

Tiffany L. Cabán - 5 Boro Defenders Questionnaire

5 Boro Defenders Queen DA Survey

Dear Candidate: 5 Boro Defenders is a group of New York City public defenders, civil rights attorneys and advocates organizing around the systemic injustices of the criminal legal system. While 5 Boro Defenders will not endorse any candidate in the upcoming race, we do plan to offer our expertise by releasing a report card, as 5 Boro Defenders did in the recent Manhattan and Brooklyn District Attorney races. We will be handing these voter guides out at community forums and distributing it through our partner organizations at <https://www.queens4da.org>. For reference, here is the 5 Boro Defender Voting Guide from the recent Brooklyn District Attorney race: <https://tinyurl.com/5boroReportCard>.

In reviewing your policy papers, websites, statements, and previous survey responses, we have been left with the following questions, and hope that you will complete the following survey to help us better understand your position on various issues facing the next District Attorney of Queens County. We hope to have all survey responses collected by **MARCH 1, 2019**.

Please feel free to reach out to us at 5BoroDefendersQueens@gmail.com with any questions.

1. Many candidates in this race have expressed that they will not prosecute for marijuana possession. However, many cases that begin with an “odor of marijuana” lead to additional charges. Practically speaking, police can cite an “odor of marijuana” to justify otherwise unlawful searches. (see: <https://theappeal.org/i-arrested-a-man-on-marijuana-charges-then-he-took-his-own-life/#.XGG0ybKH71A.twitter>) Given that context:
 - a. How would you handle cases that begin with either an “odor of marijuana?” or an officer witnessing someone smoking marijuana?
 - b. Specifically, how will you handle cases where a search based on marijuana reveals other contraband items such as weapons, forged credit cards, or other drugs?
 - c. Will you push for the NYPD to stop engaging with citizens over marijuana alone?

I will refuse to prosecute marijuana cases. That includes simple possession, but also other offenses where the only basis of the stop is marijuana. If the basis for a stop is “the odor of marijuana,” I will treat the stop as a bad one. Despite the fact that white individuals do not consume marijuana at lower rates than black and brown individuals, communities of color are overpoliced and often the “odor of marijuana” is used as an excuse to surveil and frisk such communities without cause. I will not introduce any fruits of a search, including contraband items, based on the odor of marijuana or on viewing someone smoking marijuana in open view. It is the most common pretextual stop, and one of the most racially biased, and I will push NYPD to end all marijuana engagements.

2. Queens County is unique New York City because it encompasses both LaGuardia and JFK airports. Regularly flyers are arrested with firearms at the airport that they legally may carry in their flight’s place of origin, but do not have a permit to carry in New York State. Often these weapons are found when the passenger declares them at TSA or check-in during a flight transfer, or upon leaving New York City to return home. How would you handle these cases? Would you treat them the same or differently as someone who is found in possession of a firearm elsewhere in Queens?

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There is no reason to prosecute those who inadvertently violate the law simply because they do not know the difference between the laws of New York and the laws of their home jurisdiction. Prosecuting in such a manner disproportionately impacts gun owners of color and low-income firearm owners. While I would rather people not own guns and believe prosecuting gun possession -- but more importantly gun distribution -- is necessary, prosecuting inadvertent violations of the law does not make the community safer and only creates systemic biases. Someone passing through Queens via our airports should be treated somewhat differently -- there is no one-size-fits-all approach -- to avoid biased prosecutions.

3. One matter that comes before Queens Criminal Court is that of extraditions, where a person is arrested in Queens (often when coming through the airport) on a warrant from another state. Often these are arrest warrants where the person does not even know they are wanted. State law allows a person to be remanded to await the other jurisdiction arriving to take them into custody after the receipt of a Governor's Warrant (or a waiver by the defendant of such warrant). CPL 570 also allows for a person to be released to attend to the matter in the other jurisdiction themselves, or to have bail set. Currently, almost all defendants are remanded to wait for the other jurisdiction to arrive in Queens to transport them- this can take anywhere from a few days to a month or more. What would be your position on asking for bail, remand, or release in these cases? What factors would you consider in that decision?

I will not remand people who are awaiting extradition. I will take the same approach to these cases as I would in any case where there is an option to set bail. Instead of detaining people pre-trial, I would release them to attend to the matter on their own, and invest resources and support in helping people do that. Where there is no threat to public safety and the harm involved is exacerbated through detention, we will work with other jurisdictions to allow people to return for appropriate process without incarceration in Queens.

4. CPL 170.55 sets the length of an Adjournment in Contemplation of Dismissal (ACD) at 6 months (1 year for a family offense), unless a shorter time is negotiated with the District Attorney. CPL 170.56, which governs marijuana ACDs, gives a judge discretion to early seal an ACD (with the default as 1 year). An ACD, which is technically an open case, can cause issues at work or with immigration. Would you allow and advocate for short-sealing of ACDs? In what circumstances?

Absolutely. If an ACD holds the risk of negatively affecting someone's education, employment, housing, or immigration status I will allow and advocate for short-sealing. We have to work with immigration and other relevant attorneys to eliminate or minimize collateral consequences and prevent or seal records to reduce harm to non-citizens or people with unstable housing or employment situations. Beyond that, I will end the practice of offering ACDs where straight dismissals are appropriate.

5. Frequently defendants arrive in Criminal Court with warrants from a summons. An open summons warrant can prevent a person from getting a job, receiving a Desk Appearance Ticket or Summons on a new contact with police, and affect immigration status, as well as cause a person to be brought to court or arraignments by NYPD. In 2017, it was estimated there were 1.7 million open summonses in New York City.
 - a. Would you commit to dismissing open summonses warrants without appearance necessary (such as was done for some summonses in 2017: <https://nypost.com/2017/08/09/new-york-vacates-hundreds-of-thousands-of-summonses/>) ? For what category of charges, or with what conditions?

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All summonses - no categories or conditions. These low-level offenses have no business clogging up the court system and negatively impacting people's lives.

- b. Would you commit to dismissing summons for those who appear in court, rather than offering an ACD or fine? For what charges? (Frequent summons charges include being in parks after dark, littering, marijuana, failure to pay the subway fare, drinking in public, public urination)?

Yes. I will commit to dismissing all summonses. Evidence shows that dismissing summonses will not increase the incidence of the conduct. If we want clean parks, we should invest in cleaning parks, not prosecuting littering.

6. Currently, it is common for Assistant District Attorneys in Queens to indicate to defense counsel that they are "unable" to outright dismiss cases at arraignments (or later) where evidence has been presented that there has been no crime, or of mitigating circumstances. Instead, they offer an ACD. What would your policy be regarding allowing ADAs to dismiss cases?

As a public defender, when I present ADAs with information that I know will warrant eventual dismissal it is frustrating to be told that dismissal at arraignments is "not allowed." This will not occur in my office. Generally, if evidence is presented at arraignments warranting a dismissal, the case should be dismissed at arraignments. Such evidence may include (but is not limited to) evidence showing that there is no crime or that there are substantial mitigating circumstances, such as immigration, employment, or educational consequences. Speedy dismissal is better for ensuring limited fallout from touching the judicial system, and I will not delay dismissal under some arbitrary rule that dismissal can only happen post-arraignment.

7. Would you prosecute the charge of Welfare Fraud? If so, will you prosecute cases where the agency/law enforcement has been aware of or should have been aware of, the alleged fraud, but allowed it to continue until the amounts involve support a felony charge as felonies, misdemeanors, etc? What offers would you make on cases involving welfare fraud, including when a defendant is unable to repay the full amount?

No. I will not prosecute welfare fraud. Prosecuting welfare fraud is an example of unwise expenditure of time and resources. Frequently these cases are over small amounts of money that are integral to survival; cases against individuals can control livelihoods and destabilize individual Prosecuting crimes of poverty imposes social punishments on people that can prevent their achieving a steady livelihood and hurt their and their friends' networks and disqualifies them from critical resources necessary for subsistence.

8. Many programs that are currently offered as a condition of sentences or pleas (including Attitudes in Dynamic Driving, the Victim Impact Panel, Anger Management, Drug Treatment, Mental Health Treatment, electronic monitoring devices such as the Right Bac or SCRAM, Ignition Interlock Devices), have fees for attendance or usage. These fees may be hundreds or thousands of dollars, depending on the program or device, and failure to pay for a device or program in full can lead to a violation of a conditional discharge or plea agreement and jail time. How, if at all, would you address the issue of fees and payment for defendants that demonstrate financial hardship or indigence? Will you ensure that all defendants, regardless of poverty, have access to programs?

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I will ensure that all people charged with crimes have meaningful access to these programs, regardless of income. My office will work to develop alternatives to incarceration that set participants up for success, not failure. Whenever a program is offered as an alternative to incarceration, my office will first engage in a meaningful discussion with the defense attorney, social workers, and service providers about what the client can afford and what sort of program will best ensure success. I will not impose fees on treatment courts or any coercive punishments and will instead advocate at the state level to get rid of statutorily mandated fines and fees. Additionally, I will partner with community-based organizations to provide better alternatives to expensive programs.

The best model for programs is one that is non-coercive, non-punitive, and gives people what they need to be whole. Unfortunately, that model does not currently exist. Many existing specialty courts require participants to overcome potentially impossible hurdles such as total abstinence or substantial financial costs, and impose major sanctions for failure to comply with program specifics. Violations and conditional discharges can ruin lives and put people away for years. There is no evidence suggesting this model is more effective than non-coercive, non-punitive ones that do not have attendant costs. My office will take a more individualized and non-punitive approach.

9. Convictions for any charge, including violations, include court fees (surcharge, crime victim assistance fee, DNA fee, Vehicle and Traffic Law Fees). These fees are imposed regardless of income, and regardless of whether DNA is taken or there is a “victim” in the case. Fees can total between \$88-350 depending on the conviction or plea. (See <https://finesandfeesjusticecenter.org/articles/new-york-should-re-examine-mandatory-court-fees-imposed-on-individuals-convicted-of-criminal-offenses-and-violations/>) What is your position on court fees and surcharges? Would you advocate for their elimination or other changes?

I would advocate to end court-imposed fines and fees. These fines criminalize poverty. I would seek to eliminate them through advocacy in Albany, and would use the power of the office to try to work with judges to prevent their imposition in the interim.

10. There is currently a community service program operated through the Queens District Attorney’s office. This program has specific partners with which it works, specific time requirements (for instance, service must be during 9-5, with weekend service needing to be authorized by a judge), operates in English, and other limitations. Would you consent to allowing defendants to arrange their own community service at organizations? On felony pleas, misdemeanor pleas, or both? With what limitations or conditions?

Yes, I would allow defendants to arrange their own community service at organizations. My office would also dramatically expand our community service provision. These services would be the rule, not the exception, and would be available for felonies and misdemeanors. I can’t tell you how many times I’ve had to go to an ADA with a specific program plan for a client, only to hear the ADA say “I don’t know what that is,” or “I don’t know if my supervisor will approve that,” or “We have our own in-house version of that.” The problem is those in-house versions look like the rest of the DAO -- not like our communities -- and fail to offer the same quality of services. Our communities know how to prevent root problems leading to violence or crime; it is up to us to properly resource these organizations so they can provide more support.

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11. You have indicated your support for bail reform. Please describe what your position would be, in as much detail as possible, for the following categories of offenses. (ie, would not ask for cash bail, would ask for cash bail in certain circumstances, etc).

a. Non-violent misdemeanors:

I would not ask for cash bail for non-violent misdemeanors, and would work to dismiss or not charge most misdemeanors.

b. “Violent” misdemeanors (including Assault, Menacing, etc.)

I would not ask for cash bail for violent misdemeanors, and would work to facilitate alternative resolutions that focus on services for these cases.

c. Non-violent felonies

I would not ask for cash bail for non-violent felonies. Instead, I would seek to work with community-based supportive services that address the root problem that led to the incident occurring.

d. Violent felonies

I would not ask for cash bail for violent felonies. My office would ask how to avoid the harm in the future, and seek to address core problems rather than rely on jail or the cash bail system.

e. Preferred alternatives to cash bail if true flight risk

Preferred alternatives to cash bail include investments in pretrial services. Our office will create a text message alert system that reminds defendants of their court dates, sending one alert a month before the court date, another, a week before, and a final reminder, the day before. We will also facilitate showing up for court with MetroCard provision and systems that evidence shows increase chances of turning up. If someone is out of control, and very unlikely to show up for a court date for various reasons, bail would not help anyway in most low-level cases.

f. Would you request or support changes in bail conditions if it becomes apparent a defendant cannot pay the bail set?

Yes, and we would work to eliminate the cash bail requirement for these cases.

12. Many jurisdictions have moved towards using electronic monitoring devices in lieu of, or in addition to, cash bail. What is your position on this? In what cases, if any, would you advocate for such a system? For reference, please see:

<https://www.pewtrusts.org/en/research-and-analysis/issue-briefs/2016/09/use-of-electronic-offender-tracking-devices-expands-sharply> ,
<https://www.themarshallproject.org/records/2280-electronic-monitoring>,
<https://www.wired.com/story/opinion-ankle-monitors-are-another-kind-of-jail>.

Electronic monitoring does not solve the problem of mass incarceration; rather, it allows government to criminalize people and restrict movement in their own home. Surveillance should almost never be the

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answer; I would replace cash bail with holistic community-based services including housing, education, and career opportunities. Those interventions demonstrably reduce recidivism. I would give people MetroCards and disposable cell phones to remind them of and get them to their court date: there is no evidence bail is effective at accomplishing that goal for many people.

13. Queens currently has a number of court parts devoted to treatment of specific categories of defendants at both the Criminal Court and Supreme Court levels, including mental health court, drug treatment court, veterans court, and human trafficking court. The criminal procedure law also allows for diversion of certain felonies. Currently, some categories of charge, such as domestic violence or any charge involving sexual touching or action, are prohibited by the District Attorney and Court policy from being sent to these parts, even if a defendant would be otherwise eligible. In some cases, a previous conviction for one of these charges makes a defendant ineligible for treatment court part (even if the current case is not the same category of charge) or previous participation in a treatment court part may prevent treatment from being reoffered. What would be your policy on eligibility of defendants and cases for these parts? How, if at all, do you plan to utilize these court parts or make recommendations for cases to be sent to them?

I will not set conditions on being able to receive treatment. If a person is willing to accept treatment and wants treatment as an alternative, I will support that application to the extent permissible by law. Furthermore, treatment in my office will look very different than how it currently looks under punitive specialty courts, which all too often set its participants up for failure.

We need to completely overhaul specialty courts to create non-coercive and non-punitive systems that aim to give people tools for success. I will work to ensure eligibility for programs and will work with communities, service-providers, and defense attorneys to provide meaningful programming options that address the roots of harmful behavior and ensure success.

14. Will you charge crimes committed at schools, by students? For instance, fights between students, drug possession at school, disorderly conduct, etc? In what circumstances or on what charges will you dismiss these cases without prosecution? What, if any, specific charges would you decline to prosecute if committed by students at school? What, if any, diversion programs would you offer or require for such cases?

No. We will dismiss charges against students for these low-level offenses, including fights, drug possession, disorderly conduct, and more. We would work to provide supportive services to students, whether it is access to equitable education programs or treatment services. Contact with police or jails only decreases an adolescent's chances at future success.

15. New York's Raise the Age Law provides for removal to Family Court cases where a defendant is charged with a felony while 16 (include 17 year olds as of Fall 2019), and in some cases for Juvenile Offenders, where a defendant under the age of 16 has been charged in Supreme Court. What would be your policy on consenting to removal to Family Court? In what circumstances would you refuse to consent to removal? Would you advocate for changes to the law to allow other categories of cases to be removed or to originate in Family Court (for instance, cases for defendants up to 18 or another age, misdemeanors, VTL cases)? What, if any, charges would you refuse to prosecute for defendants under the age of 18?

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I would avoid advocating against removal and would advocate for legal changes to facilitate removal to family court. I would refuse to prosecute misdemeanors that only serve to create social control over defendants under age 18. I am guided by research showing brain maturation continues through early-mid 20s; defendants under 18 have less physical development necessary to have the ability to stay calm, cool, and collected under stressful circumstances. We would only prosecute where necessary for the safety of the defendant and public, and would create treatment paradigms that work to address the adolescent's root issues that generated the crime or behavior.

16. In many cases, full orders of protection are issued at arraignments for witnesses, including complaining witnesses who may be family of the defendant. Orders of protection can prevent a person from working, seeing their children, or returning home. Would you agree to get written confirmation from witnesses that they desire a full order of protection before asking for one, or to agree to reduce an order to a limited order of protection/no order of protection if you do not receive such confirmation by the first court date, or if the witness requests the change? Will you consent to changes in an order of protection, such as at a complaining witnesses' request, even if a defendant is not agreeing to accept a plea offer?

Yes, I would agree to get written confirmation from witnesses desiring a full protection order. We would also work to reduce such orders where the witness has not sought one, in the interest of full discovery disclosure, and would consent to changes in the interest of justice. We will take all necessary precautions to avoid coercing plea offers.

17. The Immigrant Defense Project has documented a significant increase in ICE arrests in New York State, including a significant increase in arrests at Courthouses across the city. In Queens, ICE has become a regular fixture of the Courthouse, routinely making arrests in and around the Courthouse, sometimes with the assistance of Court Officers. (See <https://www.immigrantdefenseproject.org/ice-courts-nys>) On one occasion, ICE attempted to arrest a person who had completed services in the Human Trafficking diversion court, and whose case was set to be dismissed. Some District Attorneys have joined the call to prevent ICE from entering courthouses. The current Queens DA has not. What is your position on ICE in courthouses? What steps, if any, will you commit to taking when ICE is present in the courthouse (excusing defendants, dismissing cases, directing staff to walk-out, etc)?

ICE must never enter our courthouses or places of education or worship. I have and will continue to advocate this position publicly, dismiss cases, and excuse defendants to prevent seizures and deportations, and direct staff to walk-out where we have reason to believe our system has been compromised by ICE. I would also prosecute ICE officers who have committed misconduct or acted outside the scope of their duty as federal officers.

18. You may be familiar with the NYPD's new policies about requesting DNA from family members of "suspects", those stopped by the police (including juveniles), and others. What is your position on this, and what, if any, role do you see your office playing in advocating for or against this policy? For reference: <https://www.nydailynews.com/opinion/ny-oped-the-nypds-new-dna-dragnet-20190206-story.html>

I think dragnet DNA gathering is wrong and only leads to massive DNA databases that are biased along class and racial lines. There is no need for this dragnet testing. It increases the chance of false positive

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matches and is a dystopian form of law enforcement that is not as effective as investing time and resources into genuine investigation.

19. The New York Legislature is currently considering legislation to change the discovery laws (so-called “blindfold discovery”), including S1716/A1431. What is your position on this bill? What parts of it do you agree with or disagree with?

I fully support open discovery. Additionally, I have said publicly that I would leave DAASNY over its decision to advocate against open discovery and for a watered-down bill.

20. Do you support “discovery by stipulation” or “open file discovery”? If elected, would you be prepared to sign a formal agreement on what would be included in such discovery? What would you include or exclude from open file discovery? Would you agree to open file discovery on misdemeanors, felonies, or both?

I fully support open discovery for all cases, and I would be prepared to sign a formal agreement.

21. What is your position in regards to Brady information? The Brady standard for disclosure is notoriously difficult to interpret, even in good faith, and even harder for courts to enforce. Will you commit to turning over all *relevant* information in a case, regardless of whether it is Brady material? Where a prosecutor decides to withhold relevant information, will you require prosecutors to file a disclosure form, listing the evidence that is not being disclosed and the specified reason why such information is being withheld (similar to civil discovery laws)? Will you consent to judicial, *in camera*, review of such evidence?

The Brady rule has been gutted by our District Attorney’s office. Young attorneys are trained to apply the Brady rule erroneously. We have to err on the side of full disclosure. I would commit to turning over all relevant information. It is for the defense attorney to decide whether and how to use that information. Failure to do so increases likelihood of wrongful convictions. I would consent to *in camera* review of such evidence and will require prosecutors to file disclosure forms where they seek to withhold evidence.

22. What will be your policy on prosecutions involving NYPD or other law enforcement officers as defendants? How, if at all, will you prosecute or discourage police corruption and perjury? Will you endorse the use of a special prosecutor in cases involving serious injury or death during an encounter with law enforcement officers?

We will prosecute police misconduct, including but not limited to corruption and perjury. I will work to create an independent prosecutor to hold police officers accountable. I will also work to publish the existing list of officers who are demonstrably unreliable under appropriate due process. We must make it untenable for bad officers to remain employed.

23. Civil Rights Law-50 A currently prohibits public disclosure of records relating to police misconduct. Public Defenders and Bar Associations, including the New York City Bar, have called for the repeal of 50-A (<https://www.nycbar.org/media-listing/media/detail/city-bar-urges-repeal-of-civil-rights-law-50-a-to-allow-public-disclosure-of-police-records-relating-to-police-misconduct>). What is your position on CRL-50A, and how would you handle the disclosure of records of police misconduct?

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I would advocate for the repeal of 50-A. I would disclose records of police misconduct as violations of public trust and indicators of evidentiary reliability. The public has a right to know if its officers are acting in good faith. Beyond that, no prosecution can continue if it relies on the testimony of an officer with a known history of misconduct.

24. Being elected Queens District Attorney requires managing a large office of more than 300 employees, a large budget, negotiating and interacting with the defense bar, defender organizations, media, OCA, legislators, and the Judges and staff of the Queens courthouse. Please describe your experience in the following areas. We are also interested in any plans to compensate for a lack of experience in a particular category.

a. Criminal Justice

I am in my 7th year of practice as a public defender.

b. Trial Experience/Practice of Law

I have tried over a dozen cases, conducted many more hearings than that, and have represented over 1000 clients as a public defender.

c. Management/Supervision of Personnel

Through my career, I have worked with various teams by managing and collaborating with social workers, immigration attorneys, community based organizations, medical providers, clients, etc.

d. Administrative management (budgets, policy, etc)

I continue to gain experience in this area as I manage my campaign. I am proud of the team I have built and manage, which includes a robust staff in the following fields: Communications, Field, Budget, Fundraising, Policy, and Tech & Digital.

e. Policy work/advocacy

I view public defense work as career advocacy. In addition to that, I have volunteered with Amplify Her (an organization devoted to elected progressive women in NYC), helping craft their policy for candidate questionnaires. I also petition and canvas for local candidates I support. I give Know Your Rights Trainings at community based organizations and school, and I participate in career days at schools, sharing my work as a public defender with students. Moreover, I volunteer with LGBTQIA+ sports leagues that foster community, inclusiveness, and safety. Lastly, I also regularly participate in and support community rallies and protests.

I understand that as a young woman of color, I may not have the same management experience as others in the race. However, my experience as a public defender is more relevant to this particular office than any other experience could be. Additionally, I am working with experienced progressive, decarceral prosecutors like Marc Fliedner and Adam Foss to create and guide training paradigms for the office. Additionally, I am recruiting people with prosecutorial experience to work in my office. The Queens DA's office is a large office that will require a team approach for effective management; I will trust people with expertise to help lead in their respective areas.

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25. Please describe a plan for what changes in training, policy, personnel, etc, that you would make in your first 30 days in office. In your first six months? What *public* benchmarks could the Queens community look to at the one year mark, and at the four year mark, to see how you have changed the Queens District Attorney's office?

I would create new metrics of success. If you are decarcerating our communities, reducing recidivism, and applying the law fairly and equitably across race and class lines, you will be promoted in my office. I will require regular trauma-informed training exercises and replace specific bureau chiefs who are not willing to adopt the new public health paradigm. Our benchmarks would include jail population reduction, data on equitable enforcement, and measurements that account for neighborhood stability developed in coordination with communities.

My first 30 days will be focused on significantly reducing the jail population and repairing the harm caused by previous district attorneys. This will all be in furtherance of the ultimate benchmark, which is to reduce the jail population by 75% as rapidly and safely – for people reentering and for communities – as possible. Within those 30 days, I will commit to the following:

- I will dismiss charges that criminalize poverty, such as marijuana charges, turnstile jumps, sex work, unlicensed driving, trespassing, disorderly conduct, resisting arrest, loitering, drug possession, and welfare fraud. I will immediately release a directive in my office not to prosecute these cases moving forward.
- I will work to release those who are incarcerated because of inability to pay bail. I will hold bail reviews for all individuals currently held in custody pretrial, where I will *ask the judge to release such individuals on their own recognizance*. In order to support that application, I will indicate to the judge my office's plan to provide resources to help ensure return to court and will work closely with organizations such as the mass bail out to help provide those supports.
- I will instruct ADAs never to ask for cash bail.

My first 6 months will be focused on retraining assistant district attorneys to comply with policies focused on harm reduction and restorative justice. Within the first 6 months, I commit to the following:

- I will remove ADAs who have engaged in racist prosecutorial practices. I will have a data team analyze the work of ADAs over the past year. I will have the team look through every attorney's resolved cases: the amount of time the cases were kept open, the race and ethnic origin of the people charged, and how many times a person was kept incarcerated while the case was pending. I will have the team determine which attorneys' practices have been demonstrated to have been driven by bias. We will train and work with employees to resolve misguided prosecutions, and will not permit biased prosecutors to operate with impunity.
- I will promote ADAs who have demonstrated a commitment to addressing the root causes of harm and decarceration. Our data team will identify those DAs who rarely ask for incarceration and bail, frequently offer alternatives to incarceration, and dismiss low-level offenses. Those prosecutors will be promoted and used as an example for training.
- By the end of the first four years, the Queens DA will be a visible and integral part of the community that serves as a resource, not a source of fear. I plan to implement this vision in the following ways:

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- I will create a transparent community steering committee that will act as an oversight body and strategize prosecutorial responses to gun violence and other areas where evidence has demonstrated benefits from community input. I expect that board to issue yearly proposals based on best practices and evidence for my office to follow.
- I will establish and expand units focused on prosecuting those that hurt marginalized communities, such as officers who engage in police misconduct, abusive employers, abusive landlords, and those who prey upon undocumented New Yorkers. By the end of four years, I expect to see a significant increase in reporting these abuses of power due to increased trust in the DAs office.
- I will establish partnerships with organizations trusted by communities to prevent violence by addressing the roots of mass incarceration to act as program providers. I expect these partnerships to replace current specialized treatment courts, which all too often set people up to fail.