



## Adirondack Diversity Initiative

### FOR IMMEDIATE RELEASE

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**Contact:** Audrey Schwartzberg, ANCA Communications Associate, (518) 891-6200,  
[aschwartzberg@adirondack.org](mailto:aschwartzberg@adirondack.org)

### **Adirondack Diversity Initiative Announces Community Policing Initiative**

*Free training offered for local law enforcement seeking executive order compliance*

**SARANAC LAKE, N.Y.** — In a [letter](#) to all law enforcement and local government officials in the Adirondack region, the Adirondack Diversity Initiative (ADI) announced its [Community Policing Initiative](#), designed to help local law enforcement meet the diversity, equity and inclusion (DEI) requirements of Governor Cuomo's [Executive Order 203: New York State Police Reform and Reinvention Collaborative](#).

Renz Consulting, LLC, in collaboration with ADI's community policing team and police liaisons, will provide resources and training to support local law enforcement agencies in their efforts to adopt a policing reform plan in compliance with Executive Order 203 (EO203), due by April 1, 2021.

Enrollment for the program is open until March 12, 2021. Adirondack region agencies are encouraged to apply early as space is limited to 60 participants. These services are being offered at **no cost** to agencies.

"At ADI we don't do diversity 'training' — something with a beginning and end. We develop cultural consciousness, which is a lifelong practice," said Nicole Hylton-Patterson, director for the Adirondack Diversity Initiative. "Cultural consciousness allows us to see ourselves as part of larger systems and structures that shape our values, beliefs and biases that are inherently human. Cultural consciousness is the groundwork of transformational justice.

"The Community Policing Initiative is a gateway to realizing transformational justice in the Adirondack Park region, and we are excited to work with our law enforcement partners and community stakeholders throughout the region."

The 2021 trainings are designed to address specific requirements in EO203 including law enforcement agencies' need to reduce racial inequities in policing; reform and modernize policing strategies, policies, procedures and practices; develop and implement practices to better address the needs of Black, Indigenous and People of Color (BIPOC) communities; increase the cultural competence of police

personnel; increase police-community engagement; and decrease negative relationships between police officers and BIPOC individuals within the Adirondack region.

Pete Nelson, an ADI Core Team member who is serving as a police liaison for ADI said, "This is about partnership with police, not opposition. This is positive work to address very difficult social problems, and we can make progress only by working together. ADI's offering is very strong and relies upon experts who are themselves police professionals. I think we can really help make the bonds between communities and police agencies stronger and more equitable."

The consulting and training program marks the beginning of a five-year initiative to engage with law enforcement in the region, acknowledging the importance of police agencies in helping Adirondack communities become more equitable, safe, welcoming and inclusive. The Community Policing Initiative is a feature of ADI's Community Wellness Program (CWP), and engages individuals and community leaders across three areas: Public Safety, Mental Health and Crisis Intervention, and Economic Justice.

A collaborative endeavor, CWP aims to identify and create interventions that address systemic racism and structural oppression across the Adirondack Park region. Training and resources provided through the Community Policing Initiative form a crucial component in realizing ADI's strategic vision to make the Adirondack Park region more welcoming and inclusive for all New Yorkers.

Hylston-Patterson stressed that ADI is committed to a process that affirms, acknowledges and centers the lived experiences of its law enforcement partners and the communities they serve. As such, all training materials, practices and procedures will be developed in close coordination with individual departments and community stakeholders. 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.

The goal of the initiative is to develop a unique curriculum, tailored to the specific needs of each community in the Park region that supports stronger communication, engagement and relationships between public safety personnel and community members.

ADI will host three Zoom meetings for law enforcement and government officials who wish to learn more and ask questions about the initiative. The Zoom meetings are scheduled for March 3 at 3:00 p.m., March 5 at 1:00 p.m. and March 8 at 11:00 a.m.

Additional Zoom meetings that provide information to the general public about the policing and community wellness programs will be scheduled for later in March and April.

To learn more about the Community Policing Initiative, to enroll in the program, or to register for a Zoom meeting, law enforcement and legislative representatives are invited to visit the ADI website at [www.diversityadk.org/community-wellness-initiative](http://www.diversityadk.org/community-wellness-initiative) or contact ADI's administrative manager Melanie Reding at [mreding@adirondack.org](mailto:mreding@adirondack.org).

The [Adirondack Diversity Initiative](#) (ADI) exists at the intersection of environmental and transformational justice, working to make the Adirondacks a more welcoming and inclusive place for both residents and visitors while ensuring a vital and sustainable Adirondack Park for future generations.

**Attached: one (1) PDF document of press release, one (1) PDF document of ADI's letter to law enforcement and local government officials, and one (1) photo.**

*Photo courtesy of ADI: Members of RENZ Consulting and ADI's Community Policing Team gather for a debrief meeting in October 2020. Clockwise, from front left: Ronnell Higgins, Mike Lawlor, Pete Nelson, Dr. Lorenzo Boyd, Nicole Hylton-Patterson and Clifton Harcum*

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