

THE CITY OF NEW YORK  
OFFICE OF THE MAYOR  
NEW YORK, NY 10007

**FOR IMMEDIATE RELEASE:** June 3, 2020, 8:35 PM

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**TRANSCRIPT: MAYOR DE BLASIO APPEARS LIVE ON WBLS' OPEN LINE**

**Fatiyn Muhammad:** I want to introduce our next guest. I appreciate the Mayor taking time out of his busy schedule to come on here this evening. I want to welcome the Mayor of the City of New York, Mayor Bill de Blasio. How are you, Mr. Mayor?

**Mayor Bill de Blasio:** I'm doing good, Fatiyn. How you doing?

**Muhammad:** I'm doing pretty well, pretty well. We've got a whole host of people here, Mr. Mayor. We have a couple of police officers here and we have an activist, we have an attorney up top, and we have two brothers we call them the sports brothers, but these brothers are well versed. But I want to start with you, Mr. Mayor, on the curfew. How's the curfew going so far?

**Mayor:** Fatiyn, the curfew is working in a lot of ways. I mean, this is something, obviously, I was very hesitant to do, the NYPD was very hesitant to do. It was not something we're used to. And if it had not been for what we saw on Sunday night, which was really unusual, after sundown, to see that looting, we wouldn't have gone in that direction, because the vast majority of the protest was peaceful, obviously. But that really was an eye-opener on Sunday night. Monday night was obviously even worse and that's what we decided to move it earlier and make it be multi-day. But, so far, it seems like it's having a calming impact and it's allowing things to get back to a better place. And there is protests out there, but it is consistently peaceful.

**Muhammad:** Okay. And now, I'm going to throw this next question and let everybody jump in. Before we had George Floyd being murdered, we know, doing COVID-19, we've had some issues. We've had some issues with some police offices in the black and brown community here. And one of the things that is very concerning, especially to the black and brown community, is the messaging. And, as you say, you have to listen to the police, you don't supposed to put your hand on the police, and – correct, I understand that – but, at the end of the day, when police do something wrong, how do you expect civilians to deal with that? If they are doing something wrong – if, you know, we are grown men, if somebody is slapping me upside my head where I'm listening to their instruction, and then I'm getting punched in the rib, how do we deal with something like this? Why don't we deal with the brutality?

**Mayor:** And the brutality is never acceptable. So, let me – I'm to take a minute to play this out Fatiyn, just bear with me a quick minute. First point, I just want to pull from the previous question and just ask everyone on your panel, everyone who's listening to join me in one very, very important thing that's happening right now, which is, right now, in this country, we see the President of the United States trying to militarize the situation, or you've seen people even in our

own state musing about bringing in the National Guard. And I've talked to leaders of color all over New York City who agree with me – no National Guard. National Guard is the militarization of a civilian situation. It means bringing heavily armed people into our neighborhoods who are not trained, who don't know them – they're trained for other types of things, for sure, they're not trained to police neighborhoods of our city. So, I want to go into your very, very crucial question, but I just want to make sure that people understood that another reason that I ultimately chose curfew was I thought it would help bring peace, but it's also to show that we have other options rather than bringing more military into a neighborhood where they will only lead to violence that will hurt everyone. And, we know, and I don't need to tell anyone who's listening or watching or anyone here so often the victims of violence are young men of color, and I don't want to see any chance that that would happen. So, I just want people to understand why I've been so adamant. The National Guard does not need to be here. We need to deal with this situation our self, including engaging community leaders more, engaging clergy more, engaging the Cure Violence movement. There are so many other ways to solve a problem besides bringing in the military.

**Muhammad:** Appreciate that, Mr. Mayor.

**Mayor:** I wanted to share that and thank you for letting me do that. But now, to answer your question – look, we've had a bad culture in the city for a long time, a chilling culture that went on for decades. You know, it took decades just to establish the Civilian Complaint Review Board. I was working for Mayor Dinkins, working in City Hall of the day the CCRB was voted, and literally it had been a 30-year struggle just to establish the CCRB. And a year or so later when Mayor Dinkins was not reelected along, came Rudy Giuliani, who basically took the power out of the CCRB. And Michael Bloomberg never did much with it either. We've tried to restore the CCRB and Reverend Fred Davis as chair doing an amazing job. And so, I think the point is we want a strong CCRB. We want a strong Civilian Complaint Review Board, because we want the voice of the people. Look, the vast majority of cops – I truly believe, the vast majority cops are trying to do the right thing. In fact, we're training them incessantly – de-escalate. We're giving them implicit bias training. Everyone's got a body cam on patrol. You know, I want – there's a lot of things that are different that not so long ago seem to be impossible in this town, but now they are all part of what every officer is trained to understand. We've got a long way to go. I don't want anyone who shouldn't be on the police force to be a member of the police force. And this is really crucial. We want to use the training, we want to use the process of evaluating people to make sure that we only have people on the police force who are really meant to be there, because it's a pretty exalted role to hold people's safety in your hand, to be given a badge and gun. That's something that it really should be reserved for people who are going to do things the right way and the vast majority do. But if someone doesn't, they can be reported, any community member can report an officer does something wrong directly to the Internal Affairs Bureau of the NYPD, they can also report them to CCRB. They can do both. And it's important for people know, you know, there's a spirit now that says, if you see something wrong, bring it forward so we can correct it, not the history, which we saw too often that, you know, if anything was wrong, they tried to sweep it under the rug. We want that transparency. We've seen some situations in recent days that, going back a few weeks, for example, that very troubling incident at Lower East Side, the NYPD is moving differently now. Commissioner Shea announced that the disciplinary actions would begin, the due process, the trial would begin very shortly. That was faster than

what we saw in the past – that's progress. We need to see more progress. We need to see a lot more speed and discipline. And I've got to make that happen along with Commissioner Shea. I want to take full responsibility. I've got to get this department to move more so that we have speedy justice. And that's something that will give people faith. If they bring up – if they hand in a video or the world sees a video and something's just profoundly wrong, it needs to be acted on.

**Muhammad:** Bobby?

**Bobby Childs:** Yeah. So, thank you for joining us, Mr. Mayor. You know, talk about, you know, how you and Commissioner Shea have worked, looking to try to reform and bring some changes. A lot has been made about, you know, there's certain laws and indemnifications that make it hard to get the transparency, make it hard to have the governance out there. And one of the legs of it tends to be some of the unions – because they're collectively bargaining. So, can you talk a little bit about how, you know, while you and Commissioner Shea are working together, how do you get the police union to agree to some of the reforms that you both believe need to happen?

**Mayor:** You've hit the nail on the head. It's one of the biggest questions and it rarely gets discussed publicly. So, I appreciate it. Bobby, you're actually going to the heart of the matter here. I believe in the labor union movement deeply, very deeply. And each police union is different. We have five of them in the city. Each one is different and it's important to recognize that. But too often we have police unions that try to hold back progress and change and try and hold back, transparency, accountability, instead of embracing it. I hope and I believe many people have seen extraordinary video by Detective Dmaine Freeland, you know, an NYPD detective who talked about why every single police officer should be in absolute opposition to the officers who break the law and do injustice and hurt the relationship between police and community. And the reason I say that is, to see an officer say that – and now we've seen an outpouring of officers around the country, primarily officers of color – I'd like to see a lot more white officers come forward and say the same thing – but the more who say – Terry Monahan actually said it in Washington Square Park. And that was a major step, to hear the Chief of Department, the highest ranking official, say that none of us here can accept what's happened in Minnesota, it was wrong, it doesn't represent our profession. That was a step forward. But you don't hear police unions stepping up and saying, we think that's wrong too. If they would do that, if they would say, when one of our own does something wrong, we want them to participate in making sure that there is appropriate accountability that would change the entire equation. But what we see is the kind of approach that's just, you know, the officer can do no wrong. And I understand people have rights due process rights and unions are supposed to protect them, and that part we can all get – we all want our right to due process, but how about accepting when something's wrong, something's wrong and be a part of solution. It's almost like with some of the police unions, there's literally no such thing as a cop can make a mistake – and that's not human, right? That holds us back. So, the State law is really the piece that you – we're not going to wish away collective bargaining. We all believe in collective bargaining, but State law has in many ways made it worse, particularly the 50-a law, which is the one that has stopping transparency and police discipline. But the good news is I think in the month of June, that law can be repealed. For the first time, I have felt more momentum to repeal it. And I would say to everyone here, this is an achievable thing. We have Carl Heaste as the Speaker of the Assembly. We have Andrea

Stewart-Cousins as the Senate majority leader. It's a moment. Even the Governor said, if he got a bill repealing 50-a, he would sign it. We should, right now, but all sorts of positive energy into getting that done in Albany. That would open up a world of transparency and accountability.

**Jaime Harris:** Thank you for joining us. You know, the adversarial relationship between the police officers and the black community is systematically and systemically cultural, even with black police officers. You know, what can be done – and I'm talking about something that's concrete – that could improve community policing and help [inaudible] the fears and apprehensions and the cynicism that the black community has towards police officers?

**Mayor:** Jamie, this is another absolutely central point. There is the procedures, the policy, the training, there's all that, but then there's the culture too, as you're indicating. The culture has to change. The culture of policing – it has very noble elements, of course, people willing to risk their life for someone they never saw. There's things about that culture that are inherently good and altruistic, and then there's other things that do not conform with our democratic values, because any reality that ends up creating a sense that there's a separation from the people rather than being of the people, there's a sense of us versus them, you know, often a sense of that wall, that sense of don't share information. These are the things we have to weed out. And I believe – you know, I also use the analogy of the guardian. The original ancestral concept, right? And then I try and put this in perspective of, for most of us, we are only a few generations removed from some very different reality. For some who were brought here in chains, it's more generations. But for many, many people in this country – maybe it's two, maybe it's four, maybe it's five generations, but if you go back in human history, most people come from a village, most people come from some place that is very communal – and that's actually the history of humanity. So, if you think of a village in Africa and Latin America and Asia, or even think of the small towns of America, once upon a time, that were dominant, people knew each other, and certain people were the guardians. And who were the guardians? They were young, often. They were strong. They were admired. They were respected. They were responsible. They were all done by and for the community. And you would look up to the guardian because the guardian had your back. And what happened – I don't have to tell anyone who's here, but I'm going to say it for clarity – is, over recent generations, it became something very different, where instead of a guardian from the community, it was someone from outside part of an organization that had structural racism inherent in it. And it became too often a sense of an occupying force rather than a force that was of the community, by the community, for the community. But it does not need to be that way, because in some ways this whole outpouring of truth that has happened very much in recent years is breaking some of that down, because now when we're doing things like implicit bias, it's not perfect, but it is – it is moving, it changes people and opens people up. And [inaudible] de-escalation training and we're doing a more rigorous effort to figure out who should or shouldn't be a cop. And the generational change, because there's no question that the generations coming up are less racist. There's plenty of racism out there, but I truly believe in my heart, just watching the generations coming up, who are questioning so much more deeply, who don't buy the conventional wisdom, that there's something better in the generations that are emerging now in terms of their unwillingness to accept racism. I think you have a chance for cultural change, because we are moving the whole way we do things and the way we teach people and the way we prepare people. It's going to take intensive work – and I'm sorry for the long answer, but I think we need the policy changes, we need to get rid of 50-a, for example, we need a faster

discipline process. We need to weed out people should not be on the force. We need to weed out if someone doesn't belong in a precinct, they're not appropriate to that precinct, they need to be moved. There's a lot of things we can do that people see and touch and feel, but the culture change, you're right, will be when we really turn a corner. And that is painstaking work, but I do believe that it's doable. Many institutions have done it before, have moved to a whole new place. We have to do it with NYPD as well.

**Muhammad:** I'm going to try to get everybody in real quick. I want to – you talk about guardian, Mr. Mayor. I want to bring in the grand council of the guardians and that is Brother Charles Billups.

**Charles Billups:** Well, I have two questions I want to ask. First thing was, I see you you've made an effort or a change in dealing with social distancing enforcement. And I think the key word was about enforcement. I think that's where it went wrong and the idea of dealing with that. And the second question I wanted to throw in there was, I understand about you said about making changes in the police department. I think one of the things that are lacking is the room to allow people of color to move up in authoritative positions. I mean, I have nothing against Monahan or anyone else, it's just that I see periodically based on the history I have with them – and what I have seen is that – I mean, periodically, brothers and sisters who do move up the ranks and get into deputy inspectors or inspectors or chiefs or commissioners and stuff, they tend to be placed in positions that have very little policymaking or authoritative positions – that's just my opinion and this is what I see.

**Mayor:** Well, listen, Charles, I'm very glad you raised that, because we have been grappling with this from day one, that we've got to change the reality of how leaders get elevated. They have to reflect New York City more and more. Now, I'm disagree with you, because – I mean, I literally was in a room this weekend and I looked around the room and I could feel the change that I often did not feel in the past. You have Commissioner Shea and you have a Chief Monahan, and you also have First Deputy Commissioner Tucker, the Chief of Detectives Rodney Harrison, the Chief of Patrol Fausto Pichardo – who is the highest ranking Dominican and the history of the NYPD. When you look at these dynamic, up and coming young leaders like Rodney Harrison and Fausto Pichardo, and then right behind them and you look around boroughs and look around precincts, there's an incredible generation of leaders. I have the opportunity to really spend time over the years in different settings with precinct commanders and borough chiefs, there is a whole generation of talented – not just men, by the way, men and women of color – coming up. And the future of the NYPD, like the future of New York City will be about people of color.

**Billups:** No, no – [inaudible] happening, I'm just saying, will they get the opportunity to be in new positions where they can display [inaudible]?

**Mayor:** Well, I'm saying to you, right now – literally I'll give you the display that I experienced just these last days. The Chief of Detective position is one of the most prestigious in the whole department, by definition. NYPD detectives are legendary. When we do the monthly crime statistics, the Chief of the Detectives is the one laying out how all the work has been done. Chief of Patrol, I don't need to tell you, is the field marshal out there. You've got right there two

examples of folks who undoubtedly are the kind of people could be commissioner in the future, unquestionably. But I'm saying, if that was all it was, that would be not enough. When I look around the borough command level, the chief level and the precinct level – the captains, the deputy inspectors, inspectors, I see a wealth of talented, young people of color coming up. They are the future of the NYPD. Look, I happen to be Caucasian. There's going to be Caucasian leaders, too. There's going to be people – Asian leaders, everyone. But if the question is, are there – there's an emerging, huge generation of African American and Latino leaders coming up in this organization. I have met them. It's not theory to me. And they're in command positions and they're moving rapidly. And I know this, and it's a hard thing to talk about because this culture still does not talk about race, I don't think I have to convince anyone about that. But I've had the heartfelt conversations. I had three commissioners I believe could make immediate change we needed right now. They all happen to be white males, but we had the bluntest of conversations and the most honest conversations about the fact that we had to ensure that there was a constant growth of the leadership ranks that would bring into play, not one, not two, but dozens upon dozens of future potential commissioners and chiefs of department. And that is the NYPD today, I really believe that. And the other point real quick on the social distancing, you know, we were so concerned about the coronavirus that we were putting everything we had into it. And we saw gatherings around the city and we needed to do something about it, but then I bluntly, I realized and certainly Commissioner Shea did too, that we made a mistake, that we needed to separate the idea of addressing gatherings from every-day encounters, and we got the NYPD out of it quickly. We brought forward civilians, we brought forward the Cure Violence movement. We realized very quickly we were on the wrong path and I'm the first to say, I am human I will make mistakes. But at least when I recognize it and act quick to get out and do something better, you know, that's something we can all pray for when we make a mistake.

**Muhammad:** How much more time do you have, Mr. Mayor?

**Mayor:** Fatiyn, I can never say no to you. How about 10 more minutes?

**Muhammad:** Okay. That'd be good. So, I'm going to go to Pamela. Sister Pamela Meanes.

**Pamela Meanes:** Absolutely. Look, Mr. Mayor, there's an old saying that says nobody votes against their interests. One of the most powerful lobbyists entities in America is the police union. And so, if we are expecting African-Americans to police the police, I think that's not going to be good or [inaudible] videotape them. In 2015, the National Bar Association came up with some concrete laws to develop and to deal with when it came to ensuring that you had good cops on the force. Will you commit yourself to ensuring that a law is passed, because when you leave, having something in place that just as a policy is not good enough, you need a law in place that even surpasses you. Putting in place an [inaudible] that requires stricter adherence to mental health testing, detailed and thorough diversity training. And I'm talking about training four times a year that publishes test results of that trainee and publish it to the community. Detailed deep escalation of force training from an outside [inaudible] and publishing of that trainee. If that ordinance is in place, it surpasses others. I want to say this, I don't think just picking and plopping African-Americans into the force is sufficient, because, to me, police brutality is about color – it's about the color blue, and race only makes it worse, because I know black officers – they commit police brutality and Hispanic officers. Look at the officers in Atlanta. When you put

in place – so, one is, will you commit to an ordinance on that? Number two, would you commit to supporting their being, taking the law, that the – the executive order that your governor signed into place, independent investigation, independent prosecution to prosecutors police officers who commit police brutality. Prosecutors should not be investigating police officers, the people that they actually use to do their cases. So, one, if Governor Cuomo goes, that executive order can be removed. And so therefore that should be done. Will you commit yourself to say your contingency will support the legislation passing that. Finally, have you heard of a concept called Sundown Laws and when you put in place your curfew, did you take into consideration Sundown Laws? And Sundown Laws is a method that was used in our history where African Americans and individuals that were protesting were locked down after 6:00 p.m. when the sun went down and it was done to calm down civil disobedience. It's something people feel like when you lock them in, if that's a form of trying to shut down their voice, and then you lose credibility with them. I would hope that as you guys considered a curfew, because you have a secret weapon and your secret weapon is your state attorney who has issued a warning to the president, 'Come in my state, and I'll meet you at the door with a petition, and we'll meet in court, because you won't bring the military here'. I think you should rely on that sister. I think you should rely on that sister instead of locking brothers and sisters down at sundown, because it could have an effect on the mentality of whether or not you're truly allowing them to exercise [inaudible] nobody locked down those individuals that were at the court, showing up on the Governor's steps that had guns in their hands, nobody locked them down. And so, I just wonder if you considered it, you don't have to agree to any or all of that, but to me, those are things that would surpass you and a legacy to ensure that you've got great officers on the force.

**Mayor:** No, I appreciate everything you're saying. And let me – you said a lot, so let me try and break it down into pieces here. First, one of the first points you made was about the power of police unions. I want to say, I think that there is something very different today than used to be the case because in the City of New York – and I am the exemplar of this – the police unions had no desire for me to be mayor, but I got elected the first time with 73 percent of the vote, got re-elected with 67 percent of the vote. And I have been protested by police unions every day since I got here. So, that says something right away, that in New York City today their power should not be overemphasized. Again, there's five different unions, they're all different. I try and work with them, but their political power in the five boroughs is much, much less than it used to be. Now they do have a certain amount of power in Albany, there's no question about it, and some of the suburban counties, but I don't even think that is what it used to be. And I think the changes we have seen in leadership in our State Legislature and the composition of our State Legislature and the attitude, that's much more progressive, has in many ways reduced some of that undue influence of those unions. And that's why I'm saying something like repealing this law, this 50-a law that's holding back transparency, that might've been impossible a few years ago, politically, practically. It's totally possible to do this month. And I hope everyone will put energy and momentum into that. So, that's one point.

The second point you made about curfew. Again, I was someone who literally did not consider a curfew in the first phase of this crisis. I was on a thread with mayors around the country, some of the biggest cities in the country, and everyone was comparing notes. Several of them said they were going to do curfews. And I said, that's just not what we have historically done. It's not the kind of thing we would turn to. As I said earlier, even more, I did not want the National Guard.

And some cities were rushing to do National Guard for whatever reasons. Some may have had very small police forces or other extenuating circumstances, but I knew there was no circumstance in which I wanted to take the risk that could come with bringing the National Guard in. Even curfew did not make sense on the first, really, almost four full days of these protests because even though there were tensions, there was not, by any means, looting or the kind of widespread criminality that we saw some on Sunday night, much more so on Monday night. Only when we saw something that had nothing to do with protest – I want to emphasize this, the looting was not protestors. It was some very opportunistic individuals who were just doing what, unfortunately, criminals who are, you know, going for their own gain. They had nothing to do with the cause, they had nothing to do with the protest movement or social change.

So, when we saw that, that's when we needed some very, very different approach, and a curfew has helped to calm the situation, but it's not stopping people from protesting. I've asked protestors because of coronavirus and the fact that it's been multiple days and a point has been very powerfully made. I've asked protestors to go home at the time of the curfew because many have been out for many days, protesting, many hours today. But if they keep going peacefully about the streets of the city, that's going to be respected. It was last night. Curfew was on, people kept protesting. So long as they didn't do any acts of violence or illegality, they continued. And then they eventually dispersed.

On your points about law. You're saying several very powerful things and I would certainly consider anything. I want to see the exact examples that you have, because for example, we are doing implicit bias training. We are doing de-escalation training, but if your point is [inaudible] to be codified in a certain way, I'm interested in that. We've been doing it, energetically, putting huge resources into it. As I mentioned, our First Deputy Commissioner, Ben Tucker, has been leading that effort. And you know, 36,000 officers have been retrained in de-escalation or being trained in implicit bias. But I agree with you. There's an argument that there's a way to codify that properly. I'm very interested in that and I'm very interested in anything that helps us codify how we make sure we're properly ensuring that people who should not be on the force or not on the force. You know, there's tens of thousands of people all the time who want to join the NYPD. And if someone is not fit for it, we got plenty of other good people behind them. So, I would like to see the examples that you have. I'm not familiar with all of them, but I'd love to have my team and I get to know what you're proposing and see what makes sense.

**Muhammad:** Okay. I'll make sure that –

**Meanes:** [Inaudible] I'll give it to Brother Fatiyn. He can give it to you. We [inaudible] both the state and local level. I'll give it to Brother Fatiyn and he can give them to you.

**Mayor:** Fatiyn knows where to find me.

**Muhammad:** There you go. Let's go with the Professor, Ron Daniels, then I go to De Lacy, and then Larry Hamm, and we'll wrap it up.

**Mayor:** I'll try and be quick for my answers, my apologies.



**Muhammad:** Appreciate it. Professor –

**Ron Daniels:** For the purpose of this conversation, I also need to identify myself as having been the Executive Director of the Center for Constitutional Rights. So, we dealt with these issues for many, many years – the street crimes unit, we've filed a lawsuit against that and whatnot. So, we've had a long history of working on these issues. I'm no longer there, but I was there for 12 years. Some of the issues I wanted to raise have been covered. And I really want to appreciate the fact that we're having this kind of candid, frank conversation because I think this is where we learn and we're able to figure out how we can best move forward. I guess there are two issues I would just throw out for the thought. Earlier, our attorney mentioned the fact that the indemnification prevents the officers of themselves from often having to be sued or can be – having them be able to be sued. So, what happens is the City ends up paying. [Inaudible] the city, so the two issues – number one, what is the possibility of laws being changed so that rather than the City, our tax dollars, having to be absorbed to pay for this misconduct, which is like double jeopardy in a way, that being changed, number one, where the officer has to actually be held accountable? Number one, second one is – and I don't know what the situation here is in New York, but across the country and we look at the officer who has been charged now for second-degree murdered, he had 13, 14 complaints. And what we see over and over again is these folks have, you know, they're bad cops, you know, they have complaints and yet they'll still be shifted to one department, shifted around, or they'll go to another department. What can we do about that? You see what I'm saying? You have people who should not be on the force.

**Mayor:** [Inaudible] We have to, look – and, again, I understand there might be an argument to codify, but I want to start right now with what we need to do in our own police force. I've had this conversation with Commissioner Shea. We have to speed up the disciplinary process. It takes too long. Look, you could do the initial investigation, as we saw in this case, in the Lower East Side, a few weeks ago – I was deeply troubled. You know, an officer clearly acting out of line and not in any way we would associate with what someone does and they're protecting the public. And people were deeply upset in this city, the investigation started immediately. It was done in a quick period of time. And then the NYPD said, we're bringing charges and there's now the disciplinary process going to begin to determine the consequences. Now there is due process. And again, this is for every progressive person and change agent, this is always a little bit of the double-edged sword. You want action. You feel it passionately. And yet we all would want due process for ourselves. We must ensure due process for everyone. So, that takes some time, that's a public trial. But the fact is if we do the investigation quickly and where there needs to be charges, they are announced quickly, and that trial begins quickly, that's when we start to change things. And that's what I have to make happen with the Commissioner.

And then to the indemnification. I think that one is more than a double-edged sword, your argument is a fair one, that there are some people who do the wrong thing, and then they don't have that exposure and then a taxpayer pays. You're absolutely right. But the problem is, if you said, if you or I or anyone was thinking about becoming a police officer, and then we were told if a proceeding found that you had done something wrong, whether you did, or you didn't, you were personally liable for millions of dollars. A lot of people would never step forward to serve and including a lot of good people. So, I don't think that's the way to go. I think the way to go is to constantly work at the careful screening to choose the right people, the careful monitoring that

if someone's not working out there's a smart way of removing them or changing or retrain – some people, maybe it is they can be retrained and brought forward, made better. And obviously the implicit bias training, the de-escalation, I think we've got to do that painstaking work. I don't think there's a sort of simpler way. I think it's person by person painstaking work.

**Muhammad:** Alright. I want to go to Dr. De Lacy Davis [inaudible] sends in this, a national database with rogue cops' names without the possibility of being hired at any other police or city agency. That's an interesting point. Dr. De Lacy Davis.

**De Lacy Davis:** Oh, I have two questions. Let me go to the one that came out of the community first. What proactive actions will be taken to change the culture of the NYPD selective enforcement and criminalization towards communities of color, specifically African-American and Latinx communities? That's one. And then my question is, is an early detection system for identifying the officers who are abusive or moving in that direction and are the integrity tests in place that you don't have to articulate, but are they there and who does that get reported out to?

**Mayor:** Yeah, yes, there is what's called a risk assessment system. Yes, I've seen many instances where it identifies an individual and work is done to determine whether they can be, again, retrained, improved, or not. But I think what you – your last part of that point is the problem. We are not showing that to the people. It's a little too quiet and it's actually missing an opportunity to give people more confidence if they saw something functioning that actually did weed out those who don't belong. And again, this is the problem of the conversation and the culture that if we say a cop should not be on the police force, a lot of people take that as a front to all police. I think of it the other way around. I've worked with so many police officers who are in it for the right reason, who do just amazing things, sacrifice to help people, to serve people who hate injustice of every time. They should not be sullied by the very few who are unfair, unjust, brutal. That doesn't make sense. So, we should be open about the fact that like every other profession, some people don't belong. And if someone doesn't belong, let's show the world how that process works. And to your first question, look, this is the never-ending task of, what are all the things that make change.

So, I think to the previous point, sometimes it is legislation, but if anyone has the illusion that legislation alone makes change, let me take you to human life in America. And I'll show you something different. So, legislation and policy matter, leadership and who you choose in leadership – and I agree sometimes, and, look, it's crucial to have representation. For many, many years, we didn't have anything like representation in the NYPD leadership of the communities that make up the city and that is a much better situation, it needs to keep improving. But the other thing is the person who at any given moment is going to move something forward, maybe of any background, and we have to have that combination of saying, we want representation, we want change agents, we want performers, and that's going to be a mix of people. So, it's policy and legislation on one hand, it's leadership on another hand, and it's culture. And the culture piece is the toughest piece. I do think, and I really felt this, and again, I'm surrounded by much greater experts than me in terms of policing issues, but I use that example of the Detective Freeland video to say, and again, you know, Terry Monahan dealing with the protestors in Washington Square Park, talking about Minnesota. When I was working for Mayor Dinkins in the 1990s, those things would have been so literally unbelievable that

anything like that could possibly happen or that we'd be talking about implicit bias training in the NYPD or a thousand other things I could mention.

So, the change-movements have had a profound effect and the culture is moving. I want it to move more, but I'll tell you something, I do think that that painstaking work of culture pays off because now, look at this, you have in a way, I believe we've never seen this much, police officers now saying, you know what, we're not doing this anymore, we're not accepting this kind of injustice, we don't care if that guy had a uniform on. And Freeland struck a very powerful note when he literally said he is not my friend, he is not my brother, because he was saying, there's something more important. We honor the badge and the uniform and the meaning. But if someone violates that meaning, then that brotherhood is snapped. And then you are accountable. I felt that very powerfully. I think something's happening here that's going to cause people to speak up. The officers in Minnesota, the other three should have said, what are you doing, stop that right now, you're killing him, you're hurting him. Every officer should stop anybody else, any other officer in the middle of doing something inappropriate. That is – we want civilian accountability, we want lots of other things in the mix, but that's when you really change the world. When the man or woman next to you says that's wrong, that doesn't reflect what we came here to do. So, I'm hopeful because I see that starting to happen.

**Muhammad:** And that blue wall silence is real out there. I remember when [inaudible] came on our program and he talked about it and you know his story. Brother Larry Hamm –

**Mayor:** [Inaudible] now, I'm going to have to wrap up in a moment, Fatiyn –

**Muhammad:** Yes, Sir, got you, got you. Larry Hamm. You're on mute, brother. We've got to move.

**Mayor:** [Laughter]

**Muhammad:** Hold on, let me see, let me see. Let me check in, let me –

**Lawrence Hamm:** Mayor de Blasio this week an officer drew his gun on protesters and another officer drove his cruiser into a group of protestors. Have those officers been fired?

**Mayor:** No, I'll be straightforward because I think this is. again, the complexities we have to deal with. I mentioned before that there is due process under any circumstance. And I saw, you know, my colleague, who I think the world of, Mayor Keisha Lance Bottoms in Atlanta. But I also – I don't know all the laws of the State of Georgia and I don't know the union dynamics in Atlanta, but I know in places that do have labor movements, that do have collective bargaining, that believe in the rights of working people, there is due process, and you don't just fire someone on the spot. I think the mayor in Atlanta, she believed in what she was doing. I think she's an incredibly honorable person, but here there's going to be due process under any circumstance. It has to be fast. I know that is one of the things that's bothered people so much in the past like, okay, we can accept there's going to be a trial, but it needs to happen soon.

Now the problem also case by case is we see something at first and then sometimes we learn from more information, exactly consistent with what we saw and then sometimes we don't. When I saw the officer waving the gun, I was deeply troubled. I said it out loud. There's more information coming out about the circumstance and what had happened right before that, where there was an attack on a police commander that could have been life threatening, but that information we have to look at all of it and then make a decision about what kind of discipline needs to happen. The same with the officers who drove through the crowd. When I saw the video, I was appalled and it looked scary as all hell, it looked dangerous, and it looked like it was against everything we could possibly imagine that is acceptable for a police officer to do.

But then I found out – and I've seen this emerging over Friday and Saturday – there were multiple incidents where a small group within the protesters tried to attack police in their vehicles, things like Molotov cocktails, attacks that could have been literally deadly, and that atmosphere was pervading. And I think there was a real question about those officers getting out of a situation where a car was being surrounded by protestors. So, these are complex matters. Some are not complex. Some are not complex at all. There are some cases where someone overtly violates the law and it's instantaneously chargeable by a district attorney or special prosecutor. And that supersedes the normal discipline process and that's a whole different ball game, but other situations are complex. What we need to do better – and I have to be responsible for this – is showing people that anyone who does something questionable is pulled out, not involved in protest work, if appropriate gun and badge taken away, if appropriate suspended, there's an investigation, there's due process quickly. That's what we have to do much better. And that's what we have to start doing with the examples that came out just in the last few days. We have to show people that there will be fast accountability.

**Muhammad** Mr. Mayor I know you said you have to go, he has to go, but real quick, due to the fact that you know, the schools were closed, the children in New York City [inaudible] homeschool also where are we at with summer camp and also with COVID-19, in the sense of opening up to city because I know that we you were talking about phase one, but now with all the protests, this is kind of taking priority in the news.

**Mayor:** Yeah, Fatiyn, it's not changing our commitment to open up phase one on Monday. I, today, went over the latest in terms of the health care picture and the people in New York City have done an amazing job of actually pushing back this disease with the social distancing and the face coverings and staying home, it's actually had a huge, huge impact. So, we're on track to start to reopen Monday. Things like summer camp we're still trying to work through because anything grouped like that is even more complicated. But look, my fear is as we reopen of course, the disease might start to reassert. My hope is that New Yorkers have learned a discipline here that if we are smart about it and we keep testing more and more people, as I said today, every New Yorker now is welcome to be tested for free by the City of New York. And we're putting – we have 180 test sites. Anyone who wants a test can get one for free, and we're going to do this tracing program to find anybody who does test positive and then find out who they were in close contact with, test those people too. So, we've really got a much more extensive apparatus to try and beat back this [inaudible].

And our young people are going through hell. I just want to be really clear about this. I am at a point in life, I got a 25-year-old and a 22-year-old, it is a little bit different, but I know what they were like as teenagers and middle school kids and all. It's just horrible that they have been cooped up inside and they haven't been out with their friends. And it's very, very tough on them. I want to, as quickly as possible, get them back to positive, constructive things that they can do, get them back to school in September. But, of course, we got to beat back the disease once and for all to really do that. Thank you [inaudible] –

**Muhammad:** Thank you, Mr. Mayor. I appreciate it. Thanks for staying longer than you had planned and we'd love to have you back. Okay.

**Mayor:** My honor. Take care, brother.

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