



POLICE REVIEW & ADVISORY BOARD

A Department of the City of Cambridge, Massachusetts

Minutes from the meeting of May 25, 2016

Board Members present: Ann Coyne (chair), Laurance Kimbrough, Lucy Murray-Brown, and Ted Robitaille.

City staff present: Executive Secretary Brian Corr, Administrative Coordinator Crystal Rosa, and Deputy Superintendent Paul Ames.

Board Members absent: Beverly Sealey.

The meeting was called to order at 6:08 p.m.

Review and Approval of Minutes

The Board reviewed the minutes from the March 23, 2016 regular meeting and approved them unanimously on a motion from Board Member Kimbrough, seconded by Board Member Murray-Brown.

Introductions

New Board Member Ted Robitaille was welcomed and all the Board Members and City staff introduced themselves.

Executive Secretary's Report

1. Outreach opportunities:
 - Hoops 'N' Health on Sat. June 18, is a community day event with basketball tournaments and representation from city departments and health organizations. Board member Kimbrough volunteered to participate in the outreach.
 - Executive Secretary Corr talked with Margaret Fuller House. However, staffing changes have put any outreach opportunities on hold. Executive Secretary Corr will meet with the new ED, Christine Alexis this month with the Cambridge Community Center. Executive Secretary Corr will update the Board once the details are available.
 - Board members Kimbrough, Murray-Brown, and Robitaille expressed their interest in participating in outreach in the community so residents know where to go in case do not want to file a complaint directly with the police. Board member Robitaille stated he was specifically interested in outreach at Cambridge Rindge and Latin School.
2. Training:
 - The Board attended the CPD training on legitimacy & procedural justice in April.
 - Executive Secretary Corr and CPD will work on scheduling trainings on Identification and on Trauma-Informed Policing.
 - Administrative Coordinator Rosa will work on scheduling ride alongs for Board members during the summer months. Board members are encouraged to provide their availability in advance to secure a ride along. Dep. Supt. Ames explained that evening shifts would be more interesting for

ride alongs. Dep. Supt. Ames asked that board members arrive at police headquarters by 3 p.m. roll call.

3. NACOLE

- Executive Secretary Corr attended a one-day NACOLE symposium in New York City with John Jay School of Criminal Justice on April 21-22. The symposium, “Building Public Trust: Generating Evidence to Enhance Police Accountability and Legitimacy,” had 150 attendees and was preceded by half-day roundtable with academics and practitioners hosted by the Office of the Inspector General for the NYPD.
- Executive Secretary Corr presented at NOBLE Region VI Conference on April 28-29. Executive Secretary Corr was invited by the National Organization of Black Law Enforcement Executives (NOBLE) to speak at the conference and focus his presentation on civilian oversight of law enforcement in the context of Pillar #2 (Enhancing Community Trust) of the President's Task Force on 21st Century Policing report. The additional presentations at the two-day conference were also associated with each pillar within this report.
- Executive Secretary Corr is also working on a two workshops and one panel for “Confronting Systemic Injustice,” the 2016 Conference on the National Association for Civilian Oversight of Law Enforcement (NACOLE). This annual training conference will be held in Albuquerque, NM on September 25-29. The first workshop is “Procedural Justice, Part I: The Arrest of Prof. Henry Louis Gates and the Cambridge, Massachusetts Experience” with presenters: Commissioner Robert Haas; Dep. Supt. Christine Elow; and Dr. Marian Darlington Hope. The second workshop is “Procedural Justice, Part II: Implementing Change, Improving Policing and Challenges to Legitimacy with presenters: Dep. Supt. Elow; Deputy Chief Paul Figueroa, Oakland, CA; and Chief Roy Minter, Peoria, AZ.” The panel is titled “Policing and Communities of Color: Confronting Systemic Injustice,” with panelists: Chief Chris Magnus, Tucson, AZ, Jodie Rouse, John Jay College of Criminal Justice, and Susan Hutson, Independent Police Monitor, New Orleans, LA.

Professional Standards Unit Report

- Dep. Supt. Ames reported that Superintendent Christopher Burke was appointed Acting Police Commissioner by City Manager Rossi, effective Friday, May 6, 2016, and will serve until the appointment of a new Police Commissioner is made by the next City Manager.
- Dep. Supt. Ames is part of the planning team for a five-day Trauma Informed Policing training session, using a train-the-trainer model, with the goal of training the entire department during in-service trainings. Fifteen police officers and a similar number of service providers will go through this initial training session in June. The training is timely and relevant in light of the Chelsea police officer who committed suicide.
- The Professional Standards Unit is working with the Regional Critical Incident Team (CIT) on a weeklong Critical Incident SWAT training to include the communities of Somerville, Belmont, and Cambridge. Dep. Supt. Ames stated that the training will have some emphasis on working with individuals in a mental health crisis.
- Dep. Supt. Ames stated that CPU is organizing a gun buy-back event for June 11 known as Safer Homes, Safer Community as part of a campaign. Last year, they recovered 50 weapons from the community. This year the drive will be held at the Pentecostal Tabernacle. Dep. Supt. Ames explained that gun safety is a public health issue because of the high incident rates of suicides and accidental deaths.

- Dep. Supt. Ames announced that May is Bike Safety Month. CPD is working with the Community Development Department to provide helmet vouchers for children. Meanwhile, there is a “Click It or Ticket It” campaign underworks.
- Dep. Supt. Ames also explained that May 25, 2016 is the last night for CPD’s door-to-door campaign in the Cambridgeport neighborhood. This year, CPD serviced 10,000 addresses.
- Dep. Supt. Ames announced that ECC will introduce an app for mobile devices called Haven that sends cell phone callers directly to Cambridge 911, instead of the State Police.
 - Review of the Police Review & Advisory Board Complaint Process The complaint process consists of PRAB staff listening to a complaint or concern made by a citizen. PRAB staff addresses any questions regarding the complaint form and explains the process to the complainant. Once the complaint is filed, the form is transmitted to the Professional Standards Unit of the Cambridge Police Department.
 - PRAB staff follows up with PSU with additional concerns or considerations. After the investigation is completed by PSU, the Board reviews the report during Executive Session and determines whether additional information is needed. The Board may accept the findings as determined by PSU and make a determination about the complaint, or it can request additional investigation or hold a hearing before making a determination.
 - The Board does not have a direct ability to discipline officers but may make recommendations to CPD on policies, practices, and procedures.
- Review of the Work of the CPD Professional Standards Unit
 - Dep. Supt. Ames explained that PSU uses mediation as an additional method to resolve complaints. PSU ensures that the processes is helpful and does not victimized complainant during the process. According to Dep. Supt. Ames, PSU staff will meet with the subject officer even if the citizen refuses to initiate a formal investigation. He explained that PSU’s goal is to improve performance, which ultimately leads to a better police department. Dep. Supt. Ames has direct access to effect change in training because he manages and supervises the Training Academy.
 - Dep. Supt. Ames explained that there is an early-intervention system in place to address officer misconduct. This is commonly referred to a three-strikes program where an officer is put on notice and their supervision is enhanced after each strike.
 - Dep. Supt. Ames also discussed that PSU conducts staff investigations of internal maleficence, background investigations for the fire department, emergency communications, and CPD, along with audits and inspections for compliance with policies and procedures regarding traffic stops, uniform spot checks, and arrest processing.

New Business

- Summer Schedule
 - The Board will not be meeting during the summer months of July and August. Our next meeting is scheduled for June 29, 2016. After the summer break, the next meeting will be on Wednesday, September 28, 2016.

Adjournment

Board Member Murray-Brown moved that the Board adjourn. The motion was seconded by Board Member Kimbrough and approved unanimously. The meeting adjourned at 7:14 P.M.