

Adirondack Diversity Initiative
67 Main Street, Suite 201
Saranac Lake, NY 12983

February 22, 2021

Subject: Community Policing & Cultural Competency Initiative - Helping police agencies meet the Diversity, Equity, & Inclusion requirements of NY Executive Order 203 - New York State Police Reform and Reinvention Collaborative due April 1st, 2021.

To: ALL LAW ENFORCEMENT & LOCAL GOVERNMENT OFFICIALS

As part of our *Community Wellness Program*, ADI offers to provide RENZ Consulting LLC, as a consulting and training resource for police agencies in the Adirondack North Country. Through RENZ, ADI can assist agencies to incorporate and schedule a consulting and training commitment into their Police Reform and Reinvention Plan as required by Governor Cuomo's Executive Order 203, due April 1st, 2021. Doing so, will help agencies to meet (or exceed) the requirements set forth. Once enrolled in the program, RENZ will work with agencies to meet the requirements of EO203.

Understanding that budgetary constraints may impede your agencies' ability/capacity to fully engage, ADI has secured funding to underwrite the cost of training the 2021 cohort. However, this is limited to the first 60 participants. **The deadline for enrollment is Friday, March 12th, 2021.**

The attached letter provides an overview of the services and resources offered by ADI, through its contractual partnership with RENZ Consulting (renzconsulting.net). It includes: 1) Objectives of the program 2) Services/activities relevant to your agencies' EO203 plan 3) Training details 4) Program timelines/commitment 5) And, additional information on RENZ Consulting.

ADI is committed to a process that affirms, acknowledges, and centers the lived experiences of our law enforcement partners who protect and serve Adirondack North Country communities. As such, ALL training materials, practices, and procedures will be developed in close coordination with individual departments. This allows local law enforcement closer oversight and greater leverage in shaping the program, so that it is responsive to, and reflective of, how policing is done in the Adirondack North Country.

ADI and RENZ Consulting will be hosting three (3) Q&A informational Zoom sessions to answer questions on [March 3rd at 3:00 pm](#), [March 5th at 1:00 pm](#) and [March 8th at 11:00 am](#). No pre-registration is required. For questions, please contact Melanie at mreding@adirondack.org for additional information. References for RENZ Consulting, LLC are available upon request.



Sincerely,
Nicky Hylton-Patterson,
Director, Adirondack Diversity Initiative

ADI Community Policing Team

Pete Nelson, Co-founder Adirondack Diversity Initiative, Core Team Member

Chris Morris, Core Team Member

David Kahn, Executive Director, Adirondack Experience, The Museum on Blue Mountain Lake

Melanie Reding, Administrative Manager, Adirondack Diversity Initiative

COMMUNITY POLICING TRAINING AND CULTURAL COMPETENCY DEVELOPMENT INITIATIVE

ADI exists as the only program of its kind in the region. It is the result of unprecedented bipartisan support at the state level and endorsement by more than 40 community agencies across the Adirondack North Country. Moreover, and of critical importance to our initiatives, ADI's philosophy privileges the lived experiences of members of the community in all aspects of our work. This stems from our belief that communities must play a central role as actors and stakeholders in articulating, facilitating, mobilizing and executing efforts that advance transformational justice in the Adirondack Park and surrounding areas. To that end, ADI is committed to a positive process that affirms the importance of police agencies in helping Adirondack communities be more equitable, safe, welcoming and inclusive.

To reach this goal, ADI offers to provide RENZ Consulting, LLC as a consulting and training resource that agencies in the Adirondack region can incorporate into their Police Reform and Reinvention Plan as required by Governor Cuomo's Executive Order 203. Through RENZ, ADI can offer to help agencies incorporate a consulting and training commitment and schedule into their plan, due April 1st, 2021, and then work with agencies over a five year timeframe to meet the requirements set forth in NY Executive Order 203 - New York State Police Reform and Reinvention Collaborative, to wit:

OBJECTIVES:

- Reduce racial inequities in policing;
- Reform and modernize policing strategies, hiring practices, policies, procedures, and practices to reduce racial inequities in policing;
- Increase the cultural competence of police personnel in Adirondack Park;
- Increase police - community engagement in the Adirondack Park region;
- Decrease negative relationships between police officers and BIPOC community members within Adirondack Park.
- Develop and implement practices to better address the particular needs of BIPOC communities to promote public safety, improve community engagement, & foster trust

PRE-APRIL 1ST DEADLINE SERVICES

We understand that the clock is ticking for agencies to complete AND submit plans by the April 1st deadline. From now until April 1st, ADI can:

- Supply detailed language on the above consulting and training resources to the Police Agency and Local Government Executive leading the planning effort. ADI makes RENZ Consulting, LLC available for on-line listening and consulting sessions to answer questions and provide assistance to help the Agency incorporate these resources into their plan,
- RENZ Consulting, LLC is available as needed for on-line listening sessions during the local legislative approval process for the plan.

POST-APRIL 1ST DEADLINE SERVICES

SERVICES/ACTIVITIES OFFERED BY ADI and RENZ RELEVANT TO EOC203:

- Pre and post meetings with ADI, police administration, and key stakeholders to clarify objectives and outcomes;
- Listening sessions with stakeholders in Adirondack Park, with emphasis in areas with high numbers of police and community interactions;
- Customized curriculum development tailored to the specific needs of the community and general promotion of improved police agency and community relationships

TRAINING DETAILS & PROGRAM TIMELINE

- Interactive training sessions of public safety personnel in cultural competence, introspective evaluation, and community engagement.
- Each participant is required to complete three (3) sessions, Spring/Summer/Fall
- These sessions will be conducted in 8-hour blocks, in person when practical (pending Covid-19 protocols and travel restrictions).
 - Based on EO 203, the sessions will include information from the following:
 - procedural justice;
 - research addressing systemic racial bias and/or racial justice in policing;
 - implicit bias awareness training;
 - de-escalation training and practices;
 - law enforcement assisted diversion programs;
 - restorative justice practices;
 - community-based outreach and conflict resolution;
 - problem-oriented policing;
 - hot spots policing;
 - focused deterrence;
 - crime prevention through environmental design;
 - violence prevention and reduction interventions;
 - Written quarterly session reports
 - Annual measurement of outcomes via surveys and police and community feedback

ADI is working with private funders to offset costs for individual agencies. Consequently, ALL training sessions, consultations, and related activities are being offered *free of charge* to the initial cohort. This represents approximately a \$1500 benefit per officer. For agencies that continue to engage RENZ Consulting beyond year one (1), ADI will underwrite a significant portion of associated costs.

ABOUT RENZ CONSULTING, LLC

RENZ Consulting, LLC is a firm that specializes in strengthening police-community relations at the state and local level and within urban or rural settings.

RENZ works with clients to assess the needs of all stakeholders and identify strategies to address issues head on through training and workshops supported by empirically sound,

evidence-based research, in order to bridge the gap between police officers and the communities they serve.

Whether in urban or rural environments, RENZ'S goal is to help stimulate attitudinal and behavioral change through academically sound research, progressive public policy, and improved community interactions, particularly between police and the BIPOC community. BIPOC is an acronym for Black, Indigenous (and) People of Color.

Below, please see the bios of RENZ Consulting associates. For more information: renzconsulting.net

RENZ TEAM MEMBERS:



Lorenzo M. Boyd, Ph.D., founder and president of [RENZ Consulting, LLC](http://renzconsulting.net), is a leading authority in policing best-practices, with more than 30 years of combined experience in both law enforcement and higher education. Boyd's service as a former deputy sheriff in Boston for over 13 years has informed his nearly twenty-year career in higher education, where his teaching and research has focused on urban policing and diversity issues in criminal justice.

Boyd currently serves as the vice president for diversity and inclusion at the University of New Haven and is the former director of the University's Center for Advanced Policing. Unique professional experience, combined with an affable and engaging communication style, enables Boyd to effectively translate research and theory into practice, making him a sought-after consultant, trainer, executive coach and speaker for departments and communities across the country.

Boyd earned a Bachelor of Arts degree in sociology and political science from the University of Massachusetts, Master of Arts degree in applied sociology from the University of Massachusetts Boston and a doctorate degree in sociology from Northeastern University.



Kimberly Conway Dumpson, J.D., CFRE is a multi-dimensional leader with a background in law, non-profit management, fundraising, higher education and marketing and communications. Dumpson has 15 years of progressive experience in higher education and currently serves as vice president for college advancement and external relations at Rhode Island College where she oversees nearly 25 staff in the areas of alumni relations, brand strategy, communications and marketing, events and conference services and web communications. An attorney and certified fundraising executive, Dumpson is an effective communicator, seasoned facilitator and engaging speaker who leverages her authentic and approachable leadership style to empower teams and guide organizational change.

Dumpson earned her Bachelor of Arts degree in political science and sociology from Towson State University and Juris Doctor degree from Ohio Northern University.



Mike Lawlor, J.D. is a nationally recognized expert on criminal justice reform, which was a major focus of his 24 years as a member of the Connecticut House of Representatives and as former Connecticut Governor Dannel P. Malloy's undersecretary for criminal justice policy and planning in the Office of Policy and Management. Elected to the Connecticut House of Representatives in 1986, he chaired the House Judiciary Committee from

1995 to 2011.

Lawlor was a founding board member of the Council of State Governments Justice Center, and has served on numerous national criminal justice reform commissions. He also led the push for legislation that made Connecticut the second state in the nation to pass a law allowing same-sex couples to enter into civil unions. Lawlor, who has been a faculty member at the University of New Haven since 1995.

Lawlor received his Bachelor of Arts in Slavic and Eastern European studies from the University of Connecticut, Master of Arts degree in Soviet area studies from the University of London and Juris Doctor degree from George Washington University. Lawlor also previously earned a Fulbright-Hays scholarship that enabled him to study in Hungary.



Ron P. Corbett, Jr., Ed.D. is a former acting commissioner of Probation in Massachusetts from 2010-2013. Previously, he served as executive director of the Supreme Judicial Court (2000-2010), deputy commissioner of Probation (1993-2000), and various positions since 1974 in the Massachusetts Probation Service, beginning with probation officer. Corbett is former president of the National Association of Probation Executives and worked from 2017-2017 as project coordinator for the Robina Institute of the University of Minnesota Law School. Currently, he is an adjunct professor at the University of Massachusetts Lowell.

Corbett has received numerous awards, including the President's Award from the Massachusetts Judges Association, the Manson-Robinson Award from the New England Council on Crime and Delinquency and the Walter Dunbar Award from the American Probation and Parole Association.

Corbett earned his Bachelor of Arts degree from Harvard University, Master of Science degree from Northeastern University and Doctor of Education degree from University of Massachusetts Amherst. His work has been published widely in *Federal Probation*, *Justice Quarterly*, *Federal Sentencing Reporter*, and in the *University of Minnesota Law Review*.



Ronnell Higgins, M.A. has served as Yale University's chief of police since 2011 and, concurrently, as director of public safety since 2015. He oversees a police department comprising 95 sworn officers and a public safety department of more than 100 staff. Previously, Higgins served on the Commission on Racial and Ethnic

Disparities in the Criminal Justice System in Connecticut and was appointed to the Police Officers Standards and Training Council by Connecticut Governor Dannel Malloy.

He is an Executive Fellow with the Police Foundation and serves as an executive board Member with My Brothers' Keeper Mentoring Initiative. A former president of the South Central Connecticut Chiefs of Police, Higgins serves on the executive board for the National Organization of Black Law Enforcement Executives for Connecticut.

Higgins earned a Bachelor of Arts in law enforcement administration from the University of New Haven and Master of Arts in security studies from the Naval Postgraduate School in Monterey, CA. Higgins earned a certificate in law enforcement education from the University of Virginia, is a graduate of the FBI's National Academy and successfully completed the Crisis Leadership in Higher Education seminar at Harvard's Kennedy Graduate School of Education.



Mark Porter, M.S. has over 30 years of law enforcement and campus public safety leadership. In 2005, he was appointed chief of police at Brown University, leading a staff of over 90 employees. Porter started his law enforcement career in 1984 after graduating from the Massachusetts Municipal Police Academy and serving 12 years with the Northeastern University Police Department. In 1996, he joined the University of Massachusetts System, serving 10 years as chief of police. Porter has served as an assessor for the Commission on Accreditation for Law Enforcement Agencies (CALEA) and has assisted agencies with organizational and operation reviews.

Porter earned a Bachelor of Arts and Master of Science degrees in criminal justice administration from Northeastern University and is a graduate of the Harvard University Kennedy School of Government Executive Education Program.