

# CT Hate Crimes Advisory Council

## CT Hate Crimes Advisory Council - Subcommittee on Hate Crimes Reporting and Analysis Meeting

### Meeting Minutes

**Location:** Webex

**Date/Time:** 11-09-2021 @ 10:00am

**Attendees:** Hate Crimes Advisory Council Subcommittee of Hate Crimes Reporting and Analysis Meeting - Richard Wilson, Brett Salafia, Brian Foley, Chris Ferace, Cecil Thomas, Erene Hammond, James Rovella, Michael Bloom, Michelle Querijero, Tamara Lanier.

UConn Law Students: Sebastian Ullman, Hallie Tingstad

**Time:** 10:05am - 11:05am

### Order of Business

1. **Old Business – n/a**
2. **Continuing Business – n/a**
3. **Welcome and Call to Order**
  - a. Roll Call by Tamara Lanier
4. **Approval of minutes of meeting on 10.5.21**
  - a. Meeting minutes approved
5. **Current Law Enforcement Reporting Practices**
  - a. **Questions circulated with the Agenda**
    - i. **Is there a standard protocol for collecting data on hate crimes used by all law enforcement agencies in Connecticut? If so, could the specifics of what information is collected be produced? If not, could some examples of what information is collected be produced?**
      1. DPS Form 323(c) was used in the past for reports, not being used anymore—precluded once NIBRS came into use
      2. DPS Form 323(c) was a check-box system, 12-15 boxes, that was easy to fill out—different from the Santa Ana Form
      3. Officers complete the form based on the victim's impression
      4. Not all departments in Connecticut have a hate crimes policy
        - a. Hartford PD has come up with a hate crimes policy that included assigning a detective to the case that could be integrated throughout all Connecticut departments
        - b. Hartford PD's policy is currently in effect

- c. Discussion on using a state-wide policy that individual departments can alter to make more effective rather than having individual departments come up with their own policy. This could be mandated by Police Officer Standards and Training Council (POST).
  - 5. Police departments in Connecticut use different reporting systems—departments use different vendors for their systems
    - a. Is it possible to converge these different systems?
      - i. It would take a long time to converge
    - b. Even though they use different vendors and systems, each department ultimately is required to filter into NIBRS
    - c. NIBRS is more detailed than other systems and it has reporting requirements
  - 6. Discussion on checklist versus training
    - a. Is it better to have a checklist or to increase training on what questions to ask a victim?
    - b. Santa Ana, CA form (attached with Agenda) is easy to use and garners a lot of information
    - c. Checklists ensures that key facts are not overlooked by reporting officer
    - d. If there is a state-wide policy, it would be beneficial to include a checklist
- ii. **Within the two-tier system, who conducts the second, verifying review? Is this another officer of the same level or a supervisor? Does this supervising officer have specialized training in hate and bias motivated crimes? Is this desirable?**
  - 1. Discussion on the two-tier system and whether current practice allows hate crimes to fall through the cracks
    - a. With a policy in place, the system would be more than an officer just making a report
    - b. When a hate crime is reported, the policy would ensure an officer is assigned to investigate
    - c. Assigning a supervisor or an officer with special training to each suspected hate crime would not be a stretch for all police departments in CT
    - d. Would a bias crime coordinator make sense even for smaller departments?
      - i. It does not seem like it would be much of a stretch to ensure that at least one officer in each department, including smaller ones, has specialized training (not a 'heavy lift' to make this happen)
      - ii. Can be a supervisor or just an officer
      - iii. Bias crimes coordinator likely could not be a full time position for all departments
      - iv. The investigation would be supplementary if an arrest is made right away

- v. In some cases, there would not need to be an investigation by the supervisory officer—the investigation would be completed by the reporting officer and then the supervisor would simply verify
- e. Discussion on how to increase training on biases
  - i. Law enforcement subcommittee to focus on training
  - ii. Reporting subcommittee will have overlap, insofar as certain training for reporting practices
  - iii. Try to avoid significant overlap and/or duplicated work
- f. Is there a way to develop recommendations that would make it more likely for police departments to be receptive?
  - i. Any recommendations would not come directly from the subcommittee to the individual departments—the recommendations would go through POST, which would certify the recommendations and send them out to individual departments
  - ii. Assertion that the recommendations will need to be simple and supported to ensure that they are seen as meaningful and desirable so that departments will want to buy into them
  - iii. Possibly bringing in staff from POST to discuss proposals and implementation
    - 1. Karen Boisvert, who has been working in training for many years

**iii. Are school related incidents reported and captured in the hate crimes data?**

- 1. If the incident is reported to the police, it will be reported and captured in the data regardless of where it occurs
- 2. Even if no arrests are made, the data will still reflect the incident
- 3. Is this data retained and analyzed?
- 4. Assumption that every school system has some sort of policy in place that requires reporting to the police
  - a. Does Connecticut Department of Education keep data on bias incidents and crimes in schools?
    - i. Michael Bloom is looking into this

**iv. Are public/private property incitements captured and reported and if so, how- i.e. the multiple noose incidents on the Amazon work site?**

- 1. State police worked on this specific incident
- 2. If the incident is reported to the police, it will be reported and captured in the data regardless of where it occurs

3. Even if no arrests are made, the data will still reflect the incident
4. Assertion that for every type of crime, some incidents are not reported—not just hate crimes
- v. Discussion of where the underreporting occurs? Is the communication breakdown between community and police or are police not identifying accurately?
  1. Both gaps matter
  2. Between community and police, are the hate crimes underreported? When are they not reported? Why?
    - a. Community organizations would be best equipped to answer this
  3. Within police, a state-wide policy may help prevent hate crimes from falling through the cracks
  4. Discussion on bringing in a victim of a hate crime in order to discuss their experiences in the reporting process
    - a. But this would highlight the successes of the reporting process
    - b. May be useful to bring in a victim who felt that they were the victim of a hate crime but it was not reported as such
    - c. Certain communities are distrustful of law enforcement, so departments need to build bridges and break down this distrust
      - i. In particular, immigrant populations—fearful of corrupt officers—and young people—who believe that calling the police will unnecessarily escalate the situation
      - ii. Community engagement should involve faith-based leaders and other activists from within the communities
      - iii. Identifying all possible communities at risk and developing relationships between those communities and law enforcement
      - iv. Each department will have different diverse communities that they deal with
      - v. Outreach is welcomed and accepted by these communities
    - d. Experience working in diverse cities and the ADL as significant sources of training and experience that helps officers with dealing with hate crimes
- vi. Does a more broad or narrow statute lead to more reporting or less?
  1. Kate Evans may be best to answer this

## 6. Dropbox Folder

- a. Google drive did not work, switched to Drop box
- b. The dropbox will serve as a repository for all relevant subcommittee documents including minutes

- c. Subcommittee members have permission to add documents or they can email documents they would like to have added

**7. Other Business**

**8. Plan of Next Meetings**

- a. Desire to invite speakers that could talk about their experiences with reporting, successful and unsuccessful reporting, and public input
- b. Creating a space where the public can learn about hate crimes and incidents
- c. Suggestion for speakers
  - i. FBI has done significant outreach with Sikh community in Connecticut—possibly speaking to someone involved in that outreach
  - ii. Judge Lavine has met with FBI hate crime coordinator Shukla, who will be speaking to the general Council meeting
    - 1. Possibility of having the FBI coordinator coming to a subcommittee meeting if there are specific questions related to data and reporting
- d. Next meeting on Thursday December 2nd at 10am
  - i. General consensus is this will work

**9. Adjournment**

- a. Motion to adjourn by Tamara Lanier

**10. Future Action Items – n/a**

**11. Conclusion**

- a. Next meeting December 2nd at 10am