FAQs

Responses to questions posed during the April 24th, 2023 RASE Community Update Session

1. How is the county determining whether or not the county's Black, Indigenous and other people of color are feeling the difference and stating that they are having a different experience?

A. The City of Rochester is currently working on gathering the data with Cedar Grove to creating those metrics. The county is collecting metrics through the Office of Mental Health to ensure that the recommendations that were put in the 90 day report are being pushed forward.

1. Will this PowerPoint and/or recording be made available after the event is over?

A. Yes, the recording is available at the link below <https://www.youtube.com/watch?v=KJObw2GtMSY>

1. Is "buy the block" is a direct result of the RASE recommendations?

A. Yes it is.

1. How many people know about 211? Have they received any calls?

A. 211 is an initiative through Goodwill and not a part of the city.

1. What is Urban League, the city or the county doing about a LLC property company in California that owns 200+ rental property's here in Rochester? Also what home buyer programs are available for seniors?

A. *Response pending*

1. Are some special ways for policemen and women to take time off to improve their skills during their time as employees of the city?

*Response pending*

1. Where are these funds for home repairs and Improvements? How do I utilize these?

A. The home buyer program uses federal funding.

1. Will ROC the Block events be held again this Summer/Fall?

A. Yes, there will be and stay tuned for announcements from the city on the website.

1. Does the county legislature plan on creating a standing committee on health like the city?

A. *Response pending*

1. Are both the County and City promoting the revenue opportunity from the CARES Act Employee Retention Tax Credits (ERTC’s) of up to $26,000 per W2 Employee working up 30 hours to nonprofits and for-profits? Also, to organizations that may have closed due to /or during the pandemic?

A. *Response pending*

1. Has there been an increase in the number of BIPOC people who have applied for civil service jobs in the last year, and if so, what is that number?

A. This information is being gathered as part of the Key Performance Indicators.

1. Which of the recommendations of the Mayor's housing task force have actually been implemented? What is the status of the others that have not yet been implemented?

A. The City of Rochester expanded the code enforcement unit, and added the housing attorney. They are currently working on the fund repair improvement programs and working on the others.

1. How can we ensure that our County staff move from a Mandated Reporting community to Mandating Supporting community within Child Welfare? It’s shifting a culture of discriminating against families of color and immediately removing children.

A. The regulations for Child Welfare are set at the state so this would be a matter of changing State law as opposed to a matter for The City or The County.

1. How are you sustaining yourselves in this difficult work? Do new hires take race equity trainings? (Urban League, the City and the County)
2. *Response pending*
3. Is there any way to detail how much money was spent on actual programs compared to how much was spent on studies or planning of the programs
4. *Response pending*
5. Disproportionate out-of-home placements of children of color was addressed by County contracted services with Urban League. I believe this contract was later terminated. Did this preventive service have a positive impact on this issue? If so, was this service reinstated? If it was effective, why was it not reinstated?
6. *Response pending*
7. With the ROC The Block activities will there be both follow up surveys to find out how many people have been successful in getting hired during the process and how many remain employed after a year. Is there a skills development program for those who realize during the rock the block activities that they need further development?
8. *Response pending*
9. How is current staffing for the County, City and Urban League? Are you at 100% of pre pandemic and new leaders’ numbers?
10. *Response pending*
11. Does the County's Civil Service Exam application or employment application ask about criminal history?
12. *Response pending*
13. Starting a small business can be the best choice for some BIPOC residents with a history of justice involvement. Is anything being done to specifically address that population?
14. They have worked with people with prior criminal history to make sure that they do not show up when applying for opportunities.
15. Do we have processes that can monitor the participation of MBE and WBE companies as sub-contractors and insist on payments to those companies being paid on time without prejudice?
16. *Response pending*
17. Does the county have a list of MWBE's for local businesses to access?
18. *Response pending*
19. Regarding the RASE recommendations, I hear everyone mention BiPOC population but wondered about the LEP (limited English proficiency) and Deaf population? Are there steps being taken to support these two groups as well?
20. The Community Justice Council has worked for three years to address the needs of Deaf and hard of hearing people- along with other groups. Some of their successes include changes in the court systems.
21. When will RPD allow open access to police misconduct as mandated by the state?

The Rochester Police Department Discipline Database is accessible on the City of Rochester website (<https://www.cityofrochester.gov/policediscipline>).

[The database](https://rocny.sharepoint.com/:f:/s/Public/ElWDJuvPsLROvdG0r_RwVVIBqA1Zh9X0LrMMVAqRxo7f6g?e=5%253aepfv1G&at=9) contains the records of current Rochester Police Department Officers in the relevant complaint and the disposition of any disciplinary matter, including the corrective action(s) taken. Records are included for any completed investigation where charges were substantiated. Additional records will be added to the database at the conclusion of each case.

1. Criminal Justice: What is being done about advocating for an effective Police Accountability Board?
2. *Response pending*
3. This is a question for the County and City leadership regarding accountability for their employees who exhibit racist attitudes, behaviors and bias. What measures are being put in place to address racist behaviors? How do we screen racists out of the various public jobs? A recent national example of racist attitudes in the public sector is the leak of top secret material at the Pentagon. How does the City and County plan to keep attitudes like those articulated by the perpetrator out of the public sector?
4. The Office of Diversity & Inclusion tracks all of the mandated training. Employees can wage a complaint with their HR department. Customers who have a concern can address it through their direct management team or with the executive team at the county. The County is not familiar with a screening tool being used to screen out people who have racist attitudes or behaviors.
5. For criminal justice and policing, what does the CART group see as its role regarding education around state policies that remain in motion, such as parole reform?
6. This is beyond the scope of the Criminal Justice CART and is not a direct recommendation of the RASE report. However, the CART will partner with other organizations that are working on these issues.
7. For policing: what are the specific community activities that police are engaged in?

Here are just a few of many examples-

* T.I.P.S events and community outreaches (over 500 per year)

Project T.I.P.S. (Trust, Information, and Programs & Services) is a series of events during the summer months where community agencies and law enforcement personnel work in selected neighborhoods to rebuild trust amongst residents and share valuable information. Rochester Police Department chooses locations in collaboration with the Rochester Fire Department and other partner agencies.

* Reading to children at numerous schools throughout the city
* Community Meetings almost nightly throughout the city
* Community partnerships assisting with food/supply deliveries
* Holiday deliveries and support
* Bridge the Gap events with the community.
* Do The Right Thing!
* A Challenge and A Charge: A More responsive Rochester  - a community-driven  recruitment campaign to attract a diverse pool of police candidates
* Mayor on the Block
* Good Night Lights
* National Night Out
* National Day of Prayer
* PCIC meeting
* Cultural Immersion Program
* RCSD/RPD Youth Internship Program

**RPD Workforce Development Program**

The Workforce development program is designed to help a diverse group of candidates stay engaged in what is typically a lengthy hiring process. The program meets bi-weekly, preparing for written exams, physical agility interviews, and public speaking; they also focus on important relatives’ industry topics for exam implicit bias and mental and officer wellness.

Continuing with our department’s community engagement and service history, the Workforce Development Program candidates volunteer all around the Rochester community. Another important goal of this program is that we are not only looking for just any candidates to fill out staffing vacancies but the right kind of candidates, a diverse group of emotionally intelligent individuals who genuinely care for the community and demonstrated by the consistent volunteerism and engagement. **The average candidate will log approximately 500-700 hours of volunteering per year**. Our members volunteer within the community with groups in crisis, such as the homeless, at-risk youth, and victims affected by violence, with groups like:

* House of Mercy
* IBERO
* Rochester Rec centers
* Boys and Girls Club
* Roc the Peace
* Rise up Rochester
* Vertus High School
* Bridge the Gap
* Aenon Missionary Baptist Church
* Uniting & Healing through Hope Of Monroe County
* 19th Ward Community Association
* Recovery Fitness
* First Genesis Missionary Baptist Church

**Rochester PAL (Police Activities League)**

PAL currently holds two events a year:

World Read Aloud Day: 30 Sworn officers read to several hundred kids at School 33

Shop with a Cop: 20 officers volunteer to take 20 local city youngsters Christmas Shopping at the Hudson Ave Walmart.

1. It was mentioned that county and city policies will be reviewed to identify policy that widens racial disparagement with our community. Will the policies that are identified as harmful to the community or outdated will those policies be available to the public?
2. *Response pending*
3. The Education CART group talked about working "with" the current educational system structures (that is, separate districts, charter schools) -- is there any discussion in the group about studying the challenges/possibilities of changing those structures, like consolidation of districts?
4. The Regional Equity Network has been working to bring together education professionals form across the county. The Education CART also has been working to engage people from other districts in their discussions. The Education CART will also release a survey to the community to see what recommendations they should treat as priority.
5. Has there been any exploration of the traditional fears of the minority communities in terms of building trust in the communities and understanding of providers of health care and the training of health care workers in terms of diversity issues?
6. Yes, this has been a topic of conversation and will continue to be discussed during future meetings.
7. Are there any in person meetings for the CARTS? If not, could there be? Also, is there a place where all the meetings are listed with date/times/locations?
8. Currently CARTs meet virtually. Meetings days and times can be found at www.URL.org
9. For the housing cart, is there any consideration for increasing the level of home ownership among BIPOC (as opposed to renters)?
10. The City of Rochester and Urban League are each leading their own programs to promote home ownership amongst the Rochester population. The housing CART is also working on increasing the level of home ownership through finding ways to help people to prepare to complete the steps for home ownership. The Urban League helps with preparing people for home ownership. The Rochester Housing Authority encourages home ownership amongst community members and considers it to be a priority. On average they support one family a month with financing or loan development to support them in purchasing a home.
11. Housing: What about the homeless population?
12. This is outside the Housing CART. However, the housing CART has representation from organizations like Family Promise of Greater Rochester who help the homeless population but are also looking for more voices to join the table when it comes to this.
13. Question for the Older Adults group: What is being done about the widespread issue of Deaf senior citizens being spread out throughout Rochester in different nursing homes with limited access to communication (staff can't sign, etc.)? We need to develop a nursing home for the deaf or at least develop a large wing in an existing nursing home where all deaf senior citizens can be together -- language access and culture access.
14. *Several facilities have agreed to discuss dedicating a floor or wing of their nursing home to deaf older adults. Data needs to be gathered to understand the size, needs, and wants of this population. Lifespan is interested in working with advocates from this community to devise the strategy for implementation.*
15. The elderly and low and moderately incomer are being forced out of their homes by this deliberate refusal to build a sufficient number of affordable homes. The assessments are going crazy which increases taxes.....What can be done?
16. The Rochester Housing Authority encourages home ownership amongst community members and considers it to be a priority. On average they support one family a month with financing or loan development to support them in purchasing a home.
17. How many CART groups are there and is there a process for them to communicate with each other since so many community needs cross over many areas of focus?
18. *Response pending*