



Racial And Structural Equity

Criminal Justice and Policing



RocRASE.com

Community Advancing Recommendations Team (CART)

CART Facilitators: Mark Funk, Pastor Wanda Wilson. **Current Members:** Ralph Carter, Chimaka Ikpeze, Lisa Johnson, Linda Ketchum-Pompili, Dr. Candice Lucas, Joyce Lucas, Josie McClary, Lt. Bing Reaves Jr., Shannon Regelsberger, Erika Rosenberg, Assist. Chief Cynthia Smith. **Previous CART Facilitators:** Chief Cynthia Herriott, Dr. Rashid Muhammad.

Introduction

Who we are – some background

For the past five years, the **Criminal Justice and Policing** CART has worked to reimagine public safety in a way that advances equity, maintains dignity, and rebuilds trust.

Our CART includes community members, faith leaders, local government employees, public safety officers, lawyers, and educators working and volunteering countless hours to make systems more transparent, hold government accountable, engage community, and move Rochester/Monroe County closer to equitable justice.

Key Issues included:

- Pre-Arrest Diversion
- District Attorney & Public Defender
- Courts, Probation, and Jail
- Juvenile Justice
- Language Access
- Hiring, Training, Operation Practices
- Community Engagement

RASE seeks to dismantle systemic and structural racism and building a more just, equitable, and inclusive Rochester and Monroe County.

Progress

What got done – some examples



- **Courts: Centralized Arraignment Part (CAP) Court** – Previously, City residents arrested on Friday or Saturday had to wait until Monday for arraignment, while other towns and villages held weekend arraignments (ref. R18, R19)
 - **CAP Court** handles all arraignments across Monroe County that used to take place in 23 local courts.
 - This ensures City residents get the same weekend arraignments as County residents, and quicker access to a lawyer and a judge.



- **Operational Practices: RPD Commons Dashboard** to provide police data (ref. R11)
 - Public dashboard for arrest data built in partnership with community members and Measures for Justice, an independent organization.
 - Shares up-to-date arrest data to improve **transparency and accountability** for RPD.



- **Training** – For officers to improve skills and care for their own mental health & emotional wellness (ref. R7, R8, R9, R15)



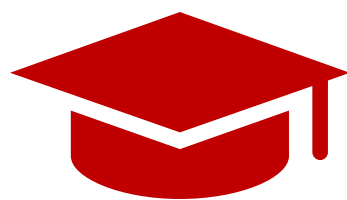
Rochester Police Department (RPD)

- **Trauma Impact Training & Office Wellness Unit**
- **Cultural Competency Immersion Program** – increased from 5 hours to 16 hours
- **Citizen’s Police Academy** – educates residents on policing procedures and policies
- **Integrated Communication, Assessment, and Tactics (ICAT)** – de-escalation training

Monroe County Sheriff’s Office (MCSO)

- **Cultural Awareness Training**
- **Diversity & Cultural Intelligence Training**
- **Managing & Valuing Diversity Training**
- **Sexual Orientation Training** – 1,045 staff members attended sessions from 2021 to 2024
- **Reforms in Leadership Development and Internal Culture**
- **Health & Wellness Program**
- **Support for Deputies After Critical Incidents**

- **Hiring: Career Pipeline** – Expanding pathways to attract youth to join the ranks of local law enforcement (ref. R3)
 - **Summer Public Safety Intern Program** – high school graduates interested in policing, firefighting, or EMS.
 - **Career Pathways to Public Safety** – provides RCSD students the skills and knowledge to pursue careers in law enforcement, firefighting, 911 emergency communications, and EMS.
 - **RCSD and Rochester Police Community Engagement Division** – developing a program for middle school students with goals to foster positive relationships with law enforcement and spark interest in public safety careers.



- **Pre-Arrest Diversion: Ending Pretextual Stops** – Traffic stops for a minor offense (such as a broken taillight or no bell on bike) with the intent to investigate something else (ref. R17)
 - In 2025, the **Safe and Fair Traffic Enforcement (SAFTE) Act** was introduced in the New York State Assembly (A6631) and Senate (S3662A) with support from **Empire Justice Center**.
 - RPD will use a ticketing system tool to record the “perceived race” of drivers.

Challenges

What slowed us down – some examples

State Authority and Policy Limitations

- New York State Division of Criminal Justice Services (DCJS) governs the protocols for all law enforcement officers across the state, so it was challenging to make major policy changes locally.

County Elected Officials

- Monroe County has numerous elected officials with differing authority (DA, Sheriff, Judges, Supervisors, Mayors, etc.), so it’s challenging for the County Executive to change a policy throughout the entire County.

Changes in City and County Leadership

- Slowed progress in achieving certain goals.

Future

What’s still to do – some examples

- Support the Rochester Police Accountability Board.
- Support HOPE First Roc, the first Daniel’s Law Pilot Program.
- Expand opportunities to introduce youth to careers in public safety and law enforcement.
- Work with the County DA’s office on a transparent system for sharing data and information.
- Advocate to pass the SAFTE Act in NYS.

5th Annual RASE Community Update October 6, 2025

Urban League of Rochester - Successor organization to the Commisison on RASE