

Social Justice Advisory Committee

MINUTES

Wednesday, May 28, 2025

2:00 p.m. – 3:00 p.m.

Zoom

Committee Members Present: Chief Vernon Riddick, Dr. Mark Kirschner, Kevin Lawlor, Dori Dumas, Captain Ryan Maynard, Chief Brian Wright, Ebony Epps, Iran Nazario, Maya Donald, Lieutenant Colonel Christopher Fongemie, Ken Barone, Dr. Maggie Silver, Dr. Lorenzo Boyd

Staff: Jessica Gouveia, Karen Boisvert, Tom Wydra, Lois Pisani

I. Call to Order

The meeting was called to order at 2:00 p.m.

II. Approval of Minutes

A motion was made to approve the minutes from January 29, 2025, and March 26, 2025. The motion was seconded, and the minutes were unanimously approved via a voice vote.

III. Committee Reports

a. Dr. Maggie Silver: Entry-level testing.

Chief Riddick asked members to share their thoughts on what was learned over the last two meetings about entry-level testing and where the committee would like to go from here. Members discussed the importance of allowing departments to utilize a number of tests, but wanted to ensure that the tests were sufficient for ensuring quality candidates. The committee discussed potential bias built into different tests and ways to improve access to the test **for** diverse communities. The subcommittee will meet to discuss what steps, if any, they want to recommend for the larger committee to consider.

IV. Outstanding Items:

a. Update on SJAC POSTC Tier III Accreditation Recommendations

Chief Riddick informed subcommittee members that the full POST Council recently adopted their previous recommendations for modifications to Tier III Accreditation Standards.

V. New Business

a. CTRP3 Police Officer Demographic Information

Ken Barone shared new updates to the CT Racial Profiling Prohibition Project data collection system. In particular, the federal government made changes to the race and ethnic categories used for data collection purposes. In March 2024, the federal government issued guidance to make Hispanic a racial category and not a separate ethnic category. Additionally, they recommend adding a new racial category, "Middle Eastern or North African." They also released clear definitions for each racial category. The CTRP3 advisory board recommended updating the definitions, but leaving Hispanic as an ethnic group and not a racial group. There was limited discussion and questions from subcommittee members.

b. Decertification Process

Ken Barone informed members of a recent discussion with several police chiefs about the officer decertification process. There was a concern that a department identifies a candidate for decertification, but it may be rejected by the POSTC staff. Ken expressed his desire to ensure that POSTC members vote on all cases after staff make a recommendation. Karen Boisvert stated that all cases are presented to the Action Committee. Although some are provided through an informational update, the Action Committee is aware of all cases and the staff recommendations.

c. Complaint Model Form

The subcommittee had previously discussed recommending redesigning the model complaint form on the POSTC website. The subcommittee reviewed the current model form and discussed whether questions on the form should remain or be replaced. Ken Barone offered to draft a new form for the committee's review following the discussion.

There was no further discussion, and the meeting adjourned at 2:45 p.m.