



Policy Subcommittee Minutes

Monday, February 9, 2026
10:00 a.m. – 11:00 a.m.
Zoom

Members Present: Tanya Hughes, Werner Oyanadel, Chelsea-Infinity Gonzalez, Tamara Lanier, Michael Gailor, Chief “Jack” Drumm, Chief Neil Dryfe

Staff: Ken Barone, Erica Escobar

I. Welcome & Introductions

The meeting was called to order at 10:02 a.m.

II. Approval of the January 21, 2026, meeting minutes

A motion to approve the January 21, 2026, meeting minutes was made, seconded, and approved unanimously.

III. Old Business

a. Racial Profiling Draft Statement Updates

An update was provided on the Racial Profiling Draft Statement following discussion at the previous full body meeting. Revisions focused on simplifying the language and improving readability. A key change was removing the full statutory definition of racial profiling from the main text and instead including it as a footnote, while clearly stating in the body that Connecticut law prohibits racial profiling.

Additional edits included minor language refinements and incorporating prior feedback, such as adding a reference to the 1999 racial profiling prohibition law and clarifying certain examples. These changes were made to ensure accuracy while keeping the statement concise and accessible.

There were no objections to the revised draft. It will be forwarded to the full board for review and consideration at the next meeting.

IV. New Business

b. Review relevant recommendations from Qualitative Evaluation

An update was provided on the nine recommendations from the Qualitative Evaluation conducted by Northeastern University, alongside a review of the 2026 subcommittee priorities, with discussion focused on identifying which areas fall within the group's scope and should be prioritized moving forward. Key recommendations included developing a standard operating procedure (SOP) for documentation and succession planning, expanding community engagement, increasing outreach to patrol officers, improving accessibility of reports and data, and exploring the use of community surveys to better assess impact.

The group expressed support for prioritizing the development of an SOP to formalize internal processes, as well as advancing a community survey to gather broader public input. While a patrol officer survey is already in progress, the community survey will require identifying external partners, developing appropriate questions, and ensuring diverse and representative participation. Members discussed the importance of compiling a list of community-based organizations and providing clear guidance on the type of feedback sought to maximize engagement.

In parallel, staff will focus on developing institutional documentation, including the SOP, to support continuity, succession planning, and transparency in internal processes. Draft materials will be shared with the group for feedback to ensure completeness and accuracy.

Additional discussion addressed the importance of maintaining confidentiality in the qualitative research process, particularly due to IRB requirements, while also considering the value and limitations of demographic data. Members emphasized leveraging existing expertise and partnerships, including connections to the Connecticut Commission on Human Rights and Opportunities and Latino community organizations, to ensure inclusive and effective outreach.

The group also confirmed that subcommittees would not meet in March due to public hearings and the legislative session, allowing time to prepare a request for proposals (RFP) for the community survey. Any emerging legislative matters, such as those potentially related to the Alvin W. Penn Racial Profiling Prohibition Act or other data-related initiatives, will be monitored and addressed if necessary.

Overall, there was general agreement to focus on a limited number of priorities—specifically SOP development and community engagement efforts—as a practical approach to advancing the recommendations while

building on existing work, leveraging expertise, and maintaining strong community relationships.

V. General Discussion

a. 2026 Subcommittee Priorities

An update was shared on the 2026 subcommittee priorities. The group discussed legislative activity related to the Alvin W. Penn Racial Profiling Prohibition Act and confirmed that no relevant legislation is currently being tracked for this session. While previous proposals—such as legislation to strengthen penalties for the misuse of data—were noted, none are expected to advance this year. Members agreed to continue monitoring developments and reconvene if necessary.

Overall, the group decided to focus on two primary priorities for 2026: advancing the community survey initiative and strengthening internal documentation, while remaining responsive to any emerging legislative activity.

There was no further discussion, and the meeting was adjourned at 10:39 a.m.