



NEW CASTLE COUNTY COUNCIL PUBLIC SAFETY COMMITTEE MEETING

Co-Chair: Brandon Toole, First District
Co-Chair: Kevin Caneco, Twelfth District

April 14, 2026
4:00 PM

VIRTUAL ZOOM WEBINAR MEETING &
LOUIS L. REDDING CITY/COUNTY BUILDING
1ST FLOOR COUNCIL CHAMBERS
800 N. FRENCH STREET, WILMINGTON, DE 19801**

MINUTES

A. Meeting Call to Order

The Public Safety Committee meeting was called to order at 04:00 PM by Mr. Caneco.

Members present: Kevin Caneco, David Carter, John Cartier, Dee Durham, Valerie George, Penrose Hollins, Janet Kilpatrick, George Smiley, Jea Street (virtual), David Tackett, Brandon Toole

Members absent: Timothy Sheldon, Monique Williams-Johns

B. Approval of Minutes - March 10, 2026

-A motion was made by Mr. Smiley, seconded by Ms. George, to approve the minutes from March 10, 2026 Public Safety Committee meeting. The minutes were approved by voice vote at 4:01 PM.

C. Review/Discussion of Resolution(s)

none

D. Review/Discussion of Ordinance(s)

none

E. Presentations

PAB Presentation by Kevin Evans

Discussion among Council Members, Mr. Street, Ms. Durham, Mr. Toole, Mr. Smiley, Mr. Caneco, Mr. Carter, Mr. Hollins.

F. Other

none

G. Public Comment

none

H. Adjournment

- A motion was made by Mr. Smiley, seconded by Mr. Cartier, to adjourn the **Public Safety Committee Meeting**. The motion was approved, and the meeting was adjourned at 04:34 PM.

NEW CASTLE COUNTY POLICE ACCOUNTABILITY BOARD



**NEW CASTLE
COUNTY**

DELAWARE

ANNUAL REPORT

JANUARY 2025 – DECEMBER 2025

SUBMITTED BY: CHAIRWOMAN, KIM EPPEHIMER

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Organizational Overview

The New Castle County Police Accountability Board was created by County Ordinance 23-148. This is the first Police Accountability Board created in the state of Delaware after House Bill 206 became law in 2023, which requires all police departments in Delaware to establish police accountability committees or boards. The goal of the Board is to provide recommendations to the police and policymakers to improve policing in New Castle County and strengthen police/community relations.

Key Updates to Ordinance in 2026

1. Clarified Annual Report Submission date to County Council; April 1st, which bring NCCPAB in line with all other county boards.
 2. County Administrator will now select the Board's Chairperson
 3. Removed organizational parameters for member selection
-

Important Report Content Note:

This report will cover additional activities that occurred in Jan. 2026- Feb. 2026 due to the fact that the term of the original inaugural board members lasted through Feb 2026, and it was important to include the work that was completed as our term was ending.

CRITICAL REFERENCES:

*Website:

<https://www.newcastlede.gov/2658/Police-Accountability-Board>

Email

NCCPAB@newcastlede.gov

*Required NCCPAB Information (FOIA): Agendas | Meeting Locations | Remote Access Methods | Meeting Minutes | Meeting Announcements | NCCPAB Bylaws

Board Composition

Board Membership

The New Castle County Police Accountability Board includes 11 voting board members and two non-voting members. Eight of the voting members will be recommended by outside organizations to the County Executive with the advice and consent of the County Council.

Voting Members

Sean Green is a justice-involved community activist who was nominated by the ACLU of Delaware to serve on the Board. Mr. Green is currently a Community Education Ambassador, Wilmington Street Team Member and Prevention Specialist at the Center for Structural Equity. He has also partnered with various local institutions such as Christiana Care and University of Delaware working on community engaged participation research focused on such topics as social, behavioral, and educational issues.

Doug Hamilton is a justice-involved community activist who was nominated by the Henrietta Johnson Medical Center to serve on the Board. Mr. Hamilton was previously incarcerated but has completely changed his life and uses his time in prison as a motivation for not only himself, but others who are in similar situations so that this is not the end of their story. Mr. Hamilton is currently employed with the State of Delaware's Division of Substance Abuse and Mental Health, where he works with those individuals who are transitioning back into the community following incarceration. He also works as a Recovery Innovation Community Living Specialist, where he assists those transitioning into an independent living setting while dealing with both mental health and substance abuse challenges and is a positive influence in their lives.

Dr. Tanya Whittle is a criminal justice reform advocate who was nominated by the Delaware Center for Justice to serve on the Board. Dr. Whittle is a sociologist who focuses on criminal justice, deviance & control, social psychology, social institutions, street-level bureaucrats, inequality, and perceptions of justice. Some of her experiences include riding along with police departments and citizen law enforcement academy training. Dr. Whittle is currently an adjunct professor at the University of Delaware in the Department of Sociology & Criminal Justice where she teaches courses that include Juvenile Delinquency and Criminal Justice Policy.

Dae'Shawn Nixon is a Criminal Justice Reform Advocate who was nominated by the Delaware Center for Justice to serve on the Board. Mr. Nixon is the President of the Delaware Center for Justice and is deeply committed to fostering a just and equitable society, as well as advocating for a community-centered policing model and believes in proactive, collaborative approaches to public safety. He is the Senior Advisor of Youth and Family Engagement for the U.S. Children's Bureau, Administration for Children and Families, within the U.S. Health and Human Services where he is developing and implementing policy frameworks focusing on economic and social welfare.

Christa Jimerson was nominated by the New Castle County Vo-Tech School District to serve on the Board. Ms. Davis has been an educator since the age of eighteen. She began her journey at Montessori school and eventually became an ELA instructor, Literacy Specialist and Equity Coordinator for New Castle County Vo-Tech Schools. In her current roles, she focuses on building equity through literacy research, personal connections, professional learning, student empowerment, and much more.

Norwood Coleman is from the mental health treatment community who was nominated by the National Alliance on Mental Illness to serve on the Board. Mr. Coleman has many years as a community mental health provider, administrator, and advocate for effective community and police relations.

Dr. Jenna DiEleuterio is an At-Large Member of the Board. Dr. DiEleuterio has been an educator since 2011, where she currently holds the role as Reading Specialist for Brandywine School District. She initiated Community Peace Walks in Knollwood (Claymont area), where several of her middle school students live. These walks bring together the Community, Local Officials and Public Safety personnel to build on the relationship, trust and collaboration between all parties. Dr. DiEleuterio is also a participant and supporter of Safe United Neighborhoods along Pastor Sandra Ben and the Wilmington Police Department.

Kim Eppehimer is an At-Large Member of the Board. Ms. Eppehimer is the CEO and Executive Director of Friendship House, where she is responsible for the sixteen programs that serve those individuals and families experiencing displacement. She is a member of several boards, including Wilmington University's Human Service Department Advisory Board and Deltech's Human Trafficking Advisory Board.

Kevin Evans is an At-Large Member of the Board. Mr. Evans' life changed in 2016 when his son was killed due to senseless gun violence. This led him to retire from the financial industry and collaborate with numerous non-profits in his son's honor, including Nu Friendship Outreach, Inc., S.H.S. Charities, Inc., and Son of Hank Charitable Foundation, Inc. Mr. Evans is the First African American Male Registered Parliamentarian in the history of the State of Delaware, as well as a life member of Omega Psi Phi Fraternity.

2025 Board Resignations

Pamela Brooks Grimes

Bishop George Gibson

Non-Voting Members

Chief of Police's designee: Lt. Col. Brian Faulkner

Deputy Public Safety Director: Bruce Pinkett

Staff Appointed:

Art Lee, New Castle County as a Senior Advisor to the County Executive

Lisa Minutola, New Castle County Office of Law, Board Attorney

Executive Message:

"Serving as Chair of the New Castle County Police Accountability Board during its formative years has been both an honor and a responsibility, I will carry with me long after my term concludes. Established through County Ordinance 23-148 in response to statewide legislation, this Board represents a historic step toward strengthening trust, transparency, and collaboration between law enforcement and the communities they serve. As the first board of its kind in Delaware, we were tasked not only with fulfilling our statutory charge, but with building the structure, practices, and relationships necessary to make accountability meaningful and sustainable.

Over the past year, the Board has worked to translate that charge into action—meeting public transparency requirements, developing a centralized repository for our work, engaging in training on use of force, hosting our inaugural retreat, and advancing research and dialogue on policies ranging from trauma-informed approaches to traffic enforcement and de-escalation practices. These efforts were accompanied by real challenges, including sustaining member engagement, refining our shared understanding of mission, and expanding community awareness of the Board's role. Like any new body, we learned that accountability work is deliberate, sometimes difficult, and always evolving—but it is also essential.

I am especially grateful to my fellow board members, who brought diverse lived experiences, professional expertise, and a shared willingness to engage in thoughtful, and at times difficult, conversations in service of this work. Their commitment to careful research, respectful dialogue, and public service laid the groundwork for the Board's early progress and helped shape a culture rooted in collaboration and integrity.

As I conclude my service, I do so with appreciation for my colleagues, our public safety partners, County leadership, and the community members who participated in this process. This Board was never intended to be a finished product; it is a foundation. I am confident that the incoming members will continue to build upon the structures we have established, deepen community engagement, and move important policy conversations forward. Meaningful accountability is not achieved in a single term—it is sustained through continued dialogue, mutual respect, and a shared commitment to public safety that is both effective and just."

Kim Eppehimer, Chairperson, NCCPAB

Year 2 Accomplishments and Challenges

Accomplishments

- Board recommended “Trauma-Informed Learning” to the Public Safety Department. NCC Public Safety is developing TIL modules for use throughout their internal resource base including the police department, who provided an overview of that training to the NCCPAB in July of 2025.
- Met FOIA Requirements for all Board and Sub Committee meetings
- Created Centralized Data Repository for all Critical NCCPAB Documents.
- Completed required Use of Force Training – October 2025
- Held Inaugural NCCPAB Retreat – October 2025
- Implemented Citizen's Feedback Form and Tracking Process - Approved by BOD 1/21/2026
- Held an in-person, interactive workshop with subject matter expert, Dr. Jim Nolan on structure, oversight, and reform in Delaware policing (police, police advisory boards, government leaders, and members of the public in attendance) – January 2026

Challenges:

- Board Engagement and Attrition – one of the major challenges for Year Two was maintaining board engagement as clarification of our mission became clearer. We lost a member due to that member’s obligations to another New Castle County Board. A second member resigned due to an internal conflict regarding the board’s mission going forward. Both losses created issues with moral and attendance, impacting our ability to meet quorum for general and special meetings. A Bylaw change has been recommended to address the quorum issue
- Community Engagement – we continued to struggle with expanding our visibility outside of the initial community members who attend most of our regular meetings. Posting the flyers in the meeting locations and having members post the meeting to their personal social media pages has not helped with this effort. A more detailed approach for community engagement needs to be developed.

Committee Summaries:

Executive Committee:

Kim Eppehimer – Chairwoman

Kevin Evans – Vice-Chairman

Bruce Pinkett - Public Safety Deputy Director, Non-Voting, Ex-Officio Member

Chief of Police’s Designee: Lt. Col. Brian Faulkner, Non-Voting, Ex-Officio Member

Standing Committees Summaries:

Research: Chair - Dr. Jenna DiEleuterio

During the 2025–2026-year, Board members serving on the Research Committee examined key areas of policing policy and practice, including no-stop/automated ticketing, de-escalation, discharge of firearms at or from moving vehicles, and cultural sensitivity training. Draft recommendations developed by the committee include a comprehensive background of each topic, general and national position papers, research and policies from other jurisdictions, relevant NCCPD policies and data, stakeholder input, synthesized summaries, and formal recommendations. These materials are included in the 2025–2026 Annual Report.

In addition, the Research Committee welcomed subject-matter expert, Dr. Jim Nolan, to attend a committee meeting in the spring of 2025. Over the summer, Dr. Nolan collaborated with committee members to develop research-based questions based on NCCPD incident level data to further inform the Board’s work. The Research Committee also hosted an in-person public workshop titled *Structure, Oversight, and Reform in Delaware Policing* for police officers, advisory board members, governing officials, and community members. The workshop was attended by 22 participants. The committee also finalized the Citizens Feedback Form to support consistent, accessible community input in January 2026.

Collectively, this work strengthens transparency and accountability in policing by grounding Board recommendations in research, data, and community voice, while expanding opportunities for public engagement and building trust.

Community Outreach: Chair – Dae’shawn Nixon

Over the past year, the Community Outreach Committee advanced the Board’s public-facing mission by designing and supporting quarterly town halls that provide structured, accessible opportunities for residents to engage with the Board, share their lived experiences, and shape our annual recommendations. We developed a consistent run-of-show that pairs a clear explanation of the Board’s role and current policy work with a facilitated community feedback session, enabling

community input to be captured and incorporated into the Board's formal reporting and recommendations to County leadership.

Despite early-year County leadership changes that disrupted continuity and slowed coordination with the executive office, and despite limited resources and back-office support for outreach functions, we maintained momentum by reserving space, defining event roles, preparing materials, and organizing flyer distribution to broaden awareness beyond our regular attendees. At the same time, we faced an ongoing visibility gap—our existing approaches (posting flyers at meeting locations and sharing via members' personal networks) did not sufficiently increase attendance, underscoring the need for a more deliberate community engagement strategy in the next year.

NCCPAB Recommendation(s) for Public Safety

USE of Force Working Group Recommendation PAB Research Committee

I. Introduction

Thank you for your September 19, 2025, letter responding to the Police Accountability Board's (PAB) policy proposal regarding the discharge of firearms at or from moving vehicles. We appreciate the Division's engagement on this issue and your acknowledgment of the inherent risks associated with firearm discharges involving moving vehicles.

However, as we approach the conclusion of the current Board's term, members remain concerned about the lack of visible progress in advancing collaborative policy reforms. The Board has engaged in good faith for over a year to promote alignment between constitutional standards, officer safety, and community trust; yet key initiatives remain pending.

To ensure continuity and forward momentum, the PAB recommends a formal agreement between the Board and the Department of Public Safety to establish a Joint Working Group—to be activated by the incoming Board cohort within the first year of their tenure.

II. Shared Goals and Constitutional Alignment

The PAB's position remains consistent with national best practices and judicial precedent: discharging firearms at or from moving vehicles is both tactically ineffective and highly risky.

The PAB's proposal aligns with the standards adopted in cities such as New York, Los Angeles, Austin, Denver, and Louisville, where restrictive policies have reduced harm without compromising officer safety.

While we recognize the Department's concern that certain language (e.g., "last resort," "all other means exhausted") could be interpreted retrospectively, the Board's intent is prospective and preventive—reinforcing that deadly force should only be used when no reasonable alternative exists at the moment of decision-making.

This interpretation aligns with *Graham v. Connor* (1989), *Tennessee v. Garner* (1985), and more recently, *Barnes v. Felix* (2025), which reaffirmed that officer actions must be evaluated based on the totality of the circumstances, including tactical decisions made before the use of force.

III. Joint Working Group Framework

Recognizing both the urgency of this issue and the limitations of the current Board's remaining term, the PAB proposes that this working group be formally established now, with a mandate for implementation by the incoming cohort. This approach ensures accountability, transparency, and uninterrupted progress.

A. Agreement to Establish the Working Group

Both the Division and the PAB should sign a memorandum of understanding (MOU) outlining the purpose, scope, and structure of the Use of Force and Policy Reform Working Group.

The MOU should specify that:

- The group will convene under the authority of the next PAB cohort, within the first year of its term;

- Membership will include representative(s) from the PAB, NCCPD's legal and training divisions, and community or subject-matter experts as appropriate;
- The group's charge will be to revise policy language, update training protocols, and evaluate investigative standards in accordance with the Barnes v. Felix totality-of-circumstances framework.

B. Policy Foundation for Discussion

The Board recommends using the following as the baseline for policy revision: "Officers shall not discharge their firearms at or from a moving vehicle unless the vehicle is being used as a deadly weapon and no reasonable safe alternative exists to avoid the threat."

Additional refinements should:

- Reinforce officers' duty to avoid creating jeopardizing positions (e.g., standing directly in the path of a moving vehicle);
- Integrate scenario-based training to enhance decision-making under stress;
- Update investigative protocols to ensure review of officer actions before, during, and after use-of-force incidents.

C. Accountability and Reporting

To promote transparency, the MOU should include reporting requirements to both the County Executive and the public, summarizing progress and outcomes within 12 months from the group's activation.

IV. Conclusion

The PAB remains steadfast in its commitment to advancing evidence-based, community-informed policy reform. While we are disappointed by the limited progress achieved during this term, we are confident that formalizing a joint working group agreement will ensure the next cohort begins its tenure with a clear, actionable mandate. This agreement represents an opportunity to transform prolonged discussion into measurable action—aligning New Castle County's practices with national standards and reaffirming our shared dedication to safety, accountability, and public trust.

We look forward to finalizing this agreement and stand ready to assist in preparing the necessary documentation before the transition of Board membership.

Reply from The Department of Public Safety

In summary, the Department of Public Safety has agreed to create a working group but will not commit to a Memorandum of Understanding (MOU) for governance.

The recommendations are that the next board work with the Department of Public Safety to work out the working groups composition and meeting parameters.

NCCPAB Policy Recommendation(s) for Incoming Board

The following are policy recommendations from the outgoing board for the incoming board to consider prioritizing. While some research has begun on these policies, more is needed before they can become formal recommendations to public safety.

No-Stop/Automated Ticketing Policies, Practices, and Recommendations

New Castle County Police Accountability Board Research Committee

Background:

In July 2025, the New Castle County Police Accountability Board (NCCPAB) Research Committee (RC) was asked to research no-stop/automated ticketed policies & practices with an eye toward making policy recommendations to the New Castle County Police Department (NCCPD) and County Public Safety officials and Council members; along with the request, NCCPAB Vice Chair Kevin Evans provided a Vera Institute article (Sensible Traffic Ordinances for Public Safety (STOPS)) as a starting point for the RC; RC members reviewed the article, asked justice-focused organizations in Delaware for input, including anticipated legislation or other pending policy changes, and combined findings and resources for secondary review (See below: Information Considered).

Information Considered:

1. General/National Research & Position Papers

- a. **Vera Institute of Justice. *Sensible Traffic Ordinances for Public Safety (STOPS)*.** <https://www.vera.org/ending-mass-incarceration/criminalization-racial-disparities/public-safety/redefining-public-safety-initiative/sensible-traffic-ordinances-for-public-safety#:~:text=Eliminating%20non%2Dsafety%2Drelated%20stops%20allows%20police%20to%20improve,public%20safety%2C%20like%20speeding%20and%20impaired%20driving.&text=Cities%2C%20counties%2C%20and%20states%20around%20the%20country,creating%20new%20legislative%2C%20police%2C%20or%20prosecutorial%20policy.>
Summary: Policy position piece in favor of limiting non-safety-related stops; implementing no-stop/automated ticketing for some traffic violations as a means of enforcing traffic laws while reducing traffic stops and in turn reducing police-driver interactions that may escalate, detract from law enforcement capacity in other areas, and have racial disparities.
- b. Vera provided resource/Evidence supporting limiting non-safety-related stops
 - i. https://vera-institute.files.svdcn.com/production/images/STOPS_Evidence-Guide.pdf?dm=1709749280
- c. Policing Project NYC School of Law – Model legislation and research
 - i. <https://www.policingproject.org/pretextual-traffic>

- d. ACLU NJ – article with national coalition partners to end pretextual stops
 - i. <https://www.aclu-nj.org/en/news/pretextual-traffic-stops-are-unconstitutional-and-life-threatening-lawmakers-must-act>
- e. Vera Institute – article with links to studies
 - i. <https://www.vera.org/news/ending-pretextual-stops-is-an-important-step-toward-racial-justice>

2. Research and policy from other jurisdictions

- a. Philadelphia (2021) bill 210636-A
 - i. <https://phila.legistar.com/LegislationDetail.aspx?ID=5007830&GUID=065348E0-F4F6-4B6A-A088-DFE5358E73CD&Options=ID%7CText%7C&Search=traffic+stopmakes>
 - ii. makes certain motor vehicle offenses secondary, instead of primary violations. Secondary violations are:
 - 1. Expired Registration Within 60 days
 - 2. Location of Temporary Registration Permits
 - 3. Display of Registration Plates – Not Securely Fashioned
 - 4. Lighted Lamps – Single Broken Bulb or Light
 - 5. Obstruction – Material blocking driver’s view
 - 6. Bumper violations
 - 7. Missing/Expired Inspection Sticker
 - 8. Missing/Expired Emissions Sticker
- b. Connecticut Racial Profiling Prohibition Advisory Board (2021) Report RE: Evaluation and recommendations of a primary and secondary traffic enforcement system
 - i. Task: “Outline the merits and feasibility of the establishment of primary and secondary traffic violations in the general statutes; and the establishment of a requirement in the general statutes that any police traffic stop be based on the enforcement of a primary traffic violation.” (Pg. 1)
 - ii. Conclusion: “The Connecticut General Assembly has asked for an assessment on the merits and feasibility of a primary and secondary traffic law system. The development of such a system is certainly feasible, and we believe it has merit. Reforms need to be carefully considered and their impact should be studied to ensure that public safety is not jeopardized. The Connecticut Racial Profiling Prohibition Project advisory board plans to review specific statutes for consideration in a secondary traffic law system. We hope to share additional information with you in the coming months. That being said, we have highlighted some initial thoughts below.

- Any initial reforms should focus on select areas that have demonstrated statistically significant racial disparities but have a lesser impact on public safety.
 - There is general consensus that stops for cell phone, seatbelt, speed, stop sign, traffic control signal and other moving violations should remain unchanged at this time.
 - Stops generally categorized as equipment-related and administrative have demonstrated statistically significant racial and ethnic disparities and should be reviewed for potential inclusion in a secondary traffic law system.
 - Equipment offenses include defective lights, display of plates, window tint and other general equipment violations. Administrative offenses include registration, unlicensed operation, uninsured operation and other general types of administrative violations.
 - Equipment or administrative offenses vary significantly in terms of their relationship to public safety. Some violations more directly impact the safety of a vehicle on the roadway. For example, a vehicle not displaying any headlights in darkness will logically impact roadway safety more significantly than a vehicle operating with one taillight not operating.
 - Any initial reforms should be targeted to the areas with the greatest benefit for decreasing racial disparities and costs to public health, safety, and trust in police institutions with the least probable effect on overall highway safety. A full assessment of the impact of those reforms should be undertaken before additional broader changes are made.” (Pg. 7)
- iii. Resulting legislation: <https://www.cga.ct.gov/2023/TOB/S/PDF/2023SB-01195-R00-SB.PDF>; article on bill by Center for Policing Equity (2023) (<https://policingequity.org/statement-on-bipartisan-passage-of-driving-equity-bill-in-connecticut-state-senate/>)

3. Relevant NCCPD Policies and Data

- a. [SEEK INPUT FROM NCCPD, inc. relevant policies, training materials, data on traffic stops inc. primary stop reason, use of force, arrest, demographic, and geographic data]
- b. Additional pertinent data that could be obtained from NCCPD
 - i. # of traffic stops in last year (either 2024 or past 4 complete quarters)
 - ii. # & % of stops (in the same time period as above) that are initiated for equipment violations or regulatory/administrative violations
 - iii. # & % of stops result in citation
 - iv. # & % of stops that result in search, seizure (of person or items), and/or use of force
 - v. # & % of stops result in arrest
 - vi. # & % stops resulting in conviction
 - vii. # & % stops involving a complaint, substantiated or unsubstantiated
- viii. compare it to other jurisdictions as well as to be able to compare the # & % within this subset of stops compared to all stops (In other words, to be able to see if use of force occurs at a higher/lower rate with stops initiated for equipment violations or other regulatory stops compared to other reasons stops occur that would not be included under a no-stop-ticketing policy.

4. Delaware Stakeholder Input

- a. Office of Defense Services—State-level legislation has been proposed under the leadership of Rep. Romer who has been looking at policy & practice in surrounding jurisdictions who has implemented no-stop ticketing (ex. Philadelphia); data is key for policy development and implementation, and improvements in Delaware’s data systems is needed first, and [HB 196](#) was proposed but stalled as a policy solution was found (“we reached an agreement with DELJIS and law enforcement to have them just make “primary reason for stop” a mandatory field rather than being legislatively required to”--ODS). [RC note: This data may already be available at the County level; further discussion warranted.]
- b. Tide Shift Justice Project– Supports no-stop ticketing for all the reasons [Vera Institute articulates](#); also “supports automatic ticketing enforcement for speeding, given it is done so with restrictions so it does not exacerbate economic disparities and is primarily about traffic enforcement, not revenue generation.”
- c. Center for Structural Equity–Does not have data related to no-stop ticketing practices; no policy position provided
- d. ACLU-DE position (emailed 10/10/25)
 - i. Most equipment violations and regulatory/administrative violations are considered "nonsafety violations."
 - ii. ACLU encourages the modernization of traffic codes to write out nonsafety violations, so that neither a stop nor a citation is necessary, and other violations should either be secondary or mail-in.
 - iii. A member of the National team shared that this [guide from Vera Institute](#) is a useful resource. They also shared a link to resources page of the [national traffic safety coalition website](#) that ACLU is a part of.
- e. Town hall November 2025: audience expressed both an interest in no-stop ticketing to reduce traffic stops and a concern with expanding automation and other technologies that could result in net widening. Taken in tandem, this points to the importance of policy and implementation specifics.

Summary of Findings:

Recommendations:

- County and next NCCPAB look into specifics of a no-stop ticketing policy and work with statewide group (Rep Romer, ODS, etc.) that has been digging into related data, DELJIS programming, and statewide legislation

- Seek data listed in Section 3

De-escalation/Trauma Informed Care Policies, Practices, and Recommendations

New Castle County Police Accountability Board Research Committee

Background:

In May 2025, the New Castle County Police Accountability Board (NCCPAB) Research Committee (RC) began focusing on de-escalation and trauma-informed care (TIC) policies and practices, specifically in comparison to those of the New Castle County Police Department (NCCPD). In August 2025, recognizing shared priorities and the expertise of Dr. Berke, the committee partnered with the NCCPAB Education Committee to advance this work collaboratively. Shortly after, the Education Committee Chair resigned. The following includes information from NCCPD, PAB Research committee members' research and pertinent observations from PAB members' ride-alongs.

Information Considered:

1. General/National Research & Position Papers

b. Internal Committee Research including observations on ride-along

Date	Source Type	Title	Author/Org	Summary
5/23/25 (Jenna)	Comprehensive Reference	Deescalation: Guidelines for how to begin evaluating your agency's deescalation practices	International Association of Chiefs of Police	overview of de-escalation including its theoretical foundations. It then offers a number of supplementary sections including examples of real-life evaluations and worksheets to help agencies evaluate their own de-escalation practices
5/23/25 (Jenna)	Journal Article	Does deescalation training work? A systematic review and call for evidence in police use of force reform	Robin S. Engel, Hannah D. McManus, Tamara D. Herold	De-escalation training is widely used in U.S. policing, but its effectiveness remains unclear due to poor-quality research. A review of 64 studies—mostly in healthcare—shows limited evidence of small to moderate benefits. The article urges stronger,

				evidence-based evaluation of de-escalation practices in policing.
5/23/25 (Jenna)	Journal Article	Can police de-escalation training reduce use of force and citizen injury without compromising officer safety	Michael D. White, Carlena Orosco & Seth Watts	De-escalation training in the Tempe Police Department led to safer outcomes. Trained officers used less harmful force, spent more time on scene, and were 58% less likely to injure civilians, with no added risk to themselves. Results suggest the training was effective, aided by a strong curriculum and officer engagement.
5/23/25 (Jenna)	Journal Article	A quasi-experimental evaluation of RADAR: response awareness, de-escalation, and referral for people with behavioral health issues	Charlotte Gill, Rachel Jensen, Heather Vovak	This paper evaluates RADAR, a police-clinician co-response program for behavioral health crises. While it didn't significantly reduce incidents or calls, it improved department culture and collaboration. Key lessons include the need for strong partnerships, sustainable practices, and better data systems.
5/23/25 (Jenna)		From Cuffs to Compassion: The Impact of Relational Policing Deescalation Approaches on Public Perceptions of Safety, Satisfaction, Procedural Justice, and Police Legitimacy	Brook Snider	Ontario introduced a 2023 training framework promoting relational policing to reduce police use of force. This study tested how relational versus standard policing affects public views during risky police encounters. With 217 participants, results showed relational policing was seen as safer, more legitimate, fair, and

		Justice, and Police Legitimacy.		satisfactory. The findings suggest relational policing can improve public perceptions of police.
9/13/25 (Dae'Shawn)			Robin S., Examining the Impact of Integrating Communications, Assessment, and Tactics (ICAT) Deescalation Training for the Louisville Metro Police Department: Initial Findings (IACP/UC Center for Police Research and Policy, 2020).	According to Dr. Engel's findings, ICAT produced significant changes not only in officers' attitudes and knowledge about de-escalation, but also in their actual behavior on patrol. Officer uses of force and civilian injuries were each down by more than 25 percent after ICAT training. Unexpectedly, injuries to officers were down even more, by 36 percent.^[3] Law enforcement agencies that had objected that ICAT would get their officers killed could now see empirical evidence pointing to the opposite outcome. Dr. Engel's team also found weaknesses in the ICAT model. Supervisors were not reinforcing the de-escalation paradigm that patrol officers learned in the trainings, which led to training decay—i.e., the weakening of ICAT's impact over time. The centerpiece of ICAT, its critical decision-making model, was the fastest piece to decay—a major concern not just for the Louisville police, but also for the PERF team that

				was championing ICAT across the United States.
9/13/25 (Dae'Shawn)			 FINAL-r-street-policy-study-no-307-1.pdf	

2. Research and policy from other jurisdictions

3. **Relevant NCCPD Policies and Data** (Lt Colonel Faulkner emailed the entire Board on 7/3/25, but the information was rejected by any non-county emails; upon request, it was resent on 7/23/25)

a. The Division does not have a stand-alone de-escalation policy and all our public-facing policies can be found at the following link: <https://public.powerdms.com/NCCPD/list> I will reach out to the Professional Development Unit to see if I can narrow down a search for you.

b. The relevant public-facing policies are as follows:

i. Directive 4 Use

of Force: <https://public.powerdms.com/NCCPD/documents/2882943>

ii. Appendix 45-E Crisis Intervention Team & Veteran's Response

Team: <https://public.powerdms.com/NCCPD/documents/869305>

iii. Appendix 45-G Mental Health

Unit Policy: <https://public.powerdms.com/NCCPD/documents/2032449>

c. As for the academy/in-service training in which we cover de-escalation methods are listed below. If the board is interested in receiving a presentation at an upcoming meeting, we can get that arranged.

- I. The below-listed courses (highlighted in yellow) are held in the police academy (or during sworn/in-service training). They contain instruction and/or curriculum that covers methods of de-escalation. Specifically, de-escalation tactics pertaining to: verbal/non-verbal communications, listening skills, rapport building, behavior assessment, persuasion, and modification, use-of-force to de-escalate, tactical positioning, spacing, and timing
- II. Introduced, practiced, and reinforced during the delivery of these courses: Interactions with Persons Suffering from Mental Health Issues, Police Communications for Crisis Intervention, Realistic De-Escalation, Patrol Procedures – Vehicle Stops, Dispatched Scenarios, Building Searches, and Officer Survival, Control Tactics
- III. This is the 8 hr. training block we provide our recruits. It is taught by S/Sgt. Heather Carter, Sgt. Sean Ryan, and M/Cpl. Irons. Also, de-escalation is built in and re-enforced during the entire three weeklong portion of academy practical exercises. Those include vehicle stops, building searches, and scenarios. They incorporate de-

escalation techniques such as, communication, listening, mental-physical-drug conditions, time being a key factor for success, cover/concealment, distance is your friend, giving clear instructions, etc. These techniques are always re-enforced during debriefs. In addition, we provide an 8 hour block of instruction on Crisis Communication, taught by M/Cpl. Corey Nicholson. This is actually coming up on 9/13/25. This training focuses on rapport building scenarios- communication.

4. Delaware Stakeholder Input

Dr. DiEleuterio, PAB member, participated in a ride along on 7/12 from 9-12pm. This involved two incidents:

- I. **Domestic Altercation:** two neighbors were disputing. Neighbor A called to report harassment because neighbor B put a forward-facing picture of a clown in his window. Both neighbors claimed that the other trespassed on their property and created too much noise. Police officer listened and then explained that the clown picture was not considered harassment and that noise violations were only valid after a certain time. The call was not filed as a police report. Both individuals were still escalated upon departure (Neighbor A turned up his music and Neighbor B walked away from the police officer when he asked “can we all just be adults?”)
- II. **Call for minor using drugs:** Woman called because a minor (13, perhaps) was loitering at her home and claimed he was waiting for her sister to obtain marijuana. Police officer started asking the minor for his perspective of the situation. He denied wrongdoing. He then made a verbal threat toward the woman who called. The police officer said to him “you are not being arrested, but I must detain you because you made a threat.” He handcuffed the boy. The boy began crying and expressed anxiety. The police officer walked him to his vehicle. He continued to communicate that he was not under arrest or in trouble, he was just being detained for his threat. Then, two other police cars arrived on scene. The boy questioned their presence. One of the new police officers listened to him. The boy asked for them to leave, and one of them responded immediately. The other stayed to deescalate. The boy was moved to the second police officer’s car and then we drove to his place of residence to contact his mother. Mother was on the couch and police officer explained the situation. The mother said “next time please arrest him.” And the boy stormed up the steps.

Summary of Findings:

- a. De-escalation: de-escalation practices are generally recommended, but studies are inconclusive about the effectiveness in and of themselves. It tends to be part of a larger story involving relational policing, etc. Based on observations, the police deescalate, however they also escalate by the very nature of the “law enforcement” approach.

Recommendations:

- Engage in more reflective conversations about ride-along experiences, particularly in relation to deescalation and TIC with NCCPD and PAB

Cultural Sensitivity Training Recommendations

New Castle County Police Accountability Board Member – Sean Green

Background:

During the December 2025 General Body Meeting, Sean Green asked the NCC Police and Public Safety representatives if the NCCPD provided cultural sensitivity training to its officers, and they replied “no”. Given this response, Sean recommended that this module be explored for future training. The timing of this recommendation prevented the existing board from exploring the details of this training further, but given its potential value, we are recommending that the next Board explore it in more detail in for potential formal submission.

What is Cultural Sensitivity Training?

Cultural sensitivity training for police is essential for enhancing communication, preventing conflicts, and fostering trust within diverse communities. This training equips officers with the knowledge and skills to understand, communicate with, and effectively work with people from various cultural backgrounds. It helps officers to interact respectfully with anyone, regardless of background, build trust with the community, and reach positive outcomes by de-escalating situations and reducing the likelihood of negative encounters. The training is tailored to the unique challenges faced by law enforcement in a rapidly changing, increasingly diverse society, ensuring that officers can navigate society's growing diversity and improve communication and trust within communities.

Resources:

[Cultural Diversity and Cultural Competency for Law Enforcement - Police Chief Magazine](#)

<https://diversitybuilder.com/police-cultural-competence-training/>

<https://www.vectorsolutions.com/resources/blogs/the-importance-of-cultural-competency-training-in-law-enforcement/#:~:text=The%20Role%20of%20Cultural%20Competency,a%20variety%20of%20cultural%20backgrounds.>

Board Member Testimonials

Dr. Jenna DiEleuterio

This year, my service on the New Castle County Police Accountability Board deepened my understanding of the balance between transparency and collaboration. The Board's meeting structure and FOIA requirements are essential to public accountability, though they can also make open dialogue and real-time sense-making more challenging. Working within these parameters required me to be especially intentional in my preparation and thoughtful in how I approached questions and discussion.

As a member of the Research Committee, I found that internalizing and generating meaningful, data-informed questions from New Castle County Police Department datasets was more difficult in a hybrid meeting model. Limited opportunities for in-person collaboration slowed collective analysis and sense-making. The in-person workshop with subject-matter expert was a turning point, creating space for deeper engagement with the data, shared understanding among members, and more focused, productive inquiry.

I am particularly proud of the Research Committee's commitment to meeting monthly and of the individual research each member contributed outside of meetings. The consistency, preparation, and shared responsibility demonstrated by the committee strengthened both our discussions and our ability to support the Board's oversight work in a thoughtful, data-informed way. This experience reinforced for me the importance of structure, preparation, and connection in advancing meaningful accountability work.

Dae'Shawn Nixon

Serving on the New Castle County Police Accountability Board has been meaningful work, but it has also made clear how fragile progress becomes when internal governance and external support are inconsistent. Over the past year, I experienced repeated instances in which key decisions were made without transparent processes or timely communication to members, sometimes resulting in board members learning about outcomes through public channels rather than through a clear internal decision trail. When major direction-setting happens without consultation, it undermines trust and leaves members asking what value their expertise and lived experience bring if they are not part of the deliberation. That dynamic also made it harder to maintain cohesion without a disciplined approach to coordinating priorities across committees and the full board. We sometimes pursued overlapping or conflicting objectives, diluting impact and creating avoidable friction.

At the same time, the challenges we faced were not simply a matter of board effort. For two years, we have participated in sustained discussions with partners in the Department of Public Safety to build workable pathways for collaboration and accountability. Too often, those efforts stalled due to turnover and changing representation within Public Safety, which repeatedly reset relationships and delayed continuity. Compounding that, the Board has operated with limited back-office capacity and minimal county leadership support—constraints that make it difficult to execute timely outreach, track commitments, and move proposals from discussion to implementation. If reforms are needed to strengthen our effectiveness, my experience suggests we should start by strengthening the “back office” infrastructure that supports the Board, clarifying authority and decision-making expectations, and establishing transparent internal practices that honor the collective responsibility and contributions of all members

Appendix “A” - NCCPAB Activities

Board Retreat November 15, 2025

Location: Hockessin Colored School



Board Use of Force Training October 25, 2025

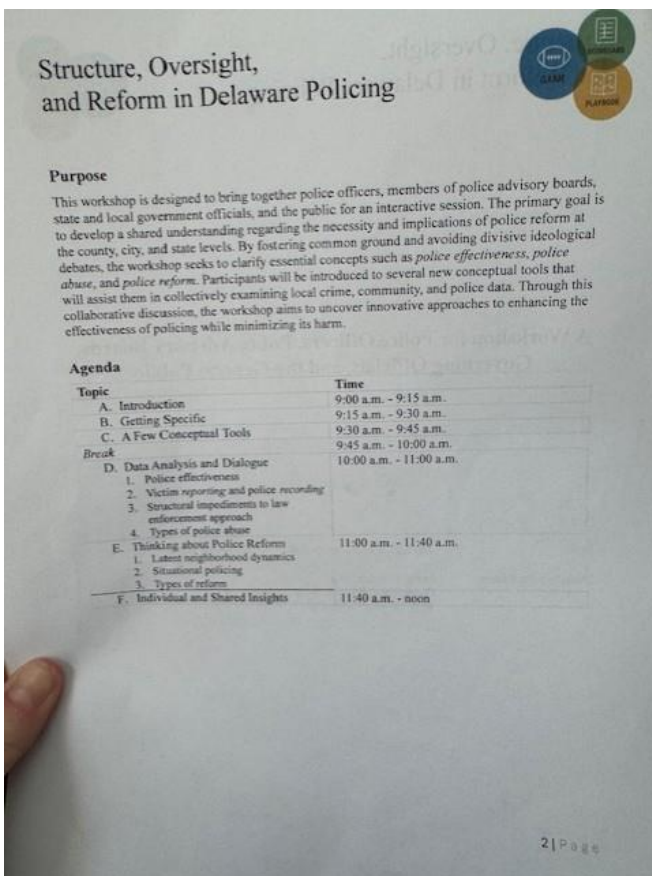
Location: New Castle County Public Safety Building and DMV



Research Committee Workshop January 31, 2025

“Structure, Oversight, and Reform in Delaware Policing” with Dr. Jim Nolan

Location: Government Building, New Castle, DE



Appendix “B” - Review of Criminal Justice Council Issues

Pursuant to 11 Del. C. § 9211, beginning in 2024, the Criminal Justice Council will post annual reports from Delaware law enforcement agencies that disclose (1) the number of public complaints and internal complaints relating to police misconduct that the department receives each year, broken down by subject matter of the complaint, (2) the number of formal investigations undertaken by the department each year, and the number of complaints resolved without a formal investigation, and (3) the number of formal investigations that resulted in a sustained finding of misconduct, an unsubstantiated finding, or any other disposition.

A review of the Delaware Criminal Justice website did not produce any issues reported for the New Castle County Police department in 2025. Here is a listing of incidents reported from 2024 to 2026.

11 Del. C. 9210 Law Enforcement Incident Narratives (listed in order of receipt date)

Please direct any questions concerning the investigative narrative to the reporting police agency

- Delaware Division of Alcohol and Tobacco Enforcement incident, received 2-15-2024
- Delaware River and Bay Authority Police Department incident, received 6-3-2024
- Dover Police Department incident, received 8-19-2024
- Bethany Beach Police Department incident, received 9-11-2024
- New Castle County Police incident, received 10-8-2024
- New Castle County Police incident, received 10-8-2024
- Task Force: Delaware State Police & Probation and Parole incident, received 12-28-2024
- Delaware State Police incident, received 1-4-2025
- Delaware State Police incident, received 1-23-2025
- Delaware State Police incident, received 2-18-2025
- Wilmington Police Department incident, received 2-20-2025
- Delaware Natural Resources Police Department incident, received 2-24-2025
- University of Delaware Police Department incident, received 5-19-2025
- Delaware State Police, received 11-25-2025
- Millsboro Police incident, received 12-29-2025
- Newark Police, received 1-14-2026
- Georgetown PD received 2-16-26

Appendix “C” - New Castle County Crime Reports

New Castle County, DE, has a crime rate of 4.421 per 1000 residents in a typical year. The northwest part of the county is considered the safest with a chance of being a victim of violent crime ranging from 1 in 90 in the east area to 1 in 575 in the northwest. The northeast parts of New Castle County see the most incidents, with about 564 per year. The total projected cost of crime in New Castle County for 2025 is \$153,385,578 which translates to approximately \$258 per resident and \$668 per household.

New Castle County, DE, offers a comprehensive crime reporting system that includes crime maps, police records, and crime statistics. Residents can access crime data through the official New Castle County website, which provides an interactive crime map and allows for community involvement in investigations. The crime map includes various crimes such as assault, burglary, and motor vehicle theft, **but does not include sexual assault, drug offenses and domestic incidents due to privacy concerns.**

Link to Crime Map:

[Crime Map | New Castle County, DE - Official Website](#)