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**TRANSCRIPT: MAYOR DE BLASIO APPOINTS DERMOT SHEA NEW YORK CITY POLICE COMMISSIONER**

**Mayor Bill de Blasio**: Good afternoon, everybody. This is a very important day for the City of New York, and we gather at a moment of change, but it's also a moment to take stock, to celebrate how far this city has come. We’re the safest big city in America and we are a city where the relationship between our police and our community is improving literally every single month, every single year. And the two gentlemen flanking me have played such a crucial role in that progress. So, as we begin, I want to state that it's a moment to take stock of that change, that progress. It's a moment to be thankful for all the men and women of the NYPD and all their many, many partners in the community who have helped us get to this moment. And, as we look forward, we never think about standing still, we think about how we can go farther. So, we've got a lot more to do in terms of making this city safer. We've got a lot more to do in terms of building a tighter bond between police and community. And that's what we're going to focus on today.

I want to thank all the members of my administration who are here. I want to thank Council Member Robert Cornegy for joining us.

And now, to the news of the day – and I say this with admiration and, of course, with sorrow, that Commissioner Jimmy O'Neill, who's done such an outstanding job over these last years, will be leaving for a role in the private sector. He'll talk about that when he comes up to bat. Jimmy has done so many extraordinary things, I literally don't have enough time to list them all, but I can say the most important ones. He led a transformation that many people felt was impossible. I heard the doubting Thomases many times, they said that neighborhood policing wouldn't work, they said that the changes we were making would make us less safe, they said communities wouldn't buy in, they said police wouldn't buy in. They didn't know Jimmy O’Neill, and they didn't know what he had built and the caliber of the people he built it with, like Dermot Shea and so many others. The relationship between our communities and our police is fundamentally different today than it was just a few years ago. This is a safer city and a fairer city and we have proven that those two ideas go together.

Jimmy can be proud of the fact that crime in New York City today is at the lowest levels it's been since the 1950s. And, at the same time, in 2018, we proved that you can achieve lower crime and more safety in the new way. In 2018, 150,000 fewer people were arrested than five years earlier and we got safer. This is all part of his legacy, but, most importantly, Jimmy's legacy will play out in the lives that were changed – people alive today who wouldn't have been, the families intact, the folks who know safety, who know what mutual respect between police and community means because they've experienced it because of what he set in motion. And for 35 years, Jimmy O'Neill has served this city with distinction, with dignity, with decency, with his whole heart. And I say this not only because he was an excellent, and is an excellent police commissioner, but say it as a friend. A real bond developed over the years and this is someone I came to appreciate and respect and enjoy the company of, and I'm going to miss him.

What I needed to ensure was that there would be a successor who could continue this progress. And as we all know, and when Jimmy took over from no less than Bill Bratton, he knew his job was to aim even higher, and now our job is to aim higher again. And the person for that mission, the right man for that mission is our Chief of Detectives, Dermot Shea. I want to congratulate you Dermot.

The fact is that Dermot is one of the best prepared incoming police commissioners this city has ever seen. He is someone that I have worked with closely over these last six years, really got to know the way he thinks, really got to know his vision, his ability to inspire others, his ability to move a program of change and reform. Folks who have worked with Dermot Shea will tell you he is the real deal. He will tell you the truth. He will always tell you what he's thinking. He will always demand more and I think if you want to understand him, you will see some of what motivates him, some of what makes him so special in his family story. Born in Sunnyside, Queens; is one of five kids in a one bedroom apartment; son of immigrants, immigrants from Ireland, who had to, like all immigrants, work so hard to establish themselves in a new country. His family worked so hard to provide for their kids – his dad, a union handyman. This is an American-dream story of ever there was one. Dermot was not born with a silver spoon in his mouth, he had to achieve everything through hard work, determination, through using his extraordinary intelligence. And as he started his work with the NYPD, quickly people saw there was something special in this man. He started out as a beat cop in the South Bronx back in the years when that community was going through hell. And Dermot came to know so many people in the community, good people who are struggling in the most difficult circumstances. And as my many conversations with him have proven, he felt a deep sense of empathy for the people he served and he felt a particular connection to the young people of the community. And he knew that for policing to succeed, police had to build a connection with young people. That's something he's talked about a lot and something he will focus on as our commissioner. 28 years on the force, and he's pretty much done it all – narcotics investigations, plainclothes units, precinct commander. He knows this department inside and out. He knows this city inside and out.

When Bill Bratton came in, he wanted someone to play a crucial role in taking CompStat and applying it to today's realities. And Bill was choosing for that role someone who would do the work once done by the legendary Jack Maple. And even though he had not worked with Dermot previously, Bill Bratton knew talent and intelligence and strategic thinking when he saw it, and it was Dermot Shea he turned to for that role. And we saw the results in the years that followed. We saw the use of CompStat and precision policing, we saw the huge difference it made.

So, from his different roles, Deputy Commissioner of Operations and Chief of Crime Control Strategies, and now Chief of Detectives, Dermott brings a wealth of leadership experience and he knows what policing needs to be in the 21st Century. Again, we are building a police department, not just for today but for tomorrow, and Dermot has been one of the people who most could see the future and help to take us there.

And one of the things that I'm sure is already being talked about is the way in CompStat sessions he would demand more of everyone with respect, for sure, but with the highest standards, believing that this department and this city could do more and more to stop crime before it ever happened, to prevent it at the very outset. And he would always push people to think not just about arrest or statistics, but about the central question – are we making this city safer? That is the impulse he brings to this work.

So, he is a driven man in the best sense. He's driven to make the city safer. He's driven to make the city fair. He's driven to deepen the relationship between police and community. He definitely has big shoes to fill, but Dermot Shea is ready. And I'll just say a few words in Spanish before I introduce him formally.

[Mayor de Blasio speaks in Spanish]

It is the biggest job and we've chosen someone who has spent a lifetime preparing for it. And this great department will continue to get even greater, and this city will continue to get even safer and even fairer. And it's my pleasure to introduce to you the next police commissioner of the City of New York, Dermot Shea.

[Applause]

**Incoming Police Commissioner Dermot Shea**: Thank you, Mayor de Blasio, Commissioner O'Neill. Good afternoon, everyone. Let me start by saying how truly humbled I am to be designated with this honor. There are many people to acknowledge, several standout for their professional mentorship that has literally paved the way for me to be here standing in front of you today. Bill Bratton, as Mayor de Blasio mentioned, who in 2014 decided to take a chance and named me as Deputy Commissioner of Operations in a role formerly held by Jack Maple. Jim O’Neill, standing to my right – a man I've known for 25 years, I respect greatly, a friend. We would have to go on probably for an hour to recount all that I've learned from Jim, but I'll stress one – humanity. And lastly, Ben Tucker, a man I respect deeply and who exemplifies professional policing. There were many others and I am going to forget some and I'm looking around the room at many of you. I'm just going to mention several over the last six years that have personally helped me – Terry Monahan; Rodney Harrison; some formally with the department; Susan Herman, Vinnie Grippo, John Miller, Tom Galati, Bob Boyce, and everyone sitting here, and others. Lastly, I want to acknowledge probably the most important person in the room – my wife, who is sitting on the left, Serena, who's been my best friend and soulmate for 33 years – 27 years of marriage and receives all the credit for raising three beautiful children.

**Mayor**:Just take out the “probably.”

**Incoming Commissioner Shea**:Did I say probably?

[Laughter]

My police career began on April 30th, 1991. There were three Sheas that went into the Police Academy that I'll talk to you about – at least three that day – myself, my older brother, Jim, recently out of the Marine Corps, and my cousin Chris. Myself and Chris recently graduated from different colleges. Chris went into the transit police department and we gave him a good ribbing for that. Jim and I went to different precincts in the NYPD.

I have a picture that's hung up in my house for many years, and it's the three of us, looking very much fitter, younger, standing in front of Madison Square Garden on a beautiful spring day, smiling, really, with the world in front of us – Jim, myself and Chris. Chris retired, Jim retired several years ago and now directs public safety in Jersey City across the river. So, we're beginning to develop a monopoly. Bracketed on that picture is my father, who’s no longer with us, and Chris’ dad, my uncle, my dad's brother on the other side, who recently also passed away. So, somewhere up upstairs, I can assure you there is a hell of a celebration going on in heaven.

[Laughter]

You would have to know my father. I spoke to my mother earlier today about this. There was probably some Irish whiskey being spilled, and I would portray this celebration with my dad, my uncle Patty, and my uncle Richie, who was also law enforcement that passed away this year, as somewhere between a combination of St. Patrick's Day, the West Indian Day Parade, and New Year's Eve rolled in together. So, it's a hell of a celebration.

Before the Academy days – the Mayor touched on it and I'll just talk about my upbringing quickly. I grew up in Sunnyside, Queens, as the Mayor said – a couple different apartments. Mom, dad immigrated from Ireland in the 50s, met here, and started a life as many immigrants do – wanted to build a life, met here, built a life together and have a family. We had four kids initially and a dog – one tiny apartment and then we upgraded to a two-bedroom apartment at some time when my brother Paul arrived. Paul is the one that I have not spoken to today. Paul is in the U.S. Army. So you see, somewhere in the DNA there must be service. Paul enlisted in the army while in law school after 9/11 and remains that to this day. So, I couldn't tell you how proud I am of him.

Those years, I’ll tell you that we were rich in so many ways, but it had nothing to do with money growing up. Those years really formed, I believe, the basis of who I am – life lessons, how to treat people, how to treat people with dignity, respect, treat people the same. Sometimes you can't imagine when you think about having faith, but having faith when you really can't imagine why you should have faith– and that directly comes from my mom. Literally, every value I possess I can trace back to my mother, my father, my brothers and sisters – all five, including me. The first 20 years of my career was spent on the streets, starting in the South Bronx in the 46th Precinct and then a number of assignments. Sometimes, I really do miss those days. I can tell you that, to me, sometimes, there was some wet days, there was some cold days, there was some hot days, but there was nothing better than walking out and just talking to people as you would interact with them day-in and day-out. It struck you – it struck me immediately how much you’re needed, how much you’re relied on in some of these neighborhoods. And we are the only people that can be called to help and it's something I cherish forever.

We’ve redefined in the last six years how we police this great city. I think we've done what many said was impossible. We've had a lot of help. We’ve had a lot of help with other agencies. We've had a lot of help with prosecutors. We've had a lot of help with community groups, the public at large. We've had a lot of help with different parts of the NYPD, but we have done with many thought was impossible. We further pushed crime down. We've reduced incarceration. We’ve attained the levels – whether you measure by any standard or metric – homicides, live saved, shooting incidents, assault victims, robberies, all at historical lows. What's difficult to measure is the impact the crimes prevented, but I'm probably most proud of those. The blueprint I think is here, I think it's time to build on it. There is more work to do for all. We cannot and will not rest until all New Yorkers feel safe. Certainly, we focus on safety of human life, but we also must remain vigilant to ensure that the concerns of all New Yorkers are met. This is at the heart of what we are as a police agency, a sacred trust that we will protect people, we will serve them, we will be there for them and we will do for those that need our help the most what no one else can do. I take it as a solemn and sacred responsibility, and, at the same time, a privilege. Imagine the impact one police officer can have, literally changing lives. How do you calculate that impact? Again, crimes prevented, victims that have never been traumatized felt for years afterwards. I know we glamorize sometimes sports stars, TV stars, but I think we're missing the mark there. I think there’s heroes walking around New York City every day, and they're wearing blue.

At an event last week, we honored police officers in Midtown, I think it was Friday night, and you would hear stories – you would hear the traditional stories – officers that are putting their lives on the line. And there has been a lot of sacrifice taking guns off the street, arresting gang members at times. But I was equally struck by how many stories there were of officers that are raising money to put a poor child through college and start a scholarship fund, starting a program in [inaudible] park in the 1-1-3 Precinct, where people that don't have the money for prom dresses can go to prom. These are the stories of the real New York City Police Department, and this is what's the focus as we move forward and continue to build these neighborhoods, build out neighborhood policing and have impacts and improve all of New Yorkers safety. It's all in a day’s work.

I'll finish by saying I could not possibly be proud of to serve as the Police Commissioner, Mr. Mayor, of the greatest police department in the world. I look forward to working with all New Yorkers to make this great city even safer. It will not be easy. There will be challenges. It will take more collaboration than ever with police, public agencies, neighborhood groups, citizens near and far, but I know that we are up to the challenge.

Thank you.

[Applause]

**Mayor**: Thank you, Dermot. And before I turn to Jimmy, I want to welcome and thank a key partner in the work we do, the Chair of the Public Safety Committee in the City Council, Councilman Donovan Richards, thank you so much for joining us.

Jimmy O’Neill, I said some things before, but I just want to add, you really develop a bond in this work, because we go through everything together. I will remind you, I think there's very, very few people who on their first day on the job ever had to deal with what Jimmy O'Neill had to deal with. And everyone remembers that moment in Chelsea where a guy who was literally learning the ropes of how to be the Commissioner of the greatest police department in this world, stepped forward and showed us leadership from the very first moment. It has been a joy working with this man. It has been every day an opportunity to learn from all he has learned over the years, but to see the love that he feels for this city, for the neighborhoods, for the people of this city, for the men and women of this force. I think it's fair to say that his entire life on the NYPD has been a labor of love for Jimmy O'Neill. And all I can say is, we're very, very sorry to see you go, but job well done, brother.

[Applause]

**Police Commissioner James P. O’Neill**:I know I usually go on, and on, and on at my press conferences, but I'm going to try to keep it short today. No jokes. All right – Monahan’s right, my jokes stink.

[Laughter]

So, it seems like just yesterday that my mom, Helen, and my sister, Sheila, were sitting in these seats right to my right. And it's a little over three years ago, actually – Dermot, that's a lie, Serena, that’s a lie – it seems like it was 30 years ago.

[Laughter]

I’m just going to – I just want to thank some people. First of all, I want to thank the Mayor. Mayor de Blasio, thank you for your constant support. Thank you for making the New York City Police Department a better police department with all that support. I came into this job with one mission, and that was to fight crime and keep everybody safe. I think that's one mission, it might be two missions, though. And we did it, you know, and we continue to do it, and it's the men and women that are out there every day, 24 hours a day, seven days a week, 365 days a year – they’re out there, and all the thousands that have come before us. Because you’ve got to think of where we started this, we started this when crime peaked in the 1990s. Think about how this city has been transformed and who it's been transformed by. So, that’s why after thanking the Mayor, I have to thank all the line of duty families and all the police officers that have been killed in the line of duty. I'm just going to start with Joe Liu and Raphael Ramos, and move on to Brian Moore, Randolph Holder, Steven McDonald, Dennis Guerra, Miosotis Familia, Brian Mulkeen, Brian Simonsen. And think about – that’s one thing I really – I guess when I came into this job, I really didn't understand how much time you spend with line of duty families. And you get to see what an impact their loved one's death has on them and continues to have on them and will forever have an impact on them.

This morning, we had a memorial mass for Paul Tuozzolo. Lisa was there, just ran the marathon yesterday, she was with Austin and Joseph, and her mom and dad, Alison, Sergio. New Yorkers need to know that this is not an easy job – not my job, the job that police officers do every day, the dangers they face and how they willingly go out there and face these dangers each and every day and how we'd been transformed. I want to thank all 8.6 million New Yorkers, because we're not doing any of this without the trust and respect of them. That's how we move forward, and I know Dermot truly understands that.

I want to thank all of our law enforcement partners, and there are many of them – the FBI, the DEA, the ATF, I could go on and on – the Port Authority, the State Police, they all play an important role in keeping the city safe. So, we have to make sure we have good relationships with them, the best relationships that we can have. And I know during the last six years, starting with Bill Bratton, we made sure that that was the fact with all the prosecutors – I think we deal we deal with 10 prosecutors in New York City, right? There's no other city like that. And while we might disagree at times, we all understand what the mission is to keep this great city safe.

I'm leaving because I have another opportunity. I'll talk a little bit more about that after I leave, but it's something I couldn't pass up. I've been doing this job for almost 37 years now. I love being a cop, and I consider myself a cop as the Police Commissioner. I never considered myself a Sergeant, Lieutenant, Captain, whatever rank I was – I considered myself a cop, because I know what it's like to be out there at two o'clock on a Saturday morning when you're it and people look to you – hey, keep me safe, make me feel better. And that's what our cops do each and every day, and you do it because they want to. Nobody gets drafted into the Police Department. They join it to make a difference and to do good.

It's been an incredible experience for me. You know, Bill Bratton told me a lot about what this job entailed. He didn't tell me everything – he told me the other day, if he told me everything, he was pretty sure I wouldn't have taken a job.

[Laughter]

That's a lie would have taken it anyway. But I know Dermot is the right person and it's the right time. He's a caring, committed, compassionate human being. He's concerned about cops. He's concerned about the community and he’s concerned about crime and keeping people safe.

So, New York, the NYPD, you’re in good hands. And last but not least, I want to thank the media. Thank you for treating me with respect. It’s been a true learning experience for me. And I thank Bill Bratton for when I was Chief of Department for pushing me out right away. But every interaction that we've had, you've always treated me with respect. You've asked me good questions, sometimes I wished you didn't ask me those questions, but that's okay, that’s your job. I know what your job is, and I know what our job is, I think I'm pretty sure it's one and the same.

So, thank you, everybody. Dermot, good luck. Serena, lots of luck. And, as I said before, New York is in great hands.

Thank you very much.

**Mayor:** Okay, we’re going to take questions about this announcement. Yes, Dave?

**Question:** Mayor, can we ask the Commissioner – I think everybody kind of wonders how all the controversy about the Eric Garner case and the firing of Daniel Pantaleo, how that weighed on you in the last couple of months and was that a motivating factor at all if any?

**Commissioner O’Neill:** Yeah, it wasn’t a motivating factor in my decision. I’m not going to stand up here and say it didn’t weigh on me heavily. I mean it think it weighed on all New Yorkers. It weighed on everybody in the NYPD. It’s a difficult thing to do, but I think – I don’t think, I know it was the right decision, and this is the right time for me and it’s time – I have to move forward, the NYPD has to be move forward, and I know they’re going to do it. And continue to do a great job. But this job comes with a lot. It comes with a lot of pressure, and that’s another thing that Bratton didn’t tell me.

[Laughter]

This is all I’ve thought about for the last 38 months. 24 hours a day, seven days a week. It’s all you think about, is keeping the people of this city safe. And it was an honor to serve.

I still have a month by the way. Hazel?

**Question:** Can you talk about what it was, specifically – the turning point that made you decide to leave the job that you love so much?

**Commissioner O’Neill:** It wasn’t any one factor. It was a lot of things. You know, I’m not getting any younger. I have a family, I have two sons. I have my mom, Helen that I’m concerned – you know, I’m always concerned about. I have six brothers and sisters that I don’t see too much. So it’s the right time, it’s the right time. And I’m going to miss it. I really am, I love being a cop.

**Question:** This is a question to the incoming Commissioner. Suicide rates are up on the force. One current NYPD cop is telling CBS News current efforts aren’t enough to address the issues that the officers face. What’s the plan moving forward to address this issue?

**Incoming Commissioner Shea:** Well, I would argue that if there’s one, there’s one too many, and it’s not enough. We have to do everything that we can to ensure that that number is zero. We have a robust program in effect already. We’re serving the membership in terms of why is there a barrier to coming forward, and a lot of it comes down to that. Is there a stigma attached whether it’s real or imagined. We have done a lot in recent months, in terms of adding programs, availability, counseling, working with outside providers. But I would say, in terms of – suicide is not new. We certainly have a number this year but I would argue really that one is too many. This is something that we have seen – not unique to New York City, not unique to the NYPD, but something that we all have to grapple with. And it goes broadly beyond, I think, law enforcement in terms of mental illness.

**Question:** Do you feel the current efforts are enough or is there a change—

**Incoming Commissioner Shea:** I think I’ll say what I just said. It’s never enough if we continue to have one. We always have to be searching to do better.

**Question:** Mr. New Commissioner, I’m wondering if you could tell us what you think the biggest challenges you’re going to face in the job, but also if you’re considered about the morale of the department. I know there’s been a number of incidents were people have had police officers – there was an incident over the Halloween weekend—

**Incoming Commissioner Shea:** This is a three-part question, Marcia?

[Laughter]

**Question:** [Inaudible] question.

**Mayor:** Pick whatever part you like.

**Incoming Commissioner Shea:** Yeah, I’ll – I’ll start with the first one in terms of, you know, what I’m concerned with right of the bat. We’ve touched on it here. We know where we’ve come from and what we’ve accomplished the last six years but there’s so much – in my opinion, there’s just so much more to do. We really have a solid foundation for neighborhood policing in this city. We’re connecting to communities I think like never before. But that work is ongoing and it’s got to be broadened and deepened. It’s got to be broadened and deepened so we’re not counting crime. Maybe one day we’ll be counting crimes prevented. How do we prevent crime from happening in the first place? I would love to get to that place in New York City, where we’re pushing kids, involving kids. You know, you had programs this weekend with Friday Night Light’s Gyms in the Bronx. We have a very robust, it’s well documented, investigative capability in the NYPD, but I would love to get to a point where we didn’t have to investigate any crimes.

In terms of neighborhood policing, I would turn the question around. I think we’re in a very good place. And we’re going to continue to build that out. We have to make sure that all New Yorkers feel neighborhood policing to their core.

**Question:** [Inaudible] in your department, in light of Pantaleo, in light of the attacks that people are making on police officers and making the job be so [inaudible]?

**Incoming Commissioner Shea:** No, we certainly do love and thank you for the question. Policing, as Commissioner O’Neill said, is a difficult job and that’s nothing new. Let me be firm, we have zero tolerance for any attacks on our officers. When you speak of morale within the department, I can tell you a different side of the story. Being out there, speaking to police officers and detectives every day, proud of the work that they’re doing. I can tell you of letters that receive on a daily basis by people in the community, glamourizing and telling me what a phenomenal job, not just that a detective solved a case and brought justice, but just that they heard that victim.

So I think that morale is strong. I think that neighborhood policing obviously is the future, we’re going to continue to build out on that and we’re going to make sure all New Yorkers really feel it.

**Question:** Can you talk a little bit about your plans in the area of guns and gang violence? One of the press releases says you’re going to take on that issue, I’m wondering if you already know what direction you want to go in.

**Incoming Commissioner Shea:** Yeah well I mean it’s well documented I think the last couple years in terms of some of the work that we’ve done in the precision piece. And nothing lives in a silo here to me so what we’ve been able to accomplish by driving crime down, at the same time by driving arrests down, by driving stops down, is that precision piece, focusing in on a small number of people. Multiple avenues that we’re addressing in terms of sometimes incarceration is what we’re going after. We’re also as I – said how can we intercede before there’s a need for incarceration? How do we give people an outlet? How do we work with providers to do different things? But when it comes to the gangs and the cases that we do, we’re going to continue to identify with our intelligence, work closely with our prosecutors as we have. Commissioner O’Neill mentioned there’s many prosecutors in New York City, and at the focus on anything that we do on the enforcement side – that small number of people, gangs that are carrying illegal firearms in New York City. We’re going to continue to do that.

**Mayor:** Go ahead.

**Question:** Thank you, Mr. Mayor.  For Commissioner O’Neill, if you don’t mind, I’m curious. It’s been a complicated three years, but then again, every three years is probably complicated. What do you think your legacy – what do you want your legacy to be? And separately, maybe similarly, what’s the best piece of advice that you’ve given or you have for Chief Shea?

**Commissioner O’Neill:** I’m not particularly concerned about my legacy. I think that all the work that we all do together, the executive staff and 54,000 members of the New York City Police Department, I think that speaks for itself. I just want to continue – that the city continue to get safer, and that the members of the police department remain safe.

Dermot and I, as he said, we’ve been friends for a long time. I think first time we met we played roller hockey against each other, or maybe with each other. He probably won, he’s a better athlete than me.

[Laughter]

But I said listen this is – you really have to find some time to breathe. And that’s probably the most difficult thing that I found to do, is just finding that time. You’re never going to separate, but find time to breathe, and find time to be with Serena and stay happy, because this is a job that consumes you. But I know Dermot, I know his personality, and I know he’s going to do a great job.

**Question:** I have two questions, please. The first question is that, Commissioner O’Neill, you’re handing over the department to Chief Shea at a time when the city is preparing for the criminal justice reforms and you all have expressed some reservations about that. I’m wondering what the continuum plan is to make sure that the police department is prepared come January 1st? The second question—

**Mayor:** Hold on one second, let’s do that one first.

**Commissioner O’Neill:** So, this is, and Dermot’s been an integral part of these discussions since the criminal justice reforms have become an issue, and we’re a resilient organization, we’re a resilient agency, and I still have concerns, as many other people in New York City and New York State do. But we’ll move forward, we’ll do our best to deal with them, and make sure that we continue to keep the city safe. So it’s, you know, bail reform, DATs, and discovery, it’s a lot to throw at us at one time, but as I said, if any agency can do it, it’s the NYPD.

**Question:** And the second part, this is part a question for the Mayor, the one group that hasn’t seen the kind of crime declines that we exhort in New York City is rape victims, and your office recently met with some of the advocates who have demanded Chief Shea’s resignation, and here today you’re elevating him to Commissioner. So I’m wondering what your message is for rape victims and also his?

**Mayor:** I think we have changed something profoundly in this city and in the way we police because have used every tool we have to say “please come forward if you’re a victim or a survivor.” We have encouraged reporting, we’ve tried to – in every way we can say that no one should ever feel a stigma because of what they’ve gone through and I’m absolutely convinced of that and other important changes in our civic dialogue have led to many, many more people coming forward.  Everything we have seen suggests that that is what’s happening and it’s a painful reality to know there were so many people in the past who suffered in silence but, you know, as sad as it is to acknowledge in a way it is progress that people finally are coming forward so we can bring justice for them and in the same process protect others.

As to the advocates, with all due respect to them, I’ve watched very carefully with real concern that we, knowing that we had to make changes in that area of the department. And I’ve watched Chief Shea go in with real energy and focus to improve the practice, to add the personnel needed, to add the leadership needed. So, there’s a lot of different advocates in the world in the world, and simply being an advocate is not a blanket designation of having a monopoly on the truth. I think the questions raised about past years were fair. We’re there enough personnel? Was there the right kind of approach? I have seen Chief Shea immediately create powerful reforms that were needed. So I have absolute confidence. Do you want to? Did you – Ashley, what was the other part of your question for the Chief?

**Question:** I was just wonderingwhat he wants to say to rape victims, given that the advocates – the City’s main victim advocates that are calling for a sort of [inaudible] not just any?

**Incoming Commissioner Shea:** Yeah, so I would reiterate when you look at what we have done over I would say Ashley, in the past 18 months in terms of the outreach – positive relationships with many advocates, Ashley. In terms of reforms made in Special Victims over those past 18 months, adding significant resources, working on the training that they are receiving, working on locations where rape victims and survivors are reporting to where they have to be out of the mainstream in terms of not reporting to a police precinct. Having separate entrances – 137 Centre Street is what I am referring to. I think it’s well documented, a lot of the reforms we’ve made and we hear the advocates. We’re not done. We meet regularly [inaudible] in the next weeks to sit down with the advocates and hear them out, hear their concerns. And moving forward continue to strengthen that relationship that we have. Sexual assault survivors are of the upmost importance to us. I would echo with what the Mayor said in terms of reporting. We’ve received numerous reports of just the simple act of coming forward has given a level of justice if you will. Many sexual crime victims have said – and that’s in their words. But we’ve recognized that there is more that we can do and we will.

**Mayor:** Gloria.

**Question:** Mr. Mayor, I just wanted to ask you sort of how you went about the decision making for this replacement, for Commissioner O’Neill. You – they have both mentioned Bill Bratton, obviously somebody who served previously in this Department. You continue to look to inside the Department for leadership. First, why? And how would you respond to folks who today are disappointed that there isn’t somebody new coming in from the outside who might have a different –

**Mayor:** I think I would say this to anyone who was concerned about the future of the NYPD, that we have extraordinary talent in this Department. And when I came in to this office, I got to know dozens and dozens of leader’s right down to precinct commanders, and many others. And saw this well spring of talent that I don’t even think the public has a glimpse of. And that’s something we all should do a better job showing people just what an extraordinary array of talented individuals work in this Department. So first I had never had a doubt in my mind that there were great people in the Department and that – when you go outside, yeah sometimes you get a different perspective, you also get a lot of transition time and a lot of problems that occur. And we’re on the right track, so that’s another part of the answer, Gloria, as I was absolutely convinced this Department was moving in the right direction, and the City was moving in the right direction. But, you know, the – I think the central thing to understand and its very human is when you’re a leader and you know a CEO you’re watching the talent on your team every minute of every day. And I started watching Dermot in action six years ago. And watched consistently in strategy meetings, in press conferences, you name it. And I became convinced a long time ago that he was the future of the NYPD. So, it’s a simple as that.

**Question:** And if I could just give you a chance to address the question of diversity at the Department. I know that the Department today reflects how the city looks more than it ever did before. But there are still some more critical that the very top of the leadership is not reflective of that diversity.

**Mayor:** Well, the top leadership when you look at all of the roles, Commissioner, First Deputy Commissioner, Chief of Department, Chief of Patrol, the other super chiefs. I think you do see a reflection of New York City for sure. And I think you’re going to see that more and more in the years to come. I think we’re at crucial transitional time. Our Department – look I go to every graduation, and as you indicated you’re seeing a department that literally with each graduation looks more and more like New York City – more and more women joining the Department. Many of whom are coming into leadership roles now – more and more city residents. Its – this is happened. It’s all going to play out now. And I think in the next few years you’re going to see a lot of leadership elevated that represent the full diversity of New York City. Bill Bratton did a lot to move that agenda, Jimmy O’Neill did a lot to move that agenda. Dermot Shea is going to do more to move that agenda.

**Unknown:** Last two.

**Question:** For Chief Shea, Commissioner designate – I don’t know what to call you right now.

**Mayor:** He’s still Chief Shea, it’s okay.

**Question:** About a few days ago with the 1-1-3 precinct and the 1-0-3 shooting incidents, seem to be critical of certain no-cooperation you are getting for [inaudible] some of the victims or some of the suspects or some of the other people in the community. Is this a problem you’re getting – trying to exploit neighborhood policing to your advantage in terms of intelligence from the street [inaudible] is there something going on, there’s some resistance?

**Incoming Commissioner Shea:** So, Tony, what you related I think is nothing new in terms of – its not out of the ordinary for us to have a violent incident within New York City at some point or another involving individuals that may be involved in elicit behavior whether they’re in a gang and don’t want to be totally forthcoming with us. That is not the new point, what I can tell you is though, literally everyday whether it’s through Crime Stoppers our new app, whether it’s through direct messaging, through Twitter feeds, through precinct commanders or my own personal. I can’t tell you how many people are directly messaging me with tips, with complaints, which is exactly what we want, all part of the overall strategy. Through NCO’s, when neighborhood precinct offices that are out there receiving tips and passing it on to detectives. So really this is how we are where we are. Some of the cases, we still have some open cases regarding that. Certainly, the homicide on the basketball court. But if you look at the speed in which some of the other cases, the 16-year-old girl that was shot in front of the school, this is a combination of exactly what you’re seeing. People coming forward, people at times are fed up. And that’s all part of something that we think can be nurtured and grown even further.

**Question:** Mr. Mayor –

**Mayor:** Okay, hold on. I’ll bring it over here.

**Question:** Has a successor been named to Chief Shea, as Chief of Detectives?

**Mayor:** We’re not that fast. No, there’s going to obviously as per usual there’s always movement. Again, you’re going to see a lot of talented people inside of the Department tapped, and you’re going to see as usual a growing diversity in the leadership ranks of the Department.

Thank you, everyone.

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