



Minutes from the Meeting of December 10, 2025

Board Members Present: Chair Gina LaRoche, Maria Arlotto, Alexandra Fallon

City Staff present: Executive Secretary Carolina Almonte

Cambridge Police Department (CPD) Staff Present: Director of Professional Standards & Training James Mulcahy, Sergeant Robert Ciriello, Sergeant David Barkhouse

Chair LaRoche called the meeting to order at 6:07 p.m.

Public Comment

Ryan Welsh, Linda Burns, Laurel Shugart, and Catiana JP joined as a members of the public.

Review and Approval of Minutes

On a motion from Board Member Arlotto, seconded by Board Member Fallon, the minutes from November 12, 2025, were approved unanimously.

Presentation and Conversation with Jackson Price, Director of Community Engagement

Mr. Price provided an overview of how Cambridge approaches equitable and inclusive community engagement. He explained that more than fifty engagement efforts occur citywide each year and his office supports staff through toolkits, best practices, and a Civic Outreach Squad focused on equitable outreach.

Mr. Price outlined core principles for effective engagement, including clearly identifying the intended audience, aligning plans with available timelines and budgets, clarifying whether the goal is outreach or genuine engagement, selecting appropriate communication methods, and establishing metrics to evaluate success.

He emphasized the importance of closing the loop with community members, so they understand how their input shaped decisions. Mr. Price also recommended that PRAB partner with CPD's Director of Community Outreach to align efforts and expand reach. He closed by offering to answer questions from the Board.

Report from CPD Professional Standards, Training and Certification Unit Director Mulcahy

Director Mulcahy shared that the PSU team attended the CALEO Conference in Florida, where they were recognized with an award for their work. He noted that the Police Academy is scheduled to begin in the new year.



Report from Board Chair

Chair LaRoche shared that she will consider goals for 2026 and present in January.

Report from Executive Director

ED Almonte shared updates regarding the recent restructuring within the Equity and Inclusion Department, including staff layoffs. She noted that a Program Manager position is expected to be hired in the coming months to support the work of the Board.

Consideration of Complaints before the Board

Board Member Fallon moved that the Board enter executive session pursuant to Section 21(a)(1) of the Mass. Open Meeting Law to discuss complaint PR-2025-001 and PR-2025-002 pending before the Board. The motion was seconded by Board Member Arlotto and approved by a unanimous roll call vote. The Board entered executive session at 6:42 p.m.

Adjournment

At the end of the executive session, the Board voted unanimously by roll call vote to adjourn the meeting at 7:43 p.m., on a motion from Chair LaRoche, seconded by Board Member Arlotto.

Documents Used During the Meeting

- Police Review & Advisory Board Meeting Minutes of November 17, 2025