

PROGRAM HIGHLIGHT

ADI Community Policing Initiative

Goal: To strengthen the relationship between police agencies and the Adirondack communities they serve with specific focus on eliminating racial disparities that disproportionately harm Black, Indigenous (and) People of Color (BIPOC) and other marginalized residents and visitors by engaging in a positive process that affirms the importance of police agencies in realizing communities are safer, healthier and free of racism and inequity.

- Fostering community involvement in policing
- Providing expert resources to help with police reform, including meeting Governor Cuomo's Executive Order #203
- Providing Cultural Consciousness and Anti-Racism education to help realize more equitable policing.

The **Community Policing Initiative** is ADI's groundbreaking five year program born out of Adirondack communities' collective call for accountability and reform after the death of George Floyd and Governor Andrew Cuomo's Executive Order #203: New York State Police Reform and Reinvention Collaborative, which states that "urgent and immediate action is needed to eliminate racial inequities in policing, to modify and modernize policing strategies, policies, procedures, and practices, and to develop practices to better address the particular needs of communities of color to promote public safety, improve community engagement, and foster trust."

To date ADI has secured private donations to fund the Community Policing Initiative through 2022. Fundraising efforts will continue to seek full funding of the full five year initiative.

Heather L. Pfeifer, PhD, of Renz Consulting presents to NYSDEC officers during a session about trauma-informed policing.



ADI contracted with RENZ Consulting, LLC (www.renzconsulting.net) a firm that specializes in strengthening police-community relations at the state and local level and within urban or rural settings. RENZ Consulting leads officers through a positive process that affirms the important role local police play in creating communities that are safe, healthy and free of racism and inequity.

ADI's Community Policing Initiative continues to engage officers in trainings, for a second year, designed to strengthen the relationship between police agencies and the communities they serve.

ADI extends our deepest respect and gratitude to the 117 officers from 13 agencies who have participated in trainings in 2021 and 2022:

Essex County Sheriff's Office
Essex County Correctional Officers
Franklin County Sheriff's Office
Franklin County Correctional Officers
Hamilton County Sheriff's Office
Lake Placid Police Department
NYSDEC Environmental Conservation Officers
NYSDEC Rangers
NY State Police Troop B
Potsdam Police Department
Plattsburgh Police Department
Saranac Lake Police Department
SUNY Plattsburgh Police Department
SUNY Potsdam Campus Police
Warren County Sheriff's Office

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PROGRAM HIGHLIGHT

Community Policing Initiative Continued

The Community Policing Initiative is already seeing multiple ripples from the first year into halfway through the second.

The Adirondack Common Ground Alliance (CGA) is a diverse network of dedicated people who focus on addressing issues that affect the Adirondack Park, its communities, institutions, and individuals. At this year's CGA May workshop, Pete Nelson, ADI's Policing Liaison and Nicky Hylton-Patterson will convene a panel on policing in the Adirondacks. The session will focus on strengthening relationships between law enforcement and Adirondack communities. Panel Participants will include: New York State Police Trooper Wendy House (Troop B Recruiter), New York State Police Investigator Tamirah Ju (Community Liaison-Division Recruitment), New York State Police Trooper Robert Larrabee (Troop B Recruitment Team), Essex County Sheriff David Reynolds, Warren County Sheriff Jim LaFarr, and Saranac Lake Police Chief Darin Perrotte. The lively session will foster a frank conversation about the relationship between Adirondack communities, visitors and the law enforcement agencies who serve them, including an informative discussion about policing as a profession.

Officer quotes from RENZ Trainings

"I learned about the dynamics of trauma response psychologically and physiologically on victims from their perspective and how to better deal with them affectively"

"The training provided me with insight and a perspective that someone outside my own demographic may have toward law enforcement."

"Let me start by thanking you for the invite to the training that was held yesterday in Saranac Lake. I've spoken with my three officers that attended and they said it was well worth it. Again, thank you."



Common Ground Alliance Participants
May 11, 2022
Photo courtesy of Common Ground Alliance

Additional ripples from our Community Policing Initiative include:

- ADI was asked by the New York State Troopers (Troop B) to help with a SWAT Analysis and action plan to diversify recruitment. This work is ongoing.
- After the Essex County Sheriff's Department (2021 Cohorts) finished their training, they made a special request to RENZ Consulting to provide a specialized training for Essex and Franklin County Correctional officers. This training will occur in April of 2022.
- ADI is convening a call with numerous stake holders and NYS Civil Service staff members to discuss the diversification of DEC Rangers. This work is ongoing and the call is set for September 2022.

PARTNER PROGRAM HIGHLIGHT

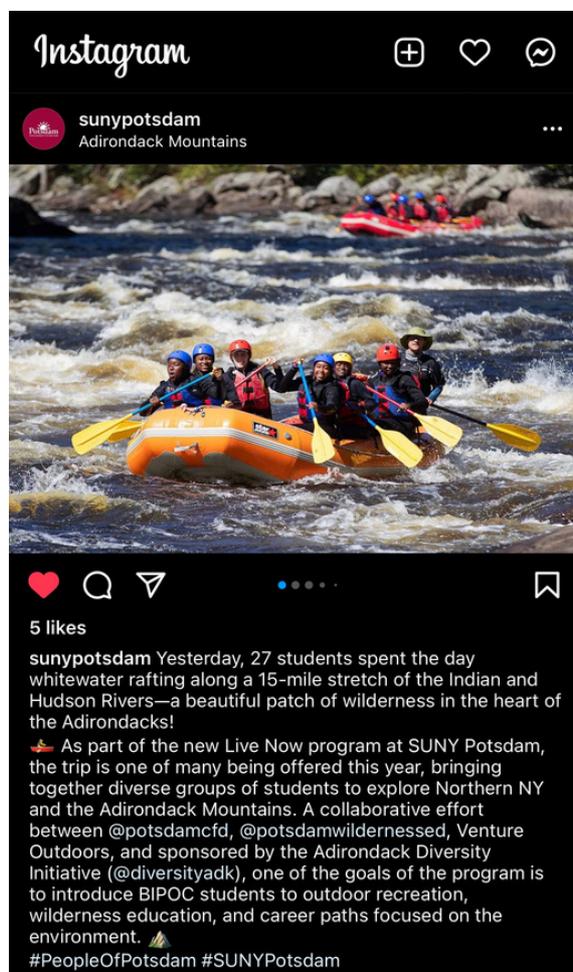
LiveNow Outdoor Adventures

New Partnership with SUNY Potsdam- LiveNow

LiveNow is designed to engage college students who are members of the BIPOC community to become active participants in outdoor activities as they explore the Adirondacks and North Country. The program introduces students to outdoor recreation, wilderness education, and career paths focused on the environment.

This is a collaborative effort hosted by SUNY Potsdam Center for Diversity, Venture Outdoors, Wilderness Education and the Adirondack Diversity Initiative. ADI sponsors and supports many of the activities offered. LiveNow adventures, have included canoeing the Raquette River, ice fishing, a high ropes course and ziplining at Experience Outdoors, whitewater rafting the Hudson River Gorge, and more. To date there have been over 50 participants in the LiveNow program.

(LiveNow photos courtesy of Clifton Harcum)



LiveNow program coverage:

- <https://www.syracuse.com/outdoors/2021/10/new-suny-outdoors-club-focuses-on-diversifying-the-adirondacks.html>
- <https://www.northcountrypublicradio.org/news/story/44628/20211011/diversifying-the-adirondacks-one-whitewater-rafting-trip-or-hike-at-a-time>
- <https://www.potsdam.edu/studentlife/get-involved/WhitewaterRafting>

"Building Diversity & Inclusion" workshop
facilitated by Nicky Hylton-Patterson
(Photo by ADK Research)

PROGRAM HIGHLIGHT

Cultural Consciousness Training Program

It's not diversity training, it's cultural consciousness.

Standard diversity training might make participants feel good, but they do little to expose structural oppression and systemic racism or change behaviors. In fact, diversity training can have the unintended effect of obscuring and thus reproducing structural racism. ADI's Cultural Consciousness program uses a cognitive-behavioral approach to deepen understanding of culture, socialization, race and racism so that participants can become aware of why and how they think and act in certain ways, and then effect positive behavioral changes. Cognitive journaling reflection and radical listening are key components of this work- this is not passive learning! Building cultural consciousness is a necessary first step to building critical consciousness, which is a precondition for meaningful action against oppression.

ADI's Cultural Consciousness Training includes:

- Organizational Welcomeness Audit
- Four two hour courses (with reflective journaling):
 1. Introduction to Cultural Consciousness
 2. Implicit Bias & Micro Aggression
 3. Ally, Accomplice & Coconspirator
 4. Social Responsibility for Non-Profits

Each training is specifically tailored for the unique needs of the sponsoring organization.

In addition there are additional training opportunities focused on Justice, Equity, Diversity and Inclusion (JEDI) trainings.



**Cultural Consciousness
Training has been
completed by the following
institutions, organizations
and businesses in the
Adirondacks:**

- Eagle Island Camp
- Northern Lights School
- North Country School
- Saranac Lake Chamber of Commerce
- Adirondack North Country Association
- Great Camp Sagamore
- NOLS Northeast



After completing their Cultural Consciousness training Great Camp Sagamore asked ADI to help with their strategic planning in the area of JEDI. This work is ongoing.