



POLICE REVIEW & ADVISORY BOARD

A Department of the City of Cambridge, Massachusetts

Minutes from the Meeting of December 7, 2022

Board Members present: Chair Alexandra Fallon, Lucy Murray-Brown, Beverly Sealey

City Staff present: Executive Director Brian Corr, CPD Director of Professional Standards, Training and Certification James Mulcahy

Chair Fallon called the meeting to order at 6:01 p.m.

Public Comment

Claire Davies, a Cambridge resident, stated that she knows Board Member Sealey and is attending the meeting as a social worker and concerned citizen. She noted that she is very interested in what is happening in New York City where the mayor announced that the city will be using police to hospitalize people experiencing mental illness who are not able to care for themselves. She wonders whether there is any official response from the Cambridge Police and the Cambridge Public Health Department in particular and the City in general to New York City's decision, and explained that as a social worker who has worked at Boston Medical Center and at "Mass and Cass" she is very concerned about how this may play out in other communities in the wake of New York City's decision.

Jennifer Hogue, a Cambridge resident, stated that she was happy to join the meeting and is attending to listen.

Review and Approval of Minutes

The Board voted unanimously by roll call vote to approve the minutes of October 26, 2022, on a motion from Board Member Murray-Brown, seconded by Chair Fallon.

Executive Director's Report

- Exec. Dir. Corr reported that he has extended the Board's invitation to CPD Commissioner Elow to attend an upcoming meeting and he anticipates she will do so no later than March.
- Exec. Dir. Corr provided an update on the process for filling vacancies of the Board:
 - The closing date for applications was set for Monday, December 12 and that there had been at least 15 applicants, and that more applicants were anticipated before the closing date.
 - Ex. Dir. Corr and Chair Fallon have blocked off time during the subsequent ten days for interviews using Zoom. He reminded the Board that it would be highly desirable to have an additional board member who can join the interview panel, and it would be ideal if that person could join for all interviews.
- Exec. Dir. Corr reported that he attended the three full days of the virtual portion of the National Association for Civilian Oversight of Law Enforcement (NACOLE) annual conference which consisted of 12 sessions on October 26, November 2, and November 9.
- Ex. Dir. Corr reported that over the last few months it seems that when many people in Massachusetts search the Internet for how to file a complaint about the police, they find the phone number for the Board and call, and that he does his best to help them file with the

appropriate agency. He noted that in the last month, he had fielded calls from people wishing to make complaints against the police departments in Boston, Lynn, Saugus, Melrose, Ashland, Pittsfield, Oxford, Sturbridge, and Weymouth, Mass.

CPD Professional Standards, Training and Certification Unit Report

- Dir. Mulcahy noted that the Professional Standards Unit (PSU) also receives calls and emails from individuals from across the state wishing to file complaints against other police departments and they also do their best to assist those individuals.
- Dir. Mulcahy reported that PSU is working through the hiring process for two police cadets and two provisional officers, and anticipate that they will soon join the department.
- Regarding the joint Cambridge/Northeastern University Training Academy, Dir. Mulcahy explained that as other departments are choosing to send their cadets to the academy, the incoming class will consist of 40 to 50 cadets from approximately ten police departments, and they anticipate that Cambridge will have about 10 student officer recruits among them. The academy will run from January to June, and he hopes that with COVID rates declining over time, Board members will be able to observe either the classroom or physical training, and that he can provide the Board a tentative training schedule to help Board member identify what they would be interested in observing.
- Dir. Mulcahy updated the Board on the CALEA accreditation process, noting that the CPD Command Staff has been meeting weekly to review the revised policy manual section by section, which will be followed by a review by the Cambridge Police unions. He also noted that he has provided a draft of the table of contents for the revised policy manual.
- In response to a question about the best way for the Board members to review draft policies of interest, Dir. Mulcahy explained that because noted that they are not public documents as they have not been promulgated by the Police Commissioner.
- In response to a question about the CALEA accreditation process for CPD and the revision of department policies, Dir. Mulcahy reported Sgt. LeVecque has been focused on that effort and has rewritten nearly 80 policies, and that the Board can be provided the index from the new policy manual to allow it to identify policies that it is particularly interested in reviewing.

Board Chair's Report

Chair Fallon shared a presentation providing an overview and summary of the Board's work for 2022, which included statistics on the Board's meetings, trainings; an overview of complaints and their disposition, and a set of proposed goals for 2023:

- Board members and staff to participate in two CPD trainings - including "Integrating Communications, Assessment, and Tactics" (ICAT), a training on responding to situations where individuals that the police encounter are behaving erratically and perhaps dangerously, but do not have a firearm.
- CPD Commissioner Elow to attend two Board meetings to discuss key topics with the Board.
- Improve access to filing complaints by launching an online complaint form.
- Revise the Board's Rules and Regulations to extend the deadline for complaints to be filed to be more than 60 days after the incident.
- The Board will review a minimum of two CPD policies.
- Board members will participate in minimum of three community outreach efforts.
- The Board will have a quorum for all scheduled meetings.

Consideration of the NACOLE Code of Ethics

- Ex. Dir. Corr provided an overview of the NACOLE Code of Ethics for Civilian Oversight Practitioners and the unique role of oversight practitioners (which includes staff and board members) have as public servants conducting oversight of law enforcement agencies. He

quoted NACOLE's introduction to the Code: "The community, government, and law enforcement have entrusted them to conduct their work in a professional, fair and impartial manner. They earn this trust through a firm commitment to the public good, the mission of their agency, and the ethical and professional standards." He noted that the Code's key concepts include:

- Personal Integrity
- Fair, Independent & Thorough Review
- Transparency and Confidentiality
- Respectful and Unbiased Treatment
- Outreach & Relationships with All Stakeholders
- Agency Self-examination and Commitment to Policy Review
- Professional Excellence

Consideration of Complaints before the Board

Board Member Murray-Brown moved that the Board enter executive session pursuant to Section 21(a)(1) of the Mass. Open Meeting Law to discuss complaints PR-2022-001 and PR-2022-002, pending before the Board. The motion was seconded by Chair Fallon and approved by a unanimous roll call vote. The Board entered executive session at 6:38 p.m.

Adjournment

At the end of the executive session, the Board voted unanimously by roll call vote to adjourn the meeting at 8:00 p.m., on a motion from Board Member Sealey, seconded by Board Member Murray-Brown with board members Fallon, Sealey, and Murray-Brown voting in favor.

Documents Used During the Meeting

- Police Review & Advisory Board Meeting Minutes of October 26, 2022
- "Cambridge Police Review & Advisory Board - 2022 Year in Review" Presentation by Chair Fallon
- NACOLE Code of Ethics