

City of Albany
Community Police Review Board

2022 3rd Quarter Report

May 1, 2022 – August 31, 2022

Submitted to:

The Mayor of the City of Albany

The Common Council of the City of Albany

The Police Chief of the City of Albany

BACKGROUND

This report covers the operations of the Community Police Review Board (hereafter “the CPRB” or “the Board”) from May 1, 2022, to August 31, 2022.

The Board is an independent body established by the City of Albany in 2000 to improve communication between the police department and the community, increase police accountability and credibility with the public, and create a complaint review process that is free from bias and informed by actual police practice.

In addition to its authority to review and comment on completed investigations of complaints of alleged misconduct made by community members against officers of the Albany Police Department, the nine-member Board may make recommendations to the Common Council and the Mayor regarding police policies and practices relevant to the goals of community policing and the exercise of discretionary authority by police officers. The Mayor and the Common Council appoint Board members. In a unique arrangement, the Government Law Center (GLC) at Albany Law School provides substantial support services to assist the Board in its duties and responsibilities.

In November 2021, the Board was granted additional powers and duties by the ratification of Albany Local Law J of 2020. During the period covered by this report, the Board has been in a transition process to be in a position to fully exercise those new powers and meet its new responsibilities.

Most of the legislation that creates and governs the Board is part 33 of Chapter 42 of the Code of the City of Albany, which can be found online here: ecode360.com/7680044. More information on the Board and a copy of Local Law J of 2020 can be found on its website, albanycprb.org.

BOARD MEMBERSHIP

The following members¹ constituted the CPRB during the third quarter of 2022:

1. Nairobi Vives, *Chair*;
2. Veneilya A. Harden, *Vice Chair*;
3. Paul Collins-Hackett, *Secretary*;
4. Kevin Cannizzaro;
5. Reverend Victor Collier;
6. Zach Garafalo;
7. Matthew Ingram;
8. John Levendosky; and
9. Victor Person

As of May 1, 2022, there are no vacancies for mayoral appointments.

¹ To learn more about Board members, see Appendix C: Board Member Biographies.

COMPLAINTS AND INVESTIGATIONS

Updated Complaint Form

The Board updated the complaint form to enable community members to upload accompanying photos, documents, or files to their online complaint form. Additional information regarding mediation was added, as was a prompt asking the complainant whether they are open to attempting to resolve their case via mediation. Complainants are able to request to resolve their complaints through mediation as an informal alternative to the traditional investigative process.

Complaint Review Summary

For complaints filed before the passage of Local Law J, the Board begins reviewing each case after it receives a “preliminary” report from the Albany Police Department’s Office of Professional Standards (OPS). The OPS report recounts the facts of the complaint, the facts revealed by OPS’s investigation, and OPS’s recommendations about the case.

Each board member is entitled to view that report and the report prepared by any individual appointed by the Board as an observer, monitor, or investigator. Board members are also entitled to question the OPS investigator who was principally responsible for preparing the preliminary report, as well as the individual appointed by the Board as an observer, monitor, or investigator. The Board also may request a fuller description of the matter than that contained in the preliminary report and may ask other questions that may enable them to vote on a fully informed basis. The Board then makes findings on each case, which are forwarded to the Complainant and the Albany Police Department.

There were 87 active cases (also referred to as complaints) at the start of the reporting period. An “active case” is a newly filed complaint awaiting review by either an OPS investigator or a member of the CPRB, except those cases that were suspended because of pending litigation. By the end of the reporting period, there were 93 active complaints.

In June, the CPRB requested that OPS provide a case status update and address backlogged complaints. The CPRB provided a spreadsheet listing the complaints in question and offered to conduct a work session with OPS to review the spreadsheet. On September 9, OPS provided a spreadsheet with status updates for some of the outstanding complaints. CPRB’s Program Manager compared records of the backlogged cases and updated the internal complaint database. As of that date, there was 2 case awaiting the assignment of a detective and a case number, and there were 40 cases under investigation by OPS, 31 cases under supervisor review by OPS, 9 cases pending Board review by CPRB—4 of which the Board has voted to independently investigate—and 7 cases were resolved through mediation.

Active Cases	Count
Awaiting Detective and Case Number Assignment (OPS)	2
Under Investigation (OPS)	40
Supervisor Review (OPS)	31
Pending Board Review (CPRB)	9
Independent Investigation (CPRB)	4
Mediation	7
Total Active Cases	93

Complaints	Count
Total Active Cases	93
Complaints Awaiting Status Update	12
Total Complaints	105

The number of complaints awaiting status updates is not included in the number of active cases in the table above, but those cases may have been closed by OPS and CPRB without indication in the CPRB's records. The CPRB followed up with OPS to inquire about the 12 complaints still awaiting status updates and requested preliminary reports for cases considered closed by OPS. A case is considered "closed" by OPS when its investigation is completed.

The Board is working with our consultants to develop a process to streamline and better assess and address the backlogged and newer cases.

The Board reviewed and made findings on no complaints in the third quarter of 2022.

New Complaints

The Board received 17 new complaints during the third quarter: CC2022-013; CC2022-014 (two complaints assigned the same case number by OPS); CC2022-015; CC2022-018; CC2022-019; CC2022-020; CC2022-021; CC2022-022; CC2022-023; CC2022-024; CC2022-025; CC2022-026; CC2022-027; CC2022-033; CC2022-034; and two complaints that have not yet been assigned a case number by OPS.

Of the 17 new complaints, three cases were withdrawn and closed.

The CPRB occasionally receives complaints that fall outside of the Board's jurisdiction. When that occurs, the complainant is notified and referred to the governmental entities with the jurisdiction to process their complaint. Of the 17 new complaints, one case was determined to be outside of the Board's jurisdiction.

New Investigations

The Board unanimously voted to independently investigate the Monday, June 20, 2022, officer-involved shooting and Juneteenth-related incidents that occurred over the Juneteenth weekend.

By the end of the reporting period, there were four active independent CPRB investigations.

Update Regarding Incident at South Station, Arch Street (April 2021)

The CPRB has received four civilian complaints related to the incidents at South Station in Albany on April 14 and April 22, 2021. The four relevant complaints received by the Board are:

- CC2021-20: alleging excessive force on April 14;
- CC2021-010: alleging police removed badges and/or nametags on April 14 and April 22; “thin blue line” insignia present on April 22; and excessive force on April 22;
- CC2021-011: alleging that, during the April 22 incident, officers obscured or removed nametags and/or badges; that officers used excessive force; and that officers wore Blue Lives Matter or thin blue line materials on their riot gear;
- CC2021-012: alleging excessive force on April 22, and refusal to share information with a parent about a child’s whereabouts.

On May 9, 2022, the Board sent a letter with questions to APD Chief Eric Hawkins regarding the Arch Street report issued by APD in April 2022.² The Board asked the following questions about the scope of OPS’s investigation into these matters:

1. Is there a handbook or manual on how OPS should investigate complaints?
2. Does OPS have the authority to review decisions by the Chief?
3. Did OPS review all 300 body-camera videos reportedly taken during the April 22 action?
4. When OPS investigated the April 14 and April 22 actions, did OPS ask interviewees what videos they had reviewed before they were interviewed?
 - a. Lt. Anderson states (on page 32 of the OPS report): “And you can see, if you watch the video, you'll see them telling each other to put their goggles on . . .” Did OPS confirm that he had viewed the video before testifying?
 - b. Does OPS share videos with officers before or during its interviews with them?
 - c. Does anyone at the APD other than OPS share videos with officers before or during OPS interviews?
 - d. Who showed Lt. Anderson the video he references on page 32?
5. From the OPS report, it appears that its investigation did not include any interviews with protesters, journalists, legal observers, or any other non-APD employees.
 - a. Did OPS interview any non-police witnesses?
 - b. Many of the officers interviewed made statements about the aggressiveness of the crowd and the restraint of the officers. Was there an attempt to interview non-police

² APD’s report, as reported by the Times Union, can be accessed at https://www.scribd.com/document/561288780/FULL-OPS-Report-First-St-Badges-3#download&from_embed. A copy of Chief Hawkins’ Executive Summary Regarding the South Station Investigation is attached as Appendix A.

personnel to verify those statements? If so, please identify the interviewees in a confidential response and provide the transcripts of those interviews.

6. Does the Department have camera footage from the South Station incidents?³ Assuming such footage exists, the Board would like to make arrangements to view it, and respectfully requests that all video footage be preserved pending the Board's completion of its investigation.
7. Why did Lt. Devin Anderson have a union attorney representing him (page 30) while the other officers interviewed by OPS apparently did not?
 - a. Is it the practice of OPS, when it interviews officers, to have union attorneys present?
 - b. Would OPS permit attorneys to be present when other witnesses or complainants are interviewed?

The Board asked other questions about the April 14 incident at South Station. The Board was still waiting for a formal response to the letter at the close of the period covered by this report. On July 11, 2022, Deputy Chief Anthony M. Battuello referred the Board to Chief Hawkins' public response in the form of an Executive Summary that Chief Hawkins had previously released regarding the South Station investigation.

Remote Electronic Record Access to Improve Complaint Review Process

The GLC recommended that remote electronic record access for complaint review should be available for Board members and monitors. Remote electronic record access would allow for faster case reviews and more flexibility in assessing cases outside of standard OPS office hours. The Board's all-volunteer membership sometimes has difficulty finding time to go to OPS' office during standard business hours.

The Board and APD worked during the reporting period on finalizing a confidentiality stipulation/agreement regarding information sharing. In August, the Board met with the union representative and APD attorneys. The meeting provided the union an opportunity to give feedback and input on the confidentiality stipulation for remote information sharing.

At the close of the period covered by this report, there was one portion of the confidentiality agreement that APD indicated it was still reviewing.

As part of the ongoing negotiations between the Board and APD, it was agreed in principle that qualified persons, which refers to consultants, employees, or investigators hired by the Board, will have to sign confidentiality agreements. It was also agreed in principle that the Board and qualified persons will complete basic cybersecurity training by APD for remote record access. On August 1, 2022, APD provided the Board a link to a 15-minute commercially available cybersecurity awareness

³ Such footage is repeatedly referred to in the OPS interviews, particularly body-worn cameras ("BWCs"), the cameras referred to in Sgt. Eric Zimmer's and Lt. Josiah Jones' interviews, also referred to as "CAAT" film and "footage." On page 12 of the OPS report, there is a comment, "We had our physical cameras on the building, we also had the (long redacted portion) Grand/Arch in the back of a vehicle and that it was used for surveillance. There were (short redaction), but not in a manner of video surveillance." On page 11, "There were other cameras utilized that day; (redaction)." On page 7, "... Officer Lynch was assigned to film from the roof as well and D/Sgt. Zimmer was monitoring the aforementioned cameras."

training for completion by the Board members, staff, consultants, and monitors. The Board's membership and the CPRB Program Manager completed those trainings by August 23, 2022.

Further discussions regarding remote access have taken place after the period covered by this report, the Board was still awaiting execution of the agreement by APD at the time of this report. The confidentially agreement was executed outside of the term of this reporting period on November 8, 2022.

BOARD DEVELOPMENT

Partnership with Moeel Lah Fakhoury LLP

After a rigorous search, Moeel Lah Fakhoury LLP—specifically Andrew Lah, Russell Bloom, and Rania Adwan—was awarded a contract to provide consultant services to the CPRB. Mr. Lah, Mr. Bloom, and Ms. Adwan have led and managed other police oversight agencies through development and growth periods, conducted and led hundreds of investigations into police conduct, and are dedicated to community engagement. The agreement was executed on June 13, 2022.

The consulting team at Moeel Lah Fakhoury LLP will assist the CPRB in establishing protocols, sharing their knowledge and experience with the Board, and helping build trust between the community and APD.

Moeel Lah Fakhoury LLP will also help to support the design of a strategic plan and restructuring of the CPRB to adhere to Local Law J of 2020, assist in the exercise of all of CPRB's new powers as contemplated by Local Law J of 2020, advise the nine CPRB members on the creation of the disciplinary matrix required by Local Law J of 2020, advise on appropriate procedures and rules for the conduct of investigations, and collect and organize stakeholder feedback on CPRB priorities, among other duties.

GLC Contract Modification

The size of the award to Moeel Lah Fakhoury LLP, left approximately \$155,000 of the Board's 2022 budget unallocated. To allow the Board access to the remainder of its budget, Corporation Counsel permitted the GLC contract to be modified such that the Board could pass more expenses through the GLC in 2022 than in previous years. As discussed in the 2022 Q1 Report, Corporation Counsel had initially forbidden such a modification when the Board first requested it in November 2021. Due to further delays largely caused by negotiations between the Corporation Counsel's office and the Government Law Center on the precise terms of the contract modification, the modification was not fully executed until July 21, 2022. At that point, the CPRB gained the practical ability to access the remainder of its 2022 budget.

CPRB Retreat

On July 28th, the CPRB All-Day Retreat, hosted at the University of Albany Downtown Campus, provided training to prepare the Board members for their new responsibility and power. During the retreat, the consulting team at Moeel Lah Fakhoury LLP introduced Board members to legal issues

they can expect to encounter during CPRB investigations of complaints. This retreat laid the groundwork for the CPRB and Moeel Lah Fakhoury LLP to collaborate on hiring investigators and engaging in outreach efforts. Board members also received training on their obligations under New York's Open Meetings Law provided by the Committee on Open Government.

COMMUNITY ENGAGEMENT

Outreach

The Board participated in the Pride Parade and Capital District YMCA African Heritage Parade. The Board also tabled at several Alive at Five events.

Board Meetings

The Board held five public monthly meetings and two special meetings to conduct business during the reporting period. The Board meets on the second Thursday of every month, and encourages media and public participation at its meetings. The Bylaws and Rules and Executive Committees had two meetings to discuss policy recommendations and board business during this time.

Due to the on-going COVID-19 pandemic, CPRB meetings were held over Zoom. Meetings were held in May, June, July and August.

Presentation to the Common Council

On August 10, 2022, at the Common Council Caucus, CPRB provided a presentation to Council members regarding the Board, changes to the Board's work, and a Local Law J implementation progress update. At the presentation, the Board announced the hiring of Michele Andre as the new Program Manager, explained the complaint process before and after Local Law J of 2020, described the involvement of Chair Nairobi Vives and former Board member Larry Becker in the City of Albany Policing Reform and Reinvention Collaborative, covered community outreach efforts, proposed changes to clarify Local Law J of 2020, described the status of the progress made towards finalizing the Confidentiality Agreement with APD for remote electronic record access, and discussed delays with accessing the CPRB's budget.

CONCLUSION

The Community Police Review Board continues to work collaboratively with the Albany Police Department, the City of Albany, and the communities served by the Board.

Respectfully submitted,

Hon. Leslie E. Stein (Ret.)
Government Law Center of Albany Law School

Nairobi Vives, Chair
Approved by and submitted on behalf of the
Community Police Review Board

Approved by the CPRB: November 10, 2022

APPENDIX A: CHIEF ERIC HAWKINS EXECUTIVE SUMMARY REGARDING THE SOUTH STATION INVESTIGATION



CITY OF ALBANY
DEPARTMENT OF POLICE
OFFICE OF THE CHIEF

EXECUTIVE SUMMARY

OVERVIEW

Two noteworthy events involving protestors occurred at the South Station during April 2021. On April 14, 2021, protestors confronted officers, violently attempted to enter the station, and inflicted damage upon the building. On April 22, 2021, a group of protestors were forced to leave a portion of the roadway directly in front of the South Station that they had unlawfully occupied for six days. The Office of Professional Standards (OPS) investigated the actions of Albany police officers in both incidents. The investigations involved exhaustive reviews of video and audio sources as well as interviews with police personnel.

INVESTIGATIVE RESULTS

April 14th Incident

OPS investigators determined that the actions of the officers were reasonable, justified, and within standard operations procedures. The OPS investigators determined that the officers were attacked without provocation and that the force used to repel the attack and protect police resources was reasonable and necessary.

I concur with that determination.

April 22nd Incident

OPS investigators determined that the use of force employed by the officers was reasonable, justified, and within standard operating procedures. I concur with that assessment. However, it was determined that there were two violations of departmental policies associated with this incident. One violation involved a body worn camera. The appropriate corrective action has been taken in that case. The second violation involved some officers removing or concealing their police badges during the incident.

Removal or Concealing of Police Badges

To be clear, **the policy with respect to police badges was clearly violated**. The expectation was that police badges were to be visible at all times, particularly during the April 22nd operation. Obviously, that did not happen. It was determined that the policy was violated because officers were given confusing and unclear directions during the briefing immediately prior to the operation.

Officers are required to have their nametags and badges affixed to and visible on their police uniforms. During a command staff meeting a day or two before the incident, a Commander



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OFFICE OF THE CHIEF

asked if officers could remove their nametags during certain details involving protestors. The Commander said that officers were concerned because some protestors were identifying officers by their nametags and using that information to threaten or harass the officers and their families via social media. After hearing more from the Commander about the nature of the threats and the concerns that many officers had, I approved the request, but with two important conditions. 1) Only the Chief, a Deputy Chief, or a Commander could approve the removal of the nametags. 2) If approved, the nametags could be removed, **but the badges must always remain visible.**

During the briefing of the officers immediately before the incident, the officers were told that they were allowed to remove their nametags for that particular operation. No other context or reasoning was given to the officers. The Commander who was present for the briefing and responsible for the operational aspects of the detail failed to clarify the directive regarding the nametags, despite being acutely aware that the directive was limited to nametags only – not the badges. **The officers should have been clearly told that nametags could be removed for the detail, but their badges must remain visible.** Because of the communication failure, there was confusion among the officers as to exactly what they were allowed to do. Some removed or concealed their nametags and badges, some removed or concealed just their nametags, and others kept their nametags and badges visible.

SUMMARY

The policy regarding police badges was violated during the April 22nd incident. The policy was violated because of a disappointing lack of communication from supervisory personnel. Officers were confused as to what was allowed and what was not. There was no nefarious intent involved. The Commander overseeing the operation violated the departmental policy that mandates that orders are to be issued clearly and concisely to subordinates. That Commander no longer works for the Albany Police Department. The appropriate protocols have been instituted to ensure that such violations do not occur again. It is also important to note that despite some officers removing or concealing their badges, **the actions of every officer involved in the April 22nd incident have been accounted for and assessed by OPS.**

Eric D. Hawkins
Chief of Police

APPENDIX B: DEFINITIONS

COMPLAINT - A written statement concerning police conduct which is either submitted to the Community Police Review Board for filing with the Albany Police Department or filed directly with the Albany Police Department.

GRIEVANCE FORM - An APD form used to gather contact information from the complainant and forwarded to the Government Law Center for CPRB outreach purposes.

CPRB or BOARD - The Community Police Review Board.

GOVERNMENT LAW CENTER (GLC) - The Government Law Center at Albany Law School.

MEDIATION - A structured dispute resolution process in which a neutral third party assists the disputants in reaching a negotiated settlement of their differences.

OFFICER - Any sworn police officer of the City of Albany Police Department affected by a complaint.

MONITOR – A qualified individual with an investigative background who the Board appoints to objectively investigate a complaint that involves allegations of excessive use of force and/or a violation of the complainant’s civil rights.

OFFICE OF PROFESSIONAL STANDARDS (OPS) - The Professional Standards Unit of the City of Albany Police Department.

FINDINGS – Section of 42-344A of Chapter 42, Part 33 of the Albany City Code charges the Board with making one of the following findings on each allegation by majority vote after review and deliberation on an investigation:

SUSTAINED – where the review discloses sufficient facts to prove the allegations made in the complaint.

NOT SUSTAINED – where the review fails to disclose sufficient facts to prove or disprove the allegation made in the complaint.

EXONERATED – where the acts which provide the basis for the complaint occurred, but the review shows that such acts were proper.

UNFOUNDED – where the review shows that the act or acts complained [of] did not occur or were misconstrued.

INEFFECTIVE POLICY OR TRAINING – where the matter does not involve guilt or lack thereof, but rather ineffective departmental policy or training to address the situation.

NO FINDING – where, for example, the complaint failed to produce information to further the investigation; or where the investigation revealed that another agency was responsible and the complaint or complainant has been referred to that agency; or where the complainant withdrew the complaint; or where the complainant is unavailable to clarify the complaint; or where the officer is no longer employed by the City.

MEDIATION – where the complaint is resolved by mediation.

REFERRED BACK TO OPS FOR FURTHER INVESTIGATION – where the Board refers a case under review back to OPS to reexamine or investigate a particular issue or material fact(s).

DEFERRED VOTE – where the Board delays or postpones a vote pending additional information or facts from OPS.

APPENDIX C: BOARD MEMBER BIOGRAPHIES



Nairobi Vives, Esq., *Chair*

Nairobi Vives was appointed as Chair of the City of Albany Community Police Review Board in 2021. Nairobi Vives is an attorney with a broad legal background, with experience in matters involving litigation, construction and public finance. She currently advises on matters involving diversity, equity and inclusion.

In addition, Nairobi spent two years as Associate Counsel in the New York State Assembly, where she advised Assembly Speakers and Committee Chairs on legal matters concerning legislation, program development, and budgeting.

Nairobi is a cum laude graduate of Albany Law School, where she was a member of the Albany Government Law Review and the Karen C. McGovern Senior Prize Trial winner for "Best Oral Advocate." She also held a judicial externship in the Albany Law Clinic & Justice Center with the Hon. Lawrence Kahn in U.S. District Court for the Northern District of New York.



Dr. Veneilya Harden, Ed.D., *Vice Chair*

Dr. Veneilya A. Harden, Ed.D., is currently serving as an Advocacy Specialist II within the New York State Office of Mental Health in the Division of Child and Adult State Operations. Dr. Harden has been serving on the board since 2017 and was appointed as Vice-Chair in 2021.

Dr. Harden possess a Doctorate of Education, and Ed., Bachelor of Science in Criminal Justice at Russell Sage College and a master's degree in Counseling in Community Psychology with a certificate in Forensic Mental Health at Sage Graduate School in Troy, New York. During her graduate studies at Sage, Goodwin-Harden worked to bring awareness to HIV/AIDS, domestic violence, and mental health. Dr. Harden has done a variety of work in the Albany and Troy communities including local outreach/advocacy with at risk teens, connecting individuals struggling with addiction to treatment, and volunteering with Albany County Crime Victims as a crisis hotline volunteer.



Paul Collins-Hackett, *Secretary*

A Batman story... In a world plagued by fear, in a city haunted by neglect, a dark knight rose...

Born and raised in Albany, New York, Paul committed to helping others after the death of his father when he was 3. He helped care for his blind mother as they forged a path together. As Paul grew, programs such as the Big Brother Big Sister program and mentors such as Jim Snyder helped him develop. It was there he learned the importance of caring for others, and just how impactful a community can be on a child. Albany's Batman was born.

After graduating from Albany High and then Siena college, Batman joined with others to launch the non-profits "Tru Heart Inc" and "PULSE". He worked at a local homeless shelter and began to plan. He served our great city as Director of the summer youth employment program, providing income and opportunity to local families. Now, Batman is the Executive Director of The RED Bookshelf, where his team of superheroes inspires young readers.

Batman continues to bring others into this league to work with our youth and save the city. This, league, of concerned individuals became the blueprint for his work moving forward. In addition to his day job, Batman is on the board for the Albany Fund for Education, serves as Vice President of Tru Heart, is on the alumni board of the Sponsor

a Scholar program, is Co-founder of PULSE, is on the steering committee of the Community Leadership Team for the Law Enforcement Assisted Diversion program, the Secretary of the Community Police Review board, the co-owner of a small business venture and more.

Despite his humble beginnings, Paul lives by the motto “what I do defines me”, and is an example to others that where you begin is not where you have to end in life. The most important question in life is “how do we move forward”. Paul does his best to be the change he wants to be and lead by example. We can all sleep peacefully knowing our Dark Knights are behind us. #SaveTheCity

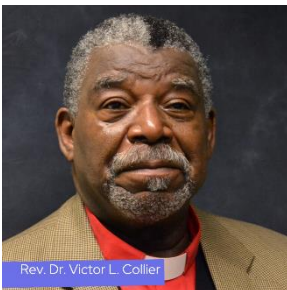


Kevin Cannizzaro

Kevin Cannizzaro is a life-long City of Albany resident and passionate advocate for the community. He obtained his undergraduate degree from SUNY Buffalo in May of 2011 and his Juris Doctor degree from SUNY Buffalo Law School in May of 2015.

Kevin works as an attorney in the area whose practice focuses on civil rights litigation, personal injury matters, and various municipal governance matters. His practice focuses heavily on police-citizen interactions and constitutional issues that are associated with those interactions. Kevin currently serves in the Office of the Albany County Attorney, and previously held the position of Majority Counsel for the Albany County Legislature from 2018-2020. He is an admitted attorney in the New York State Supreme Court, the Federal District Court for the Northern District of New York, and in the Second Circuit Court of Appeals.

Kevin was previously appointed to and served as a member of the New York State Bar Association’s Committee on Civil Rights from 2018-2019. In addition, he actively serves as pro bono counsel on the Pro Bono Attorney Panel for the Federal District Court for the Northern District of New York.



Rev Dr. Victor Collier

Victor Collier is the Pastor of Mount Olivet Baptist Church of Empowerment in Saratoga Springs. Reverend Collier retired from NYS Office of Mental Health as Sr. Administrative Analyst and Assoc. Computer Analyst. His career also includes Substance Abuse Counselor at Whitney M. Young Jr. Methadone Medical Maintenance Program, Correctional Officer at Albany County Correctional Facility. He served on the Albany County District Attorney Offices’ Community Accountability Board, and successfully completed the Federal Bureau of Investigation Citizens Academy. He received Bachelors, Masters and Doctorate degrees in African and Afro-American Studies from SUNY Albany. He received his Doctrine of Theology and Honorary Doctrine of Divinity from Universal Life Church in Modesto, CA.



Zachary Garafalo

Zach Garafalo is an advocate, organizer and public speaker. His work focuses on empowering multiply-marginalized community members, particularly those adversely impacted by institutionalization, incarceration and policing.

Zach serves on the Albany Community Police Review Board (CPRB) and is a former member of the Albany Community Policing Advisory Committee (ACPAC). Leveraging these relationships enabled Zach to engage community members, the Albany Police Department and other stakeholders on topics including: Disaster Preparedness for People with Disabilities and Older Adults, Mental Health First Aid, The Opioid Epidemic, Crisis Intervention and Community Policing and Community Policing and Student Neighbors.

Additionally, Zach is an enlisted member of the New York Guard. He is a Military Emergency Management Specialist and earned his basic qualification in COMMO.

Zach speaks extensively on engaging marginalized communities in policy discussions, including in presentations at the United States Equal Employment Opportunity Commission, the White House and to US State Department delegations from Belarus, Latin America, Mexico and the Netherlands. Zach is a regular commentator on WCAA 107.3 FM-LP.

Among his professional accolades, Zach was honored by President Barack Obama as a Champion of Change.



Matthew Ingram

Matt Ingram is an Associate Professor in the Department of Political Science at the Rockefeller College of Public Affairs and Policy at the University at Albany, State University of New York (UAlbany). Ingram's research examines law, politics, violence, and methods, with a main geographic focus on Latin America. The centerpiece of his research thus far is his single-author book, *Crafting Courts in New Democracies: The Politics of Subnational Judicial Reform in Brazil and Mexico* (Cambridge University Press, 2016). Additional academic work includes articles in several peer-reviewed journals, an edited volume on justice reform in Latin America (*Beyond High Courts: The Justice Complex in Latin America*, co-edited with Diana Kapiszewski), chapters in multiple edited volumes, and policy papers and research reports for think tanks and institutes.

Prior to arriving at Rockefeller, Ingram held post-doctoral fellowships at the UC San Diego's Center for U.S.-Mexican Studies (2009-2010) and Notre Dame's Kellogg Institute (2011-2012). He was also an Assistant Professor of Political Science at the University of Massachusetts, Dartmouth (2010-2011). In 2012-2013, Ingram will offer courses in Comparative Judicial Politics, Comparative Criminal Procedure, and Latin American Politics. Prof. Ingram, born and raised in Mexico, speaks English, Spanish, and Portuguese.

Ingram holds a B.A. from Pomona College (1993), and both a law degree (J.D. 2006) and a Ph.D. in political science (2009) from the University of New Mexico and was a postdoctoral fellow at the Center for U.S.-Mexican Studies at the University of California, San Diego (2009-2010), and the Kellogg Institute for International Studies at the University of Notre Dame (2011-2012). Ingram also served as a probation officer and law enforcement in California.

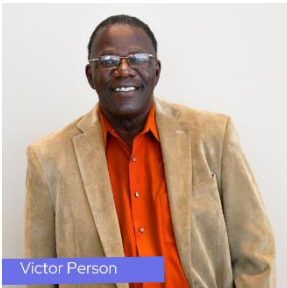


John Levendosky

John Levendosky is a certified special education teacher working in the Capital Region. He received his MS.Ed. from the College of St. Rose in Adolescent Special Education. He received BA's in History and Philosophy from Manhattan College. He is the father of three young children in the Albany City School District and has been a proud Albany resident since 2009. Prior to moving to the capital region, he was a police officer in New York city and Washington, D.C.

As an educator, John has worked with students with intellectual disabilities and their families. In addition to working with this student population, John has experience working with at-risk youth learning in alternative educational settings. He is currently the chair of the Albany Ancient Order of Hibernians (AOH) Freedom for All Ireland (FFAI) Committee, working to create awareness of social justice, equitable policing, and intercommunity dialog in Northern Ireland.

John's community involvement also includes being a member of Albany's 9th Ward Committee, Albany County Democratic Committee Rule Committee Member, Albany County AOH Treasurer, Albany AOH Division Immigration Chairman, Board member/player of Albany's Gaelic Athletic Association (GAA), and a coach for his daughter's soccer team.



Victor Person

Victor Person received a master's degree in Community Psychology and bachelor's degree in Human Services from the Sage Colleges in New York. His skillset includes mental health counseling, crisis intervention, individual and group counseling, behavioral therapy and social work. Person is passionate about serving and giving back to the community having previously worked as a Training and Development Specialist at Berkshire Farm Centre, Substance Abuse Counselor at Whitney M. Young FACTS Program, and Prevention Specialist at Rensselaer County Mental Health.

Person also serves as an Assistant House Manager for Devereux Foundation in New York, working in tandem with residents' medical and employment providers and assisting in the development and oversight of the community employment program.