



Hemant Marathe
June 27 at 9:41 AM



At Monday's council meeting Ms. Ayesha Ayesha Krishnan Hamilton asked whether the Class III officers will be offered "bias" training. To be fair many other people have expressed concern about potential "bias" by a Class III police officer. Since the Class III officer is a West Windsor police officer the implication is that West Windsor police officers will be biased once they get in school as Class III officers.

For all those people who have that question, I have a question of my own. Is it possible that the root of this question is your own bias against police officers? Bias formed by events that happened somewhere else that have no connection to our town and our police department?

I have been in West Windsor for 24 years and during this time I have not heard one complaint either in public or private about a police officer misbehaving with anyone. Trust me when I say as school board president, council member and mayor I hear 50 complaints in private for every one I hear in public. During this time, they have been in schools practically every day and have not generated one complaint in 24 years, not ONE. If anything, they bend over backwards to help the community.

Given this evidence isn't it insulting to our school officials, police officers, and the town to question whether "the police will be provided bias training"?

If anything, this provides an opportunity to establish a model for how the police can work effectively with ALL people. A positive role model that can be replicated in other communities which have experienced problems. Why would you let your own bias and fear drag down a perfectly great police department and town? IMHO, by their actions, the West Windsor Police Department has earned the right to not be second-guessed.

Like

59



Michael Ashworth What is entailed in bias training? In my industry, training is usually a proactive, positive effort.

Like · 1d · Edited 2



Venkataraman N Karimanasseri Well said Mayor Marathe.. Thank you for these reassuring words.

Like · 1d · Edited 1



Anu Ray I would not look at the people asking questions in similar fashion. All of us carry biases within us, most of the time, completely unaware of these. No one is accusing WWP officers of bias. In my limited interaction with them, they have been extremely professional and courteous. On the other hand, it does not mean that they, and in turn, the community will not benefit if anti-bias training is provided. As mentioned before it is a proactive action. There is precedence for such actions in private sector and most people who attend such sessions report benefiting. In that spirit , let me add that all of us can benefit from anti-bias training though I doubt the township has the budget for it 😊

Like · 1d 8



Toy Edwards Good morning Mayor,

As one of the few African Americans in this town, I am very concerned about bias both conscious and unconscious. African Americans are often unfairly treated by the Police and my concern is that the Class III Officers will unfairly target the African American students in our schools.

In the past, the West Windsor Police has requested and received bias training. I applaud them for their efforts.

However, there is still bias concern in the WW African American community.

I will reach out to you separately to set up a meeting to discuss.

Thanks, have a great day.

Like · 1d · Edited 18



Alok Sharma If any class 3 officer treats a kid based on his race, that person should be summarily fired. Period. Not just any class 3 officer but also any teacher or sub or an employee.

1

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Like · 1d

Hemant Marathe I will be happy to meet with you.

Like · 1d

Sanjev Rajaram Miss Edwards if I may could I also attend said meeting, if that okay with you and Mr.Marathe. I feel as if I could allay some of the fears and concerns you may have. I want to make sure you feel comfortable knowing that this town and our officers and the people all love, value and respect our African American friends and fellow humans. I believe that understanding and discussion is important to dispel the fears and purposeful misconceptions that the media and far right/far left pundits have infected society with. Please let me know

Like · 1d · Edited

Angela Castano Diez Sanjev Rajaram are you a public official, or are you just asking to meet with Toy Edwards to downplay her concerns, tap her on the head, and tell her everything will be okay when she is requesting a real dialogue about a very real issue?

Like · 1d

Sanjev Rajaram Hello and good evening. No I am not a public official but I do have facts and studies on racial bias and policing as well as official information from the FBI and other public organizations to help facilitate understanding. Miss Edwards has a concern and I want to ease her fears and let her know that the truth is on her side and that her children will enjoy a long and happy life protected and loved by this community and its officers.

Like · 1d

Jose Sanchez Angela Castano Diez watch the microaggressions

Like · 1d

Toy Edwards Sanjev Rajaram Good morning - thanks but no thanks.

Like · 1d

Toy Edwards Sanjev Rajaram I know your heart may be in a right place but you have no idea how it is to live in this society as an African American. Thanks, have a great day!

Like · 1d

Sanjev Rajaram Toy Edwards Perhaps not but I know how it is to be a human and I do have facts and studies as well as the truth. In any case no problem at all, I only place the offer on the table, you have every right to accept or deny it but if you change your mind I'll be available just contact me. Please have a pleasant day.

Like · 23h · Edited

Alok Sharma When I hear from the cops and the chief, they are themselves aware and take precautions way beyond necessary to make sure no one gets a feeling that they are biased or not sensitive to diversity. West windsor police needs to be rewarded and applauded for these efforts and great community relationship, not beaten up publicly in the council meeting. Let's atleast not destroy their morale by patronizing like this.

Like · 1d · Edited

Angela Castano Diez Alok Sharma our wonderful police department is so amazingly aware, I have to stick up for them and say that I am SURE they are absolutely NOT feeling patronized nor have moral destroyed for anyone questioning whether they will have bias training. I am sure they are absolutely capable and proud to stand up and answer to these issues themselves, and agree to have these officers undergo whatever additional training would help them do their job working with children with whatever additional tools they are offered

Like · 1d

Alok Sharma Angela, they have been working with children for decades now, every single day. They have structured diversity and sensitivity training. This all is known to the council for years.

If someone asks me in every public forum "I know you are an honest person but just answer the question - have you

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stopped lying?" That's not a yes or no question. That's not even a question. That's a statement. Even a pre-schooler will understand what is going on.

Like · 1d · Edited



Brandi Hebert I would like to note that it is a very different dynamic to be working in a school with children/teenagers/teachers everyday compared to the traditional work environments to which police are trained

Like · 1d



Alok Sharma Brandi, police have been in school every day, for years and years. Did you even listen to Lt Lee when he listed all the multiple dozens of activities police interact with kids on a personal basis?

Like · 1d



Karen Clark Wow. What a disappointing message. Just because you are not aware of any complaints does not mean that bias doesn't exist. It is a very subtle thing. I can't imagine anyone being against training for officers, or for any profession. This is all part of professional development, and should be encouraged. I am very glad that Ayesha Krishnan Hamilton brought up the issue, and am sorry that the reaction is so dismissive.

Like · 1d



Sarah Kappel Bias is real. Training is a proactive step in combating it and to suggest it isn't a slight on the group taking the training. If you have never done so, consider taking one of the Harvard implicit bias tests and see what you find out about yourself. We can all do better than what we do today if we try. <https://implicit.harvard.edu/implicit/takeatest.html>

IMPLICIT.HARVARD.EDU

Take a Test

Like · 1d



Ane Rudorfer Contrary to conventional wisdom, installing SROs in schools will not actually make them safer. Schools with SROs actually have more violent crime than schools that do not. Instead of making schools safer, having cops in schools fuels the school to prison pipeline. In 2013-14 SROs referred students as young as five to law enforcement for "crimes" such as throwing paper airplanes and kicking trash cans. These behaviors, while disruptive, can be dealt with by the school's administration through some punitive measures and with remediation. In addition, police officers are authorized to discipline students through violence, while teachers are not. This leads kids to be handcuffed and beaten. Only 12 states require SROs be trained on how to use appropriate force when disciplining children. Also, concerns of racial bias have a clear rational basis due to the fact that law enforcement disproportionately targets people of color in the US.

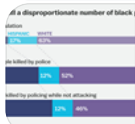
Some facts about racial bias in law enforcement:

- Racial minorities are 37 percent of the population, but represent 63 percent of unarmed victims killed by the police
- 9.5 percent of white people have used drugs in the past month vs 10.5 percent for black people, but black people represent 879 drug arrests per 100k residents, vs 332 drug arrests per 100k residents for white people.

My sister is a rising 8th grader at Grover. I do not want her to attend a school with a militarized environment, and where they see their fellow students of color being targeted disproportionately.

For more information, please read the following:

- <https://www.vox.com/.../police-brutality.../us-police-racism>
- [https://www.washingtonpost.com/.../putting-more-cops.../...](https://www.washingtonpost.com/.../putting-more-cops.../)



VOX.COM

There are huge racial disparities in how US police use force

Like · 1d · Edited



Karen Clark And given that my kids are in classes that are now at 30 students in the classroom, how foolish to spend money on this instead of maybe hiring some more teachers.

Like · 1d



Jyotika Bahree There is a clear line between informal counseling (which is what these SLEO III's will do) and

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disciplining. They will defer to school administrators in discipline matter. Regarding your point on racial bias, I don't deny the National-level data you have presented but stereotyping is a huge mistake. These officers will be recruited and trained by the WWPD and PPD and therefore they will carry the "community policing" culture of these departments.

Like · 1d



Veronica Mehno Jyotika Bahree I would love to see that documentation as well. thanks,

Like · 19h



Patrick R. Riccards It is important to note, though, that the issue of unconscious bias is an important subject in education today. Educator groups like PDK have made it a major focus. Google is spending millions, working with institutions like MIT, to study it and its effects in the classroom. So while I don't disagree with your specific point about relations with law enforcement, Hermant, unconscious bias is a very real issue in schools today. It is even at the root of current issues at Harvard, where such bias is now strongly placed on its Asian-American community.

Like · 1d



Charmi Patel Peña I'm disappointed by this question because any human, officer or not can hold biases. However, when you are in an armed position of power, AND considering what we know about inequitable discipline for students of color (statistically, not anecdotally) of course it makes sense to say "hey - are we going to make sure that armed officers in school will have extra bias training?"

I already don't think an SRO will make anything safer. I damn sure don't want it to be worse for my child.

For the record, WW cops have always been wonderful to me. But I grew up around here and bad eggs are anywhere and everywhere. I had a friend in high school who a WW cop suggested was high because he has "chinky eyes". He wasn't high, he was Chinese.

Suggesting that any officer holds biases isn't an insult. We all do. We are not all out to get people - nor are officers. But our biases affect our thinking and officers are ARMED on top of it. Bias training - and strong boundaries about officer involvement in student discipline is a must.

Like · 1d · Edited



Alok Sharma We are all unconsciously biased. That's a fact. We have to keep a check on it. That's our duty. Council and Mayor being the employer of the men and women of the West Windsor police personnel need to be aware that they might be unconsciously biased against the police and law enforcement. Has the council gone through a training of unconscious bias against the police? How would they know if they are treating the police fairly based on facts from our town or just forming an opinion based on their biases and acting on it and making public statements based on it?

Like · 1d

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Patrick R. Riccards And, Alok, I completely agree with you on the value of identifying unconscious bias against police and instilling respect for law enforcement. As the father of two children of color, two children who can now be stopped in NJ and forced to show proof of citizenship at any time, it is my responsibility to teach my kids to respect police, no matter what is demanded of my kids. I'm incredibly grateful that our (unarmed) resource officer at CMS has helped grow that respect in my son.

Like · 1d



Alok Sharma Patrick, we are on the same page.

Like · 1d



Eileen Fisenne Azzara Im pretty sure that unless a council member has a concealed carry permit they are not dealing with our PD as an armed citizen. An Class III officer is armed and dealing with children of all races and religion. There is a major difference and all officers in this position should should receive training. To be honest, knowing how involved in the school community our police forces are and how they want to be positive influences in the lives of our students, I would think they would welcome it.

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Alok Sharma Eileen, council decides their budget, salary, equipment needs. The person does not have to carry an arm to be conscious of his/her bias. An employer repeatedly pounding on a particular issue publicly against his employee needs to check on unconscious bias against that employee.

Like · 1d

Eileen Fisenne Azzara Alok Sharma perhaps but not on this issue. In fact, shame on all of us that didn't immediately think to make sure it's included.

Like · 1d

Alok Sharma Eileen, at what point does repeatedly asking the same thing in public, despite knowing the existing diversity training and despite having the opportunity of multiple weeks to ask that question by email, become aggression and make your employee lose morale?

Like · 1d

Charmi Patel Peña I've asked this question to the people on council and the mayor via this forum since the day it came. You, Alok, even agreed at the time that it was important. But no answers materialized. And now some have - but are disappointing.

I don't think it's a new question.

Like · 1d · Edited

Charmi Patel Peña Especially considering it seems not enough is planned. A one hour training is less than Starbucks baristas.

Like · 1d

Alok Sharma Charmi, not just then, I agree 100% now and will agree twenty years from now that humans will always have unconscious biases and that we have to keep a check on those biases to be fair to each other. Human brain is a product of evolution, can't change that. There's a noble prize on this topic.

Like · 1d

Charmi Patel Peña And yet when we're asking for that training for people who have been out of the force for a bit we're insulting officers? Because that's the tone I'm seeing here. Questioning is insulting. And that's not quite fair when we're just doing due diligence as parents.

What has been proposed is less than sufficient in my opinion. I'm unable to see a downside to having more.

Like · 1d

Charmi Patel Peña To be clear, I think strong bias training protects the kids, the officers and even the townships taxpayers via prevention. We are all better off embracing the best available training.

Like · 1d

Alok Sharma Charmi, my question now. Do you think it is possible for the council to be biased against West Windsor police despite facts to the contrary, just because they belong to a category called "law enforcement"? Do you think repeatedly saying something in public about your doubts that they might be biased, even while knowing their training and having multiple private conversations, right after they just proudly listed fifty different ways that they involve themselves to be friends with kids , going way beyond their call, do you think it is aggression? Do you think that police can feel unfairly treated by council?

Like · 1d · Edited

Charmi Patel Peña But everyone IS biased. And when we're dealing with children's safety, it's not about being biased AGAINST anyone.

It's about asking questions because of facts and evidence and wanting us to protect ALL involved accordingly.

As soon as great training is planned I'm happy to drop the subject. I love our force - we're happy and lucky to have a chief that believes in community policing. But when it comes to our children's safety - I don't think any bias against LE is involved in wanting them to have the best possible bias training available.

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Alok Sharma Charmi, repeatedly questioning someone on an issue for which they are already stereotyped is aggression and bias. If to me an Indian parent, knowing what sports my kid plays, having multiple personal interaction opportunities, despite that if someone keeps asking in public if my kid plays any sports, that's not an innocent question it is a loaded question, it is aggressive, it is biased.

Like · 1d · Edited

Charmi Patel Peña If I've asked repeatedly it's because the answer is insufficient.

This isnt asking about specific officers. It's about our communities plans to set up a program. We should want it set up the best it can possibly be. No bias against LE is involved is saying "are we planning this best we can? No? Let's do better."

Like · 1d  1


Charmi Patel Peña Making this about insulting officers is changing the subject. It's not about anyone specific. Is about planning for the best.

Like · 1d  1


Charmi Patel Peña Further, if we agree that this is a subject that has a lot of research behind it - I don't see why we don't just set up more training before armed officers enter school. I'd like to see that with teachers, administrators - anyone who is involved with our kids.

Like · 1d  1

Patrick R. Riccards If we were demanding "a lot of research" behind what we do, we wouldn't be putting guns in our schools. There is no real evidence that shows arms in school make them anY safer.

Like · 1d  2

Alok Sharma Charmi, I disagree. Despite all information over years of interaction if you repeatedly keep asking in public, it is not innocent information seeking, you are making a demoralizing statement under the guise of questioning.

Like · 1d  1

Charmi Patel Peña Not when the answer is "one hour of training".

It's not about the people. It's about the process. Make the process better and there'll be nothing to talk about.


Like · 1d

Alok Sharma Charmi, there I disagree with you. No matter what the process, no matter if the police do another fifty things on top of fifty they already do for community relations, no matter, they will still be talked down at in public forums, they will never overcome this prejudice. Because it is not them, it is the attitude they face. Let's not blame the victim.

Like · 1d · Edited

Charmi Patel Peña They're not victims. They're the people the board and council are putting in place to protect our kids. They are in power and they are armed and it is not victimizing them to ask about more bias training and boundaries.

And I would note that the concern is repeatedly ignored, though parents at the meeting expressed them, parents here in this thread have expressed them - and yet the MATTER is never addressed. Just the perceived insult for even asking.



Like · 1d  2

Patrick R. Riccards FWIW, two years ago the US Marine Corps underwent bias training. It wasn't that the US government thought ill of the Marines. The times were changing, as were roles and expectations.
<https://www.military.com/.../all-marines-unconscious-bias...>

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All Marines to Get

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'Unconscious Bias' Training...

Like · 1d



Brandi Hebert I think you make many solid points here but the difference in the scenario speaks to who has the authority in the relationship and who is or is not weaponized.

Like · 1d



Patrick R. Riccards We are, Alok, yes. As a society, we are moving toward all classroom teachers needing to through unconscious bias training in the name of improving instruction. If that is the case, shouldn't police officers in those same schools go through the same training?

Like · 1d · Edited



Charmi Patel Peña As an aside - of course anyone treating a student wrong because of race should be fired.

But I believe in the goodness of people who just might not recognize their societal programming - and that bias training can help remove the thoughts we have that aren't even active but somewhere affecting our actions in the back of our minds.

I'd rather we deal with it beforehand than any student - and any well meaning officer who didn't recognize their biases, be put through hell on the tail end. Prevention is always better.

Like · 1d · Edited



Alok Sharma Patrick, Shouldn't council also pause to ask themselves if they are unconsciously biased against police and law enforcement? It effects the morale of the department and council is their employer.

Like · 1d



Charmi Patel Peña Because they asked about bias training which WWP embraces? No.

Like · 1d



Charmi Patel Peña This is like me wondering if you're biased against biased training. It's a bridge too far. Statistics and pragmatism mean that bias training for those in positions of power is a positive enriching thing for everyone involved. It's not "mean".

Like · 1d



Alok Sharma Because they asked the question repeatedly without acknowledging the fact on hand and the efforts of our police to be sensitive to bias and diversity.

Like · 1d



Patrick R. Riccards Absolutely. There is a lot of exploration we should do, including the unconscious bias the WWP schools largely pays to the special education community (a pet peeve of mine). But we often don't want to have such discussions in this community. We prefer to rubber stamp whatever we are told is best.

Like · 1d



Charmi Patel Peña Retired officers do have some distance from that training. Refreshing that training is hardly out of order. And training is always improving. There's no reason not to expect armed people dealing with children not to be up to date.

Like · 1d



Ayesha Krishnan Hamilton Mayor and West Windsor: I am stunned and dismayed at this public attack and can only caution any of you wishing for a role in Public Service-that Peeps awaits you. I also ask that you carefully watch the video of Monday, June 25, 2018 Council meeting and specifically the portion where I asked my questions, raised to me by residents in this Town, of Dr. Aderhold and Lt Lee. I have served as the Public Safety Liaison for my three years on Council and have great respect for our Police Department, Fire Departments and Emergency Services and have EVERY SINGLE YEAR advocated for more police officers as they are stretched to the limits. In fact, I would have no questions about the officers and their training at all if Chief Garofalo, Det. Jelinski or Lt. Lee or anyone

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of our current WWPd were to be in the role of SLEO III. Since that isn't the case, I will ask the questions-because the SLEO III are retired officers, coming out of other Towns, who were not trained by former Chief Pica or Chief Garofalo. To be accused of disrespecting any of them because I asked questions about the Program being implemented in our schools and affecting our children is heartbreaking. To be attacked for asking the questions, however, is something that I have gotten used to under this new administration. My job on Council is to ask the questions to make sure that the best possible solution is reached and I will continue to do that, despite the current rhetoric.

Like · 1d 32

Karen Clark Agreed. The original post by the mayor on this facebook group was totally inappropriate. Thank you Ayesha for the work you do for our town.

Like · 1d 7

Sam Jones Glad to hear you are advocating for more police officers in WW because they are stretched too thin. Did you add any new officers this year? If not, why not? What are the plans to continue increasing police staff with the increasing population?

Like · 1d

Sam Jones Are you adding more officers and supervisors in the police department to oversee this class 3 program? After all, aren't you tasking the police department with hiring, training and overseeing these new class 3 officers?

Like · 1d

Hemant Marathe Ayesha Krishnan Hamilton as a council women you have been repeatedly assured that no police officer would be recruited unless he/she fits in West Windsor police department culture. You have been repeatedly assured that every hire will go through our training to become a "West Windsor Police Officer".

My exact words have been "We are NOT looking for bodies, we are looking for West Windsor police officers".
 You forget that Chief Pica, Garafalo started as a patrolmen at some time in their career and went through West Windsor Police Department training.
 You were offered an opportunity to comment on the agreement twice in writing and not a single comment was received from you.
 Claiming you trust our chief but then questioning whether he will be able to provide sufficient training doesn't fit in my definition of Come together West Windsor.

Like · 1d

Jose Sanchez Councilwomen Hamilton, I have one question for you. The questions that you asked during the last council meeting. Did you truly have no information from Dr. Aderhold, Mayor Marathe, or Lt. Lee that would have answered your questions? You had no idea of the answers to your questions before you asked them in public?

Like · 1d 1

Lori Marabella Jose Sanchez is it really too much to ask that public business be conducted publicly, rather than via email, private conversations, closed sessions or non-public committee meetings? Optics/grandstanding (always in the eye of the beholder) is a small price to pay.

Like · 1d 3

Ryan Cardone This is an extremely crummy turnaround by our mayor and a ridiculous question. I assume the answer to whether or not implicit bias training will be required is "no".


Like · 1d · Edited 4

Jon Cosse Wow! Cannot believe that many folks do not know how fine a police department we have!! Sounds like you just moved in to the district. Also sounds like you biased folks are prejudiced.... I would suggest you visit the chief....he can tell you that his police do have the kind of training you are talking about, and further about their interactions with our kids over the last 25 years. Don't throw rocks, get answers!


Like · 1d 7

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 **Ryan Cardone** Accusing people worried about the safety of their children of being biased against the police is unhelpful to the conversation. If you have some literature that shows the type of training west windsor police go through around biases please share it.


Like · 1d 4

 **Patrick R. Riccards** I don't think anyone is questioning the professionalism or commitment of local law enforcement. But when our community leaders decide we are adding armed police to our schools, there are questions that should be asked and new policies they likely need to be considered. For most officers, we are now living in a world quite different than the academy prepared them for.

Like · 1d · Edited 8

 **Ravi Sattiraju** Shame on you, Mr. Mayor. Asking whether officers are receiving training does not imply that they are doing anything wrong. The purpose of training is to provide resources and guidance to our public servants. The election is over. Stop with the gotcha moments and selective quotes. Work together to get things done for our town.

Like · 1d · Edited 16


 **Charmi Patel Peña** No one said we don't have a fine police department.


We would be fools if we didn't ask the questions any parents should ask before entrusting the care of our children to anyone.

Asking people to go through bias training is not an insult. It is an acknowledgment of their power and a safeguard for our kids AND the officers.


Our chief is wonderful but he's been chief for a year - and retired officers have been out of the loop for any given amount of time - and maybe not even previously of WW. Asking them to refresh before going into schools is not insulting and the spin that it's an insult to make sure we're taking measures to protect everyone involved is...disappointing.

Like · 1d · Edited 13


 **Venkataraman N Karimanasseri** I would gladly assume the professional ethics of a police officer are much higher than that of a normal "employee" as someone referred to the LE officers above. Having said that, the real issue IMHO is how best we use our limited resources as a town and school district. In my experience, being removed from a job as a lifelong Law Enforcement professional for a period of time does not diminish their professionalism when they take up a serious role in a school security system. I would suggest we just put in place a simple online review and signoff by these officers being recruited of existing principles of fairness and professionalism that is expected of all WWP PD officers.

Separately, I find it urgently necessary to require a cultural sensitivity training of all new teachers and staff in our WWP schools. And a mandatory cross cultural training for all students at the beginning of every school year. There was a very serious anti-semitic HIB incident that resulted in a few students being found guilty and the victim (Jewish) was forced out of our school system quietly. Such a shame that  Ayesha Krishnan Hamilton you and the WW Township Council would not address these larger issues and find it demeaning to be told that law enforcement officers everywhere are to be assumed to be capable of professionalism. Where was your anger when the anti-semitic incident in our WWP School was not even brought up for discussion as an issue in the township till date? Why oh WHY this silence Ayesha?

Like · 1d · Edited 2

 **Venkataraman N Karimanasseri** *In my experience interacting with retired LE officers.

Like · 1d

 **Sanjev Rajaram** 🙌 The police in our town America's finest and the police in America are the finest in the world.Despite the news media peddling police bias and unconscious bias these types of bias found in actual practice are very rare. Yes Black Lives Absolutely Matter and I will never stand for anyone being mistreated because of their skin color be it black, white, brown, purple, rainbow or green but the chance of a African American student or any dark skinned student being killed or severely harmed by a police officer is infinitesimal, it's similar to the chance of a caucasian student being killed or harmed in a radical islamic terrorist attack. Does a radical psychotic who twists and falsely uses his religion out of context to commit an atrocity

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represent the 99.999% of peaceful, loving and wonderful people of the great faith of Islam? No. Similarly most police are good officers who seek to help and do their jobs, they treat everyone equally despite their skin color, religion or sexual orientation.

I know many of these cops personally and they are some of the kindest and most professional gentlemen and gentlewomen I've ever had the pleasure of knowing. Look at this picture here, this is what America really is like; its not the horror show the media paints. The media just wants ad dollars and controversy because it sells. Don't let the far left or right divide us. They are afraid of the truth because they know that more of us get along and love each other than not. It's only human nature as human being the most social species on earth have evolved to be the most emphatic towards one another.



Like · 1d · Edited

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Ryan Cardone The chance of a school shooting happening is also infinitesimal but here we are contemplating adding armed officers to our school to prevent one

Like · 1d

Sanjev Rajaram What does this bias training entail? Are these POC students somehow different than every other human who walks this Earth? Is it society that stigmatized against colored people nowadays or is it a lot of media overhaul that doesn't represent the norm and that most people don't care about your skin color or ethnicity? What biases would they teach against is my question.

Like · 1d · Edited

Ryan Cardone Blaming the media ignores all available data <https://www.vanityfair.com/.../07/data-police-racial-bias>



VANITYFAIR.COM
What the Data Really Says About Police and Racial Bias

Like · 1d

Ryan Cardone But you also dodged the basic premise here - you say the chance of an officer being biased and using force because of that bias is so small that it's not worth considering. Meanwhile the chance that a WW school be the victim of a school shooting is ever more small, but you still want to put guns in school to protect against it. It feels pretty hypocritical

Like · 1d · Edited

Sanjev Rajaram Ryan Cardone I read through your paper and it looks like for most places some level of bias training would certainly be necessary but in this diverse town the cops are already well equipped to handle diverse students. Bias training definitely could be useful, im not so much concerned about having bias training but I'm concerned with some of the sentiments against the police as Mayor pointed out biases go both ways.

Like · 1d · Edited

Ryan Cardone I think parents have a right to be concerned, and the right to know that every precaution is being taken to protect the safety of children with an armed police officer in school. If that's twisted as "sentiments against the police" it can't be helped

Like · 1d · Edited

Sanjev Rajaram Ryan Cardone you do have I point I do have to concede as far as that notion. On the sentiments against the police however I don't like the comments about a snitch culture and other anti-cop mentality. The

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police aren't the enemy and say something see something has saved lives , allowed early detection and intervention.

Like · 1d



Michael Jackson Ryan Cardone totally legit point, something we should all consider. Remember folks, in an effective discussion, it's always better to _get it right_ rather than to _be right_. That necessitates the courage to admit that we do get it wrong from time to time (only human, right?) and the wisdom to change our minds when someone like Ryan adds a voice of reason.

Like · 1d · Edited

Daniel Weiss Ryan Cardone More than contemplating - the WWP BoE voted last night to proceed with hiring armed officers to patrol our schools. Now it's up to each township to approve a shared services contract to implement. The contract was already provided to the respective town councils for review and will be voted on in the coming month. If you're not happy about this, come to the next WW council meeting and share your opinion please!

Like · 1d



Sanjev Rajaram However we have to keep in mind that the Police are still the good guys. You can't take the actions of a few crooked individuals and paint the whole organization as such. Its unjustly done to Muslims and African Africans and now it's being unjustly done to the the police. I don't disagree that bias training is helpful and I agree it should be done but don't paint all cops or even most cops as biased or racist when that only the far and few between. The police are the heroes of justice protecting our communities, towns and cities.

Like · 1d · Edited

Ryan Cardone Agreed it's not all, and just a few here and there who are a problem (and, to go further, it's ENTIRELY possible there's no issue in WW) but the problem with the bias being implicit is it's impossible to say who belongs in what camp. The point of the training is to ensure everyone gets the needed education.

Like · 1d



Ryan Cardone Daniel Weiss Thanks for that info. That's extremely troubling to me, and I will plan to attend a meeting. That this has already passed is depressing. My family and I rent in the area and I guess might start looking at other school districts if/when this gets enacted

Like · 1d

Michael Jackson Ryan Cardone and for each of us to ask ourselves - no matter how liberal, progressive, or "color-blind" we think we are - How has implicit bias affected ME and the way I look at people? Could I be overlooking ways that implicit bias has affected my perceptions of a "dangerous person" and could that affect a split decision that I make that relies heavily on my gut instincts?

Like · 1d · Edited



Sam Jones Bye

Like · 1d

Venkataraman N Karimanasseri Ravi Sattiraju - the question is simple. How best to use the time and resources we have on hand. Law enforcement officials everywhere are held to a higher standard. I would encourage sensitivity training to actual school admins and even teachers, before beginning to question a former police officer or Judge.

We all have our biases .. that's why we have elections. Every 4 years we get to chose how best to move ahead as a society. Is it too much to ask that we give this Mayor the same courtesy as the previous Mayors, if not more? To balance the budget and save us all our tax dollars in the most efficient manner as he thinks is appropriate? Peace to you and others too.

Like · 1d

Patrick R. Riccards Actually, sensitivity and unconscious bias training is a very big deal in k-12 education, and I'd suspect it will come to WWP very soon. For me, the question is if we expect it of teachers and school administrators (which we should) we should

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also expect it of officers in the schools, particularly if they are armed.

Like · 1d



Venkataraman N Karimanasseri Without sounding too simplistic, there is a visible liberal / left leaning political bias in our public school and university settings. Despite the best efforts I have heard of school teachers being openly critical of President Trump when speaking to students in school related activities, in recent months. That goes beyond the unconscious variety. This is the intentional and conscious bias that poisons the whole atmosphere.

Like · 1d · Edited

Patrick R. Riccards All true. Not the part of the bias training that is coming to schools these days, but it is a very important topic that should be a part of it. I've written some on my concerns with the chill on free speech on college campuses, particularly when it comes to those speaking from a conservative perspective.

Like · 1d



Lori Marabella Venkataraman N Karimanasseri is it any wonder that some teachers might be critical of the President when his education secretary (who is completely unqualified for the post) has called public schools "a dead end" and used her fortune to advocate for charter and religious schools to be funded with public money with zero oversight and accountability?

Like · 1d



Charmi Patel Peña Am I right to assume that this conversation is moot? That council has already decided minimal one hour training will be sufficient?

Like · 1d



Venkataraman N Karimanasseri



Like · 1d · Edited

Charmi Patel Peña I now have to consider moving to a town where unconscious bias training is taken more seriously for my children's well being. I don't think this is amusing.

Like · 1d



Venkataraman N Karimanasseri Charmi Patel Peña - did you know there was a serious antisemitic incident in our WWPHSN this year? I'd assume our towns WW&P are a more 'educated' town, because I moved here mainly for the schools. Not low crime levels or clean roads! Truth be told, all students involved in that incident were of Caucasian families.

Like · 1d

Venkataraman N Karimanasseri I will encourage you to continue contributing here as you passionately do now.. I don't know if there is a town in America where there are LE and schools, where no bias training will be required. If you find one, please let us know.

Like · 1d · Edited



Charmi Patel Peña Nope. Was it posted here? East Brunswick's anti-Semitic incidents made big news but I didn't see WWs.

Educated doesn't mean unbiased through. People of money and means always marvel that I run my own company, that's I'm a national spokesperson for a global company - as if it's a marvel. And that's harmless.

For me, taking every precaution with armed officers just makes sense.

Isn't that why they're there after all? Taking every precaution again gun violence?

If every protection is important I cannot fathom why we would against bias training.

Like · 1d · Edited



Charmi Patel Peña I'm pretty sure south brunswick does comprehensive bias training. I think there are lots of

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districts that do.

I grew up in SB - we had an SRO even in the 90s. Ben was an amaaaazing human being. But they do do bias training.

Like · 1d



Jennifer Riccards There was a well-publicized anti-Semitic incident in Princeton schools this year. And I know personally of an unfortunate incident involving African-American bias, also in Princeton (not school-related). I realize that's a different town and not "our" police, but just pointing out that these things happen even in this most educated area. As a parent of Latino children I think it's a completely reasonable question to ask about what anti-bias training anyone in our schools receives, particularly people charged with school safety who are specifically looking for issues or problems. That said, I think it's worth the larger conversation about general school staff/teacher anti-bias training, as I have heard anecdotal stories about (usually) subtle discrimination happening in classrooms as well.

Like · 1d



Charmi Patel Peña I guess the bottom line I just want this concern to be taken seriously. Bias is far more likely than a school shooting.

I've literally never seen anyone paint bias training as a negative.

And I agree - I'd like to see it for teachers and administrators as well. I just don't understand why something that gives such value with such minimal cost would ever be a negative.

Like · 1d



Michael Jackson In my experiences as a discussion facilitator of the yearly West Windsor MLK Day, where difficult conversations about bias, prejudice, and discrimination are opened-up within multi-generational discussions geared toward building a "Beloved Community" here in WW-P, I have seen a strong presence of West Windsor Police, and not exclusively for the sake of maintaining safety, but as engaged participants in the discussions. This has been one of many meaningful steps toward building trust and collaborative relationships with the entire community.

In my 25 years working in the WW-P School District, I have worked side-by-side with WW & Plainsboro Police who have attended workshops, retreats, Outdoor Ed, and played basketball with kids on our middle school playgrounds -- some who are at-risk kids; so if they ever happen have an encounter with a police officer in the future, it wouldn't be their first encounter and said officer would have built positive equity with the child, thus increasing the probability of de-escalation.

I attest to these experiences because that's where a "Beloved Community" is built -- not merely within the confines of a training session (albeit vitally important, training is a first step that doesn't always translate or transfer) but at a community affair and on a playground. That's where commonalities overshadow differences and connections are made.

I invite anyone who has a constructive example of police officers who have been involved with a community event that might serve to build bridges, break down barriers, and reduce bias, please comment so our entire community can see ways that our WW & Plainsboro police protect, serve, and build our "Beloved Community".

Like · 1d · Edited



Beth Pandolpho We all have biases. Confronting them is not a criticism. It is a good thing for all of us to look at ourselves very closely without judgment. . . just with a desire to be better. <https://www.nytimes.com/.../peanut-butter-jelly-and...>



Peanut Butter, Jelly and Racism

NYTIMES.COM

Like · 1d



Margie Kotler Hinsdale Mayor, I am disappointed by your comments. We are putting people with deadly weapons in schools with children. I would hope that you and the excellent WW Police force would welcome any and all training to avoid any bias. There is no down side. No one is insulting the police by suggesting it.

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Like · 1d



Hemant Marathe Thanks everyone who has commented whether you agree with me or not. I did not start this thread as a general discussion of police bias but a very specific instance as it relates to my town West Windsor. If you have a specific instance of WW police exhibiting bias then please let me know about it.

I find it amusing that people who want to request police officers to get "bias" training are not willing to examine whether their request in the first place is a result of their "own bias"; a bias potentially formed by experiences either they had outside of our schools or what they read in the media. Don't we have an obligation to pause for a second and think, "well may be I need to examine my personal biases". Instead they attack the messenger for suggesting that they are projecting their general impression of police on a very specific group without any evidence.

The police have been in our schools every day of every school year. Thus we are not starting something new. That is 4320 days for the 24 years I have been in this town. This doesn't include multiple officers in multiple schools on the same day and officers attending events on weekends/holidays. They have been practicing their training in real life all these days and based on their record practicing quite successfully. If the training we are already giving has produced such result, it's it proof in itself that our training is working?

A bigger point I was trying to make has been lost. Even if you believe the police and community needs better relations, doesn't this provide you an opportunity to set a positive example? Why not take that opportunity rather than set everything in negative connotation? Given the record of our police department, starting the program with fear is completely unwarranted and unfair to the police. I am an optimistic man who always looks at everything in a positive light unless you give me reason not to. I look at this program as a great opportunity for our community. I hope you will join me in my efforts to make it a great success.

Like · 1d



Kira Popescu If I want ALL police officers to undergo bias training because of the nature of their job then I fail to see how I'm showing bias. Your position that the police in the town you're the mayor of don't need bias training because they perform their job so exceptionally well is what seems biased.

Like · 1d



Ravi Sattiraju I've very much liked some of your initiatives and attempts to foster greater community spirit and involvement. My respectful advice is not to play 'gotcha' moments with your political adversaries. Ayesha's question and suggestion was innocuous and she didn't deserve to be publicly called out in this manner. If our community feels that you (or your supporters) are just trying to score points outside of campaign season, it will diminish your administration's substantive work and your political efforts. Most community members have little patience for these political skirmishes (especially on the local level). Focus on your initiatives. That will lead to good government, which is good politics.

Like · 1d



Lori Marabella **Hemant Marathe** I disagree with your statement "we are not starting something new." It IS new, and dismisses the concerns people have about this proposal and the speed with which it has been approved by the BOE. This proposal is not a continuation of the status quo -- it's different.

Like · 21h



Kira Popescu Sometime's it's better to be proactive than reactive. Prevent a problem from happening in the first place rather than dealing with it after it's happened.

Like · 13h



Lori Marabella I'll start by saying that I do not know either Ms. [Ayesha Krishnan Hamilton](#) or [Hemant Marathe](#) personally, but have met both at various events around town. Mayor, I find your comments disappointing and you have stretched this question into a cheap shot directed at Ms. Hamilton and any resident who has wondered the same thing. This question IS on the minds of parents/residents as evidenced in remarks made by Dr. Aderhold, BOE and Council members. Asking the question in no way "drags down" the police department OR this town. Your suggestion that any institution ever earns "the right not to be

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second guessed" is concerning – too many public officials and organizations already operate this way.

Like · 1d



Jeet Chanda Please speak for yourself and urge you not speak for all WW residents. Even I do not know either of these people but it is quite evident for me as who is trying to score some brown points by raising a issue about police bias. Record speaks for itself and for the past experiences. While I'm not against a training, a mere manual guide will not help your loved ones in distress unless handling experience and wisdom of past prevails.

Like · 16h



David B. Absalom I am truly surprised the subject arises in WW. I find the question demeaning to the WW police force, WW has one of the finest forces in New Jersey. I cannot imagine a force with higher standards than WW. Anyone engaged in the community knows that,

Like · 1d



Eileen Fisenne Azzara Hemant Marathe you are completely off base here. Ayesha Krishnan Hamilton thank you for bringing the issue to the light of Peeps.

Like · 1d



Aman Gupta If this discussion is analyzed by a software, West Windsor would be categorized as racially bias and politically polarized town!!! And that, my friends, is difference between Information and Wisdom. By doing any 'Bias' training, one may have the information but will not make a person wiser. Human instinct/reaction is very circumstantial and depends on the wisdom and choices one makes in the spur of moment. So let's take a deep breath and appreciate what we have around. Let's attempt to entrust others and create a strong social fabric that will help our kids breathe freely. We have a wonderful police department and lets try to trust their judgement. Regardless of bias or un-bias training, they will do what is best of the town and the residents.. cheers to that..

Like · 1d · Edited



Angela Castano Diez I am very VERY concerned that you find this line of questions insulting to our officers, Hemant Marathe. I am actually shocked and taken aback. It is a real concern that should be addressed specifically with what type of training these officers will receive in addition to that they have already received. To answer such questions with "it is an insult to ask" is beyond my comprehension. No human is perfect, and the concern that these officers, who are there in case of "mass shooters", will be used for everyday disciplinary issues involving minorities OR special needs children manifesting their disabilities through behaviors is a true concern. What IS their training? Are you saying that the police department, because of their CURRENT training, are magically trained to deal every day with children, particularly in disciplinary situations? Will there be policies and procedures CLEARLY defining when these officers will and will not be asked to be involved in disciplinary issues? As they sit around and wait for mass shooters, what is the expectation for them to earn their pay???

Like · 1d



Jeet Chanda And I'm concerned when the rest of residents feel the lack of endeavor and moral in police actions to come before them. That when they realize that they have to be in front of cross-hairs no matter what inspite of their impeccable record. Just make sure you are not causing more harm than good!

Like · 16h



Kristin Alyea Epstein This post by the mayor did not answer the question posed by Councilwoman Hamilton. It just insulted her and others that might have the same question. How hard is it to answer, "will they receive XYZ training?" It's a "yes," "no," or "I will look into it" answer. Seriously, we don't need several paragraphs. We know our police force is great and highly respected. But, answer the question. Put our minds at ease rather than berate us for wondering.

Like · 1d



Venkataraman N Karimanasseri Kristin, It is not a secret that bias exists in each of us. That's how we grown ups become

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grown ups.

WW township budgets are limited and more so the time at hand to address issues by the council.

I am inclined to believe this is yet another politically motivated 'optics' question from Councilwoman Ayesha who knows very well that WWPD Officers already undergo sensitivity training and have been working in a professional manner for decades. Any officer recruited by wwpd would also be required to undergo the same training.

And this is a cheap political posturing for sure by a Councilwoman who should know better.

Like · 1d



Sarah Kampel This is from the guy who sent ME a friend request which I accepted, couldn't handle the fact that I disagreed with him politically, and then unfriended me in the middle of a discussion so I couldn't respond to his post. And you accuse the Councilwoman of "cheap political posturing"? Please. You have it in for everyone who doesn't love Trump.

Like · 1d



Venkataraman N Karimanasseri Sarah Kampel - my discussion with you was private and I have no regrets I unfriended you for behaving in an insulting manner on my personal Facebook page.. And I hoped to be friends with not just you but with so many others in good faith. I'm glad I unfriended you after telling you in private as a courtesy why I'm going to unfriend you.

You are welcome to have your views, but what gives you the audacity to walk into my personal space to insult me with your well known liberal views that are at variance to mine??!

In case you still have not learnt etiquette, please do so at least now.

Any person's Facebook page is their sacred personal front garden. No, you don't have a 'right' to deface it as you want, how you want. Please learn some basic etiquette. Thank you.

Like · 1d · Edited



Sarah Kampel Venkataraman N Karimanasseri you are a coward. I never posted anything insulting or rude. Until now. You should block me since you can't handle anyone disagreeing with you.

Like · 1d



Venkataraman N Karimanasseri Sarah Kampel Stop insulting me again and again. I just am disgusted by your willingness to attack me personally just because I unfriended you and was courteous enough to message you to let you know why.

You have any decency at all? Please..

Like · 1d



Sarah Kampel Venkataraman N Karimanasseri you were not courteous at all. You sent me a nastygram on messenger and blocked me so I couldn't even respond. I was never insulting before that, you reap what you sow.

Like · 1d



Venkataraman N Karimanasseri Sarah - God bless you and your family. Thank you.

Like · 1d



Venkataraman N Karimanasseri I repeat, I was very courteous to you - I was letting you know in advance my intention to unfriend you. And thanks again.

Like · 1d



Sarah Kampel Venkataraman N Karimanasseri bye Felicia.

Like · 1d



Kira Popescu No, asking if police will receive bias training is not insulting. What's insulting is criticizing someone for asking a legitimate question meant to insure safety because your pride is wounded at the suggestion that your police force are flawed human beings subject to bias, just like every other human being.

Like · 1d



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David B. Absalom Not this police force. Professional forces do not have these issues. This ia a small, tightly knit, high caliber police force. Anyone engaged in the community knows that. And you should too. WW is not your average residential community. It's a high income, high caliber, first class community, and it's force reflects that.

Like · 1d · Edited 1

Kira Popescu That's a disturbing amount of classism, hubris and authoritarianism.

Like · 1d 2

Veronica Mehno BTW the police III officers can come from ANYWHERE in NJ. Lieutenant Lee said he was going to make an effort to hire them from Mercer County, however, there are no guarantees. While I agree WW is a wealthy right community with a great police force, it does not mean that the new hires will be the same way.

Like · 1d

Jeet Chanda [Kira Popescu](#) That's absolutely poor choice of extreme words used for hype. Taking pride in your community is good and healthy. You should've known what you're getting yourself into this vibrant society when you moved in.

Like · 15h

Kira Popescu Good lord. Yes, taking pride in your community is good and healthy. Thinking your community operates so perfectly that there's no room for improvement and that it's immune from the biases that plague everyone is bad and unhealthy. Thanks for the condescension about knowing what I was getting myself in to with this vibrant society when I moved in but I never moved here. I was born here and have lived here all my life. I've been exposed to the police force in this community many times throughout my 30 + years.

Like · 14h · Edited

Jeet Chanda You must've overlooked some . I suggest you read the posts too which states that the WW police training goes through a rigorous training, including handling biases.

Please, there are other important issues in hand to review and not waste my tax dollars on pushing someone's political agenda by now choosing "police bias" as new cover.

Like · 13h

Kira Popescu Well, if the police force goes through bias training already , that would have been the appropriate response to the question about bias training and appropriate info to include in the original post, rather than a rant about how asking about bias training is an insult to the police. Excuse me for not having the time or energy to read every single post on this long thread.

Like · 13h

Jeet Chanda I beg to differ. Your choices of words like hubris, authoritarianism, etc displays condescension, sarcasm on the gentleman who talks high of police force. Very inappropriate!

Like · 13h

Kira Popescu [Jeet Chanda](#) lol, sorry not sorry

Like · 13h

Jeet Chanda [Kira Popescu](#) None taken! No need to mock when you can't take critique

Like · 13h

Kira Popescu [Jeet Chanda](#) I didn't mock. I responded with my own critique.


Like · 13h

Jeet Chanda Well then! I accept your critique of "sorry not sorry" whatever it means. 😊


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Like · 13h


 **Mariooch's Kitchen** Standard protocol training. The answer is yes, train all officers with bias training as standard protocol. period. It can just bring things to their awareness and it might be a very positive thing. Very happy we will have them in schools!

Like · 1d

 **Alok Sharma** Mariooch's, WW cops are already trained way beyond what is required and way above other towns. When they went through accreditation, the authorities called the residents to get feedback about the cops and their bias and professionalism (I was one of the persons who got the call). They get diversity training, including LGBT specific training. All council persons know that, particularly someone who has been EMS liaison for three years.


Like · 1d · Edited

 **Jyotika Bahree** Angela Castano Diez I spoke with several officers of the WWPD, attended all of Dr. Aderhold's presentations on school safety and scoured the internet on school resource officers and came to the conclusion that as part of the SRO mandatory training that SLEO IIIs will go through, they are "prohibited" to deal with disciplinary issues which are the responsibility of the school Administration. I have attached 2 links for your benefit. Please see page 3 of Dr. Aderhold's May 8 presentation with respect to training requirements for the SLEO IIIs and nasro.org for "NASRO position statement on police involvement in student discipline". Hope this is helpful.




NASRO.ORG
National Association of School Resource Officers (NASRO)


Like · 1d

 **Charmi Patel Peña** This is an important boundary - thanks for sharing that info.


Like · 1d

 **Jyotika Bahree** Charmi Patel Peña you're welcome

Like · 1d

 **Angela Castano Diez** Jyotika Bahree this is great, will read thru. Thanks.


Like · 1d

 **Jyotika Bahree** Angela Castano Diez no problem


Like · 1d

 **Jyotika Bahree** <http://www.wwp.org/common/pages/DisplayFile.aspx...>
<https://nasro.org/.../nasro-position-statement-police.../>


Like · 1d · Edited

 **Patrick R. Riccards** With everything that has happened in public schools in recent years, the best we can do is offer NJSBA talking points from five years ago?!? I am all for the role and the benefits it can provide. But there is nothing in this slide show that speaks to the need for guns in the schools. Again, look at CMS. He serves all of these roles, is incredible with kids, keeps the school safe, and engenders the respect we should all want in a school and a community. And he does it without a sidearm.

Like · 1d · Edited

 **Jyotika Bahree** Patrick R. Riccards I was specifically replying to Angela Diez's query on the separation between counseling and disciplining by the SLEO IIIs and not addressing the larger issue. Having said that, our PD has always been there in the schools, this program seeks to make that permanent and as far as "talking points from five years ago..." is concerned, I don't think the top priority we accord the safety of our school going kids will ever become outdated. Thank you.

Like · 1d

 **Patrick R. Riccards** I'd disagree with your last point Jyotika. As a community, we are looking to move beyond

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the long-time role of the SLEO and now have them armed in the schools. This, as I understand it, is in direct response to the incredible number of school shootings across the country in the past two or three years. If that isn't the case, please correct me. But if it is, I don't think it is too much that the community receive data on the effectiveness of such practice in communities across the country, and not rehearsed, five-year-old talking points. I don't think anyone is questioning the valuable role officers play in the community or in the schools. The issue is the speed with which we have acted to put guns in the schools, the largely absent debate on the merits of such proposals by our elected officials, and this dismissal of such parental concerns for student safety by accusing them of being anti-police.

Like · 1d



Corinna Bisgaier This kind of conversation really worries me when I think about the future of our schools and citizenry. What about just answering the question?

Like · 1d



Vasanti Subramanian Anand Why can't people raise these questions at council meetings and BoE meetings instead of peeps ... gosh 🙄🙄🙄!

Like · 1d



Chandra Sanabaghatta Cause a lot of people work in nyc and can't make it to boe meetings unfortunately.

Like · 1d



Venkataraman N Karimanasseri Vasanti - every minute of the council costs tax dollars. The issue I have is explained better by Alok earlier - anyone with the experience that Councilwoman Hamilton has, should have known better. And not waste public money like this. No, I am not willing to let my tax dollars be spent on optics by spending the council time in the first place.

Like · 1d



Alok Sharma This is not about the money spent in the meeting time. This is about deliberately talking down to WW police despite them being one of the top trained police force, including diversity training, among any town in New Jersey. This is about grandstanding at the cost of those who really do their all to be the friends of our kids and have a stellar track record to show for it.

Like · 1d



Venkataraman N Karimanasseri Alok - yes, thank you.

Like · 1d



Lori Marabella But you are okay with spending hundreds of thousands of tax dollars for this initiative without evidence it makes a difference Venkataraman N Karimanasseri ?

Like · 1d



Hide 23 Replies



Venkataraman N Karimanasseri Lori, You have evidence that it does not work?

Like · 1d



Veronica Mehno Texas is a clear example that police class iii officers is not a "guarantee " as a matter of fact in Texas there were 2 police class iii officers and one of them got wounded by the shooter.

Like · 1d



Veronica Mehno The other example is Parkland, FL. The police officer never went inside the school

Like · 1d



Veronica Mehno There is evidence that with police class iii officers in a school a shooting can still happen

Like · 1d



Lori Marabella Where is the evidence that it does?

Like · 1d

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Venkataraman N Karimanasseri Lori, Veronica - you may have missed this.
<https://www.bbc.com/news/world-us-canada-44146816>



BBC.COM
'Heroic' officer guns down school shooter

Like · 1d

Veronica Mehno Venkataraman N Karimanasseri and for each one of those I can present you evidence that there were police officers in the schools and still lives were lost.

Like · 1d

Venkataraman N Karimanasseri This was recently in May 2018. <http://www.dailyherald.com/.../mom-of-illinois-school...>

And bullying happens in WWP schools too. Not all of them get reported and acted upon. Just saying.



DAILYHERALD.COM
Mom of Illinois school shooting suspect says he was bullied

Like · 1d

Venkataraman N Karimanasseri Veronica Mehno you had requested me to not tag you and I have obliged except now. Please don't tag me on any of your comments or posts.

Like · 1d

Venkataraman N Karimanasseri There is no logic in waiting for more school incidents to happen before protecting the kids, real time, should anything happen.

Like · 1d

Veronica Mehno I am sorry, but didn't you write "veronica"? That is tagging.

Like · 1d

Veronica Mehno Do your research....there is a very small chance for anything to happen here.

<https://dignityinschools.org/take.../counselors-not-cops/>



DIGNITYINSCHOOLS.ORG
Counselors not Cops - Dignity in Schools

Like · 1d · Edited

Venkataraman N Karimanasseri Yes. I have tagged you this time to make sure you got it. Tysm.

Like · 1d

Veronica Mehno Venkataraman N Karimanasseri have a good night.

Like · 1d

Venkataraman N Karimanasseri And thank you Veronica for the link. It is nice to dream about policies that advocate less security in schools, and on our borders with Mexico. Not.

Like · 1d · Edited

Venkataraman N Karimanasseri Veronica Mehno thank you.

Like · 1d

Lori Marabella Venkataraman N Karimanasseri I am aware of that incident. It's been said the presence of armed officers is a deterrent -- if that was true, why does it keep happening? As I said on another discussion, these kids are almost never unknown to school officials and/or law enforcement. You might find this report of interest:
<https://www.ncjrs.gov/pdffiles1/jr000248c.pdf>

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Like · 1d



Lori Marabella FWIW by a professor who studies these things
<https://theconversation.com/its-time-to-ask-deeper...>



THECONVERSATION.COM
It's time to ask deeper questions about school...

Like · 1d



Venkataraman N Karimanasseri And Lori, do you have stats on how many bullying cases go unreported in WWP schools, and do you know how it affects these kids? Do you know how many kids in the WWP schools are using illegal drugs while at school? And do you believe that somehow this 'oh so great wwp school district' doesn't have any danger of a kid or adult going rogue ?? Think about it. Please, you don't have to respond.

Like · 1d



Lori Marabella Now why would I have stats on something that is unreported 😊 ? Seriously though, if people are not reporting bullying and/or school administrators are not investigating HIB claims, that's a problem. NJ law is a strong one. Bullying is a discipline issue and would be under the authority of building administration, not the C3 officer. The HIB cases are listed on the BOE agendas. I am under no illusions about the bad choices school age kids make, and this proposal won't stop them.
<https://www.state.nj.us/edu.../students/safety/behavior/hib/>

STATE.NJ.US

Harassment, Intimidation & Bullying (HIB)

Like · 1d



Venkataraman N Karimanasseri Lori, I'm very aware of NJ rules on HIB. Just wanted to let you know that there is a lot of textbook HIB cases in WWP schools that go unreported. I'm aware of quite a few cases which got reported, and prompt actions were taken by the school. However the victim always ends up being mistreated and bullied again, for reporting in the first place. So it has now become a larger problem with many a victim of HIB behavior suffers it silently. The risk of threat is constantly reviewed by both the school BOE and the two townships with their PDs. Not all info is public. Which is why we need to step back and support them when they decide to do something like this. It's not that WWP schools are unsafe to begin with... Just that our schools will become more safe. Like you I'm also looking for data that we don't have yet - of hypothetical lives lost because of a class3SRO being employed.

Like · 1d · Edited



Jeet Chanda Veronica:
There is addressing and then tagging.
You can address a person by his/her name. And you can tag a person by his/her profile.
So "No", addressing someone by name is not considered tagging.

Like · 15h



Veronica Mehno Venkataraman N Karimanasseri I am Latina and by you bringing the Mexican boarder into this argument in such a way you are implying that all Latinos/Mexicans are drug dealers, rapists and animals. You are a RACIST. Mission accomplished **Hemant Marathe**. I hope you feel proud of yourself by having members of "your" community insulting in the most despicable manner other members of the community. SMH

Like · 14h



Chandra Sanabaghatta The way I interpret this post is we have very good officers (which I truly believe is the case) and it's insulting to make them go through bias training. In the same basis we have very good hardworking residents bringing up very good kids, why do we doubt they would do anything bad ? It's insulting to our community we don't trust our kids.

Everyone has biases, if you don't think you have any bias then you are lying.

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People who make life and death decisions like doctors, police ... should be held at a higher standard with constant training and monitoring and transparency. Why do doctors get recertified every few years ? Do good doctors feel insulted to recertify ? There should be no waver or short cut

What about residents who have moved from other parts of the country ? Let's be frank there have been a resonable number of cases across the country where innocent people have been killed by the law enforcement(resonable number of them bring people of color) and justice has not been served. So the bias

Let's be frank racism is alive and kicking !



Like · 1d



Sathish Muthukrishnan Mayor Marathe- thanks for sharing this.

Are there any rules of engagement which prevent a council member (who also works as special liaison on safety etc) to have done her homework OUTSIDE the council meeting, and reached out to the Police Chief to ensure all valid points were addressed?

If a member of the general public shows up at a council meeting to ask these questions for the first time, it is understandable. For a council member who wants the best for our community, is the council meeting the only avenue to bring up these points?



Like · 1d



Sam Jones It's just grandstanding to advance her political agenda



Like · 1d · Edited



Jeet Chanda Extremely valid question!



Like · 15h



Manik Gupta Agree with you



Like · 1d



Sam Jones Did anyone discuss the Allison miller hit and run accident at the meeting?



Like · 1d · Edited



Sam Jones <https://lm.facebook.com/l.php...>



COMMUNITYNEWS.ORG
West Windsor Council president charged with hit...



Like · 23h



Venkataraman N Karimanasseri Wow!

Like · 23h



Nate WP I've had nothing but positive interactions with the officers of WWPD. And I'm a fan of Hemant Marathe and Ayesha. I don't think suggesting bias training is insulting - I've had it at as a routine part of my employment, and grateful for it. Bias is pernicious because it is extremely hard to self-assess. My view is that practically everyone is biased in some way - the answer is not to shame people, it's simply to make people more self-aware: once you accept you might be biased, you can fix that and move forward - something impossible if you refuse to consider you could have biases you don't even realize. Just my two cents.



Like · 1d



Sujatha Prakash Well said. I have had positive interactions with WWPD, including when they wrote a traffic offence ticket. However" Bias Training" is not a wrong thing to enquire about.



Like · 1d · Edited



Venkataraman N Karimanasseri I think it has been mentioned elsewhere above too. WWPD officers get sensitivity / bias training that has stood them in good stead. Councilwoman Ayesha is well aware of this, and has been posturing on this for personal political brownie points and optics. There is no reason to believe that when a new employee is taken on rolls the WWPD would dilute their current requirements of professionalism while they put their lives to risk wvery single day.

Just sad that the Mayor is being attacked for calling out the repeated attempts by one Councilwoman to hijack the

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time and energy of the entire Council for her political posturing. In all fairness, all school admins and teachers also already under bias training. Why waste my time and yours, in such a manner..?

Like · 23h



Veronica Mehno I was at both Council meetings. The one that took place on June 25 and Aeysha was asking questions as a Councilwoman and as a parent. **Alok Sharma** your comment of "talking down" to the police force that is absolutely false. She never talked down to anybody. Now if your intention is to discredit her to push your OWN agenda by presenting false evidence that is a different story.

Hemant Marathe I think you have "bias" because you have always said, "talk about the issues and not personal attacks". It is clear that you do not follow your own rules. Therefore, I would like to ask you: Why dont you like Aeysha Hamilton?
1- Is it because she is a woman. OR

2- Is it because she is a Democrat?

The essence of this post is nothing more and nothing less than a BULLY, in this case Hemant Marathe in action.

People will not forget your lack of leadership skills. You are doing everything in your power and beyond to make Ms. Hamilton feel uncomfortable. You should be ashamed of yourself and an APOLOGY is in order.

Like · 1d



Alok Sharma Veronica, are you saying that Hemant is biased about Ayesha being biased about WWPD being biased?

Like · 1d



Veronica Mehno **Alok Sharma** I am saying that your statement regarding Aeysha is FALSE.

In addition I never said Aeysha was "biased" but I did say that it was a cheap shot from **Hemant Marathe**

Like · 1d · Edited



Alok Sharma Veronica, Hemant said that it was a cheap shot from Ayesha on the WW Police. Now you are saying that it was a cheap shot from Hemant on Ayesha? You saying that my statement is false with a capital F, a capital A, a capital L, a capital S and a capital E, without quoting which statement is a cheap shot on me.

Like · 1d



Veronica Mehno **Alok Sharma** I wrote it before, maybe you did not read it....your statement was that Aeysha "talked down" to the police. I was at that meeting and that is simply NOT TRUE. **Hemant Marathe** should be ashamed for starting this type of posts that the only thing he has accomplished is bad mouth a councilwoman in an unnecessary manner.

Like · 1d · Edited



Anu Ray This discussion is getting ridiculous. Let's keep our personal biases, egos, perceptions/ misperceptions out of this and believe that all of us have the common goal of safer schools and better community. A question was asked, should be answered and just left at that. Adults are supposed to set examples for our children and here we aren't setting good ones. Let's not get personal in our arguments. C'mon all...

Like · 1d



Veronica Mehno I hope **Hemant Marathe** is reading your post. I hope he realizes how wrong his post is. I hope that he does not act in the way "I throw a stone but now I am hiding my hand"

Like · 1d



Alok Sharma **Anu**, by definition we cannot keep our "unconscious" biases away most of the time, that's why we have protocols and rules of engagement and codes of conduct. Here is a list of "unconscious" (technical term Cognitive Biases). These are an in-built feature of human mind, they evolved over million of years of our evolution from reptilian brain to mammalian brain to apes to hominids to hunter-gatherer humans and finally we bring it all to the modern times. Evolution did not build humans to live in a civilization that we accidentally find ourselves in. These are a baggage we are all born with and have to live with. Here is a list of them. I can spend a day discussing

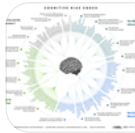
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each of these.

https://en.wikipedia.org/wiki/List_of_cognitive_biases



EN.WIKIPEDIA.ORG

List of cognitive biases - Wikipedia

Like · 1d

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Anu Ray Thank you

Like · 1d



Veronica Mehno **Alok Sharma** are you saying that people have "bias" with them, hence it is OK? You flip from side to side....it is hard to follow your true "intent". As per your posts above you were criticizing those how are "bias". In addition if just by the simple definition of been a human being you have "bias", wouldn't that make the police officers have "bias" as well?

Like · 22h



Alok Sharma **Veronica**, what we are and what we want to be are two very different questions. We did not evolve with feathers, yet we build airplanes to fly higher than birds. We did not evolve with gills, yet we build submarines to swim underwater. We are the product of hundreds of millions of years of evolution. What we want to be is up to us as thinking and compassionate individuals. Cognitive biases are built into us because of the way brain evolved and the way it functions. What we want to do is to have protocols and checks built into our institutions that these biases don't make us treat others unfairly.

Like · 22h



Veronica Mehno **Alok Sharma** that is exactly what Ayesha Hamilton was doing when she was asking questions. So why did **Hemant Marathe** start this post? Just to "unnecessary" bully her! Sad, very sad that a public official has gone this low!

Like · 22h



Alok Sharma **Veronica**, that's not what she was doing, She knew very well what all culture and training is built into our police department for years. All council people know that, her specially since she has been the EMS liaison for three years. She was just grandstanding at the cost of giving people the impression that police department lacks training.

Like · 22h



Veronica Mehno **Alok Sharma** with all due respect, "I" was at that meeting and I find it highly offensive that you think that you have the right to interpret Ayesha's intent of what she was doing. It is my opinion she was asking the necessary questions, you may disagree. However, the fact that **Hemant Marathe** is using a "not seeing eye to eye situation" to bully, bad mouth and make a councilwoman feel uncomfortable I find that highly concerning. In addition in a court of law your statement would be invalid because it would be considered "her say". You are "assuming" what her intent was, therefore, it is offensive, unnecessary and highly "bias".

Like · 22h · Edited



Alok Sharma **Veronica**, my "right" (no idea what it even means in this context) to interpret someone's intent is same as yours. As long as we agree on the facts about the track record of WWPD, all the training and community involvement WWPD goes through and of Ayesha's knowledge of WWPD as her being the liaison, how we interpret the intent of questioning if police will have more bias training is up to us individually. Hemant, you and I can all have our own interpretations.

Like · 22h



Veronica Mehno So it is "up to us, individually" **Alok Sharma** why the need of this post?

Like · 22h



Alok Sharma **Veronica**, because that is Hemant's view on this matter.

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Like · 22h

Veronica Mehno Alok Sharma what **Hemant Marathe** was consciously doing was badmouthing a councilwoman. Because if that is his view on the matter, he could have very well brought it up face to face in a council meeting. **Hemant Marathe** was hoping that "PEEPS" as has done in the past would "trash" Ayesha and it totally backfired. In addition if this is the way **Hemant Marathe** conducts township matters I find it highly unprofessional and childish.

Like · 21h · Edited

Alok Sharma Veronica, that's your interpretation. My interpretation is he was trying to protect the unblemished reputation of our fine police department from a politicians grandstanding who knew everything about the training etc.

Like · 22h

Veronica Mehno Alok Sharma and as everything is subject to our "own" interpretation this post should have never happened. I expect more "emotional control" from our public officials.

Like · 21h · Edited

Sam Jones <https://lm.facebook.com/l.php...>



COMMUNITYNEWS.ORG
West Windsor Council president charged with hit and run in...

Like · 23h

Daniel Weiss I'm not sure what is worse here, the fact that our mayor, a government official, is engaging in online bullying by creating false statements about a council members intent, or that the mayor lacks the basic awareness that his post is extraordinarily inappropriate.

And the irony here is that the subject is bias.

What a shameful display by the major. This is an embarrassment to our township.

Like · 23h

Daniel Weiss And for the peeps who are outraged that a council member is asking questions about a million dollar contract agreement.... Have you lost your minds?

The whole point of the council meeting was for the Superintendent to discuss the contract in a public forum with the council. It's their job to ask questions! And if anyone was paying attention, Ayesha was the ONLY council member to ask any cogent questions. The other members appear to be asleep at the wheel. It's implausible that the other council members had not a single question regarding such a complex and large contract. The lack of questions from them gives the impression that they didn't even bother to read it.

Let's not forget that the WWP Superintendent (Aderhold) was appointed by the Mayor (Marathe) in 2013 when the Marathe was CoE President.

This should not be a rubber stamp approval. This needs to be deeply inspected and reviewed to ensure the safety of our township, school employees, and most importantly, our school age children.

The fact that WW has not completed an independent legal review of the contract is very troubling.

Thank you **Ayesha Krishnan Hamilton** for asking the tough questions!

Like · 22h

Veronica Mehno To the point of "legal" review I was surprised my self as well. When I got home from this meeting, my husband, who is an attorney asked me 1- How come **Hemant Marathe** runs a "tight ship" however, allows the Council attorney stay during the entire meeting and does not dismiss him. That is a poor usage of our tax dollars. 2- This contract is very complex and parents can sue the township AND school district in more than 1 way. The fact that **Hemant Marathe** wanted Ms. Hamilton to keep moving along and not focus on the "indemnification" clause when it has been stated that

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there is "dual liability" is highly irresponsible. 3- Just because there was language that worked for other townships it does not mean that we have to accepted, we certainly can modify any legal document and tailor it to our needs.

Like · 22h

Daniel Weiss apologies for a few typos.. BoE President (not CoE)

Like · 21h

Veronica Mehno I absolutely agree with your comment. **Daniel Weiss**. **Hemant Marathe** was in a rush to run for Mayor back in 2013 and he appointed Aderhold without even interviewing anyone else. **Virginia Beissel Manzari** moved her son to private school because she has no faith in the public school, therefore, her lack of engagement is not surprising. She simply does not care. **Jyotika Bahree** is a rubber stamper just as **Virginia Beissel Manzari** for this administration. I hope this lack of leadership and lack of engagement opens everybody eyes for November's election.

Like · 22h

Chandra Sanabaghatta Veronica Mehno where can I find how the various members of the BOE voted ?

Like · 22h

Veronica Mehno Chandra Sanabaghatta I am not sure if the minutes are out yet. I can tell you For "yes" Anthony Fleres, Michelle Kaish, **Dana Krug**, Martin Whitfield, Rachel Rachel Puno Juliana. Yu Taylor Zhong was not present as he had a health issue. For "no" Carol Herts, Isaac Cheng, **Louisa Ho**.

Like · 22h

Sanjev Rajaram 🙌 My my this is getting a little too heated. Everyone needs to have a glass of red wine or a glass of grape juice if you don't drink alcohol 🍷. May I recommend the bitter one much fuller and great for your health in moderation.

Like · 22h

Anand Desai Veronica, Hemant is a good guy who has worked for WW for the last 2 decades. He is a straight shooter (probably not the ideal phrase to be used here 😊) and minces no words. You can trust me on this!

Like · 22h

Anand Desai Would it help Veronica if I said that Hemant is rooting for Argentina in FIFA copa del mundo? 😊

Like · 21h

Veronica Mehno Anand Desai we are playing on Saturday against France. It will be a hard game! LOL

Like · 21h

Anand Desai Argentina ganará. Buena suerte! ❤️

Like · See Translation · 21h

Veronica Mehno Anand Desai we will need all the help we can get! Thank you for the good wishes! ❤️

Like · 21h

Anand Desai Need this win just for the incredible Maradona! ❤️

Like · 21h

Veronica Mehno We do, we lose and we have to pack and go home. I would not like to see that!

Like · 21h

Hussein Mudassir My dear WW friends I thought elections were over last year.

BTW

it's raining outside - usually I don't like rain but today it's a beautiful scene outside. The positive impact of today's rain is that it may cool down the temp.

so let's enjoy the rain and cool down 😎😎😎

Like · 21h

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Hemant Marathe The fact of the matter is West Windsor has been doing anti-bias training for our police department for years – much more than what is required by Training Commission – and the question about whether the new Class III officers would receive the same training was answered during Lt. Lee’s presentation.

The WW police department was accredited for a 2nd time in Oct 2017 and is one of the very few police departments in New Jersey to do that. Lt. Lee talked about CLEAR training during the presentation that covers cultural diversity. Ayesha as a liaison to the police department knows or should have known about all of this. And she was given ample opportunity to ask questions leading up to the meeting.

For me the proof is in the pudding. A police department that has earned so much respect over such a long time is doing something right no matter what the training is called. This track record does not happen from just a couple of hours of classroom training. This track record happens because every hour of their day, every day of the year, when they interact with residents, they treat it as a training, a learning moment. “Unconscious” bias evaporates when you get to know a person as an individual, when you see a person as a unique human being, not just by looking at some training material in a classroom. Our Police deserve respect and have earned the benefit of the doubt.

As liaison to the police and EMS, Ayesha should have assured people that the police are well trained and their reputation is well deserved. Instead she asked questions to which she should have already known the answers and has now created an impression among the public that somehow the police are not properly trained. The number of people asking me to “answer the question” illustrates how successful she has been in creating that false impression.

That is the sad commentary on this meeting and sad commentary on state of public affairs where career employees are put on the spot for the benefit of someone in power.

Like · 21h



8



Brian Foley This video sums up a great definition of a SRO impact on students and exemplifies the great work that this department does in CA. West Windsor is very lucky to have an excellent police department!
<https://youtu.be/T1uAp69lJnk>



YOUTUBE.COM

Massive mob overwhelms school's favorite police officer!

Like · 21h



2

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