



Northeast Area Community Policing Council 2021 Annual Report

Purpose

Our council strives to promote and maintain positive, respectful, supportive, and cooperative interactions to strengthen the trust between Community and APD.

2021 CPC Members: Members of NE Community Policing Council for 2021: Troy Taylor, Cassandra Morrison, Dina Soto, Kenneth Armijo, Roy Turpen, Zayn Bin Balal, Francine Lopez, William Orr, Richard Lujan, James Santistevan, and Vicki Williams.

Chair: Vicki Williams

Vice Chair: Roy Turpen

Secretary: Kenneth Armijo

Resignations during 2021: Zayn Bin Balal

Diversity Statistics of Members

These numbers reflect the members throughout 2021.

Gender:

Male	7
Female	4

Race:

African American/Black	2
Hispanic	3
Hispanic/White	2
Caucasian	4
Asian American	0
Native American/White	0
Native American/Alaska Native	0
Native American/ Pacific Islander	0

Age (in years):

18-24	0
25-34	1
35-44	3
45-54	3
55-64	1
65 +	3

Education:

14 years	0
16 years	7
18 years	2
18 years +	2

Language:

English	8
Bilingual (English/Spanish)	3
Other	

CPC Public Meetings

Month	Topic and/or Guest Speaker	Community Attendance
January Zoom	<p>Alicia Manzano, The Mayor's Liaison and the Lead of the Chief of Police Selection Team will answer questions submitted by the CPC Chairs and will take questions from the meeting attendees.</p> <p>APD Compliance Bureau will discuss IMR-12. (Independent Monitor's Report)</p>	<p>36 Community</p> <p>All Meetings: APD- The typical attendance from the NE Area Command is the Commander, The PRT Sergeant, the Crime Prevention Specialist.</p> <p>All meetings: APD reports the Crime Statistics and Use of Force Numbers. They also answer questions from the audience on these issues.</p>
February Zoom	<p>Dana Tsyconyea Simmons, LMHC, ATR-P, LMT, CCHT, Tsomt, PHD(c) DNM(c), Sub-Investigator for MAPS MDMA Assisted Psychotherapy.</p> <p>Dana is the President of New Mexico Art Therapy Association</p>	31 Community

	<p>(NMATA) and has been a resident of New Mexico since 2012. She is currently working on her PHD & Doctorate of Natural Medicine through Quantum University. Dana is currently a MAPS MDMA therapist & is involved with two FDA research projects and her site, Santa Fe Integrative Therapy, has been chosen as 1 of the 10 approved Expanded Access sites for MDMA Assisted-Psychotherapy. Santa Fe Integrative Therapy(SFIT) is a non-profit located in Santa, NM. She is also a founding board member of New Mexico Psychedelic Society (NMPSS) which seeks to lay the foundation for the legislation of Psychedelic Medicines in New Mexico.</p> <p>Her vision for Wellness includes natural, and integrative medicine based on the integration of quantum physics and consciousness with natural & psychedelic medicines and is currently working on a project creating a community based integrative Wellness Center called SoulMa Wellness.</p> <p>AND:</p> <p>Heading Home is a New Mexico non-profit that provides emergency housing, permanent supportive housing services and prioritized street outreach to people experiencing homelessness. Albuquerque Heading Home is a Housing First collaboration of public, private and non-profit organizations who united in</p>	
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	2011 to end homelessness for individuals who have been chronically homeless and are medically vulnerable.	
March Zoom	<p>Guest Speaker Raúl Torrez, Bernalillo County District Attorney.</p> <p>Raúl was sworn in as Bernalillo County District Attorney on January 1st, 2017.</p> <p>Born and raised in Albuquerque, he is a former federal prosecutor and senior advisor in President Obama’s Department of Justice. After nearly a decade as an Assistant United States Attorney, Assistant Attorney General, and Assistant District Attorney, Raúl has worked at every level of the criminal justice system to protect our community and fight for justice.</p> <p>He graduated from Harvard University, and earned a Master’s Degree from the London School of Economics, and attained his law degree from Stanford University.</p>	29 Community
April Zoom	<p>Introductions and a Q&A with the Albuquerque’s Chief of Police, Harold Medina and Interim Superintendent of Police Reform, Sylvester Stanley.</p>	34 Community
May Zoom	<p>APD Lt. Randall Crawford with Professional Standards and Accountability Bureau will discuss the latest Independent Monitor’s Report (IMR-13)</p>	32 Community
June Zoom	<p>We will have presentations by The Community Coalition, APD Forward, and the ACLU of New Mexico. Along with a discussion about the McClendon Settlement and how it impacts</p>	33 Community

	field officers responding to service calls.	
July Zoom meeting	Our guest speaker is Mr. Pete Dinelli - Pete was born and raised in Albuquerque, and has a 40-year history of community involvement and service as an elected and appointed official and as a practicing attorney in Albuquerque.	18 Community
August Zoom meeting	Interim Deputy Chief of Field Services, Joshua Brown and Commander Richard Evans from IAFD.	22 Community
September Zoom meeting	Lt. Jennifer Garcia with APD's Community Engagement Unit.	34 Community
October Zoom Meeting	We will host a panel discussion on Behavioral and Mental Health, how the City is addressing this health concern and what services are available to assist. Panelists will include Acting Commander Matt Dietzel with APD's Crisis Intervention Division and Mariela Ruiz-Angel, the Director of the Albuquerque Community Safety Department.	32 Community
November Zoom meeting	Guest Speakers: Patricia Serna, Policy Manager of APD's Policy and Procedure Unit, and her team members, Angelina Medina, and Tanya La Force. They will be discussing the policy development process and answering questions.	25 Community
December	No Meeting	

***Community Outreach, Forums, CASA Meetings, and Community Events**

Meeting Topic or Type	Number of Meetings	Members in Attendance
CASA Status Hearing	2	3

CASA Status Conference	2	4
Amici – APD Compliance Bureau	3	4
Meeting with APD Leadership – Commander Weber	2	3
Fall meet and greet NE APD picnic	1	3
Neighborhood Association Meetings	2	2
CPC Appreciation Dinner	1	4
CPC Strategic Planning Committee	4	1
CPC Strategic Planning Meetings (all CPCs)	4	7
Area Command CPC Public Meetings		There was at least a quorum for all NE CPC Public meetings, with typically only one member not in attendance

NE CPC Efforts and Achievements

The NE CPC members meet regularly throughout the year to discuss our function, purpose, and operations. Brainstorming/working sessions provided us the opportunity to consider public meeting presentations regarding the City’s current public safety status, APD operations and policies, and other Community concerns. The Chair reported on discussions and outcomes from the Council of Chairs meetings, AMICI meetings, CASA Status Conferences, and Hearings.

Council members wanted to thank the NE Area Command officers. We put together Appreciation Bags which included many items for them to use during their shifts, snacks, water, vitamins, health care products, hats, pocket notebooks, protein bars, etc. We coordinated with the shift lieutenants to hand out the bags, and to introduce ourselves and educate the officers about the CPCs and to gather feedback on concerns they had.



We increased our social media presence (Facebook) by announcing our meetings, posted bios of the members, posted meeting content, and announced CPC and other community events.

Three Council members had meetings with Commander Weber to discuss improvements to the relationship between the NECPC and the NE Area Command and determine how we can work together to build trust between APD and the Community.

The NE CPC solicited community input by asking a question at each CPC meeting. Questions revolved around public safety, APD effectiveness, and CPC operations.

Council Members Activities and Efforts

- Did a drive along with Officer Dylan DeFrates
- Publicized the monthly meetings to my neighborhood association (ADONNA) as I am the chair
- Wrote a recommendation regarding crime stats presentation at the monthly meeting which has resulted in a more user-friendly presentation to see trends.
- Met with Albuquerque City Councilors Jones and Gibson to discuss our concerns about being administratively attached to the CPOA.
- Managed social media (Facebook, Instagram, etc.)
- Created a bio page for council members on social media
- Publicized public meetings to various groups at the University of New Mexico
- Created monthly calendars for CPC members.
- Ongoing, sole member of the membership committee for the NE CPC. Contacted potential members and sent all CPC literature for them to review.
- Gathered and accepted donations for the non-profit organizations, Pursonalities Plus and Locker #505
- Coordinated NE CPC Executive Board Meetings and supplied Zoom links for Executive Board Meetings
- Attended Accountability committee meetings and created a spread sheet to identify committee goals and action items to accomplish those goals.
- August 2021 AEENA had our yearly picnic, Commander Weber and 2 other officers attended spoke with them and talked about CPC and encouraged attending a meeting.
- As the new VP for the neighborhood association, AEENA, attended 3 meetings before applying for a spot on the NE-CPC
- As VP of my neighborhood association (AEENA) I share all important information and encourage support and feedback from people attending meetings.
- Served as Vice-Chair for the NECPC
- Worked on the Collaboration Sub-Committee of the CPCs
- Chaired a NECPC Public Meeting in absence of the Chair
- Worked with a Valley CPC Co-Chair on CPC correspondence
- Met with City Councilors Trudy Jones and Diane Gibson on the CPC's affiliation with the CPOA
- Met with Patricia Serna, APD Policy Director to discuss the policy review process
- Attended Public Meetings of the SE CPC, FH CPC, NW CPC.
- Several council members attended NACOLE seminars

NE CPC Representation

The Chair of the NE CPC represented the members by provided input and feedback at the meetings and events indicated below:

- Coordinated and attended the Strategic Plan Revision planning meetings.
- Attended yearly Council of Chairs meetings, and filled the role of Lead and Vice Lead of the Council of Chairs. Created monthly agendas.
- Attended and presented NECPC concerns at all AMICI meetings.
- Attended and presented NECPC concerns at all IMT Site Visits.
- Attended and presented CPC information at the Town Hall hosted by APD Superintendent of Police Reform, Sylvester Stanley.
- Presented testimony at the CASA hearings and worked with the CPC team on the language for the Notice letters. * see testimony below
- Attended meetings with APD, the City's legal team, the DOJ, and the CPCs to discuss the transition of CPC support from APD to the CPOA.
- Attended meetings with Dr. Steve Rickman, on the revision of the CPC membership process.
- Presented feedback at the Mayor Keller and APD Annual Report meeting. **See comments below
- Meet with APD's Community Engagement Unit to discuss the recommendation submission process.
- Attended the "Meet and Greet" with the new CPC liaison and provided mentoring and defined ongoing tasks to be accomplished.
- Attended and provided input at the Stipulated Order meetings – City proposal for the remedial plan pertaining to the IMR-12 report (EFIT).
- Attended and provided input regarding the Future of the CPCs with Dr. Rickman, the DOJ, and the CPOA Director, and the CPC Chairs.
- Interviewed by the City of Albuquerque Staff regarding the Chief Selection process to identify questions the CPCs would like to ask the candidates. Provided input on the criteria for selection of the new Chief of Police.
- Regularly represented the NE CPC at CPC meetings in other Area Commands.
- Wrote articles to educate the Community about the role of the CPCs for the NE Area Command Newsletters.

***Testimony from the NE CPC Chair at the CASA Hearing (scheduled for December 16, 2021, actually presented on February 9,2022)**

APD is making the CPC's mission of building trust between them and the Community a difficult task to accomplish. Turnover and lack of confidence in leadership, low morale, a high crime rate, damaging IMR reports, are factors the Community utilizes to evaluate if APD is working to change the culture.

More transparency and accountability from APD are needed to garner Community trust. APD leadership must be vetted for integrity, trustworthiness, fairness, honesty, and have a proven track record for instituting constitutional Community policing.

The mission of the Community Policing Council is to promote and maintain inclusive, respectful, and cooperative interactions between the community and the Albuquerque Police

Department (APD) to ensure Constitutional community policing reforms are met and sustained.

Community Policing Councils will work closely with the Albuquerque Police Department to develop a comprehensive community policing approach that collaboratively identifies and implements strategies to address crime and safety issues.

We like say we are the bridge between the community and APD. Taking concerns from the community to APD, and sharing information to the community on APD's operations.

Reference paragraph 268 The City shall allocate sufficient resources to ensure that the Community Policing Councils possess the means, access, training, and mandate necessary to fulfill their mission and the requirements of this Agreement. APD shall work closely with the Community Policing Councils to develop a comprehensive community policing approach that collaboratively identifies and implements strategies to address crime and safety issues.

The CPC's are doing beneficial work at the local Area Command level, but we are struggling as a whole in terms of the 4C's that Dr. Ginger often refers to. Those being, collaboration, cooperation, communication and consensus building among the CPCs, the City, and APD. The city has assigned many individuals to assist us in community engagement efforts but nothing significant has developed, and we feel left out, disrespected, and unappreciated.

We see a pattern and practice, mostly within the City Administration, of not being included in initiatives that have an impact on the CPC's effectiveness and success.

They do things "to us and regardless of us", like we are another entity that the City and APD leadership have to deal with because of the CASA. We are not viewed as a beneficial asset to work with, to implement a community policing strategy that will build trust between the community and APD.

Per paragraph 268, the city is out of compliance by not providing us the resources we need to be successful.

We are all volunteers and we require a skilled, full time professional staffer who is closely integrated with the City administration and APD's daily operations who has the talent and experience to speak on our behalf, to be our advocate, and to bring the CPCs to the table in the City's community engagement discussions and planning sessions.

This specialized position is not uncommon in other cities who are under a consent decree and are working to improve community trust.

Examples of the City's attitude toward us:

- *CAO Nair did not respond to our request to discuss our concerns regarding hiring an Ombudsman, she had City Legal respond.*
- *No response from the City or APD regarding our letter in response to the APD PIO that said the CPCs need to "stay in our lane".*
- *At the Mayor's meeting, no one from the City or APD had read our annual reports.*

- *Have not received a response from APD regarding our comments on the changes to the recommendations process.*
- *Area Command Community Engagement Plan, some CPCs were not included in this effort.*

****Comments below were presented at Mayor Keller's meeting:**

The CPCs are faced with the challenging task to build trust between the APD and community members.

There is a public perception that APD does not show up when called for service, wait times for the Dispatch Center and officers' arrival on scene are unacceptable, crime is out of control. The DOJ monitoring team feels that more progress needs to be made in compliance, and APOA is stating officer morale is very low because of the excessive focus on compliance and monitoring so that experienced officers are leaving in high numbers.

Perception goes a long way to building trust or damaging it. This perception may not be reality but that is what the community is saying based on comments on social media, public meetings, and media reports.

More transparency is needed to either deny or confirm this perception.

Publicize goals and performance metrics for APD leadership and develop a scorecard on the progress leadership is making the on goals. The Scorecard should be made public with regular updates on success and challenges.

Conduct an independent, anonymous audit of the work place practices and environment for officers, including Sergeants and Lieutenants.

Conduct a survey of the public to measure how well APD and City leadership are doing to address crime and the how safe the community feels.

Conduct IA investigations using an unbiased, appropriate, and timely discipline system applied evenly across all investigation.

Need a new methodology and criteria for hiring and promoting officers.

The CPCs represent 40-50 intelligent and committed individuals from a variety of walks of life and life experiences. We have solid, innovative ideas on how to improve the relationship between the community and APD. We want to assist, but are underutilized and the process for collaboration necessitates improvement. We want more in person collaboration with APD leadership to discuss our ideas.

We don't want to be a "check the box exercise", we want to be valued and appreciated because we can, and we want to make a difference.

Lessons Learned

Zoom meetings have resulted in an increase in attendance, when in person meetings resume, meetings will be hybrid.

Challenges

Need training for current/new CPC members.

AMICI meetings are held during the day which makes it difficult for folks who work to attend.

As evidenced by the testimony presented at the CASA hearings and the comments made at Mayor Keller's meeting, our relationship with the City's administration and APD leadership needs improvement on communication, collaboration, and cooperation. The CPCs as a whole have addressed this issue multiple times, at multiple meetings, with multiple city officials and APD leadership, with little response, outreach, or discussion on how to strengthen these relationships.

Submitted Recommendations

Recommendation: We recommend that the monthly crime statistics presented by Sergeant Symes be presented in a spreadsheet that contains the data presented over the past 13 months instead of just reciting the numbers each month.

Rationale: To be meaningful, data needs to be presented in context. Crime statistics presented for one month only tell the NECPC very little. Only by comparing the numbers to previous months and the previous year will give us meaningful information. We understand that the monthly data presented is not precise in that there may be multiple entries for the same call and misclassifications. However, these types of errors may be rather consistent from month to month, and we can still see trends over time which the current presentation does not allow.

Recommendation: We recommend having a decision maker within APD's leadership, (at least the rank of Deputy Chief), or the City's Chief Administrative Officer attend all CPC meetings every month.

Rationale: Attendance of APD's leadership will demonstrate a commitment to their Community Policing philosophy, to gain an understanding of the community's safety concerns, and to be visible and transparent. The NE CPC would like to partner with APD to develop problem-solving techniques and to proactively address the immediate conditions that give rise to public safety issues such as crime, social disorder, and fear of crime.

Many policies that are being developed by the Chief Administrative Officer have a direct impact on officer performance, both positive and negative, and the public's perception of CASA compliance. In order to have a good understanding of the community's perspectives of APD and the impact of policy on the community, the CAO's office needs to be actively engaged.

Recommendation: In an effort to foster trust between the community and the Albuquerque Police Department and to act with transparency, it is the North East Community Policing Council's recommendation that the selection committee to hire the new Chief of Police be comprised of no less

than 25% of individuals with actual law enforcement experience as an officer. Additionally, we counsel that another 25% of the committee have a background in criminal justice in some capacity. This would mean no less than 50% of the chief selection committee have knowledge and education in law enforcement.

Rationale: As a city that is currently under strict DOJ oversight, it is necessary that the selection committee be able to identify strengths and weaknesses that would help or hinder the new chief in complying with CASA requirements. Only an individual who is acquainted with criminal justice principals would be able to recognize such characteristics. Moreover, as a department that is struggling with declining morale, it is imperative that the new Chief of Police be supported by the Field Service Bureau and have an intimate knowledge of legitimate obstacles officers face daily. We believe only members of the selection committee that have experience as an officer would be equipped to recognize the skillsets and leadership qualities required for this position. **CPC Comments:** Individuals for the Chief Selection Committee be sources from retired police chiefs, deputy chiefs, and command level personnel living in and around the Albuquerque area. Additionally, selection committee members with criminal justice knowledge can be drawn from the CNM Law Enforcement Academy, The State Law Enforcement Academy, or The University of New Mexico Graduate School of Public Administration.

NE CPC 2022 Goals

1. Continue to educate the Community on APD successes, challenges, and operations at public meetings and community outreach events.
2. Listen to the community regarding their concerns about public safety, crime rates, specific incidents impacting their safety, and submit recommendations that reflect these concerns.
3. Submit recommendations that will enable a culture of trust between the Community and APD.
4. Begin Hybrid Public meetings.

Respectfully Submitted,

Vicki Williams

NE CPC Chair (2018-2021)