

Date: November 10, 2021

Time: 6:45 – 9:00pm

Location: Remote Participation, via Zoom

Agenda

- 1. Zoom Protocols (at 7PM - 2 mins)**
- 2. Review of Mission Statement and Group Meeting Protocols (3 mins)**
- 3. Review of November Minutes (5 mins)**
- 4. Check-In Question -- "What would you like to see change in Arlington?" with discussion (at 7:15PM - 45 mins)**
- 5. Presentation and Discussion with Arlington Police Chief Flaherty (at 8PM - 45 mins)**
- 6. Member Announcements and Closing Thoughts (15 mins)**

Minutes: Taken by Elizabeth Dray

In attendance: Rebecca Gruber, Elizabeth Dray, Lenard Diggins, Kellye Eversole, Louise Popkin, Chief Julie Flaherty, Mona Mandal, Sarah McKinnon, Shafaq Islam, Becca Persson, Stephanie Ettinger de Cuba, Jagat Adhiya

- 1. Zoom Protocols were read.**
- 2. Review of Mission Statement and Group Meeting Protocols were shared**
- 3. October Minutes reviewed and approved unanimously approved**
- 4. "What would you like to see change in Arlington?" discussion**
 - a. Reviewed warrant articles that were supported in 2020TM**
 - i. Housing increasing ratio of affordable units**
 - ii. Changing target AMI for affordable housing**
 - iii. Moratorium on teardown of Capes**
 - iv. Remote participation**
 - v. ADUs**
 - vi. Indigenous People's Day**
 - vii. Land acknowledgement**
 - 1. Prompted the reading of the land acknowledgement and discussion of whether to open meetings with the reading. Participants agreed to the reading of the land acknowledgement at the beginning of meetings.**
 - b. Rebecca will make a list of all the articles that have come in front of DTG**

- c. **Increased diversity in APD, AFD, APS, residents, employees of businesses, etc. Need to address housing and employment.**
 - i. **Warrant Article (WA) idea to have a DEI lens for appointments, hiring policies , policies and procedures. Discussed Boston City Council doing something like that.**
 - ii. **Concern about being too prescriptive and leaving people out.**
 - iii. **Discussed similar things about housing - approaching housing and building decisions with an affordable housing lens.**
 - iv. **Importance of diverse leaders in schools, APD, leadership. What are the barriers? Need to be aware of the message that this gives to BIPOC. Outreach by people in power is important.**
 - v. **Would be interesting to track representation across committees to be aware and intentional.**
 - vi. **How to save room for marginalized people? Require a specific % for marginalized communities while building power in those communities for sustainability.**
 - vii. **Can the DEI department's responsibilities be expanded to support this work of attracting diverse candidates?**
 - viii. **Power of implicit bias, so hard to combat. Harvard professor working on it. Find more info here:
<https://psychology.fas.harvard.edu/people/mahzarin-r-banaji>**
 - ix. **What can we do to elevate voices that are not being heard?**
 - d. **Change who appoints to the committees; power is concentrated,**
 - i. **WA articles can specify who selects members. Check with Doug to see if that is correct.**
 - ii. **WA about an appointing committee.**
 - iii. **Track who is in committees (see above)**
 - e. **Term limits -**
 - i. **To allow space for new voices**
 - ii. **Is there a history of term limits or of trying to implement them?**
 - f. **Data - to identify biases**
 - i. **Town Meeting - Keep a speakers list, who speaks, how often, demographic info. Not to shame but to inform.**
 - ii. **Can also keep this data in committees.**
 - g. **Select Board members and Town Moderator perhaps should not be on Town Meeting. People who hold power have to step back to create space.**
- 5. Presentation and Discussion with Arlington Police Chief Flaherty**
- a. **Introduction and overview of APD**
 - i. **3 years in this role, APO for 27 years in many roles, grew up in Arlington, lives here, invested in the community**
 - ii. **63 FT (4 new) officers, 1 - clinician,**
 - 1. **In the process of hiring 6 new officers - already identified?**
 - iii. **3 divisions within the APD**

1. **Community service - patrol officers, canine, SRO, homeless outreach, jail diversion clinician (responds to behavioral health calls, substance use disorder, homeless, and hoarding with the goal of keeping people out of jail)**
 - a. **Working with PARI for substance use disorder to bring in a full-time recovery coach through the Americorps program, goal to keep people out of jail and to support individuals, their families and with reacclimating back to the community. Hoping to hire in December.**
 - b. **Data showed calls come in both am and pm (not so much overnight), so looking to bring in a 2nd clinician, looking for Department of Mental Health grants.**
2. **Investigation and Accreditations - detectives, professional standards, accreditations**
3. **Support service - records, traffic, detail, fleet and facilities**
- iv. **Post George Floyd–APD adopted one additional suggested policy from “8 Can’t wait” program, already had the other seven policies, made policies stronger.**
- v. **POST State Legislation - Chief Flaherty welcomes it**
 1. **Among many other things it will allow them to certify, decertify, receive and investigate complaints**
 2. **Has study groups - including about the role of Civil Service, body cameras, SROs, trainings**
 3. **Goal of getting police departments unified in what they are being trained on**
- vi. **Trainings received in the last few years include**
 1. **Cultural diversity and bias**
 2. **Procedural justice and implicit bias**
 3. **Stand against Racism**
 4. **Shades of Brown and Blue**
 5. **Active bystander for officers (only some have been trained, trying to get the whole department trained by the end of December)**
 6. **Matthew Shepard Foundation Hate Crime investigation (40 APOs and 45 community members)**
- vii. **30 by 30 pledge with NYU.**
 1. **Currently have 8; goal is that by 2030 30% of APD or academy classes will be female officers; supporting women in leadership roles.**
 2. **Looking at policies, gathering data**
- viii. **Civil Service**
 1. **APD is civil service**

2. **Makes it difficult to diversify department**
3. **Working with DEI Director Jillian Harvey to do outreach to encourage diverse people to take the Civil Service Test; have waived the exam fees. Still only got 16 people on the list--very small number to choose from when hiring**
4. **Hard to hold onto bilingual candidates**
5. **5 APO identify as BIPOC**

b. Questions

- i. **What can individual residents do to get to know officers better and vice versa?**
 1. **APD needs to do better, be out in the community more, many APO not known by residents**
 2. **Some events are Coffee with a Cop, National Faith in Blue Weekend, pumpkin painting event with a local church, with AHRC supported gun buyback event which is held every 3 years**
- ii. **Non English speakers**
 1. **Use family to translate, have a call-in service, use officers from another town who speak the language.**
 2. **Outreach via DEI coordinator to invite to events.**
 3. **Some concern voiced about using family members.**
- iii. **Civil Service tension between wanting diversity and the benefit of having Arlington affiliated officers - yes, you can build community if you come here from a different one, benefits of diversifying outweigh any negatives of hiring people without a connection to Arlington.**
- iv. **Professional background of clinical clinicians?**
 1. **Looking for LISW and/or**
 2. **Looking for someone with crisis management experience**
- v. **Where do you see police evolving and APD specifically?**
 1. **The Chief wants to see how other police departments similar to Arlington are doing these programs, challenges and successes. Arlington leads in many areas but should not lead on this. Need to study more before making decisions about how to move forward.**
- vi. **Open invitation to email her with any questions.**

6. Member Announcements

- a. **Reminder of next month's meeting date, and guests will benew APS superintendent, Dr Holman, and Margaret Thomas, DEI Director for APS**