



Policy Subcommittee Minutes

Monday, December 8, 2025
10:00 a.m. – 11:00 a.m.
Zoom

Members Present: Tanya Hughes, Werner Oyanadel, Chelsea-Infinity Gonzalez, Chief Drumm, Chief Neil Dryfe

Staff: Ken Barone, Erica Escobar

I. Welcome & Introductions

The meeting was called to order at 10:09 a.m.

II. Approval of the November 3, 2025, meeting minutes

A motion to approve the November 3, 2025, meeting minutes was made, seconded, and approved unanimously.

III. Old Business

a. Racial Profiling Draft Statement

An update was provided on the racial profiling draft statement. A draft of the statement will be sent to subcommittee members, with a request that any written feedback be submitted by December 23.

IV. New Business

a. DUFI Letter re Danbury Police Department

The committee discussed a letter received from the Jerome N. Frank Legal Services Organization at Yale Law School, submitted on behalf of Greater Danbury Area Unites for Immigrants. The letter had been distributed to the full board on Friday, and a copy was also provided to the Danbury Police Chief to inform him that the correspondence had been received. The letter requests

that the board review Danbury traffic stop data to determine whether there have been changes in enforcement patterns that may indicate racial profiling.

Prior to discussion of the letter, Ken and his team conducted a preliminary review of available Danbury traffic stop data. Although Danbury was not identified for additional follow-up in the board's statistical evaluation through 2024, early 2025 data indicates notable changes. From 2021 through 2025, the share of traffic stops involving Hispanic motorists increased from approximately one-third to more than half of all stops. This increase coincides with a significant rise in overall traffic enforcement. Based on first-quarter 2025 data, Danbury conducted more traffic stops in January through March than in all of 2021 or 2022 combined and is on pace to exceed 10,000 stops in 2025, compared to approximately 6,000 in 2024.

Ken and his team noted that the 2025 data currently available only includes the first quarter of the year. They will request additional data from the Danbury Police Department to obtain records through at least October 2025. Once received, Ken and his team will prepare a more comprehensive summary of traffic stops by race, residency status, reason for stop, and outcomes to determine whether the observed trends persist throughout the year.

The committee discussed the scope of the board's authority and standard practices. Members emphasized the importance of remaining within the board's statutory role of collecting and analyzing data. It was noted that statewide analysis of 2025 data will not begin until spring 2026, following data certification and cleaning, with results typically available in late spring or early summer.

Consensus emerged around the following next steps. Ken and his team will draft a response letter acknowledging receipt of the Yale Law School clinic's correspondence. The letter will outline the board's statutory authority, describe the standard data analysis process and timeline, and direct the organization to publicly available traffic stop data. The response will clarify that the board does not conduct investigations but will consider the concerns as part of its routine data review.

Ken and his team will also request and compile complete 2025 Danbury traffic stop data and prepare a high-level descriptive summary for the policy subcommittee. This summary may also be shared with the Danbury Police Department to support transparency and allow the department an opportunity to review and respond to any identified trends. Any additional analysis beyond standard practice would be considered only if requested by the department or warranted through established evaluation criteria.

The committee agreed that issuing a timely acknowledgment letter is appropriate and professional and that the response should not create false expectations regarding investigative authority. Ken and his team will circulate a draft response letter to the subcommittee for review within the week.

V. General Discussion

No discussion occurred during the general discussion item.

There was no further discussion, and the meeting was adjourned at 10:49 a.m.