



**CITY OF ALBANY**  
**COMMUNITY POLICE REVIEW BOARD**

*2023 Annual Report*

*January 1, 2023 – December 31, 2023*

*Submitted to:*

*Mayor of the City of Albany*

*Common Council of the City of Albany*

*Police Chief of the City of Albany*

# TABLE OF CONTENTS

<b>EXECUTIVE SUMMARY .....</b>	<b>3</b>
<i>Complaints and Investigations .....</i>	<i>3</i>
<i>Presentation to the Common Council .....</i>	<i>3</i>
<i>Board Development.....</i>	<i>4</i>
<i>Board Meetings.....</i>	<i>4</i>
<i>Albany Police Department Discipline Matrix.....</i>	<i>5</i>
<i>Albany Police Department Community Police Academy.....</i>	<i>5</i>
<i>Outreach.....</i>	<i>5</i>
<b>COMPLAINTS AND INVESTIGATIONS .....</b>	<b>6</b>
<i>Complaint Review Summary .....</i>	<i>6</i>
<i>New Complaints .....</i>	<i>6</i>
<i>Race/Ethnicity and Gender of Complainants .....</i>	<i>8</i>
<i>Findings .....</i>	<i>9</i>
<i>Allegations Contained in the Complaints.....</i>	<i>10</i>
<i>Chief’s Quarterly Report of Disciplinary Investigations and Action .....</i>	<i>11</i>
<i>New Investigations .....</i>	<i>11</i>
<i>Monitors.....</i>	<i>12</i>
<i>Mediation .....</i>	<i>12</i>
<i>Grievances .....</i>	<i>13</i>
<b>REPORTS .....</b>	<b>13</b>
<b>APPENDIX A: DEFINITIONS.....</b>	<b>14</b>
<b>APPENDIX B: BACKGROUND AND BOARD MEMBERSHIP .....</b>	<b>16</b>
<b>BACKGROUND .....</b>	<b>16</b>
<b>BOARD MEMBERSHIP .....</b>	<b>16</b>
<i>Common Council Appointees .....</i>	<i>16</i>
<i>Mayoral Appointees .....</i>	<i>17</i>
<b>APPENDIX C: BOARD MEMBER BIOGRAPHIES.....</b>	<b>18</b>
<i>Outgoing Board Members.....</i>	<i>21</i>

## **EXECUTIVE SUMMARY**

---

During the reporting period, the Albany Community Police Review Board (referred to herein as the CPRB or the Board):

- Re-elected some current Board officers and elected new Board officers;
- Elected chairs and members for its committees and task force;
- Continued to work collaboratively with the Albany Police Department (APD) towards the creation of a discipline matrix;
- Provided a training session to APD's newly hired officers;
- Hosted a two-part series of dialogues to reimagine public safety and empower community members with tools for oversight of policing in Albany;
- Tabled at local events;
- Reviewed complaints and closed 24 active complaints;
- Held 12 regular monthly meetings, one special meeting and seven meetings of the CPRB Standing Committee on Discipline Matrix;
- Reviewed and approved five quarterly reports and one annual report; and
- Participated in meetings with APD Command Staff, the Office of Professional Standards (OPS), the Albany Common Council, and City officials.

The Board has remained dedicated to improving communication between the APD and the community served by the APD through investigations, community outreach, and policy recommendations.

### **Complaints and Investigations**

There were 78 active cases (also referred to as complaints). Forty-seven complaints were not ready for Board review within 365 days of the incident because OPS did not complete investigations in a timely manner, preventing formal discipline for sustained allegations in accordance with the current collective bargaining agreements.

OPS has completed its investigation into 43 complaints during the reporting period. This represents a 975% increase from last year, wherein only four OPS reports were received by the Board in 2022 (see Figure 6). The Board reviewed (i.e., voted on) 24 complaints that were investigated by OPS, which is a 500% increase from last year, with four complaints reviewed by the Board in 2022.

Between January 1, 2023, and December 31, 2023, the Board received 76 new complaints. This is a 55% percent increase from last year, where 49 complaints were received in 2022 (see Figure 2). Complaints received include those filed with the Board directly and those filed with the Board through OPS.

The Board voted to conduct six independent investigations during the reporting period.

### **Presentations to the Common Council**

On July 26, August 2, October 16, and October 18, 2023, the CPRB presented to Council members various matters relating to the Board, including a Local Law J implementation progress update, issues with the Board's access to necessary information, and the Board's 2024 budget. The Board attended and initiated several Common Council meetings in support of its 2024 budget.

The CPRB requested a budget increase from prior years to adequately meet its voter-initiated mandate of developing and sustaining a robust oversight and accountability structure for the City of Albany.

The CPRB's request consisted of the following: a proposed budget of \$1,001,282 for a City Administrated Agency (equivalent to 1.5% of APD's proposed budget); or a proposed budget for a Contracted Agency of \$3,155,390 (equivalent to 5% of APD proposed budget).

Mayor Kathy Sheehan proposed her 2024 budget to the Albany Common Council, earmarking for the CPRB less than the bare legal minimum of funds equivalent to 1% of the APD proposed budget. This proposal assigned the CPRB only \$659,000, amounting to 14% less than last year's budget of \$770,000.

The Albany Common Council approved a budget of approximately \$805,000 for the CPRB, and expressed its intent to make the CPRB a City Administrated Agency beginning in 2025, a project this Board is taking on in earnest this year (2024). The Common Council approved the additional \$145,000 in funding in support of contracted services and training. The Council believes this additional funding is essential in this upcoming transition year to help ensure well-run CRPB operations. The Council looks forward to the work ahead with the Administration to incorporate the CPRB into the City and redetermine budgetary needs under this new model for future years.

### **Board Development**

On July 22, 2023, the CPRB organized an all-day retreat, wherein Board members took part in strategic and operational discussion as well as taking part in training sessions to develop the Board's acumen. The training focused on approaches to complaint investigations, case review procedures, creating a supportive work environment, and the demonstration of a case management platform, among other topics.

Separate from the retreat, and ongoing throughout the year, the Board's consultants delivered trainings on various topics, including Introduction to Investigations, Comparison of Oversight Models, Investigation of Critical Incidents, Analysis of Officer-Involved Shootings, Overview of Austin Police Department Policies and their Application to Cases, Fourth Amendment Basics, Case Analysis and Common Issues, Diversity, Equity, and Inclusion (DEI) and Trauma-Informed, and Media and Press. The training sessions were developed to equip members with the necessary knowledge and skills to carry out their functions effectively.

### **Board Meetings**

The monthly meetings of the CPRB serve as a channel for community members to gain a better understanding of the Board's roles and priorities. During these meetings, the Board members also review complaints and address any concerns and questions raised by community members regarding police-community relations in Albany neighborhoods. Additionally, the meetings provide an opportunity for community organizations such as Catapult Games, Albany LEAD, and Albany Stratton VA Medical Center Health Care for Homeless Veterans to raise awareness about their programs.

The Board held 20 public meetings throughout the period covered by this report, including 12 regular monthly public Board meetings, one special meeting and seven meetings of the CPRB Standing

Committee on Discipline Matrix. A public comment period was instated at each of the public meetings, in accordance with the Open Meetings Law.

### **Albany Police Department Discipline Matrix**

The CPRB, in collaboration with the Albany Police Department and other key stakeholders, has developed a Discipline Matrix – in accordance with its mandate outlined in Local Law J – that outlines penalty levels and ranges of sanctions. The purpose of this modern disciplinary system is to establish a uniform accountability structure for the APD as required by Local Law J of 2020. A working group consisting of CPRB members, APD representatives, police union representatives, and community members, was established to develop the matrix, and deliver a first-of-its-kind for Albany – a collaborative approach to public safety.

The CPRB and APD Chief of Police are in the process of finalizing the Discipline Matrix. The draft and an overview of the process are available at <https://www.albanycprb.org/discipline-matrix>. The CPRB Standing Committee on Discipline Matrix held seven meetings to discuss this initiative. The Chief proposed revisions to the final draft of the APD Discipline Matrix, summarily reviewed by the CPRB. Chair Vives is currently working on the revised Discipline Matrix for final Board approval.

### **Albany Police Department Community Police Academy**

Board members Antoinette Santos and Kevin Cannizzaro completed the Albany Police Department Community Police Academy (CPA) in 2023. Eight out of nine CPRB members have completed the CPA.

### **Community Outreach Efforts**

The Board strives to educate the public on the role and functioning of the city’s civilian oversight body, as well as educate and make Albany communities aware of policing and public safety laws and changes to them. Outreach efforts include understanding how to file complaints, the CPRB’s structure and authority, investigation and mediation procedures, and the rights and responsibilities of community members during police encounters. To achieve this, the Board has attended various events such as Unite the City, Capital Of New York State Black Expo, New York State Association of Black & Puerto Rican Legislators 52nd Annual Legislative Conference Craft Expo and Business Fair, Albany Law School’s Senior Citizens’ Law Day, and Albany County Crime Victim and Sexual Violence Center 42nd Annual Take Back the Night March and Rally. The Board also participated in the Capital Pride Parade and Capital District YMCA African Heritage Parade.

### Speaking Events & Public Exposure

The Program Manager and/or Board members gave presentations on the operation of the CPRB at various events including: the South End Community Collaborative meeting; the Albany Normans Kill Neighborhood Association; Civilian Oversight of Law Enforcement Options for Westchester Communities forum; Local Government Lab – Community Engagement in Practice: Addressing Justice hosted by the Rockefeller Institute of Government; Albany Law School First Mondays program entitled The Racialization of Modern Policing; and City Council Conversations – Civilian Complaint Review Board in Mt. Vernon.

### Awards & Recognition

On November 9, the Capital Region office of the New York Civil Liberties Union recognized the CPRB with the Ned Pattison Award for its steadfast commitment to advocating for the community

and improving their relationship with the Albany Police Department. On November 11, the Brother of Nu Tau Chapter of Omega Psi Phi Fraternity presented Nairobi Vives, Chair of the CPRB, with the prestigious Women of Color Award in recognition of her exceptional leadership in promoting justice.

### Partnerships & Collaborations

The CPRB partnered with AVillage Inc. and hosted a two-part series of dialogues to reimagine public safety and empower community members with tools for oversight of policing in Albany. The first series discussed the history of community oversight of policing in the City of Albany, community and police interactions, procedural reforms, and the modernization of public safety. The final discussion in the series focused on essential changes to oversight, accountability, training, and police policies needed to transform public safety into a system that works for all. This event aimed to empower our communities to participate in shaping what public safety looks like and the approach to public safety that truly protects everyone from harm.

On May 9, 2023, the Board provided its training on the Overview of Police Oversight and the Albany Community Police Review Board to the Albany Police Department's newly hired officers for APD Academy Session 10.

## **COMPLAINTS AND INVESTIGATIONS**

---

For most community members, contact with the CPRB begins with filing a complaint alleging police misconduct.

### **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' investigation, and OPS' 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.

### **New Complaints**

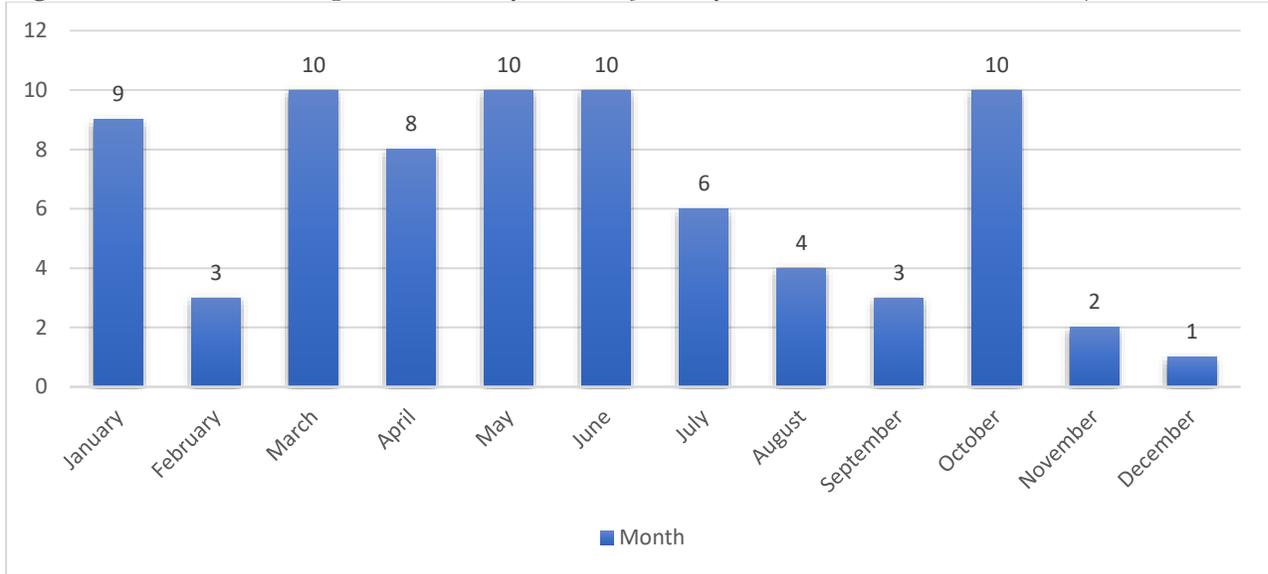
There were 78 active cases (also referred to as complaints) in 2023. An "active case" is a filed complaint awaiting review by an OPS investigator and a member of the CPRB, except for those cases that were suspended because of pending litigation.

Between January 1, 2023, and December 31, 2023, the Board received 76 new complaints.

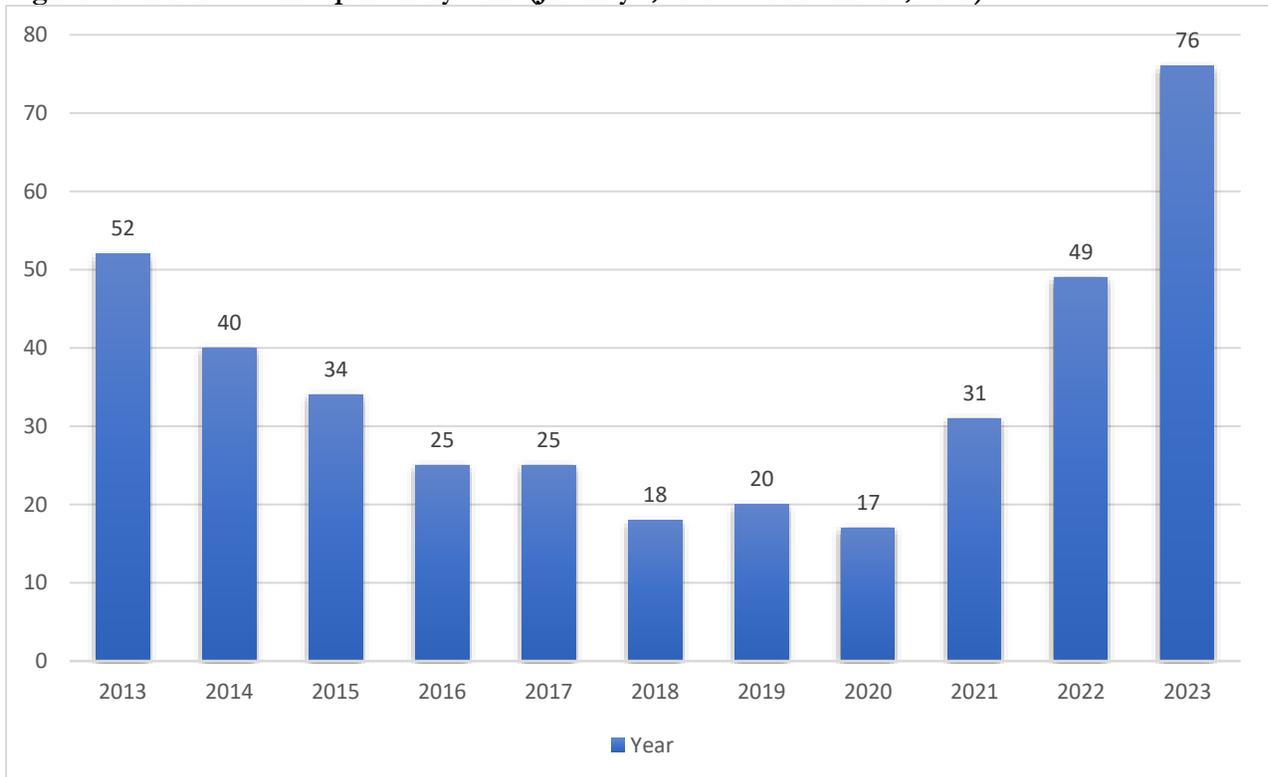
Complaints received include those filed with the Board directly and those filed with the Board through OPS. Of the 76 new complaints, 11 complaints were withdrawn by the complainants.

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 76 new complaints, 20 cases were determined to be outside of the Board’s jurisdiction.

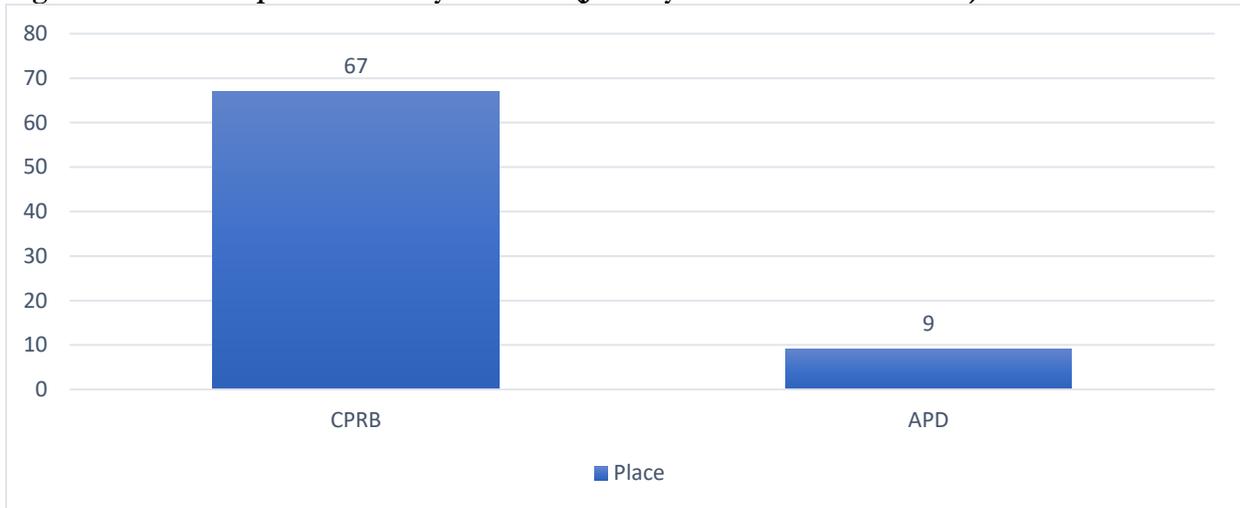
**Figure 1: New CPRB Complaints Filed by Month (January 1, 2023 to December 31, 2023)**



**Figure 2: New CPRB Complaints by Year (January 1, 2013 - December 31, 2023)**



**Figure 3: Total Complaints Filed by Location (January 2023 to December 2023)**

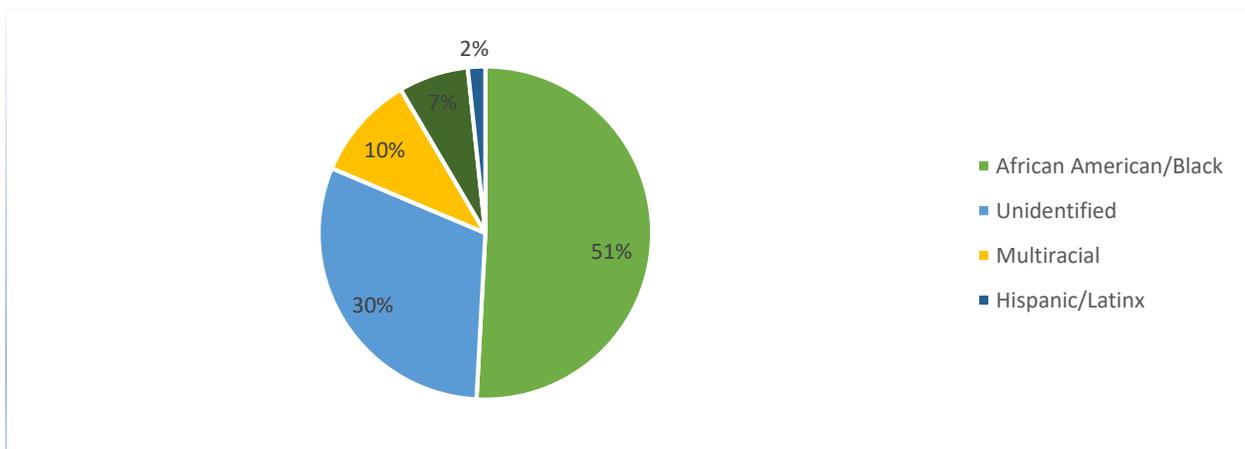


In the last 10 years (between January 1, 2013, and December 31, 2023), the Board received 387 complaints (see Figure 2). These complaints included those filed directly with the Board and those filed with the Board through OPS.

### **Race/Ethnicity and Gender of Complainants**

The purpose of gathering demographic information about complainants is to be able to identify trends or disparities relating to individuals' encounters with law enforcement in the City of Albany. Providing this information is voluntary and not required to complete a civilian complaint.

**Figure 4: Race/Ethnicity of Complainants in 2023**

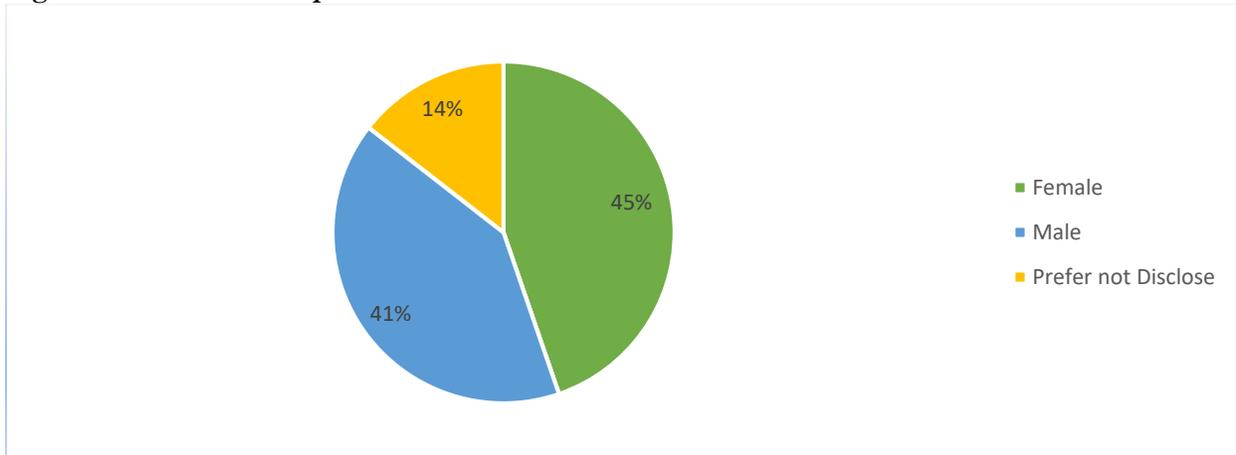


Complainants who file a complaint form with the Board have the option to include information relating to their race/ethnicity and/or gender.

Of the 76 new complaints filed, 51% identified as Black/African American, 30% noted unidentified, 10% identified as Multiracial, 7% identified as Some Other Race, Ethnicity or Origin, 2% noted Hispanic/Latinx, fewer than 0% as White/Caucasian, and 0% noted Asian (see Figure 4). Of those

complainants, 30 individuals identified as Black/African American, 11 individuals failed to disclose their race/ethnicity, 6 identified as Multiracial, 4 identified as Some Other Race, Ethnicity or Origin, 18 preferred not to disclose their identity, 1 identified as Hispanic/Latinx, 0 identified as White/Caucasian, and 0 identified as Asian.

**Figure 5: Gender of Complainants in 2023**

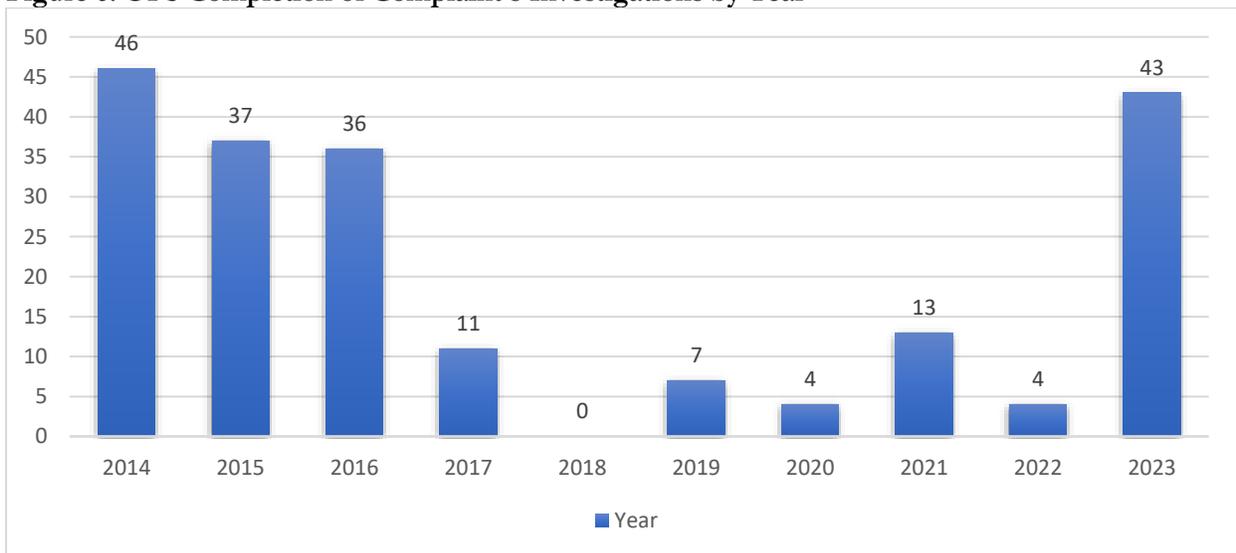


Among those complaints, 41% of complainants identified as male, 45% as female, and 14% did not disclose a gender identity (see figure 5). 31 complainants identified as male, 34 as female, and 11 complainants failed to disclose their gender.

**Findings**

In 2023, the Board reviewed (i.e., voted on) 24 complaints. This is a 500% increase from 2022, when the Board reviewed four complaints. Some complaints consist of multiple allegations made against the officer(s). The findings of these reviews can be found in the Board’s quarterly reports. OPS has completed investigations on 43 complaints during this reporting period, marking a 975% increase from 2022, when the Board received four OPS reports.

**Figure 6: OPS Completion of Complaint’s Investigations by Year**



### Allegations Contained in the Complaints

This section discusses the allegations made in the 24 complaints reviewed (i.e., voted on) from January 1, 2023 to December 31, 2023. The information serves as a benchmark from which the CPRB can track community concerns and grievances and analyze the data for possible trends and potentially the need to review and revise police policies – at a later date. The categories designated are based on the information reported in the civilian complaints. OPS and the Board do not categorize the allegations in complaints until they review them.

Each of the 24 complaints that were reviewed by the Board between January 1, 2023 and December 31, 2023 contained multiple allegations.

**Figure 7: Outcome of CPRB Complaints Received (January 1, 2023 - December 31, 2023)**

	Count
Arrest Authority and Procedures	2
False/Illegal/Improper/Unlawful Arrest	
Abuse of Authority	
Evidence & Property Handling	1
Abuse of Process	1
Department Procedure	2
Vehicle Operations	4

Call Handling	16
Call Handling and Procedure	1
Call Handling and Procedure for Dispatcher	1
Failure to Complete Report/Investigate Properly/Handle Report	0
Failure/Refusal to Provide Information/Assistance	
Illegal/Improper/Unlawful Stop OR Detention/Questioning/Search/Harassment	
Illegal/Improper/Unlawful Search	0
Body Worn Cameras, General Order No.: 3.2.15	3

Conduct Standards	16
Offensive Language (Inappropriate Language that is Derogatory, Profane, Offensive, Vulgar, Threatening, Racially-Biased and/or Unnecessary)	
Violation of Civil Rights	1
Racial Bias	0
Domestic Violence, General Order No.: 3.8.20	1

Use of Force	6
Excessive Use of Force	0
Improper Use of Force	0

<b>Total</b>	<b>56</b>
--------------	-----------

### Chief's Quarterly Report of Disciplinary Investigations and Action

The Albany Police Department reported that disciplinary actions were taken by the department in the first, third and fourth quarters of 2023. There were no disciplinary actions taken by the department against any sworn members of the department during the second quarter of 2023.

### New Investigations

The Board has voted to independently investigate the following six active cases (a few investigations involved multiple case numbers):

Complaint/Incident	Description	Status
Incident No. AD2022-002	Officer-involved shooting incident on January 24, 2022.	The investigation conducted by CPRB and OPS is ongoing.
CPRB Case No. 00000956	Officer-involved shooting incident, June 20, 2022.	The investigation conducted by CPRB and OPS is ongoing; A Protective Order has halted any further investigation of the incident.
Incident No. AD2023-020	Alleged use of force at a public park against a minor on May 31, 2023.	The investigation conducted by CPRB and OPS is ongoing.
Complaint No. CC2023-013	Alleged failure to investigate allegations of child sex assault and related conduct violations.	The investigation conducted by CPRB and OPS is ongoing.
South Station/Arch Street	<p>The CPRB received four civilian complaints related to the incidents at South Station in Albany on April 14 and April 22, 2021:</p> <ul style="list-style-type: none"> <li>• CC2021-20 (alleged excessive force on April 14);</li> <li>• CC2021-010 (alleging police removed badges and/or name tags on April 14 and April 22; <b>“thin blue line” insignia present</b> on April 22; and excessive force on April 22);</li> <li>• CC2021-011 (alleging officers obscured or removed nametags and/or badges; that officer used excessive force; and that officer wore <b>Blue Lives Matter</b> or <b>“thin blue line” insignia on their riot gear</b> on April 22);</li> </ul>	The investigation conducted by CPRB and OPS has been concluded.

	<ul style="list-style-type: none"> <li>• CC2021-012 (alleging excessive force on April 22, and refusal to share information with a parent about a child’s whereabouts).</li> </ul>	
Complaint CC2022-016 (Closed)	Use-of-force incident involving a minor during Juneteenth on Central Avenue. The CPRB completed its independent investigation and recommended that the use-of-force allegations be substantiated. ADP did not respond until after the statute-of-limitations (SOL) deadline and did not disclose to the CPRB that it reached a different finding until after the SOL deadline.	The investigations conducted by CPRB and OPS have been concluded.

**Monitors**

Under § 42-343(B)(1) of the City Code in effect during the reporting period, the Board is required to appoint an individual to observe and monitor the investigation by OPS of a complaint “in the event the complaint alleges use of force or a violation of civil rights.” The Board appointed a monitor to observe OPS investigations of 2 of the 76 complaints filed.

**Mediation**

After a complaint is filed, § 42-346(C) of the City Code provides that “the complainant or officer may at any time in the review process utilize the [Board’s] mediation process . . . to resolve the complaint.” Additionally, the Board is authorized under § 32-343(F)(4) to refer the complaint to mediation following its review and deliberation of the APD’s preliminary report of its findings.

The mediation program allows community members and police officers to address citizen complaints and concerns in a confidential, guided conversation with an impartial, trained professional. Mediation is an alternative to the standard traditional investigative process. It is a cooperative and voluntary process requiring the participating of all involved parties.

The Board forwarded no complaints to mediation this fiscal year.

## **Grievances**

The Board received one new grievance form from OPS in the 2023 reporting year. Grievances are complaints received by OPS from community members who do not want to submit a formal complaint.

## **REPORTS**

---

Five quarterly reports and one annual report were submitted to the Board for approval in 2023. Each report detailed the activities of the Board and the Government Law Center during the applicable time periods covered. A copy of each of these reports was submitted and filed with the Mayor, the Common Council, and the Chief of Police as required by § 42-340(c) of the City Code. Additional copies were forwarded to members of the public, community groups and organizations, and other interested parties on the Board's mailing list. These reports were also posted on the Board's website.

Respectfully submitted,

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

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

Approved by the CPRB: February 8, 2024

## **APPENDIX A: 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 B: BACKGROUND AND BOARD MEMBERSHIP**

---

### **BACKGROUND**

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](https://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](https://albanycprb.org).

### **BOARD MEMBERSHIP**

The Board is comprised of nine members, five appointed by the Common Council and four appointed by the Mayor, who serve for three-year staggered terms.

The following members constituted the Board during the period covered by the 2023 annual report.

#### **Common Council Appointees**

**Nairobi Vives**, *Chair*

First Appointed 06/15/2020

**Veneilya Harden**, *Vice Chair*

First Appointed 10/20/2017

**Paul Collins-Hackett**, *Secretary*

First Appointed 12/21/2020

**Matthew Ingram**

First Appointed 10/17/2017

**Antoinette Santos**

First Appointed 12/21/2022

**Mayoral Appointees**

**Kevin Cannizzaro**

First Appointed 5/10/2021

**Reverend Dr. Victor L. Collier**

First Appointed 3/22/2016

**John Levendosky**

First Appointed 10/26/2021

**Victor Person**

First Appointed 1/22/2021

## 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. Ms. Vives hails from Albany, her hometown, with roots deeply intertwined in the vibrant South End community. She completed her undergraduate journey in 2009, earning a dual degree in Political Science and Economics from the University at Albany, SUNY. Seeking higher educational horizons, Nairobi pursued her studies at Temple University in Philadelphia, Pennsylvania. It was there that she achieved her Juris Doctorate Degree, graduating with honors in May 2012 from Albany Law School. During her time at Albany Law School, she showcased her legal acumen as a distinguished member of the Albany Government Law Review. Her prowess in advocacy led her to secure the esteemed Karen C. McGovern Senior Prize Trial for “Best Oral Advocate.” Nairobi also honed her skills through a pivotal judicial externship at the Albany Law Clinic & Justice Center, working under the guidance of Hon. Lawrence Kahn in the U.S. District Court for the Northern District of New York.

Nairobi’s legal journey has been diverse and impactful. Her early career saw her as a stalwart defender in intricate workers’ compensation litigation for the New York State Worker’s Compensation Board. She possesses a comprehensive legal background, encompassing multifaceted areas such as construction, employment claims, environmental law, and real property matters. Her tenacity led her to serve as Associate Counsel to the New York State Assembly for two productive years. In this role, she provided astute legal counsel to NYS Assembly members and committee chairs on matters spanning legislation, program development, and budgeting. Presently, Nairobi lends her expertise to matters central to diversity, equity, and inclusion.

Outside of her professional responsibilities, Nairobi actively engages in pro bono initiatives that underline her commitment to justice and community. She ardently participates in projects like the Legal Immigrant Detention Outreach Project and the Legal Project Uncontested Divorce Clinic. Nairobi’s dedication extends to community-building efforts, including her involvement in the Albany County Bar Association’s “Attorney for a Day” Program, Small Business Formation / Consultation endeavors, and offering counsel to various protest arrestees.

Nairobi’s dedication to her community is palpable. Her steadfast commitment led to her appointment to the Albany Community Police Review Board (CPRB) in June 2020. She has since risen to the esteemed position of CPRB Chair, assuming this pivotal role in 2021. Through her leadership, Nairobi continues to champion fairness, accountability, and transparency in the community’s relationship with law enforcement.



### **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.

**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.



**Antoinette Santos**

Antoinette “Toni” Santos was appointed by the Common Council on December 19, 2022 to replace Zachary Garafalo, whose term is expired on October 26, 2022.

Antoinette “Toni” Santos is a retired New York State employee with over 35 years of state service. Ms. Santos began her career in 1982 as a Mental Hygiene Therapist Aide (MHTA) at Pilgrim Psychiatric Center (Brentwood, NY), ending her career in 2020 as an Affirmative Action Administrator II with the New York State Governors Office of Employee Relations (NYSGOER).

In 1986, Ms. Santos began her career in Law Enforcement with the New York State Department of Corrections and Community Supervision (NYSDOCCS) as a Corrections Officer. Upon being afforded several opportunities for career advancement, she achieved the rank of Assistant Deputy Superintendent/PREA (Prison Rape Elimination Act) Compliance Coordinator and, in 2014, became a certified PREA Auditor with the Department of Justice (DOJ). While employed with NYSDOCCS, she received specialized training regarding Security Threat Groups, Crisis Intervention, Investigative Interviewing and basic Firearms/Chemical Agents training.

As a recent retiree, Ms. Santos is currently a member of the Board of Directors as the Vice President and kitchen volunteer at the South End Children’s Café in the South End of Albany, NY. The mission of the South End Children’s Cafés is to address food equity and food insecurities, enhance our youth’s academic success, and positively influence their physical and mental health by offering free, healthy meals and after-school homework assistance.

**Outgoing Board Members**

---



**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.

**\*Rev Dr. Collier’s last full term allowed by the Code ended in October 2023**