. So that means just like a police officer. If you're an ACE worker and you walk into a scene, something, and there's children, the cops don't yell and scream at you when they know you're an ACS worker. You're part of a peace officer status that, you know, creates peace. Maybe that's what we've got to go in the city of New York. All our Cure Violence operators get peace officer status with their own ID from the city of New York, so when they walk onto a scene that's happening, the police officers have to respect you just as another peace officer that walks onto the scene. Something that we can look to do.

[Background comments]

CHAIRPERSON RICHARDS: Hold on. I've got to go to Council member Miller for a question.

COUNCIL MEMBER MILLER: Thank you, Chair.

So I just want to kind of go back to the question that we asked the admin and, again, I just want to say, again, how much that we appreciate and value the work that we do. And Council member was being generous when he said that he kind of-- that he understood the path and I'm going to tell you that therefore [inaudible 03:39:23] by the grace of God, go I. folks know my story and we weren't always Council members and my NYCHA experience is not much unlike anybody in this room here and that my life was also saved in that manner. So I value and respect the work that is being done and the commitment of individuals that are willing to give of themselves and see something. And, as sister Ford had mentioned, that there was a young man that we had reached out to him that we had a relationship, tried to have a relationship but I feel every day that, you know, perhaps we could have done more. I could have done more, right? And not just for that young man, but, you know, the nieces and nephews and sons and daughters and neighbors that are adored and impacted by this each and every day. So, what we are saying here is, obviously, that our circumstances are being

determined and defined by others from the outside food don't really get this. Why we are here today is trying to figure out exactly how does that happen. My question earlier was about consistency and continuity of all those that are involved in the system and in this movement here. This is not a conversation that should just be held in the abstract or outside of, you know, one group gets to testify and then they get to walk away. And that happens all the time here. That the admen don't get to hear the stories, right? They don't get to hear the pain. And in doing so-- and the fact of the matter is I also question the social service providers, the healthcare providers. One may in the room? Right? There has to be a sissy to response throughout the city when somebody walks in the hospital but you know who they are. You know what their mission is. You know? How do we address that? How do we not just allow them to do their job, but how do we create them the space for them to do their job most efficiently and effectively? And, at the same time, we get that there is HIPPA and other things that have to, you know, has to happen. Right? That you have to respect the needs and the values of everybody that

comes through there. But these things are mutually exclusive. Right? And this ain't rocket science that we can all walk and chew gum at the same time. But it's not going to happen if everybody is not in this room. So, I agree with my colleagues. And the reason why I talked about, you know, white paper or putting together some synchronized protocols for every area in which this movement is being engaged, perhaps, this becomes the nexus. His dad had arrived here as part of everything else that we are doing is used as a template, to create a template for how we successfully do-- you know, grow this movement. And let me just say, from my experience and, obviously, with Erica and others in Queens. And AT in a few of them in Brooklyn, of which I have intimate relationships, this movement is respected and online or like many other movements the hierarchy, they get it. They understand it. They see the value. The people on the ground. But, if it's not extended to them, it really doesn't mean anything, but it's the same. When you talk to the Chancellor, but, fear not talking to the teachers, gets lost.

IESHA SEKOU: Right. Exactly.

COUNCIL MEMBER MILLER: And the same thing happened here. And, honestly, call the time and they only want to talk to the member, but guess who's doing the work? The staff. I can't talk to him. I don't want to-- No. And it has to be that type of cohesion in order for this thing no work. And I'm disappointed that all those folks aren't in the room.

IESHA SEKOU: Right.

WENDY CALDERON-PAYNE: Uh-hm.

IESHA SEKOU: We are, too.

COUNCIL MEMBER MILLER: If all of those folks in the room aren't in the room to say that what this system brings is going to alleviate the trauma that comes through your emergency room.

IESHA SEKOU: Uh-hm.

COUNCIL MEMBER MILLER: It is going to alleviate all of the stuff that comes through your precincts. But we all can't have these individual conversations. Everybody has to be in the room. Everybody has to be accountable and people have to recognize that each part is, you know--

IESHA SEKOU: Important.

COUNCIL MEMBER MILLER: what we always say. It's the teamwork that makes the dream work, right?

IESHA SEKOU: Right.

COUNCIL MEMBER MILLER: And no part is no more important than the other is. It is the sum of the parts that make this thing great. That makes it work. And I will tell you this. That we all know, as a matter of fact-- Now, success has many fathers. And failures few, but we know this is the safest big city in America.

IESHA SEKOU: Uh-hm.

COUNCIL MEMBER MILLER: By far. You know? You can't quantify, you know, some-- what we imagine to be the Raleigh, Durhams-- and we think they're just blips on the screen, but they consider them to be big cities and they are, unfortunately, they are violent places that we can no longer imagine that we could even go back to those spaces. And so don't be dismayed. You know, we are here and your voice is being heard and that's it. But I will say this and then I'm going to leave it with this and I just ask that-- ask who else that was here today do you think should be at the table? Should be invited? This is just-- This is--

[Background comments]

COUNCIL MEMBER MILLER: Hold on.

IESHA SEKOU: [inaudible 03:45:35]

COUNCIL MEMBER MILLER: So, how do we do that? And this is for the panel. And then, you know, who wasn't in the room--

[Background comments]

CHAIRPERSON RICHARDS: Okay. All right. All right. Hold on. Hold on one second. Hold on one second.

COUNCIL MEMBER MILLER: Okay.

CHAIRPERSON RICHARDS: Hold on one second. We're going to ask everybody to respect the hearing.

[Background comments]

CHAIRPERSON RICHARDS: We're trying to-- Hold on. Hold on. We're trying to get to everybody. This is a very emotional subject.

COUNCIL MEMBER MILLER: So let me just--

CHAIRPERSON RICHARDS: [interposing] Hold on. Let me just-- Let me just say on this. We are giving everybody the space to talk much more than you will see at any other hearing.

IESHA SEKOU: Any other hearing.

CHAIRPERSON RICHARDS: Any other hearing because I understand you can't put a time clock on this. So, we're trying to get to everybody, but we

want to try to give everybody the space to be able to talk because this is what we need to do.

COUNCIL MEMBER MILLER: So--

CHAIRPERSON RICHARDS: You know? So--

COUNCIL MEMBER MILLER: So, let me just say, mother survivors, then I think, as far as this committee and these members here, the access that you get-- in the middle of the night that we have all made ourselves-- and, quite frankly, we are all survivors. You know? I'm still going through it.

[Background comments]

COUNCIL MEMBER MILLER: But, you know, with that being said, I was being very specific about the folks that you deal with on a regular basis in your capacity, who is not in this room that needs to be in this room and--

WENDY CALDERON-PAYNE: I think that--

COUNCIL MEMBER MILLER: As we move forward, let's get them here.

WENDY CALDERON-PAYNE: I think Department of Education dates to be held accountable to the failings of our school systems and that is just it. I do think I wanted NYPD to hear us and a year is that it's a systematic issue. Of course there is

always like great people that we have relationships with, but there is a systematic issue.

IESHA SEKOU: That's right.

WENDY CALDERON-PAYNE: and the reality is--

CHAIRPERSON RICHARDS: And let me say this because hearings are not where real work is done.

WENDY CALDERON-PAYNE: Okay. So then--

CHAIRPERSON RICHARDS: So, as--

WENDY CALDERON-PAYNE: Convene a meeting.

CHAIRPERSON RICHARDS: The purpose of a hearing is-- hold on. So the purpose of the hearing is so we can hear. We can get things on the record, but the real work begins after the hearing. So we just needed to get some things on the record and I think we've heard enough of what we knew already, but it's on the record now, so it enables us to now be able to go back there. But I don't want people to think you come to a hearing in the world changes at a hearing. And, yes, I would've liked the NYPD to keep the person behind. And they normally don't. I mean, we push and pull on this every hearing. But the real work begins when we walk out of this room.

WENDY CALDERON-PAYNE: Can I just--

CHAIRPERSON RICHARDS: But the hearing is to give you the space to communicate some of the issues that, obviously, are impacting, you know, your organization. So I just wanted to put that out there.

WENDY CALDERON-PAYNE: May I clarify one thing? Because they were asking about employment and Eric Cumberbatch mentioned 2 million. Employment is one portion of the 6 million dollars. So, 2 million would be like less than 100,000 per site. So, that might be the agveh [sic] portion, which is a very important portion, but it's not, to be quite frank, professional mental health services, every site should have it, not just 527.

IESHA SEKOU: That's right.

WENDY CALDERON-PAYNE: You know? And staffing. Be bluntly honest with you. Liz from the Fortune societies said to me once we should fund every program. Every hundred thousand should be one person because that is a livable wage. So, for as 700 or a 1 million dollar package, if he is saying that we find 15 people, we are not giving our folks livable wages. You know? And so I'm just saying that, when he mentioned 2 million, it was for one

portion. That's not a complete strengthening of the program. It's not promoting people into livable wages. It's not giving people actively doing management training so that people who know how to manage people can now manage programs and to their needs to be funding so-- there are hospitals where you work in where there is money in the budget so that everyone goes to counseling once a month. I'm trying to figure out how to do that. My entire 55 member team of all of Bronx connect because it is stressful to see your kids comment after being harassed, attacked, and, you know, it's police and the community. So, it's not 2 million at all. It's not million.

CHAIRPERSON RICHARDS: Okay. Got it.

Thank you. Thank you.

WENDY CALDERON-PAYNE: Thank you.

IESHA SEKOU: So--

CHAIRPERSON RICHARDS: I'm just going to ask you to wrap up.

IESHA SEKOU: I just want to say that, one, we have these-- the MT use, which is the mobile unit.

CHAIRPERSON RICHARDS: Uh-hm.

IESHA SEKOU: And we are paying to park in a long when our transportation vehicle where we transport our participants. And we are paying about 1800 dollars a month, which comes out to be 21,000 dollars or so or maybe a little bit more than that a year, if my math is right. Which we could be using that for employment for a participant if we had the space in front of our office on 145th Street to park our vehicle there. In our block is very protective over us, so we know that it would, basically, be taken care of, but one need a permit, not just Street Corner Resources, Erica has an MTU. I think there are five sites with them to use and we have to park them somewhere and we are spending money to park when we could actually have that space in front of our offices, if that works for folks. The other thing is when you say who will should be in the room, the Department of Education should be in the room. NYPD should be in the room. Social services, ACS, and some of those other organizations because they don't understand what's going on with violence. The calls I get from professional people and the questions they ask really lets me know that they don't know. They really don't understand the weight of this issue, so

people need to be in the room so that they get the idea that the shooter didn't just decide to wake up at seven this morning, the shooting that we responded to, and just say, I'm going to shoot. There is a whole backdrop of stuff. Which means that we have to treat some things differently. And, in order to do that, those agencies that help provide the treatment need to be present. In schools, parks department needs to be here, to so that when we have events where we engage the community, that they don't see it says doing something wrong because it's more than three of us gathered. Then it becomes-- even though we have permits and things like that, if they see the community that they see as criminal in that park, it becomes a criminal event. And so, it gives us a hard time about engaging the community. So, we need to talk to parks department and not make it difficult for our groups to have events. And we were denied this seer, but we pushed and we asked for a hearing. But I'm just saying they don't understand the work that we do.

CHAIRPERSON RICHARDS: Got it.

IESHA SEKOU: And who we do this work with.

WENDY CALDERON-PAYNE: Thank you.

CHAIRPERSON RICHARDS: All right. I want to thank each and every one of you for the work that you do. Can't--

WENDY CALDERON-PAYNE: Thank you.

CHAIRPERSON RICHARDS: Can't understate--

IESHA SEKOU: Thank you.

CHAIRPERSON RICHARDS: how important the work that you do. I think follow-up, I think Erica will be following up. I think some things that you should all have is certainly coming up with-- and I want Erica to hear this. A proposal and what that looks like. You know, so you mentioned mental health services. So we spoke, I think, the magic number that was thrown out was 100 million. If you got 200 million, making sure that that proposal was flushed out in a way for us to look at. And I think the next steps, I think, for your organization is certainly a Roundtable in which we will be in touch on.

IESHA SEKOU: Space.

CHAIRPERSON RICHARDS: Well, will get to the space, but let's start with a Roundtable with the specific agencies that you directly work with that we can ease bureaucracy on. And I think that those are

some immediate next steps we can take. So I wanted to thank you all for coming out--

CHAIRPERSON RICHARDS: today. Thank you. Thank you.

WENDY CALDERON-PAYNE: Thank you for having us.

CHAIRPERSON RICHARDS: Thank you. All righty. We're going to get to the next panel. Pamela Hight. Pamela? Carolyn Dixon. Where do we go from here. Oressa Napper-Williams. Hugh Hayward, if you are still here. I see Hugh. Oressa, Carolyn, Pamela.

[Background comments]

CHAIRPERSON RICHARDS: The first name was Pamela. I believe it's Hite.

[Background comments]

CHAIRPERSON RICHARDS: I can't read. H I G--

[Background comments]

CHAIRPERSON RICHARDS: H T. Oh, Hight. Yeah. Panel Hight. That's you? Okay. Good. Carolyn Dixon. Oressa Williams. Hugh Haywood. We're not done. We're not done. All right. So you may begin. Grab the mic, press the button, and just

state your name for the record and you can begin your testimony.

PAMELA HIGHT: What is it? Good afternoon, now? Good afternoon. My name is Pamela Hight. That's how you're supposed to do? I'm a mother that lost two sons and I'm here for all other mothers, but I just wanted to let you all know that, basically, sitting here from 10 o'clock this morning, it's been a long day and I still don't see anything that really seems to be interesting to me that for me to go through what I went through and informed me to the mother's and for me to know, Oressa, with the mother support group that we are in, that the tragic that I've been going through and then I am a survivor, that the money that is being funded that I heard so far 36 is not enough at all in the work that is being done is being done, but it's really being done from all of us that sitting at this table. Okay. I just wanted to make sure. And I just wanted to ask-- it's like when you sit here so long it's like I done went through-- I had a whole list of everything I had in my mind--

CHAIRPERSON RICHARDS: Okay. Take your time.

PAMELA HIGHT: going straight through.

When I lost my first son-- His name is Yaqin English. 17 years. Nine shots. The tragic that I went through when my family went through is that I still had to stay in New York City housing and I didn't get any help and no organization and the trauma that took me that I almost killed myself. That I took myself going up stairs to the roof and wanted to jump off of it because I didn't believe that that was my son. And if it wasn't for the support group, for me to continue to do what I do now, I don't know where I would be and my daughters wouldn't know who I am or aware that they had to bury their mother for what. And the thing about it is by the organizations that I have met and I have made around, it's like the help that they do it seems like it's like coming out of their pockets to help us get the knowledge to go into this place and that place, you know, to help other families. I don't want another parent or another family to go through what I went through. And when I say I had no help, I had no help. Hospitals, not them. Nobody helped me get through what I went through. In three years I stayed in my room. Went from my room the work back to my

room. It took Ms. Oressa and Ms. Dee, Natasha, Mimi, and Erica, you know, to know how to go through the classes, the training to get where I'm at now to still walk the walks and help another family. So, can continue to keep doing what I'm doing by learning from this organization, not another child, where do we go from here? Kill Christopher incorporated. Carl Loxley. [Inaudible 03:59:07] It's so many that-- There's so many organizations that's not even being known, but I be hearing other ones more than I hear the ones that I'm around. I don't hear nothing about Not Another Child. Where Do We Go From Here. Kill Christopher, Incorporated. Carl Loxley. And these are the mothers that are in the same support group that I am in. And these are the ones that I can sit down and call at two or 3 o'clock in the morning and say I need some help. I am gone. I don't know where I'm going. I can't even pick up my phone unless it's one of them.

CHAIRPERSON RICHARDS: Thank you Karen Jim thank you for coming down today. I'm sorry I had to sit through this so long, but keep on going. We need you.

[Background comments]

CHAIRPERSON RICHARDS: We need you.

[Background comments]

CHAIRPERSON RICHARDS: Uh-hm.

PAMELA HIGHT: When we go-- Do I have to talk to this?

CHAIRPERSON RICHARDS: Yes. You do.

PAMELA HIGHT: Okay. That when we go to the meetings, all these meetings that we are, we're always the last to talk. It shouldn't be that way because if it wasn't for us losing our children, and I lost two, not one. Two. That we should be the one sitting in the back waiting for everybody else to speak when it should be the survivors speaking, then the organizations, then whoever else afterwards because how are you going to get a better understanding of what we went through if-- going through. Thank you. Going through if you don't get it from us? We're the one who has to stay in NYCHA to go through and see the bullets. We're the ones who had seen our children laying down there on that ground and see the sheet covered over them. I'm the one that had to go upstate, travel back and forth to go to court by myself. I had to get on the bus by myself to keep going back upstate. Nobody helped me

do what I had to do. But at that point, it still is. Where the survivors. We are the ones who are doing that walk and we are the ones who is doing that talk. And what is still going to keep continuing and I'm going to keep continuing to talk to other families, as well.

CHAIRPERSON RICHARDS: Thank you.

ORESSA NAPPER-WILLIAMS: Good afternoon. My name is Oressa Napper-Williams and I must agree with what Pam just said. This is how the room always looks when it's time for the survivors to speak up. And it's sad. It's sad. I have heard about everything today, from A to Z, but we are the ones that lived this nightmare day in and day out. Most of us don't get a dime for it, but at the call, at any call at any time of night, we spend our own money. We Uber. We do whatever we have to do to get to locations because we know how the families feel at that point. We make ourselves vulnerable over and over again. We are living our worst nightmare just so that a family can find that comfort and can see some sort of hope when they see us. That they know that they may never get over it, but they will get through it. And so I just ask-- first, I ask that

we just be included in the conversation more. I have been around for a good while when we only had Cure Violence and that was Man Up in Brooklyn-- shout out to my comrade, AT Mitchell, who is in Atlanta. Whether it was Erica or it was King of Kings, but it was wha-- this was even before wraparound services. When wraparound services started, AT pulled in Not Another Child immediately because he knew of the therapeutic support that we were already giving parents. I've sat on both sides of the fence. I'm a speaker at cease-fire for NYPD and I speak from the voice of pain. And cease-fire is no comparison to crisis management system. You cannot compare young men being forced into a room to hear what's going to happen to him if he crosses a street wrong or if he doesn't tell somebody else what to do or not to do compared to someone that looks like him, has been where he's at, and is where he is going. So it's really, really no comparison. But I had had the opportunity to do that from the beginning of it's inception with Commissioner Susan Herman. So Not Another Child has been the recipient of a therapeutic support contract for approximately six years. And is allowed me to grow as an individual as I help others

in their healing process. And, I'm sorry. It has helped me to grow in the healing process of my son's murder. I am assured that it has also allowed us, as an organization, to assist families in their new journeys after the loss of their loved one and that, if it was implemented in 2006, I'm kind of certain that my son would be here today as he was an innocent victim in the middle of a gang war. The crisis management system has given NAC and Avenue to provide unconventional therapeutic support services to families directly affected by gun violence. And to those indirectly affected, yet are likely to me those which retaliate. So, some of the things that we do that is unconventional as I would take, for instance, even our basketball court that we have for our youth where we allow them to bring pictures of their loved ones who have been victims of gun violence and play games on their behalf. And they see that kind of an honor to play in their name and sometimes that helps with retaliation. I have sat on the hiring panel and to look for crisis management system to hire Cure Violence interrupters, as well as outreach workers. And the look on the faces of these young men and women that have been given employment crisis

management system is priceless. You can tell that a lot of them, because of past mistakes and errors, don't think that they will ever attain good employment. Nevertheless, with their criminal background, being something that puts them a step ahead. And so, that is something that we have done. Peers support sessions. We definitely-- and as much as therapy and professional mental health is needed, just to be able to sit in a room and to speak with your peers, those that are with you, those that know where you are going, those that can give you some kind of counsel, Pam, and then she named a lot of just the other organizations that we have helped families create these legacies for their loved ones through our peers support sessions. This year, we even did a therapeutic retreat for some of our survivors that was able to go. And we've also done what we call the Out the Hood Project where we take some of our youth out of the hood, which they have on their head and out of their neighborhood in order to see other things that's going on just in new York city alone so that they will have more visibility of what they can accomplish. NAC has serviced parents that have had their children killed on their doorstep

and they were paralyzed by returning home, thus making them homeless and having them to sleep on family members and others couches. Parents that take of days and weeks for funerals, therapy, and court dates. Families that are ignored by detectives, cases are stalled, and are told that they are not approved for victims' services funds. Yet, the amount of funds given for therapeutic support is not enough to invest in unconventional therapeutic support of families and communities impacted by gun violence to get them back to living some type of normalcy after the greatest traumatic experience of their lives to making them productive citizens of New York City again. There are so many parents and families that have been affected by gun violence prior to the work of the crisis management system and so, as Erica stated, marketing and PR is a must. We are like a hand in secret of the city. I can even reflect back on so many young people and so many of my comrades and friends growing up was killed in I'm looking like where are their parents now? They are like in the shadows and just working day by day never having resolved their issues of their children and their loved ones being killed. Also, as Eric

Cumberbatch stated, the timeliness in which we receive the funding is not conducive to the work that is being done. Eric was 100 percent, 110 percent, correct when he stated that smaller organizations are not prepared for the bureaucracies that come along with obtaining contracts. As small as the contract may be, we do not have the financial leverage for reimbursement or to make it through the first few months without having or even knowing if we will receive the contract again. And I'm sure you guys know that you don't even come back with your decision of who has a contract until after July 1, when the actual contract starts. So, a lot of times we don't even know if we should be doing the work and just doing it off the whim like we have been doing or if we will have contract. All close by saying it is important, even imperative, to get these family members the help that they need. We often go outside of catchment areas because this pain has no borders. Success to us looks like just getting up out of the bed and moving every day. The consistency and continuity that we have can be replicated all across this city and one of the other things that I want to speak to is the sensitivity of city agencies when we

find out that our babies are dead. We know that it is a job for them. We know that they probably do this so much until they are numb to it, but there has to be something that can be done about the sensitivity of the city agencies. Thank you for this time.

CHAIRPERSON RICHARDS: Thank you so much and thank you for the work that you do. Thank you.

CAROLYN DIXON: Love and blessings.

CHAIRPERSON RICHARDS: Love and blessings.

CAROLYN DIXON: My name is name is Carolyn Dixon. I am really disappointed because these tables are not filled. These seats are not found. I'm a survivor. My son was murdered in front of me in 2014 over a parking incident. I don't know how many of you all our parents and I would just like for you to close your eyes a second and just imagine your child murdered right in front of you and there is nothing you can do. Nothing you can do. There are no resources or funding for the grassroots organizations that's doing this work. I've worked with Life Camp. Erica Ford saved my life. I went up in here today if it wasn't for her. But now that I

have learned to understand that in the black and brown community, where traumatized, we don't speak about it. It's hush-hush. Whatever happens, it happens. You get over it. No. You don't. We have to educate those in our community. It's all right to grieve and to understand what you're going through. It is not normal to have all of our children being murdered and we walk around like it's okay. I've been to Jamaica Hospital plenty of nights. Six, seven, four, 3 o'clock in the morning whenever I get back call. And as soon as I go there to try to comfort her family, we are stopped by security, by police. But my thing is is that when my son was murdered, remember I was going to commit suicide. I used to be a [inaudible 04:12:54] and I used to go outside the dust of every morning and talk to the heavens because, even though he is not here, I wanted to know if he was at peace. In the morning, I said, Darrell, if you don't send me a sign that you are okay, I'm not going to be able to make it. There is stuff, I found out I had three minor heart attacks and I took the clinic. And I see this lady looking at me and I'm looking at her. Who is she? Why is she staring at me? Susan, you don't remember me? I

said, no. She said, stand up and come here. I went in her office. She said, don't you have children? I said, yes. She said, I delivered your children. She said, do you see his picture on this wall? I said yes. She said, how is he? I said, you just got murdered, block from this clinic two weeks ago. We cried and we hugged. Ever since I've been doing the work working with life Camp, I've come to understand and calm into path with families who felt the same as me. I slept in Life Camp in the basement for six months without Erica knowing. I lost my home. I lost everything. There is no resources to help families. These agencies look at you like you are animals. I remember going the public assistance and they said, well, why can't pay your rent? I said, my son was murdered. When was he murdered? You tell them the story. They get up. The next thing you know you've got a crowd of people coming to saying I read this. What happened? So we go through the process of being and suffering from dehumanized loss because we try to keep our communities and our families together by not letting us see us suffer and we carry that trauma whether it's going to kill us or break us. I remember my son being murdered and I

asked my mother and I wear this shirt, Where Do We Go From Here? And she said, you live. So through working with Life Camp, I was blessed to attend a new school to learn about healing and trauma and the grieving process. I also go my training through the crisis management DOH and what I learned is that I have to give back to my community. I have to teach them that they are entitled to live. But how can I do this work if there is no resources? I don't get a check. Somehow, by the grace of God, if I have to go somewhere, I find a cup of box in a bank account. Don't ask me why or who, but I stay in my faith. Our community means survivors to help them live their new life without their loved ones. I do healing circles. I was present when we went up to. To see the faces on the survivors to be able to release and talk about their grief and live to the next moment, that's all I want. That's all I ask for. So I ask each and every one of you who is sitting at the committee table, consider giving some things so that we can do the work. We would not be sitting here today if it was not for gun violence. For each and every survivor who has lost a child. So, please, stop making this invisible, ignoring us, making us last. Is very

disrespectful. Because at that point of craving, people feel we are crazy anyway. But I want you to tell me how you would feel if your child, your baby, was gunned down for no reason and you don't know the next steps to take. You don't know if you want to live or die. I have to ask God every day that I live every second of the day. Just let me make it through. Just let me make it through. Let me reach another family affected by gun violence. Just let me make it through. Yes. My life has been threatened, but you think that's going to stop me from doing the work? No. I've been in situations where I've stopped individuals from being murdered. A man was shot right in front of me, that I had to save the next person and then go back and attend the one who was shot. I would never give up this battle. I did not ask for. But I ask you who said at this table to consider the survivors who is doing the work and give something so we can do it. And I thank you.

CHAIRPERSON RICHARDS: Thank you, Ms. Dixon. And she's not lying about being at the hospital because we did a meeting at Jamaica Hospital last week and I could tell you the meeting was contentious for several reasons that you stated.

Because when you go to the hospital and when you go there to meet victims and be with families, we want you all to be treated with respect and dignity and I think through even video they showed us--

CAROLYN DIXON: And that was my family.

My--

CHAIRPERSON RICHARDS: Yeah. That we are hoping to have a broader conversation around the hospitals, period.

CAROLYN DIXON: Uh-hm.

CHAIRPERSON RICHARDS: And one of the questions we raised-- and Denique [sp?] was there, as well, was, you know, what is the unit? Is there like a h-- is there consistency amongst all of the hospitals when you go in to walk in?

CAROLYN DIXON: Well, see, you have--

CHAIRPERSON RICHARDS: And--

CAROLYN DIXON: to understand that South Jamaica, that is a trauma.

CHAIRPERSON RICHARDS: Right. We know. I know. It's the only trauma center event in Far Rockaway, people have got to go to Jamaica Hospital. But I just want you to know that that did not fall on deaf ears.

CAROLYN DIXON: Okay.

CHAIRPERSON RICHARDS: and Erika, obviously, did a lot of work. I mean, every elected official from Southeast Queens showed up to that meeting. Everyone. Because we want, when you get there-- and I think Denique mentioned that, too, in the meeting, as well. Like we are saving lives all around. Trying to prevent more people--

CAROLYN DIXON: Correct.

CHAIRPERSON RICHARDS: from having to come in near hospital from gunshot wounds.

CAROLYN DIXON: Correct.

CHAIRPERSON RICHARDS: And they have to see all of the organizations of partners, as well. So I don't want people to think there is not work being done behind the scenes. There is a lot of work being done behind the scenes and we still have a long way to go because the organizations have to be viewed-- and I think the way I said it to the hospital was, you know, you are just some looking at them as some crazy people coming off the street and these are legitimate organizations who are doing the work you can't do. So, I agree 1000 percent that all of the crisis management system has to be taken

seriously from the highest heights on NYPD down to the lowest.

CAROLYN DIXON: Yeah.

CHAIRPERSON RICHARDS: And until that happens, we will have-- say the other word. Program. Because--

CAROLYN DIXON: Right.

CHAIRPERSON RICHARDS: you have to be viewed seriously by everyone. So I want to thank you--

CAROLYN DIXON: That's because, you know--

CHAIRPERSON RICHARDS: Yeah.

CAROLYN DIXON: not to be rude and be disrespectful, but if it wasn't for organizations and survivors into this sort, a lot of lives--

CHAIRPERSON RICHARDS: Oh, yeah.

CAROLYN DIXON: would've been hurt that night.

CHAIRPERSON RICHARDS: We know. We know.

CAROLYN DIXON: A lot of lives.

CHAIRPERSON RICHARDS: We said that to them.

CAROLYN DIXON: And the police made it no better.

CHAIRPERSON RICHARDS: We said that.

CAROLYN DIXON: to have an office so look at the family and say I don't know why you people are upset.

CHAIRPERSON RICHARDS: Uh-hm. Well, we--

CAROLYN DIXON: I went out of my body on that one.

CHAIRPERSON RICHARDS: Uh-hm.

CAROLYN DIXON: because, to me, that's disrespectful. We are--

CHAIRPERSON RICHARDS: Uh-hm.

CAROLYN DIXON: human beings. We hurt just like anybody else and it has to stop. We could no longer be invisible in the--

CHAIRPERSON RICHARDS: Uh-hm.

CAROLYN DIXON: black and brown community.

CHAIRPERSON RICHARDS: Uh-hm.

CAROLYN DIXON: We can no longer be unheard in the black and brown community.

CHAIRPERSON RICHARDS: Uh-hm.

CAROLYN DIXON: Something has to change.

CHAIRPERSON RICHARDS: Uh-hm.

CAROLYN DIXON: Something has to change because I do not want to see another family go through what I'm going through and I wouldn't want any one of you at this table to ever experience a murder of a child.

CHAIRPERSON RICHARDS: Uh-hm.

CAROLYN DIXON: It's something you don't get over.

CHAIRPERSON RICHARDS: Uh-hm.

CAROLYN DIXON: So, please consider funding-- I mean, I'm not asking you for a million dollars. You understand what I'm saying? Start us off fresh. 20, 30, that will help me do my healing circles. I'm not greedy. I know I've got to build myself up. But I can't do it empty pocket.

CHAIRPERSON RICHARDS: Uh-hm.

CAROLYN DIXON: I can't.

CHAIRPERSON RICHARDS: U-hm.

CAROLYN DIXON: And survivors have the right to live.

CHAIRPERSON RICHARDS: Uh-hm.

CAROLYN DIXON: But without the therapeutic services that is needed, and not going to get it.

CHAIRPERSON RICHARDS: Thank you, Ms. Dixon. Thank you. Thank you. Thank you for what you do. Mr. Haywood?

HUGH HAYWOOD: Thank you for the opportunity to speak. Am I on the speaker? Can you hear me?

CHAIRPERSON RICHARDS: Mic closer, Hugh. Yeah.

HUGH HAYWOOD: I'm not afraid of the mic.

CHAIRPERSON RICHARDS: You can talk louder than that.

HUGH HAYWOOD: I'm not afraid of no mic. I'm just afraid of--

CHAIRPERSON RICHARDS: Don't be afraid.

HUGH HAYWOOD: I'm afraid of years of experience and years of cynicism and years of trial and error and years of seeing brilliance snuffed out and years of seeing where the leaders being shot down. Of seeing strong women and strongmen of all colors, all colors, standing up for the powerless

persons where being destroyed. And so, my fear is about us as people. And I know propensity to do the wrong thing even if we want to do the right thing. That's my fear. The crisis management system and the Mayor's Office of Criminal Justice, and agencies that are on the front line trying to deal with a phenomenon that is bigger than just kids shooting kids because we could spend the whole time of saying, well, where did they get the gun from and all that and we go off on a tangent. But the problem of killing is so ingrained in our DNA that, when you come to solve the problem, you begin to wonder where do you start? And hearings like these are important because it shows that we haven't given up and that's the noble part of the human being that I like. We haven't given up in spite of what I call the fear. The fear of being wrong. We haven't given up, you know, efforts in trying to find solutions. We haven't given up in using a pick axe to [inaudible 04:25:09] on the mountain instead of using dynamite. We haven't given up. And so, these hearings-- and I concur with the sister that the room should be filled and everybody should be seated, but I've learned that that is not how it's done. As a consultant, we know

about the 20-80 rule. 20 percent do 80 percent. All right? The 20-8- rule works. The people in here by divine-- and I'm-- that's my faith-- by divine appointment are here at this time. And so, I'll just get to the point of my testimony. Testimony is very clear. That the city Council, and its composition and its power and its votes and in a city that brags about being safety is situated psychologically, timely, geographically, to maximize and saying, yes, we are going to double down on supporting programs that work and a figure was thrown out today, but I don't work with 100 million dollars, not when you're talking about 60 billion dollars and you're talking about a country that has 4 trillion dollars and you're talking about a city that has 80 something billion years living. So, the money is not the issue in the sense of the precise amount. Money is important because money answers all matters and Solomon said that in Ecclesiastes 10:9. Money answers all matters. In the first priority I would like to see the city Council do is institutionalize these programs. They should not be in your report of March 19th be a miscellaneous item. How can that be a miscellaneous item? Look on the page. I have the

document with me. The funding from these programs comes from all sorts of parts. Police department, sanitation, DOE, ACS, line item budgets. Nobody's worrying. We just worry about whether or not you're going to get a few million dollars more or a few million dollars less, but there is no fear about you being a line items where somebody just put a line through because you are miscellaneous. And that's where these programs are. These programs are in a precarious state and you guys have the power. Like I say, you not in an accusatory way, but you [inaudible 04:27:54] that you've got the power to change that. That's what you can do for these people here. I don't care if they ask for 100 million, 200 million. I don't care about the amount. I care about institutionalizing them so that, whether or not we get a mayor who doesn't care about these brands or is not to sure about them in the future is not-- these programs are not at the mercy of his whim. And one last piece. I have the misfortune of being a deputy commissioner many years ago in the Castro administration when we institutionalize or trying to institutionalize some new foster care agencies. [Inaudible 04:28:40] in Brooklyn, folks up in the

Bronx, Queens, everywhere. It was a way of beginning minority organizations to take care of minority kids. Hispanic child care agency, black child care agency, etc. They did not last beyond those couple of years. There were a lot of problems. Institutional problems issue, but that happens-- that's true in any organizational and developmental issue. There will be pains and mistakes. The risk that these young programs run against is that they get written off as they don't live up to standards and have taxpayer dollars are not spent as efficiently as folks would expect. But I would suggest that they not only get resources of monies, but they get technical assistance that is ongoing. Ongoing. You don't make a mistake because you may spend the money and you didn't have a receipt. That's not embezzlement. It's just-- I don't care about the receipt. In the community so many programs are funded with folks out of their pockets. We don't worry about receipts. Were worried about people having a great time and that everybody is happy. But then, with taxpayer dollars, somebody says, well, we use the 20 dollars for pizza they came from Papa John's. You don't have it. It's disallowed and I just pointed out as a

minor example of disallowables because of how we--  
and I say we have the community interviewing  
organizations-- do those things. But we have an  
institution set up in the city that was designed to  
save [inaudible 04:30:38]. It's called Fund for the  
City of New York. Fund of the city of New York  
provides the type of technical assistance, benefits  
first staff, and all the backroom operations. Those  
forms that have to be filled. The 990s taxes, etc.  
Those forms, those critical activities that will  
assure taxpayers that money is being well spent, the  
fund for the city of New York can do that and they  
should not-- and they should not, I repeat that,  
have the luxury of deciding whether or not new  
agencies on the blocker welcome into this club  
because that is not a private club. And I repeat  
that. And I respect the people who run that. In  
fact, I could even say that the people who run in our  
friends. That there is a difference between doing  
things based on feelings and doing things because  
it's right. I don't have to like you because you  
have on a gray suit, but I have to respect you  
because you're in that chair as a chairman. And we  
need to--

CHAIRPERSON RICHARDS: But you used to spank me when I was a kid. You remember that, right?

HUGH HAYWOOD: Oh. [laughs]

CHAIRPERSON RICHARDS: Okay. Got it.

HUGH HAYWOOD: I respect all of you guys. The point is well taken. But we have to learn to separate out our feelings from doing one is right. If a surgeon who is a Democrat is going to operate on a Republican, his feelings is nowhere in there. He sees a body in front of him and his skills that he's changed tells him to do that. We have to do it in the public sector. We have to apply public dollars with the same type of on emotionalism to attack problems that benefit all of us. We have our governor, we have our mayor, we have residents of the city who wield power, Wall Street tycoons talk about the safety of the city and the safety of the city, you and I know, didn't happen by accident. It's hard work. It's blood sweat and tears. It's faceless heroes and sheroes [sic] and, yes, there are some good policemen and some good officers and some good precinct commanders that are sensitive to-- we will not take anything away from that. But as an institution, things have to happen there to sensitize

those who work in an institution that we are not enemies. We are all in this boat together. Some are on the deck and some are way down in the hole. But, you know what? We are on one ship. And thank you very much. Thank you.

CHAIRPERSON RICHARDS: Thank you.

CAROLYN DIXON: I just want to say one thing and then I'm leaving because I really have to get home before it gets dark. You know--

CHAIRPERSON RICHARDS: Wish me that luck.

CAROLYN DIXON: I want us to look at one another as firemen and fire women. When they go in the burning building, they don't see none of this. It's here. You understand what I'm saying? It's here. And out of any person in blue that represents New York City, I respect firemen and fire women because no matter how they feel about you, you would never know it because they are going to save you. And this is the work we have to do and we have to do it together, no matter who we are. It has to be done together. No person is higher than the next. You need the next one to get the job done. And that's all I ask. Love and blessings.

CHAIRPERSON RICHARDS: Love and blessings. Thank you all for coming out and testifying and thank you for your patience today. Thank you. All right. We're going to call the next panel. Rock Safe Streets. They are really get home when the sun is down because they are from Far Rockaway. Ife Charles. Did they leave? Did Rock Safe Streets leave? I don't see Andre. Is Andre here? Oh, they're coming. Oh. Am I blind? Andre? Where is he? Oh. There you know. Okay. James Dobbins. Guns Down Life Up. Aziza Françoise, Street Corner Resources. Ronald Schneider, Brooklyn Defender Services. He's gone? What's going on, Dre?

[Background comments]

CHAIRPERSON RICHARDS: Thank you for your patience.

ANDRE BROWN: See, I guess I should've wrote man on there.

CHAIRPERSON RICHARDS: Yeah. We'll-- Raymond Defense Street Corner Resources. Peter Costameyers? Costima? Costamyas? Citizen's Committee. Peter. I think they left.

[Background comments]

CHAIRPERSON RICHARDS: All righty. All right. We got you. Okay. Cool. You want me to call one more or-- All righty. Andre, you may begin and let me first start off by thanking Rock Safe Streets for the work that they do in Far Rockaway which has been-- we have seen such a substantial difference in our community over the course of the last--- how long have you been there? Three years?

ANDRE BROWN: Five.

CHAIRPERSON RICHARDS: Three-- It's five years already. The reduction in gun violence could only have been done with your organization and I know they say don't look at numbers, but when we look at the numbers out there, you can see that, as soon as Rock Safe Streets started, the decline started.

ANDRE BROWN: Uh-hm.

CHAIRPERSON RICHARDS: So it shows that community-based solutions are the answer. That over policing and criminalization certainly is not the answer to reducing gun violence totally. So, I just want to give hats off because I know the work that you all do day in and day out. So, Andre, you may begin.

ANDRE BROWN: Good afternoon. My name is Andre Brown. I'm an outreach worker for Rock Safe Streets, soon to be applying for the violence interrupters supervisor position. Rock Safe Streets is an organization, cure violence program in Far Rockaway. It's operated by a shelter in arms. So I think you all for the opportunity for me to testify before you all today. I was born and raised and still reside in Far Rockaway. Growing up in Rockaway, in gun violence was an everyday norm. We had crews who would be at war for reasons of money. People killed each other to provide for their families. I, myself, was one who was into the use of guns to the point where I had to be removed from my family for five years. Now, gun violence is all gang based. It's all about the color, the colors, and the area that you are from. The youth today honestly feel that it is fine to shoot at each other because of where they are from and who there be with. Rock safe streets has proven to be highly effective in the communities that we operate in. Rock safe streets has been in the community for nearly 5 years now and, in that time, we have connected youth with 250 jobs in the summer and winter work programs. We conducted

over 805 violence interruptions, 600 mediations, and 457 community of events. We have helped to reduce the shooting in the worst part of Far Rockaway by 90 percent.

[Applause]

ANDRE BROWN: We have been hard at work fighting for the futures of our community. We had one female participated who had anger management issues and has been stabbed and cut up very badly a few years back. She was mentored by one of our female staff members who was recently graduated from college and, over the course of two years, had worked-- her mindset and attitude begin the change. She has become like a counselor for the Brownsville Cornerstone Center program. She works with five and six-year-old youths. She even interned with us as a violence interrupters and was surrounded by positive influence who reminded her of the possibilities that she can be. Our program is effective because we are deeply grounded in our community and because our work is built on the trust between us and staff in the community. Some of our staff have been through the system, so we can relate to the kids in the community. If the youth-- you all got to forgive

me. This is my first time ever, ever doing this. Communities need programs like Rock Save Streets to provide youth with mentors who come from the streets and our community means people and organizations who truly care about the community and who truly want change for the community. If the youth have people who are there to listen to them when they speak, then the youth will listen when they are spoken to. The city must continue to invest in programs like Rock Safe Streets in order to achieve the peace and opportunity filled future we are all fighting in our communities. I thank you for this opportunity to speak today and if you all have any questions, feel free to ask. But I want to say something about the relationship with the police and our community. Now, program manager, she deals with the captains and she goes to the meetings with them, but the team when we are out there, the uniformed officers, they respect what we do. There've been several occasions have come to us and asked us to speak to certain individuals in the streets about, you know, being in front of the buildings and harassing tenants that come in the building. So, we came up with a timeframe for them to be out there. Like, yo, can

you all between four and 7 o'clock, you know, don't stand out there. Let the kids come home from school and the people come home from work. And it's been working. Now, we've had issues with detectives. Like we were being harassed by the detectives crazy last year. It was like we were getting pulled over and they were coming at us with like issues that like we didn't even truly understand. Like, we are Rock Safe Streets. We're out here, you know, helping you all. Like what are you doing? Like but they uniformed officers, they respect what we do, you know, the relationship with them is fine.

CHAIRPERSON RICHARDS: That's good to hear. I mean, we've got work to do with the detectives, clearly, because I'm here in a little bit too much of that, but that shows-- and I want to credit the 101 because they really are true believers in Rock Save Streets and I know I speak to the inspector all the time and he truly values the relationship. So, thank you for what you do.

[Background comments]

JAVIER LOPEZ: So, my name is Javier Lopez and Ife Charles called me up here. I represent the Redhook Initiative. I'm based out of Redhook,

Brooklyn. But before I talk about the Redhook Initiative, I used to be the assistant commissioner at the New York City Department of Health and Mental Hygiene that help support the crisis management system. I loved earlier this year because I realize the investment from the health department wasn't really going back into the community and I will get to that point and a couple of minutes. So, the Redhook Initiative is a 17 year based organization out and Redhook, Brooklyn. It's right adjacent to Redhook Houses. The second largest public housing development in New York City and the largest in Brooklyn. We serve over 6000 families, 500 young adults and young participants on an annual basis in my points often there today are going to be talking about my research perspective as it relates to violence as a public health issue, the work that I currently do with the Cure Violence national community, and the work that I currently do in supporting leaders like Erica Ford, Kay Bain, and many others that provided testimony today. So violence, and its construct, can never really be a good conversation with law enforcement because they attack a violence from a deterrence in isolation

perspective. So, when you think about what you're going to do in terms of really addressing violence, you have to look at the origins of violence. You have to look at the fact that violence comes out of a lot of different factors. When you look it up black and brown community, you've got to look at housing, education. A lot of the things folks talked about here. So, when you talk about the relationship that community-based solutions brings up, law enforcement is not receptive to those conversations because it's not dealing with the individual or cluster of individuals. So, if you really want to expand the CMS model to really be what it is intended to be, you really want to have those other agencies, like the health department and education make a monetary investment to address the areas that create the incidences of violence. 36 million dollars won't grow because you're going to have those other agencies that need to step in and kick in the resources. The reason I love to the health department is because I really saw firsthand that the limited resources that they were willing to extend to a program like the crisis management system was based on the fact that they felt it was other people's

responsibilities. So, the silo nature of municipal responses has to evolve and change in order to get violence to go from prevention to elimination to eradication. So, when you're looking at the reality of young people and the young people that I serve and support in Redhook, you know, Redhook violence and gunshots and gun related homicides has dropped considerably since the 1990s and, yet, you have a PSA and yet you have a police precinct, and yet you have a community court in less than a one mile radius, which means they young people that are there are constantly being harassed. The young people they are constantly seen police in their everyday lives. I think one of the things when you look at violence prevention that is not mentioned enough is the fact that the everyday occurrence of having policing and policing your lives is unnatural. It's inhumane. It's not something that is going to give you a sense of confidence walking out your doors. So, in essence, you are creating more violence to prevent violent. And the health department recently released a report that came out-- I think it was in August-- that talked about when you have an engagement with law enforcement or with the criminal justice system,

your health statistics and your behavioral health statistics going to the negative. So, the essence of like pushing law enforcement to have community-based dialogues and community-based solutions is just exacerbating folks health and mental health well-being and it puts them in a situation where they cannot necessarily engage with those who are in the system rather constantly feeling oppressed. And that something that is just not talked about enough. When you think about the construct of MOCJ, when you think about the construct of the neighborhood policing, it's reinforcing the negative reactions within people that don't allow for true dialogues happen. And if that other side, being police, don't understand those realities, you're never going to get a collaborative model. You are always going to get an antagonistic and us against them approach. So, I think we have to rethink the way in which we are looking at it because, from a health standpoint, were actually leading to more inequities. Young people in Redhook one a couple of things to change. One, they want to be involved in the process, right? I mentioned earlier in the back young people need to be involved and it can't be, you know, pseudo-involvement. They

really want to be involved. But you also have to look at the design of everything young people touch. Schools, public spaces should not be policed in communities of color. But they are policed. Their families are policed from everything from public housing to going to getting their benefits. That's policed. So, that whole conversation that we are having the day just needs to involve and change to include some of those other policing aspects that are not law enforcement, but our policing. Then until you start looking at that, you're not going to get our real collaborative relationship between law enforcement and community because you are, basically, policing black and brown people for just living in the existing. Finally, close of this. It's 5.6 billion dollars, I think, is the NYPD budget, if I'm not mistaken. If I did my research correctly. 36 million dollars in the crisis management system. So, you have a cap of hundreds and billions of dollars in there. If you poured 100 million dollars, I don't even think Ms. Ford's analysis is accurate. If you want to put-- you want to take the cost it takes to keeping people healthy and times that by like 10 or 20 and then you can start getting to an appropriate

allocation that would allow people that are black and brown, that are African-American and Latin X to thrive in their communities. I welcome the conversation of really deconstructing violence. I really welcome the conversation. I understand the origin of violence and our young people welcome the conversation and how they could be a part of providing solutions that are not based in really negotiating. Because that is what it is. It's a negotiation with law enforcement as opposed to directing what they really need. Thank you.

CHAIRPERSON RICHARDS: Thank you for your work. Thank you.

IFE CHARLES: Good afternoon and the reason I wanted to bring Javier up is because I worked with Javier for quite some time. My name is Ife Charles and I and the director for the antiviolenace program for the Center for Court Innovation and have been doing this work for about a good 25 years. Even though I am only 32, been doing for about--

CHAIRPERSON RICHARDS: I thought you were 25, but okay.

IFE CHARLES: This is what I'm talking about. I appreciate that. But I've been doing this

work for a 25 years. And coming from a larger organization, unlike my other counterparts who have worked with in a field for quite some time, the Center for Court Innovation has done some really great work using more of a grassroots lens, right? Having people on the ground that are from communities and of communities such as myself. And so, I'm not going to stay before you guys too long because everybody has been here and I just want to say thank you guys and my colleagues for being patient. But I just want to talk about some of the work that we have been doing and the partnership between the folks like Javier and the partnership like the brother on the right, James Dobbin, from Lincoln Hospital where we have been doing a really successful hospital program. So, the first commitment for us at the center, we started doing the Cure Violence model in 2009. We were like one of the first in the city doing it that was not state-funded. Then we have for operating Cure Violence models in the South Bronx, in Bed-Stuy, and Crown Heights. And the commitment for us around this work is taking a public health approach to combating violence. The center was the first, as I mentioned, to do the Cure Violence work in the city

and now we have employed 50 young people of 50 credible messengers, as we call them. I say to them all the time we hire folks who had lived and learned experience because you can lived experience, but not learned from it. And so these individuals and the individuals that are making the impact in the community that we canvas or that we are in a particular catchment area. And so, the second principle for us is a commitment to developing the potential of young people. As we just heard from Javier, part of this is young people don't feel as though they are at the table. And one of the prime examples for us at the center is working to help young people tap into some of those in the talents that they have and use that for them to be the voice and the moving voice and the pushing voice for change in their community. And so, as part of the work that we are doing, we recognize what some of our young folks is that a lot of our young men of color have been traumatized. And one of those things that we started doing-- because when CV came on site, they had no wraparound services, right? The crisis management, I was part of a gun taskforce from the onset. It was one of those things where we took a

model that came out of Chicago, implemented it in New York, and then started to realize that there was a need to address additional resources for folks that we are saying that folks, put a gun down. But you tell somebody to put a gun down and do what? Right? It makes no sense. And so, we started to think about how could we engage young people and really address that. And what we started to realize through some of the research is that young men of color were traumatized, but never talked about their trauma. So, they kept repeating the same things over and over again. And so, we started to work on their mental health. And so, we started this whole thing called Make It Happened back in Brooklyn where we took men of color clinicians to work with men of color who were traumatized and started to provide paid internships for our young people. Tapping into their talents, right? Their interests in fashion and music and technology and making it marketable skills. It means tapping into their innate potential of young people by encouraging them to serve as community organizers and youth court members and leadership role because, most of the times, we, as adults, we tend to tell young people what we want them to do,

but we really don't model it, right? And some of these young people, we step back and say, you don't know what you are talking about. But I think, really truly, people should be running the world. That's just my thought. The third thing that we do at the Center is we listen to the research that tells us that crime tends to cluster in just a handful of places been any given neighborhood. Building on this insight, we are working alongside residents and transforming neglected space in neighborhood hotspots into vibrant gathering places. So I'm a Brooklyn girl and, in Brownsville in particular, Belmont Avenue-- I don't know if you guys are familiar with Belmont Avenue out in Brooklyn. Really crazy messed up place at one particular time. And so what we started doing was looking at this idea about building vibrant spaces in Belmont. So, we have the Brownsville Community Justice Center and part of that was shifting what Belmont Avenue looked like. This place that was totally corrupted around violence, around the issues that was happening to them and started tapping into the young people in the community. And so, we started working with the local businesses and communities to transform Belmont

Avenue through public art, new seating, improved lighting, a shopping corridor that had fallen into disrepair. And now it is totally revived. It had become a source of community pride and the home for dozens of neighborhood events. Like all of this stuff that was going on and, I think, at the end of it, when we talk about this and we talk about the work around what Javier just talked about, we did this research with John Jay. When John Jay did the research for us in the Bronx and in east New York about denormalizing violence and that has been a part of the work that we have been doing. So, with all of these efforts, you know-- and there is so much more I can go into describing, but I know everybody wants to go home. It's 3 o'clock now. Builds on the community engagement and abilities and human dignity and the capacity for change. These are not just lofty ideas because we have tried them. We have used young people to change communities. We have listened to them and we have taken their input and we have asked them and they have contributed and we have allowed them to take a lead on it. I encourage you guys to really go look at the Bronx for Community Justice Center and see the phenomenal work that we

are doing with our young people. You know, there are bases for real-life programs that work. In 2017-- and I handed this out to you guys-- there was an independent evaluation of our violence reduction programs by the John Jay College of criminal Justice which found steep declines in shooters and significant improvement in local attitudes towards violence. We are committed at the center to continue doing this work and expanding the work in the days ahead and we want to thank you guys for just even allowing us to be here. For gathering community input. And many of our colleagues and talked about, yes, the NYPD should have been here listening to us. I agree with that, but somehow I think the universe has a way of aligning things and it will come to pass where it will happen. But, in the meantime is Javier and his brother from Rock Safe-- Is he still here? Oh, he disappeared. That Javier and James, when I think about collaboration and partnerships and a commitment of how folks really want to see change, ideally, the three of us have done it, right? And the others that are in the space that are not here right now, Ms. Dickson, Eric, all of these guys that the partnership that James and I have at Lincoln

Hospital because when I talk about-- and James will go in that further-- it didn't always start out smooth, but where folks-- and I would encourage us to think about is that for every opportunity of change, then is going to be growing pain and there is going to be paying. But I think the common theme for all of us as we are tired of seeing brown and black children being hurt. We're tired of families not having male figures in there. We're tired of when we go places that we are not respected because of the color of our skin. It doesn't matter how many letters or how many college degrees that we have, right? The only thing that they think about is the fact that we are brown and black. And so, what we're trying to do is we are trying to change the narrative. And we have. In Brownsville, and Mott Haven, and Mauritania, in Crown Heights, in Bed-Stuy, in Jamaica Queens, and Far Rockaway we are changing the narrative that because you have had an experience in your past-- we've all got some experiences and sometimes we might not want to bring those experiences out, but no matter where you come from, at the end of the day, we all want to go home. I've lost a child, not to gun violence. And I always say

the Ms. Dickson I thank God that my son died from an illness because I do not know how I would survive if someone I did knock on my door tell me about my son or daughter was going down. That is a feeling I do not ask for. I miss my son daily, but at the end of the day, the collaborative that we have as human beings is just to be kind to each other and to build a community of respect and dignity where we can go home at night. Why James doesn't have to be at the hospital all hours of the night having to deal with families who don't have the language to speak about the injustices that they are experiencing. So, as a thank you to say to guys that are here we want your continued support and we are partners in this.

CHAIRPERSON RICHARDS: Thank you, Ms. Charles.

JAMES DOBBINS: Thank you. Very well said. Thank you so much. So my name is James Stone, assistant director of Community Affairs at Lincoln Hospital. I'm the director at Gun Down Life Up at Lincoln Hospital. I work in the emergency department. I am also part of the crisis management system, credible messenger. I want to thank everyone. I think the crisis management system and

everyone. I just want to share with you the model that we have at Lincoln Hospital. The hospital-based component that is working. It's coexisting with SOS. I come from the crisis management system. I'm a credible messenger. I was awarded a position at Lincoln Hospital because I am a credible messenger and [inaudible 04:57:19] being a part of CMS that I am in a position to be a liaison to have these credible messengers come in to talk to the patients. So, what I do is I track the gunshots, salts, and stabbings. The doctors and nurses, they do an excellent job patching everyone up, but we can't have them on the street corner putting them right back on the same street corner without any resources or any alternative. You know, 50 percent of our people come back into the hospital within four or five years with the same similar injuries. 20 percent of them don't make it. So, I go here to stop those stats. To stop them from coming back into our ED. So, another example I'd like to use is as an incident happened on this street, the ambulance comes, it's a police scene. They come for the patient. But who is there for the young man who wants to retaliate? Who saw his best friend get his head blown off? Is there for

the mother who is traumatized? Who is there for them that want to retaliate or want to commit suicide that are traumatized like Ms. Dickson? So, who is there for them? So that's the void that needs to be found. And that's the hospital response to gun violence. We dispatch those people out in the communities. We help them in that crucial moment by their bedside when their family members are there. When our friends are there that want to retaliate. I stand there hands on. In the hospital is an excellent place because they have every profession that is housed there. A lot of resources are there in the hospital. When it comes to mental health situations, victim crime services, I help people out of locations that may have problems by referring them to our victims crime services that is based in our hospital. So, there is a lot of-- each department comes in and helps out. It's a one place stop at the hospital. That's our intervention component. Then we have our prevention component that is hospital-based. Our afterschool program. Our goal is to be mentors for them. To give them positive things to do when they are out of time. I deal with a population that I once-- I talk to myself when I was 19 because I

always wasn't who I am. You know? I have a brother that is been incarcerated. I have a lot of people that are been affected by gun violence. Myself, I did five years in prison. And I talked to these kids and I say I'm a director at the largest healthcare system in the country and I did five years in prison. They can relate to these things. We can make it when they CS in certain positions. And so, I had to lead by example. But the afterschool program being mentors and being referrals from the courthouse and Department of probation and doing music, media, fashion, and dancing and a lot of fun things while they're learning, they're having fun. But also, we have real life skills from each department had because every profession is there. So we have our health ambassador program. They shadow our rights outreach. You may see them on the streets doing tabling. These are our young men to use that we have tabling, teaching them real life skills. You may see them doing photography. Those are my workshops. They see them doing fashion shows. Those are the T-shirts they designed and developed that are featured inside of Dr. J retail store. We are a part of fashion week September 15th and we have our kids

modeling and walking the runway from the T-shirts that they designed. So there's a lot of hands-on life skills that we are teaching these young adults. And that is what is necessary. There are no shortcuts to this. People call my phone every day. You have to be dedicated and committed to this lifestyle. To this way of life. So, I'm a survivor of gun violence. The crisis management system saved my life. So, I'm here to save others and you have to put people in positions that are passionate. So we have a model, Lincoln Hospital is the busiest trauma center in New York City and number four in the country. We have a model that has intervention, prevention, and our community mobilization once a month we meet to convene about the problems. On the last Thursday of every month we talk about the problems and solutions and its youth led. We ask our young man what he wanted us to do? Look at all the stakeholders here. We have the teachers, the principles, community for. Everyone is there and we talk to the young caves about some of the problems and solutions. How do we keep our communities safe? And these are the three components of the public hospital. I was sitting here and they're saying

there's not a hospital-based program. We have one that is live right here in the Bronx that's an excellent model I would like to have another meeting so we could talk about the model of how SOS and how Lincoln Hospital coexist and how our model is working excellent. We would like to replicate it throughout New York City. I talked to [inaudible 05:01:48], Harlem Hospital. I've talked to Dr. Bobby Gore King County Hospital. Talk to other hospitals because now I am internal, a hospital from community affairs and they all want the prevention component if they don't have the trauma center and other components want to replicate this throughout the United States. Thank you so much.

CHAIRPERSON RICHARDS: Thank you. And I'm going to take you up on this offer. I don't want a meeting. I want to tour because I want to certainly see this replicated across the city, so I'll be in touch with you.

JAMES DOBBINS: Thank you.

CHAIRPERSON RICHARDS: Just make sure you get your information of the Council and to--

JAMES DOBBINS: Of course.

CHAIRPERSON RICHARDS: my staff member down there. That would be good. Yeah. But I like the idea of the hospital having someone and that's a very good idea. Thank you. Thank you for your service. Thank you for what you do. All righty. Onto the last panel, I think. Shawn Brown, GMAC. Natasha Christopher, 67th precinct public coalition. Mr. John Robinson, GMAC. I think he might have left. Dorian, GMAC. No? All right? Anybody else want to testify? All right. I want to thank everyone for coming out to this very important hearing. I want to thank committee counsel. I want to thank Council member Chair King for also doing some great work in bringing us all together. Gun violence is a public health epidemic. We still have a long way to go in resolving, but I am encouraged by so much of the work that the organizations that were here today are doing on the ground and we look forward to continuing to work to build on the foundation that many of the individuals who have been doing this work for over 20 years have done. And that is that I think there were some legitimate criticisms around ensuring that the budget certainly is more reflective of dealing with this crisis opposed to the enforcement aspect or the

NYPD. We cannot incarcerate our way out of-- even if you want to call it gang violence or crew violence. We cannot incarcerate our way out of this issue. We have to solve the systematic issues that are creating the hell that many communities face in the first place. So, I want to thank everybody for coming out and I will pass to Council member King if you have any last minute--

CHAIRPERSON KING: I second everything Chair Richards said. I thank you for your leadership over today's conversation. I'm looking forward to us to saving some lives together. Thank you.

CHAIRPERSON RICHARDS: Thank you. This hearing is now closed.

[Gavel]

[Background comments]

C E R T I F I C A T E

World Wide Dictation certifies that the foregoing transcript is a true and accurate record of the proceedings. We further certify that there is no relation to any of the parties to this action by blood or marriage, and that there is interest in the outcome of this matter.



Date September 15, 2019