



## Civilian Police Advisory Commission Meeting Minutes

Date: Wednesday, October 30, 2024

Time: 7:00 pm

Location: Conducted on Zoom

Present via Zoom: Zach Dumay (ZD), Jen Hernandez (JH), Melissa Jacobo (MJ), Helene Newburg (HN), Erica Richmond (ER), Kathleen Rogers (KR) and Susan Ryan-Vollmar (SRV).

Absent: Sanjay Newton (SN)

Town liaison via Zoom: Colleen Leger (CL)

Guests via Zoom: Chief Julie Flaherty

Meeting called to order at 7:06 pm.

**\*Notice to the Public on meeting privacy\*** In the interests of preventing abuse of videoconferencing technology (i.e. Zoom Bombing) all participants, including members of the public, wishing to engage via the Zoom App must register for each meeting and will notice multi-step authentication protocols. Further, members of the public who wish to participate without providing their name may still do so by registering to receive the meeting info and using the telephone dial in information provided.

### Minutes

1. Remote Participation Statement and Guidelines- SRV read these documents aloud to the Commission.
2. Land Acknowledgement- read by SRV
3. Review and approval of September 2024 Minutes- MJ made the motion to approve the minutes and SRV seconded. It was unanimously approved, with one abstention (KR)
4. Introduction of new commissioner Helene Newberg
  - a. Each commissioner and our guests introduced themselves to Helene and shared a bit about ourselves.
5. Review of ACPAC meeting guidelines, followed by discussion
  - a. MJ led a discussion about group norms.
  - b. We normalized that conflict will be inevitable in our work
  - c. We identified a tension that some of us feel we are moving too fast and some of us feel we are moving too slow in our work as a commission.

- d. We talked about holding multiple relational priorities- building relationships with police and civilians (across various constituencies).
  - e. We agreed to have a follow-up conversation about discussion norms, MJ made a motion to have an additional conversation about this at the November meeting. SRV seconded the motion. We unanimously agreed.
6. Discussion of proposed budget followed by vote on whether to move forward with budget request
- a. SRV reminded us of the budget proposal presented at the September meeting. JH made a motion to approve the budget proposal. ER seconded it. We unanimously approved it.
  - b. SRV will follow up with CL about next steps about moving this forward to the Town's Finance Committee.
7. Update on Commission's progress regarding a proposed, new APD officer complaint/commendation form, followed by discussion of next steps
- a. KR went through a memo prepared by her and ER in advance of this meeting. The memo reviewed the questions and answers that stemmed from feedback collected at the September meeting.
  - b. HN raised the concerns that Town Counselor Jaclyn Munson shared - that having checkboxes might create legal confusion or liability for the complaint.
  - c. Chief Flaherty raised the fact that the Massachusetts Chief Association was not consulted in the development of the POST recommendations. She recommends looking at the recommendations of IACP, International Association of Chief of Police.
  - d. We talked further about pains and perjuries and how some of us worry it would create fear for the complaint and that fear might dissuade submissions.
  - e. Chief Flaherty shared that any change in the current process (complaints by residents are received by APD) would be a change in working conditions. If person making a complaint wants support from the Commission, the complaint would be sent to the Commission Chair and then a designated Commissioner would follow up.
  - f. KR and ER expressed that this was a different process than they had envisioned. KR and ER thought any form submissions would simultaneously go to APD and ACPAC.
8. Commission Working Group Updates
- a. Infrastructure and Administration- CL shared that the ACPAC email will be up and running by the end of the week. Chair will have access to that SRV shared that her tenure as chair will end after the December meeting.
  - b. Commissioner Training and Development- CL is finding options for implicit bias training.
  - c. Data Collection and Reporting
    - i. ZD presented his memo explaining information that is available to the public about the Arlington Police Department via the Commonwealth's POST Commission and how the public can access it. He especially pointed us to its various search engines. He also pointed out its limitations- it is hard to comprehend and not possible to navigate if English is not your first language.

- ii. ER suggested that version of ZD's memo be shared with the larger community. HN added that a small campaign via social media could happen that points people to the POST.
    - iii. JH and HN volunteered to explore the POST website
    - iv. ZD will be working on a half-sheet that could be distributed to the public.
  - d. Community Reporting- please see agenda item #7 in these minutes.
9. Public Comment- no public comment tonight.
10. Adjournment- voted to adjourn the meeting at 8:50 pm.