CONNECTICUT RACIAL PROFILING PROHIBITION PROJECT

Minutes

Thursday, January 22, 2026
10:00 a.m. – 11:00 a.m.
Virtual (Zoom)

Advisory Board Members Present: Eyvonne Parker-Bair, Rashad Glass, Charles Green, Stacey Manware, Chief LJ Fusaro, Werner Oyanadel, Dr. Cato Laurencin, Colonel Daniel Loughman, Chief Vern Riddick, Chief Jack Drumm, Bill Dyson, Commissioner Ronnell Higgins, Joseph Cristalli, Chelsea-Infinity Gonzalez, Piotr Milcek, Michael Gailor, Cheryl Sharp, Chief Neil Dryfe

Staff: Ken Barone, Erica Escobar, Jim Fazzalaro

Guest: Dr. Ermus St. Louis, Catarina Meneses

I.   Welcome & Introductions

       Chair Drumm called the meeting to order at 10:03 a.m., and members introduced themselves.

II.   Approval of November 20, 2025, meeting minutes

       A motion to approve the meeting minutes of November 20, 2025, was made and seconded. The minutes were approved unanimously.

III.   Presentation: Qualitative Evaluation of CT Racial Profiling Prohibition Project (Dr. Ermus St. Louis, and Catrina Meneses)

       Dr. Ermus St. Louis and Catarina Meneses presented a qualitative evaluation of the Connecticut Racial Profiling Prohibition Project (CTRP3), building on a prior quantitative study of its impact on traffic stop disparities, safety, and crime. They conducted 28 interviews with advisory board members and police chiefs to examine program effectiveness, successes, and challenges.

       The study found CTRP3 broadly successful, with transparency, accountability, and procedurally fair engagement driving meaningful change. Implementation varied by department size and resources: larger departments often reinforced existing practices, while smaller departments experienced the program as both a burden and a catalyst. Key successes included statewide data infrastructure, multi-stakeholder collaboration, policy changes, and increased attention to traffic stop disparities.

Challenges included complex reporting processes, uneven community engagement, and reliance on a few key individuals. Recommendations emphasize building lasting infrastructure, formalizing onboarding for board members, cultivating multiple champions within departments to sustain engagement, engaging patrol officers, enhancing community feedback mechanisms, and providing additional support to smaller agencies. Overall, CTRP3's success stems from its process, clear communication, and leadership engagement.

The next phase will focus on engaging patrol officers and community members to better understand frontline experiences and community perspectives. A representative sample of officers will be interviewed across shifts, department sizes, and experience levels, using both virtual and in-person methods, with leadership support to assist with recruitment and access.

Succession planning and knowledge transfer are key priorities to ensure continuity, particularly for roles currently reliant on a few individuals. Additional support for smaller departments, including shared resources and training, may help strengthen capacity for data collection and analysis.

An audio version of the qualitative report is available and can be shared with advisory board members upon request.

IV. Subcommittee Updates

   a. Data Collection, Analysis, and Quality

   The committee provided an update on the rollout of a new data schema, which includes five new elements approved last year. Integration into RMS systems is largely complete: NexGen has implemented changes for nearly 80 clients, and other vendors are integrating the changes as well. Overall, more than 85% of agencies have integrated the new schema, with full implementation expected by March 1st. For the first few months, the new fields will not be mandatory.

   The 2025 end-of-year data review is underway. Preliminary results indicate traffic enforcement is up 7–15% over last year, with total stops projected to exceed 440,000 statewide—substantially higher than the less than 250,000 stops during 2020–2021. Final 2025 numbers will be available at the next meeting.

   b. Policy

   The Policy Subcommittee provided an update on two main items. First, the subcommittee finalized a statement reaffirming Connecticut's commitment to

prohibiting racial profiling, in response to public concern following a recent U.S. Supreme Court decision on federal immigration enforcement. The statement clarifies that the ruling does not affect state or local law, highlights CTRP3's accountability framework, and emphasizes protections under the Alvin W. Penn Act. Minor language adjustments will be made to include statutory exceptions, and the revised statement will be recirculated for board review prior to the February meeting for formal approval.

Second, the subcommittee reviewed a letter from the Jerome Frank Legal Services Organization requesting CTRP3 examine Danbury traffic stop data for potential racial profiling. A preliminary review showed an increase in stops involving Hispanic motorists, a rise in overall traffic enforcement, and a projected total of over 10,000 stops in 2025 compared to 6,000 in 2024. Most stops resulted in infractions rather than warnings.

A formal response was issued to the organization, acknowledging receipt of the letter, clarifying CTRP3's role, and directing them to public data resources. The subcommittee emphasized that CTRP3's role is limited to data collection, analysis, and reporting, not investigations, and no additional action is recommended at this time. The discussion also highlighted the need for a clear protocol for handling external inquiries in the future.

c. Community Outreach

An update was shared on the Community Outreach Subcommittee. The subcommittee took the holidays off but has a public forum scheduled in Trumbull on January 28, weather permitting.

Regarding the media campaign, filming of a new 30- to 60-second video update for the CTRP3 website has been completed, featuring participants including Chief Riddick. A draft will be shared with the board in February, providing an updated public-facing resource—the first since 2013.

The subcommittee is also working to add Spanish language options to the website, allowing visitors to toggle between languages, with plans to explore additional languages in the future. These initiatives are the primary focus of the committee at this time.

V. Old Business

a. 2023 and 2024 Data Analysis Statewide Findings Timeline

An update was shared on the 2023 and 2024 Data Analysis Statewide Findings Timeline. Preliminary findings were shared several months ago, and one agency was identified for further follow-up analysis. A meeting with that agency is planned in the coming weeks to gather additional data. The full

report, including the follow-up analysis, is expected to be completed and publicly released by April 1. The agency has been cooperative, and work is progressing well.

VI.   General Discussion

There was no general discussion.

There was no further discussion, and the meeting adjourned at 11:00 a.m.