



# POLICE REVIEW & ADVISORY BOARD

*A Department of the City of Cambridge, Massachusetts*

## **Minutes for the Meeting of November 9, 2011**

**Board Members Present:** Mertin Betts (chair) Alexandra Detjens, Susan Melucci, Richard Peters

**City Staff Present:** Executive Secretary Brian Corr, Deputy Superintendent Christine Elow

**Members of the Public Present:** King Downing, Brigitt Keller, David Kushner, Josh Mahoney

The meeting began at 6:08 PM

### **Public Comment**

Brigitt Keller addressed a number of issues regarding transparency and information about the ongoing work of the Board and annual reporting.

King Downing discussed the desirability of more information being made available on the number and status of cases the Board handles, as well as a request for more detailed agendas before the meetings.

### **Minutes**

The Board reviewed the minutes from the December meeting and approved them unanimously with minor edits unanimously on a motion from Board Member Peters, seconded by Board Member Detjens.

### **Report from the Executive Secretary**

Executive Secretary Corr noted in response to public comment that reported that model annual and monthly reports from civilian oversight agencies other cities would be helpful and appreciated as the Board continues its efforts to enhance transparency and ensure that the public is aware of its work.

Corr reported that the City has approved hiring for a new Project and Outreach Coordinator for the Police Review and Advisory Board and the Peace Commission. The person hired will work with the Executive Secretary on the development and implementation of projects important to the missions of PRAB and the Commission, including programmatic, outreach, and administrative work.

Corr also reported that the application period for membership on the Board has ended, and that current Board members were invited to review the application to provide comments and feedback to the City Manager for his consideration as the appointing authority.

### **Report from Cambridge Police Department**

Deputy Superintendent Elow reported on an exciting in-service training on implicit bias led by a group of trainers from around the nation. In this training, officers examined how even the best-intentioned officers can act in biased ways based on race, gender, and sexuality. The training included role plays that challenged people's common assumptions through scenarios that police officers face in their daily work, and provided ways to them to identify, examine, and address bias. Their discussions also addressed "bias by proxy" and working to ensure that bias held by someone reporting something to the police does not affect the situation.

Detjens moved that the Board adopt the proposed Rules and Regulations, and the motion was seconded by Melucci. The rules were adopted by unanimous vote.

**Consideration of Complaints before the Board**

Board Member Detjens moved to go into executive session pursuant to M.G.L. chap. 39, s.23B(2). The motion was seconded by Board Member Melucci and approved in a unanimous vote.

The meeting adjourned at 7:44 PM after executive session.