



# POLICE REVIEW & ADVISORY BOARD

*A Department of the City of Cambridge, Massachusetts*

**Minutes from the meeting of November 4, 2015**  
***(Draft subject to approval by the Board)***

**Board Members present:** Ann Coyne, Lucy Murray-Brown, Laurance Kimbrough, and Beverly Sealey.

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

***The meeting was called to order at 6:15 PM.***

## **Introductions**

After a moment of silence in memory of Board Chair Mertin Betts, Board Member Coyne volunteered to chair the meeting.

## **Review and Approval of Minutes**

The Board reviewed the minutes from the September 30, 2015 and approved them unanimously on a motion from Board Member Sealey, seconded by Board Member Murray-Brown.

## **Executive Secretary's Report**

- Executive Secretary Corr and several members of the Board attended the Mayor's Boards and Commissions Reception at the Royal Sonesta Hotel on October 28. The family of the late Chair Mertin Betts accepted a posthumous award at the reception for his years of continuous and dedicated service to the City of Cambridge.
- Executive Secretary Corr and Administrative Coordinator Rosa met with the Professional Standards Unit (PSU) on October 22. Executive Secretary Corr discussed with Dep. Supt. Ames that the Board should be certified for receiving and reviewing CORI/SORI reports.
- Executive Secretary Corr and Board Member Sealey attended the National Association for Civilian Oversight of Law Enforcement (NACOLE) annual conference in Riverside, California. Cambridge is an organizational member of NACOLE and the conference was the largest attendees to date with almost 500 attendees and more workshop and presentations than ever before. Vanita Gupta, Principal Deputy Assistant Attorney General and head of Civil Rights at the U.S. Department of Justice, was the keynote speaker. Additionally, this year introduced the new "Current and Emerging Issues" track, which included sessions on prosecuting police misconduct, LGBTQ policing policies, police use of emerging technology and effective community engagement and racial reconciliation. Two panels focused specifically on "Racial Reconciliation, Truth-Telling, and Police Legitimacy." The first featured two former gang leaders and two police officers from South Los Angeles who overcame mutual distrust to create relationships and worked together for years to improve community safety and build community trust. The second panel consisted of three key people from the National Network for Safe Communities, including Prof. David Kennedy of the John Jay School of Criminal Justice, who

developed Operation Ceasefire in Boston in the 1990s and went on to develop the “Focused Deterrence” model. Two NACOLE board members resigned their positions due to work commitments and two new board members were elected to fill the positions.

### **Professional Standards Unit Report**

Dep. Supt. Ames updated the Board on CPD’s presentation on Crisis Intervention Training, policing vulnerable populations during crisis, and challenges with mental health at the International Association of Police Chiefs conference. Dep. Supt. Ames announced that CPD public information officers Jeremy Warnick and Dan Riviello received an award for their responsiveness using social media during the marathon bombing. They also presented a training during the conference on how to leverage social media correctly.

Dep. Supt. Ames provided the Board with extensive information on CPD’s Focused Deterrence program, their outreach to homeless individuals and people with mental health issues, and the department’s adoption of procedural justice and legitimacy internally and its work to provide training in those areas to other police departments in Massachusetts.

Dep. Supt. Ames stated that he also attended the launch of the City Wide Initiative on domestic violence and will participate in the white ribbon campaign ambassador training. Dep. Supt. Ames announced that crime has been decreasing in Cambridge, however we are nearing the holiday season when package thefts rise sharply.

Dep. Supt. Ames announced that CPD has eight new officers who were sworn in on November 2. Each officer completed 27 weeks in the academy, and will complete one week of in-service training, along with an additional 6 months of training with a Field Training Officer.

### **Alternative Dispute Resolution**

Dep. Supt. Ames discussed the development of a possible new way to resolve complaints. Currently, a complainant can file a formal complaint which is thoroughly investigated by PSU by conducting interviews, reviewing reports, gathering and examining evidence. Ultimately, a determination is made and the allegations against the officer are cleared or substantiated. Additionally, a complainant and an officer can agree to resolve the case through mediation. The proposed third option would be for PSU to meet with the officer and supervisor to discuss the alleged incident to provide an opportunity for training where the officer and supervisor can strategize possible outcomes had the incident been handled differently, which allows the officer to reflect on whether the complainant was treated with dignity and respect. Afterward, PSU would contact the complainant and discuss the outcome. The Board discussed their concerns with Dep. Supt. Ames, who assured the Board that the complainant would be the ultimate decision maker and the PSU would be fully transparent with the process. Dep. Supt. Ames noted that alternative dispute resolution would be valuable for the officer and supervisor to remind and reset expectations of their performance.

### **New Business**

No new business was discussed.

### **Adjournment**

Board Member Murray-Brown moved that the Board adjourn. The motion was seconded by Board Kimbrough and approved unanimously. The meeting adjourned at 7:15 P.M.