

#89 (CHUCK TYREE)

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Chuck Tyree has served with New York State's Division of Criminal Justice Services for over a decade and currently supervises programs in their office of public safety. Our wide-ranging chat covers everything from mental health during disasters to the state's gun and intimate partner violence initiatives.

Jerry Ratcliffe:

This is Reducing crime and I'm Jerry Ratcliffe. Every September, New York State's Division of Criminal Justice Services runs a large and free public safety conference with over 1300 attendees, which is a considerable accomplishment given that it's held in Albany. Presenters bring practical value for police leaders, academics, and crime analysts, and if I were working in the field, it would be my choice to attend certainly over an academic conference like the American Society of Criminology. It's coordinated by a large team and one of the lynchpins of this effort is Chuck Tyree.

Chuck has served with New York State's Division of Criminal Justice Services since 2012 where he currently supervises programs in the Office of Public Safety. He oversees the GIVE Initiative that is the Initiative for Gun Involved Violence Elimination, as well as manages grant funded programs, coordinates statewide technical assistance and facilitates research into evidence-based policing strategies. Prior to joining DCJS, he worked with the division of Homeland Security and Emergency Services leading Homeland Security training for first responders. He began his law enforcement career in 2000 as a patrol officer with the NYPD, hitting the streets less than three months before being part of the response to the nine 11 attacks. He also volunteered to assist with Hurricane Katrina relief in New Orleans. Chuck is currently pursuing a Master's in Criminal Justice from Michigan State University and with an exceptional team from GCJS. Every year coordinates this huge statewide criminal justice public safety symposium. It was during this year's symposium back in September. Then I grabbed a chance to chat with Chuck and learn about some of the initiatives being run in the state.

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Jerry Ratcliffe:

I mean, this is day three of outside of I think IACP and maybe the American Society of Criminology biggest Criminal Justice Public Safety Symposium in the United States. I mean, that's pretty good. Congratulations.

Chuck Tyree:

It's pretty wild and we've come a long way. The first one that we did was in 2014 at the Gideon Putnam in Saratoga. You were there, maybe not in 2014, but a couple of years later, we had you come in as a keynote.

Jerry Ratcliffe:

How did we end up leaving Saratoga and coming to Albany? Albany? Yeah, where dreams come to die.

Chuck Tyree:

Yeah. An oatmeal is like liquid soup that will never

Jerry Ratcliffe:

We also seem to spend three days underground without seeing daylight. I'm feeling like a vampire by the end of the third day.

Chuck Tyree:

I know. I didn't actually realize that until one of my people said something yesterday. I didn't go outside all day and they were feeling it and I was like, I don't think I've ever actually noticed that environment, even though you have to come down the escalator to get here from the plaza. I'm always just running around and I just don't even notice it. But yeah, I think next year we might be even expanding even further. So I mean basically we outgrew any facility in Saratoga. We've had 1400 people check in,

Jerry Ratcliffe:

Which is amazing. Now, what do you think is the secret source that's getting 1400 people to come to upstate New York? It's not as like that you've got a hub airline here or anything.

Chuck Tyree:

I think there are a couple of different kinds of factors that weigh into us being able to continue to grow every year, but without a doubt, to me, the number one seller of the event is the people that we have come in and present.

Jerry Ratcliffe:

You have six or seven concurrent sessions going here, so you've got a stack of speakers. Things that I actually want to turn up to. I go to the American Society of Criminology and they may have 20 sessions running at the same time, and I go through the program. There isn't one that grabs my interest. It's all naval staring, tell me about your feelings qualitative research, but you have stuff here. I'm like, I have to make a decision here between two or three things to go to.

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Chuck Tyree:

Yeah, I mean that is feedback we get a lot actually. Why do you have to have so many good things? I can't choose which one to go to, why we actually record all of our sessions. I mean, as long as the presenter's cool with it so people can watch 'em, and it is also part of the reason why we allow some presenters to come back. Without a doubt. It's our quality of our presenters I think is number one. It is the fact we don't charge. Even ASC was a couple of hundred bucks. I think the state, my bosses fund it every year and they just continue to actually give me the resources to be able to do it and then people are just word of Mouth.

Jerry Ratcliffe:

You've got a lot of practitioners in the audience, but you've had some great people from academia here, which has been really good. You had Jesse Huff, you've got Cory Haberman, and of course Larry Sherman was a keynote speaker yesterday, so you're actually exposing a lot of practitioners to some of the science as well, which is really good.

Chuck Tyree:

We use research into the initiatives that I oversee. I think it's a huge part of policing and evidence-based policing is clearly our focus, and so we want to bring people in who we also have worked with and know could actually relate to the practitioners,

Jerry Ratcliffe:

But if you think about academics, that's an awfully small crowd. Academics who can relate to practitioners. I mean, that feels like it's on first-name terms.

Chuck Tyree:

Yeah, it pretty much is because I have people who work with the Lead Scholar program, so that's a good resource for us. The National Institute of Justice LEED Scholar Program. Yep, correct. Which is valuable if anybody from the federal government is listening, I think it should continue to be supported. I've been interested in that since I found out about it eight years ago, I'd say is when I was made aware of it and went down to meet with some of those folks, and I presented on a panel on some of the stuff that we were doing to promote evidence-based policing early on with the GIVE initiative.

Jerry Ratcliffe:

Before we get into the GIVE initiative, tell me about your background. You started life as a cop.

Chuck Tyree:

I did. Yeah. I knew when I was very young. I was 13 years old.

Jerry Ratcliffe:

Don't tell me, you started the job when you were 13.

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Chuck Tyree:

No, no. I started when I was 17 and I thought that was too young. That is very young. I was 13 when I knew that I wanted to be a cop and my grandfather was a cop, my uncle was a cop, and I just knew that I wanted to be a cop to help serve people. I got distracted for a while with doing EMS and the volunteer fire department thing. I ran a private ambulance company for a while on Long Island where I was from, but then I got reinvigorated to get back into it and when I was about 25 and got sworn in September 29th, 2000 into the NYPD and that was a pivotal moment.

Jerry Ratcliffe:

Yeah,

Chuck Tyree:

Timing, right. I was basically a rookie cop at the time, nine 11, so I had gotten out in June from the academy. Good grief. You've been out on the streets for a whole two, three months and And then nine 11. That was just crazy and we could probably talk about that for hours, but I'd prefer not to actually. It actually was really raw for me, hearing from Chief Tobin and hearing some of the audio sets, the videos, the pictures, it's something that I think about very frequently. Being right there, front and center just stirred up a lot of shit for me. It was a terrible tragedy. Mike Bonds, my boss mentioned the fact that every year we run the police officer memorial, which is right across here, you can literally walk over to it and every year we get the listing of cops who died in the line of duty and without fail, it's like 90% New York City cops that have died from something related to 9-11. I've actually had skin cancer twice that they attribute to 9-11 and melanoma, and it's something I see now. Every time I see a mark on me, I'm like, is that more skin cancer?

Jerry Ratcliffe:

And here we are 25 years down the line. I know for you it's immediate, it's fresh in your mind all the time. A lot of the young cops joining weren't even alive at that point now.

Chuck Tyree:

Right? Yeah. I got to laugh kind of out of it. Number two, in our agency, Joe, he mentioned that he was in eighth grade when it happened. Annoying. Yeah. I was like, that's funny.

Jerry Ratcliffe:

Through gritted teeth, right? Stop flaunting your youth.

Chuck Tyree:

Yeah, but you're right. My kids, they only know about it from me talking about historical event to them that has very little meaning to them,

Jerry Ratcliffe:

But yeah, you've lived it every day. I think everybody in policing has got to prioritize their health, both physical and mental it all these scars, doesn't it?

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Chuck Tyree:

It really does, and I'm a huge proponent of wellness for a lot of different reasons. I mean, number one, it's just treating another person with the dignity and respect that they deserve as a human being. We used to say in policing, you're just a number. Give me one and eight. That means one sergeant, eight cops, and we joke around about it, but I think was like a culture thing where you're just a number, you're just a force multiplier. I think it's come a long way, especially over the last couple of years, police agencies recognizing the need to take better care of their people because it's the right thing to do, and then when you do that, they then treat the people that they're interacting with

Jerry Ratcliffe:

Better. One of the things I did like about the presidential 21st century policing report that was done by Chuck Ramsey for President Obama was they made officer wellness one of the pillars, and I think that was a really insightful thing to do because it's hugely important now, and these young cops are very different than we were, and I don't think they're better or worse. I think they're just different.

Chuck Tyree:

No, definitely. Every generation thinks that the next generation is worse in some way. They don't know shit. You hear that as cops and these rookies, at least when I was on the job, I mean, it's been a while. I mean, I left the NYPD in 2007.

Jerry Ratcliffe:

You also spent time down working with Hurricane Katrina, didn't you?

Chuck Tyree:

Yeah, so when Hurricane Katrina happened, the NYPD kind of sent out a blast notification looking for people who had medical experience of some kind or fire experience and were interested in volunteering to go down, so I did. I was an EMT. I think my EMT certification had been expired at that point. I don't think they really cared by then. They didn't really care. They just wanted to know, could you have half an idea of what to do with this stuff? And I did. I think a couple hundred cops went down there. I was there for three weeks and that was another thing. It's like I tell people I got to see the worst that man can do to each other and the worst that mother nature can do because seeing what Katrina did to that city, we were literally driving around with the Louisiana State Police and going to some of their officers' houses that had literally been under 15, 20 feet of water and just lost everything. Everything. And yeah, one of the lessons that they learned from Katrina was that they need to take better care of their cops in advance of these things happening

Because if you remember, a lot of New Orleans cops bolted with their families because their first priority is to their families even though they do have a job. So then fast forward a few years after that, they had Hurricane Gustav and they put procedures into place to be able to allow their cops to take care of their families, get them to a safe location, and then come back to do their job. We also got to help people. We were rescuing dogs. We were doing patrol in the French Quarter. That was a very unique experience too, and then we had Hurricane Sandy in New York. Many years later, they compare it to Katrina. I was like, actually, if you were there at Katrina, it was nothing. It was terrible. It was terrible.

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Jerry Ratcliffe:

Yes. We don't want to belittle in any way or minimize what happened during No Sandy, but yes, it was on a different kind of a scale. Yeah. What brought you into DCJS? The division of Criminal Justice Services?

Chuck Tyree:

So when I left the NYPD, I was trying to actually get a job in law enforcement in upstate New York. I wanted to be upstate, the girl I was with at the time, oh, it's always okay. Yeah, exactly. She was from just outside of Albany actually, and so she moved down to be with me in the city and hated it. Where were you living in the city at the time? In Parks Slope, Brooklyn. I can see that's a big change from upstate New York. It was very much different even for me because I grew up on Long Island. You're still crammed in together, but not the way you are in parks though. Long story short, at the time you really couldn't take your NYPD experience to another department without having to go through the whole process with that department all over again. I took a bunch of tests, I got a job with Homeland Security and that was really meaningful for me and I dove all into that because my experience with nine 11, of course, I got to go all over the country, get trained and how to blow things up, how to recognize explosives weapons and mass destructions terrorism indicators.

Jerry Ratcliffe:

Oh, I mean, come on. It sounds a lot of fun.

Chuck Tyree:

It was really fun. I mean, you're blown up a 500 pound car bomb and you're a mile away in a bunker and you can hear the debris still fly by you. You're like, okay, well that's why they have us in this bunker. I'm like, how could this possibly reach us?

Jerry Ratcliffe:

And you think it's just boys playing with their toys having fun, but it's really useful to know. I worked in London in the middle of a provisional IRA bombing campaign, and I was down in Whitehall when the provisional IRA mortar bomb Downing Street. You really have to understand that. No, those cordons need to go further and further and further back than you think.

Chuck Tyree:

Yeah, yeah. Even that was at Fort Drum and we blew up a U-Haul truck and we were definitely not far enough away. Thankfully there was a lot of trees in front of us because I was like, that was too close, but there's evidentiary they can use it to be able to pick up pieces of evidence.

Jerry Ratcliffe:

I just don't want to have to find those bits in my shoulder.

Chuck Tyree:

No, right, exactly. No, you and me both. I think that's the girl that I moved upstate for really left me.

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Jerry Ratcliffe:

This is just a chat. It's not therapy

Chuck Tyree:

But I dunno. We doubt. Yeah, we don't. I see a therapist and I've talked about this, but then I met my wife.

Jerry Ratcliffe:

Congratulations on meeting your wife.

Chuck Tyree:

Yeah,

Jerry Ratcliffe:

I mean, I saw a therapist when I was getting divorced. I think we have this stigma attached to it in policing about going to see people and going to chat to people. Your mental health is as important as your physical health. 100%.

Chuck Tyree:

I still see a therapist, I'm being honest, have an appointment tomorrow afternoon. I think it's a huge part of me and it's helped me learn more about myself, the stuff that I've been through and how it impacts me, how it makes me not necessarily always most appropriately and just processing some stuff with somebody who is independent, not emotionally attached to it, that could help guide me and let me learn and talk about things. I think it's huge. I mean, this is an evolution for me because back in the day I would be like, no, you're weak. If you need to go see a therapist. I would be like, you're weak minded, strengthen up. But I don't feel that way at all anymore.

Jerry Ratcliffe:

We used to have a very different culture. If you had something that was eating you up, you would often make the mistake of telling Jim Mahaffey in confidence and then Jim would tell everybody on the shift and then everybody knew about it and we'll talk about it in the pub and then it become less of a problem. But I'm not saying that alcohol is a good culture, but a sharing culture amongst colleagues was actually strangely beneficial. There's definitely got to be mechanisms for people to be able to discuss what they're dealing with and talk about it both internally within jobs externally, to get a different sense of perspective. Jim Mahaffey was the best way to share things with people, especially if you told him in confidence and made him swear that he would never tell anybody that was guaranteed to get around the entire station, but that as a young cop, at least I would then have these older guys give me some experience.

Chuck Tyree:

I mean, there's another part to my whole story that I think is important and the reason why I am passionate about my own wellness and about get rid of the stigma associated with it is in May of last year, my nephew who was 17 years old died by suicide, and that was really tough. I've actually given up actually, or I should say, let it go without trying to figure out why, because I'll never know. The bottom line for me though is that he was hurting and he felt like there was no

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other option in that moment. Reading the literature on it, it's actually more about empowering people to talk about it before it reaches that moment for them where it's a crisis to be able to talk, so I would tell anybody listening, we need to take care of each other, but you also, these programs that cops are running, I think they're great, but I also think the bottom line is each one of us has a responsibility for our own self to take care of ourselves in the best way that we can. Wellness officer, wellness people in general, wellness is really important and sometimes it's just a talk with two chaps, as you would say, or over a pint maybe, but not eight, but then sometimes it's more serious. We need people who are trained, especially as first respondent. I mean, you see stuff, they talk about PTSD, it's more like current stress disorder.

Jerry Ratcliffe:

We can take the post out of it.

Chuck Tyree:

It's like what happened yesterday if you're still on the job, but it's a daily thing almost. Depending on where you work, it could be a daily thing.

Jerry Ratcliffe:

That's really good, and I'm glad that it is really helping you. I want to drag you back to your time post blowing shit up as we were talking about just now. How did you get from there into what you're doing now?

Chuck Tyree:

When I was with Homeland Security, the working with cops, training cops, all that was really very interesting to me, and then I was pivoted to work more unlike the emergency management side of things. I wanted to be working more directly with cops, and I interviewed for this position with Operation Impact, so IMPACT stood for integrated municipal police, anti-crime teams, a crime reduction grant that the state managed. There was very good things about it where it encouraged collaboration between different law enforcement agencies, but it was also very kind of disjointed. One place would be focused on shootings, another place would be focused on burglaries, and there was no using evidence. It was like, just give us your best plan.

Jerry Ratcliffe:

I mean, I remember seeing really some quite positive evaluations of Operation Impact in New York, but it was much wider than that. It it was statewide.

Chuck Tyree:

So it was two different things. Actually, I worked in Impact as an NYPD rookie, and it was basically saturation patrols, not horribly complicated, literally just flood an area with cops for X amount of time.

Jerry Ratcliffe:

And do some proactive work when you're there.

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Chuck Tyree:

Yeah, stop everybody and their mother. That was our orders two fifties stop question and frisk. The state program was different. It wasn't as obtrusive maybe as the impact in New York City. It was more designed to increase collaboration between law enforcement partners and to reduce the crimes that were a problem for each one of the jurisdictions.

Jerry Ratcliffe:

Why is there a push to increase collaboration between departments?

Chuck Tyree:

Well, you're probably familiar with the silos that could be developed where people don't share information, and I've experienced it in my job. I'm talking about local agencies that don't share information. Police department will present a case to the district attorney's office, and the DA's office will refuse to proceed with prosecution because it doesn't meet the threshold for them. Whereas if they had talked about the case earlier on, they could have actually increased the chance that the prosecutors would actually take

Jerry Ratcliffe:

It. How many police departments have you got?

Chuck Tyree:

In New York, there's about 500 for a state with a population of outside of New York, the population's 13 million or something. I am not a hundred percent sure,

Jerry Ratcliffe:

But it's not huge.

Chuck Tyree:

To have 500 police departments is kind of chaotic. Oh, yeah. No, sometimes it's absolutely crazy. I think 75% of our departments have 25 hops or less.

Jerry Ratcliffe:

Screams inefficiency.

Chuck Tyree:

Yeah. Some people have argued that it is inefficient. I'm not going to take a stance per se on it.

Jerry Ratcliffe:

I'm happy to. I think it's horribly inefficient. The idea that you have different cars, different pension schemes, different pay schemes, different pace structures, different leadership ranks, different training different. Absolutely. Everything from one town to another, it's a mile away is absolutely crazy.

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Chuck Tyree:

Yeah. When I worked outside of Utica at the training center for Homeland Security, when I drove from work, which was like eight miles, I went through five different police agencies on the way to work. That's nuts. There are 500 police departments though in the state, which is unbelievable. I think about a hundred thousand cops, and that includes NYPD, which has 30, and the state police and all the big departments that we fund through Give.

Jerry Ratcliffe:

And what did you learn from impact?

Chuck Tyree:

Collaboration was key. We also learned that, first of all, you need to be evidence-based when Impact was first started in 2004, I don't think evidence-based policing was a thing. No. So they know anything about using evidence-based strategies. They did know a lot about how to get agencies to work better with each other. We did learn, I think a little bit more about using data.

Jerry Ratcliffe:

Did you have a challenge selling this relative to a lot of people, an earlier appreciator for analysis and evidence-based policing, but you were really pioneers of that up here. Was that a tough sell?

Chuck Tyree:

Oh yeah. I mean definitely. It was definitely a hard sell

Jerry Ratcliffe:

. What were people happy with before the way it was being done, which is, I just have thoughts. My experience, everything.

Chuck Tyree:

Yes,

Jerry Ratcliffe:

I'm in a department with only 20 people, but we know everything there is to know about it. Correct?

Chuck Tyree:

Yes, correct. And we saw that a lot when we first were rolling out Give, we're going around to different departments to talk to them, hear about what was going on, see if they had any questions about anything, just to get some FaceTime with him. Had this one meeting with this police chief and his administration in a fairly big department and we're getting ready to leave and he says to me, Hey, Chuck, we use evidence-based policing all the time. And I was like, really? He's like, yeah, I send my evidence text every shooting that we have, and we collect ballistic evidence. And I was just like,

Jerry Ratcliffe:

Were you not paying attention to everything I said for the last three hours

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Chuck Tyree:

Yet? It was baffling to me,

Jerry Ratcliffe:

But then they've all kind of come along, but it tells you something about where the Gulf was. I don't think people in the world of evidence-based policing appreciate to this day how much just basic education they need to be doing. We're talking about advanced statistics, and I think we need to spend more time just telling people it's this, not this.

Chuck Tyree:

Right.

Jerry Ratcliffe:

You've mentioned Give a few times. Yeah, so just help for the fine listener out. Give Is

Chuck Tyree:

The Gun involved Violence Elimination Initiative,

Jerry Ratcliffe:

Gun involved Violence Elimination initiatives? That was GIVE the, no. Yeah,

Chuck Tyree:

I added the, I added the initiative part. I like to talk about GIVE as a framework for how policing should be done, Intelligence led targeting crime hotspots and targeting serious repeat offenders. There's certain places that are eligible. We determine that based on their crime data, which is violent crime by firearm over an extended period of time. We don't just use one year of data, we typically use five, so we fund the places where it's needed the most. We have a menu that they can choose from of What we know works.

Jerry Ratcliffe:

How does a strategy or a tactic become a menu item that they have to use?

Chuck Tyree:

Well, we did our own vetting And we used outside experts. We used our research office at DCJS, the Office of Justice Research and Performance to kind of narrow the menu list down to something that was palatable and what was most effective.

Jerry Ratcliffe:

Have you run into resistance On some of that?

Chuck Tyree:

I wouldn't even call it straight resistance. I would say maybe failure to embrace is a better way to describe it

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Jerry Ratcliffe:

Is that because people are thinking that even though you're giving me all this evidence-based stuff about what works, they don't think it works or do they have their own pet little side projects that they're absolutely sure work

Chuck Tyree:

Probably a mixture of those things, and they're also skeptical of the state and our expertise coming in to tell them what they should be doing, but we've always done it this way. That was the difference between impact. We basically let them tell us what they were going to do.

Jerry Ratcliffe:

Right.

Chuck Tyree:

We're not prescribing exactly how it's supposed to be done, but hey, here's the model. I mean, for example, we have the core four principles, people, places, alignment and engagement. We need you to focus on the small amount of people that are the trigger pullers in your city. We need you to focus your efforts on the places that are most impacted by it. We want you to align all the different resources that are available for you, not just law enforcement, community, also, and nonprofits, whoever, and then engage in the public into what you do. Those have been the core principles since the beginning, and then we've also established the fact that we want it to be evidence-based. Initially, we picked problem oriented policing, procedural justice hotspots, policing, crime prevention through environmental design focused deterrence and street outreach, the six strategies. But honestly, we said that pop, problem oriented, police policing and procedural justice were these separate things that you could choose, and that's actually not the best use of those things.

Jerry Ratcliffe:

Right?

Chuck Tyree:

POP is really a framework for Establishing what your problem is and procedural justice.

Jerry Ratcliffe:

It was a Campbell collaboration, systematic review a decade ago. There's sufficient evidence that we should just be incorporating procedural justice approaches through Everything

Chuck Tyree:

And so that's what we pivoted to why that procedural justice was included in everything that they're doing.

Jerry Ratcliffe:

Yeah, it's definitely getting break time as a bunch more people are kicking around in the background. A separate component to this is Strive.

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Chuck Tyree:

STRIVE is the statewide targeted reductions in intimate partner violence.

Jerry Ratcliffe:

The P is silent, so you've really spent a whole chunk of time just trying to think out the most convoluted acronyms throughout your entire career.

Chuck Tyree:

No, so I will take credit for the STRIVE. I won't take credit for GIVE. That was actually Thomas Abt,

Jerry Ratcliffe:

But now you're also including Strive and you're looking at intimate partner violence, which is good. Now, I've been involved in law enforcement now for over 40 years. Domestic abuse, domestic violence, intimate partner violence, whatever we're calling it, violence against Women and Girls has been just this pernicious challenge throughout my entire career that, not my personal career, but that whole history of policing that has just been so difficult for law enforcement to actually have an impact on, and I don't think anybody else has had any success. It's been so frustrating.

Chuck Tyree:

Yes, I agree with you. It's terrible when you hear cases that wind up rising to the level of intimate partner violence and murder, and there was clearly intervention points where more could have been done. And so what we are trying to do, right, by focusing the efforts on the most at risk cases, the most at risk victims using evidence, establishing good partnerships, but one of the key things I definitely want to cover with when it comes to Strive is yes, we have the partnerships in place. It was basically the same partners as Give, but we added in the licensed service provider in the county that was most able to address the needs Of the survivors.

Jerry Ratcliffe:

Does Strive still incorporate the capacity for enforcement? I only did 11 years, but you do a lot of domestic violence cases during that time. A lot of it can be resolved. A lot of it can be negotiated. A lot of it can be, but some people just need to be locked up. They seem irredeemable.

Chuck Tyree:

Yeah, 100%. Actually, we've been doing work with the National Network for Safe Communities, intimate Partner Violence Intervention. I'll call it a program, even though I don't like that term. And part of their classification of offenders, one of them is literally you're just developing as much evidence as you can to incarcerate the person because it's that risky for them to still be out. So that's the Level A offenders to just get them off the streets. And the other ones are a little bit more like custom notifications will be done, other types of notification, more like warnings and more services provided. But level A, you're getting locked up,

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Jerry Ratcliffe:

And this isn't for everybody, but this is where I have significant problems with the Abolished prisons crowd. Is that, yeah, I'm sorry. But there are some really awful violent, aggressive, perpetually violent men out there that we need to protect women and children.

Chuck Tyree:

And those people we see also are committing other crimes too. Typically,

Jerry Ratcliffe:

Yes.

Chuck Tyree:

Sometimes it's literally using the other crimes they commit to get them to provide for the victim's safety, using those other crimes as leverage against them, but then using crime analysis, developing packages to paint the whole picture for the prosecutors and for the judges of the risk that person faces to their Intimate partner.

Jerry Ratcliffe:

It sounds like you're developing a much more expanded role for crime analysis than is often traditionally found in police departments.

Chuck Tyree:

Well, actually, one of the things we did learn through GIVE that we're applying to Strive is we want to have one of our eligible counties that are participating in Strive, which is mostly the same. We're requiring them all to have a dedicated crime analyst that looks at that particular intimate partner of violence in their jurisdiction to focus just on that, to allow for intervention before something really bad happens.

Jerry Ratcliffe:

So police departments would have analysts that were hired by the state to support them. But now with Strive, you're asking that the departments must, they've got to have their own dedicated analysts just working on intimate partner violence.

Chuck Tyree:

Correct. And we're also requiring those every jurisdiction to hire a coordinator. So with Give, we focused a lot of effort on to making sure that agencies were using research to guide their work.

Jerry Ratcliffe:

Tell me about the successes you feel that you've had with GIVE. You've been evaluating it as well.

Chuck Tyree:

Yeah, I mean, it's not all about crime data, I will say that, but we are pretty proud of our crime data and the way it's trending. So 2019 was our low point until 2020 and 2021 happened to the whole country.

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Jerry Ratcliffe:

It's always a low point until the next low point. This was around the corner.

Chuck Tyree:

I mean, we were trending in a really good direction, and then kind of all hell broke loose for a couple of years there, and that'll be studied for decades probably, and all the factors that went into that. But right now, year to date, we are down over half of our five-year average of shooting incidents.

Jerry Ratcliffe:

But also your GIVE sites are outperforming the rest of the state, aren't they?

Jerry Ratcliffe:

Yeah, that's the real indicator, I think,

Chuck Tyree:

Isn't it? Yeah. I would say also, one of the things that I have found to be a success is that what we're seeing is not only is there an ability to reduce crime when crime starts occurring because of the investments we've made and the infrastructure that we've created, agencies are more ready to intervene and to be on top of it.

Jerry Ratcliffe:

They're identifying the trends and are more responsive.

Chuck Tyree:

Correct. That's a much better academic way of saying it. There's much, well

Jerry Ratcliffe:

I have a good academic moment about once a week, and that was it.

Chuck Tyree:

Every once in a while, I have one too. But yes, I mean, so we used to see places that would have a huge increase and then you go to them and you say like, Hey, what's going on? And they would look at you like a deer in a headlight, and now they're like, yeah, we know we're seeing this. We're on top of, we're doing this, we're deploying this, called in our analysts on overtime. They're more on top of it than ever before. I think an important aspect of what we've done with Give, and now that we'll translate into what we're going to be doing with Strive and what we've already started doing with Strive is to not be complacent with where we're at. We've adapted our Model every year,

Jerry Ratcliffe:

And I think that's an underappreciated aspect of good evidence-based policing, which is not just about experiments and studies, but also incremental improvements.

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Chuck Tyree:

Right. And because we know know, I mean, I'm not going to go into the Don Rumsfeld analogy that you use,

Jerry Ratcliffe:

Right? The unknown unknowns.

Chuck Tyree:

We do know that new things happen within policing. New studies emerge. New innovations within strategies come out place, network investigations. That was nothing 10 years ago now it's one of the models that we encourage them to look at, and a few places are starting to dig into that. What's the second thing? I think the use of researchers, to me is still lacking, but something that we've found a lot of value in and some places have embraced through G, I'll name a few of the places that have done really great work. The Finn Institute with Rob Warden and his team, the Rochester Institute for Technology. We've had Jesse Hoff working with us, and I'm not just telling agencies to do their own research and evaluation of their efforts. We are evaluating own work.

Jerry Ratcliffe:

Where's the sell? If you were going to an agency in the state and you would say, we really think you should work with this, take a risk and work with this outside researcher, how would you sell it?

Chuck Tyree:

See, I think I have a different mentality than some other people where I am all about, you can learn just as much from what isn't working than from what does work. If I was talking one-on-one with a police chief, brand new, I would say there's value in this. It's an unbiased way to look at what you're doing to maximize the resources that you have and get the best outcomes available for public safety in your community. And you might also learn that what you're doing isn't the best way to do it. You rather know that.

Jerry Ratcliffe:

And why an outsider doing it?

Chuck Tyree:

I think they offer an unbiased look at it,

Jerry Ratcliffe:

Right?

Chuck Tyree:

They don't know. They're not worried about people's feelings. They're

Jerry Ratcliffe:

Just, they're not worried about getting fired by the chief if they said something wrong

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Chuck Tyree:

And they just know what has worked before in other places. And the questions to ask to be able to paint the best picture of what's going on and what you're doing and is it actually working or not?

Jerry Ratcliffe:

Well, look, Chuck, you and your team have just built this fantastic thing here in New York, that thing that was really academic. See, that was an articulate academic work, perfect thing. You've got this really good thing going here in New York, but it's clear that you've put years into developing it, really thinking about it, incremental change, and it's paying dividends. You've got a fantastic conference you've reached so far, it's just fantastic. So congratulations for you and great,

Chuck Tyree:

Thank you, Jerry. Thank you for all your support for many years. You've been a big supporter of ours and a big help for us, and we appreciate you.

Jerry Ratcliffe:

Alright, man, let's go and find out what everybody's making all the noise on in the background.

Chuck Tyree:

Lunchtime, there's a murmur. People are still here, so that's a good thing.

Jerry Ratcliffe:

That was episode 89 of Reducing Crime, recording of September, 2025 in Albany, New York, winner of America's Grayest City, three years in a row. I don't actually know if that's true or if that award even exists, but if it did, Albany should have it.

Reducingcrime.com has episode transcripts, and if you're an instructor, DM me for multiple choice questions for every episode, subscribe to Spotify, SoundCloud, Apple, or wherever you pod. Otherwise, I'll make you move to Albany.

Be safe and best of luck.