

City of Montpelier Police Review Committee - Updates & Key Questions

Monday, August 9, 2021 - 5pm

Join Zoom Meeting: <https://zoom.us/j/95201476415?pwd=UGtUanVQa1pXeGswY3BseUlvY0VRUT09>

Meeting ID: 952 0147 6415

Passcode: 107741

- A. Approve Agenda
- B. Approve Minutes from July 19, 2021
- C. Public Comment
 - a. Our charge:
 - i. Understand current police practices
 - ii. Define best practices for community safety
 - iii. Consider MPD Strategic Plan and desired state
 - iv. Make recommendations on gaps or needed shifts to City Council
 - v. Engage stakeholders throughout the process
 - b. Public Comment: 5 mins/person + clarifying questions by committee members
- D. Committee Updates
- E. Draft Report - Feedback & Discussion
- F. Report Design
- G. Report Timeline & Roll Out
 - a. Draft Timeline:
 - i. Report to public for review by August 15
 - ii. Report to City Council by August 30

City of Montpelier Police Review Committee - Updates & Key Questions

Monday, July 19, 2021 - 4:30pm

In-Person Meeting - City Hall

Join Zoom Meeting: <https://zoom.us/j/95201476415?pwd=UGtUanVQa1pXeGswY3BseUlvY0VRUT09>

Meeting ID: 952 0147 6415

Passcode: 107741

- H. Approve Agenda
- I. Approve Minutes from July 7, 2021

J. Public Comment

- a. Our charge:
 - i. Understand current police practices
 - ii. Define best practices for community safety
 - iii. Consider MPD Strategic Plan and desired state
 - iv. Make recommendations on gaps or needed shifts to City Council
 - v. Engage stakeholders throughout the process
- b. Public Comment: 5 mins/person + clarifying questions by committee members

K. Committee Updates

- a. Report Action Items ([outline here](#))
- b. **(All) Send edits to the hyperlinked sections below to the writer(s)**
- c. Sections related to current practices being written
 - i. ~~Recognition and characterization of this issue across the country right now (Dan)~~
 - ii. [PRC formation](#) (Alyssa - revised 6/1/21)
 - iii. [Landscape of community safety in Montpelier](#) (Lauren, Dan)
 - iv. Police
 - 1. [Current # officers, schedule of officers, demographics + budget](#) (Jack) - *Potential for discussion*
 - 2. [How dispatch works at MPD; what does it look like?](#) (Justin - revised 6/10/21)
 - 3. Traffic stop data (Jen)
 - 4. [Arrest data](#) (Michael - revised 5/23/21)
 - 5. [Training](#) (Michael)
 - 6. [Use of force](#) (Michael)
 - 7. [Militarization](#) (Alyssa)
 - 8. Internal affairs; complaint processes (Jen)
 - 9. Current community engagement model/approaches (e.g. coffee w/a cop, education, proactive work, etc.) (Dan - draft pending; Alyssa to send draft)
 - 10. [Characterization of MPD culture survey](#) (Justin)
 - 11. [SRO](#) (Lauren)
 - 12. [Community sentiment](#) (Alyssa)

L. Report: Recommendations

- a. ***Those who have submitted recommendations will take questions. There will be a discussion and then a vote.***

Recommendations should fit within our charge... The topics hyperlinked are ready to be considered.

- i. Key Findings and Recommendations (*tentative list*)
 1. [Militarization](#) (Alyssa) - COMPLETED
 2. [Body Worn Cameras - Revised2](#) (Michael) - COMPLETED
 3. [Tasers - Revised](#) (Michael) - WITHDRAWN
 4. [Training & Recruitment - min standards - Revised](#) (Michael) - COMPLETED
 5. [Training & Recruitment - scenarios](#) (Michael) - COMPLETED
 6. [Public Drinking & Street Outreach](#) (Michael, Alyssa) - COMPLETED
 7. [Training & Crowd Control](#) (Michael, Alyssa) - COMPLETED
 8. [Sex Work](#) (Abbey) - COMPLETED
 9. [Training & Youth](#) (Michael, Alyssa) - COMPLETED
 10. [Additional social worker resources](#) (Justin) - COMPLETED
 11. [Data transparency](#) (collection + communication) (Jen) - COMPLETED
 12. [Officer involved shooting policy/Community trauma](#) (Alyssa) - COMPLETED
 13. [Fair & Impartial Policing](#) (Lauren) - COMPLETED
 14. [Internal Affairs](#) (Jen)
 15. Creative Discourse Recommendations (Alyssa)
 - a. Create a restorative process that can be implemented after a use of force incident that causes community harm. (see [Community Engagement Recommendation - Major Use of Force Incidents](#))
 - b. Clarify the roles and expectations of LEOs in the greater vision for public safety and city engagement processes.
 - c. Acknowledge that the feedback about LEO presence is often contradictory and opposing. Some community members want a greater police presence and some want to see less police presence. Underlying both appears to be a desire to build trusting, personal relationships with the Montpelier Police Department. All efforts to build trust should center the voices and needs of those

most impacted by police violence locally and nationally.

- d. Strive for maximum transparency (see [Data Transparency recommendation](#))

16. [Traffic-related enforcement](#) (Justin, Jen)

17. [Options: Next committee structure](#) (e.g. advisory cmt; oversight model, etc.) (Alyssa, Dan?)

18. Budget (Justin, Lauren)

19. ~~MPD Culture (Justin)~~

20. ~~Officers & Schedule (Jack)~~

21. ~~Community Engagement (non-law enforcement) (Dan)~~

22. ~~Abolition-related items? (Dan)~~

23. ~~Unarmed officers (Justin?)~~

- b. Report Recommendations - Re-vote

- i. ***We will go through and discuss if there is a need to revote on what we previously decided. If so, we'll re-vote.***

- c. Helpful resources:

- i. [Recommendations template](#)

- ii. [Data assembled](#)

- iii. [Analysis template](#)

- iv. (early) [Data analysis](#)

- v. [Incomplete list of reform](#) policies suggested by community members or identified via research (add to this by emailing Morgen)

- vi. [21st Century Policing pillars](#)

- 1. Building trust and legitimacy;

- 2. Policy and oversight;

- 3. Technology and social media;

- 4. Community and crime reduction;

- 5. Training and education;

- 6. Officer wellness and safety

M. Other Business

- a.

- b. Timeline:

- i. Recommendations & Current Practices completed by July 19th

- ii. Report draft to PRC for review and comments by August 1

- iii. Report to public for review by August 15

- iv. Report to City Council by August 30

City of Montpelier Police Review Committee - Updates & Key Questions

Wednesday, July 7, 2021 - 4:30pm - 6:30pm

<https://zoom.us/j/99641710017?pwd=c1RaV3hIRHdvM012N1RMY0tOSDhwUT09>

Meeting ID: 996 4171 0017

Passcode: 875449

One tap mobile: (929)-205-6099

Old

Join Zoom Meeting: <https://zoom.us/j/95201476415?pwd=UGtUanVQa1pXeGswY3BseUlvY0VRUT09>

Meeting ID: 952 0147 6415

Passcode: 107741

N. Approve Agenda

O. Approve Minutes from June 21, 2021

P. Public Comment

a. Our charge:

- i. Understand current police practices
- ii. Define best practices for community safety
- iii. Consider MPD Strategic Plan and desired state
- iv. Make recommendations on gaps or needed shifts to City Council
- v. Engage stakeholders throughout the process

b. Public Comment: 5 mins/person + clarifying questions by committee members

Q. Committee Updates

a. ***(Chief Peete) Statewide recruitment strategy***

b. ***(Alyssa) Meeting with Creative Discourse and MPD***

R. Report Action Items ([outline here](#))

a. ***(All) Send edits to the hyperlinked sections below to the writer(s)***

b. Sections related to current practices being written

- i. Recognition and characterization of this issue across the country right now (*Dan*)
- ii. [PRC formation](#) (*Alyssa - revised 6/1/21*)
- iii. [Landscape of community safety in Montpelier](#) (*Lauren, Dan*)
- iv. Police
 1. [Current # officers, schedule of officers, demographics + budget](#) (*Jack*) - *Potential for discussion*

2. [How dispatch works at MPD; what does it look like?](#) (Justin - revised 6/10/21)
3. Characterization of calls coming into the police (Justin)
4. Traffic stop data (Jen)
5. [Arrest data](#) (Michael - revised 5/23/21)
6. [Training](#) (Michael)
7. [Use of force](#) (Michael)
8. [Militarization](#) (Alyssa)
9. Internal affairs; complaint processes (Jen)
10. Current community engagement model/approaches (e.g. coffee w/a cop, education, proactive work, etc.) (Dan - draft pending)
11. [Characterization of MPD culture survey](#) (Justin)
12. [SRO](#) (Lauren) (new)
13. [Community sentiment](#) (Alyssa) (new)

S. Report: Recommendations

- a. ***Those who have submitted recommendations will take questions. There will be a discussion and then a vote. Recommendations should fit within our charge.. The topics hyperlinked are ready to be considered.***

- i. Key Findings and Recommendations (*tentative list*)
 1. [Militarization](#) (Alyssa) - COMPLETED
 2. [Body Worn Cameras - Revised2](#) (Michael) - COMPLETED
 3. [Tasers - Revised](#) (Michael) - WITHDRAWN
 4. [Training & Recruitment - min standards - Revised](#) (Michael) - COMPLETED
 5. [Training & Recruitment - scenarios](#) (Michael) - COMPLETED
 6. [Public Drinking & Street Outreach](#) (Michael, Alyssa) - COMPLETED
 7. [Training & Crowd Control](#) (Michael, Alyssa) - COMPLETED
 8. [Sex Work](#) (Abbey) - (COMPLETED)
 9. [Training & Youth](#) (Michael, Alyssa) - (COMPLETED)
 10. [Traffic-related enforcement](#) (Justin, Jen) - (new)
 11. Additional social worker resources (Justin) - next meeting
 12. Dispatch policy (Justin) - next meeting

13. [Fair & Impartial Policing](#) (Lauren) - for review 7/19
14. Next committee structure (e.g. advisory cmt; oversight model, etc.) (Dan, Alyssa?)
15. Data transparency? (collection + communication) (Jen)
16. Policy revamp + race/inclusion lens? (Jen)
17. MPD Culture (Justin)
18. Downtown Business Needs (Jack, Michael)
19. Officers & Schedule (Jack)
20. Internal Affairs (Jen)
21. Community Engagement (non-law enforcement) (Dan)
22. Abolition-related items? (Dan)
23. Budget (TBD)
24. Use of Force/Community trauma (Alyssa)
25. Community engagement
26. Creative discourse recommendations (Alyssa)
27. Unarmed officers

b. Helpful resources:

- i. [Recommendations template](#)
- ii. [Data assembled](#)
- iii. [Analysis template](#)
- iv. (early) [Data analysis](#)
- v. [Incomplete list of reform](#) policies suggested by community members or identified via research (add to this by emailing Morgen)
- vi. [21st Century Policing pillars](#)
 1. Building trust and legitimacy;
 2. Policy and oversight;
 3. Technology and social media;
 4. Community and crime reduction;
 5. Training and education;
 6. Officer wellness and safety

T. Other Business

- a. In Person Meetings?
- b. Timeline:
 - i. Recommendations & Current Practices completed by July 19th
 - ii. Report draft to PRC for review and comments by August 1
 - iii. Report to public for review by August 15

- iv. Report to City Council by August 30

City of Montpelier Police Review Committee - Updates & Key Questions

June 21, 2021 - 5pm - 6:30pm

Join Zoom Meeting: <https://zoom.us/j/95201476415?pwd=UGtUanVQa1pXeGswY3BseUIvY0VRUT09>

Meeting ID: 952 0147 6415

Passcode: 107741

U. Approve Agenda

V. Approve Minutes from June 14, 2021

W. Public Comment

a. Our charge:

- i. Understand current police practices
- ii. Define best practices for community safety
- iii. Consider MPD Strategic Plan and desired state
- iv. Make recommendations on gaps or needed shifts to City Council
- v. Engage stakeholders throughout the process

b. Public Comment: 5 mins/person + clarifying questions by committee members

X. Committee Updates

Y. Report Action Items ([outline here](#))

a. ***(All) Send edits to the hyperlinked sections below to the writer(s)***

b. Sections related to current practices being written

- i. Recognition and characterization of this issue across the country right now (*Dan*)
- ii. [PRC formation](#) (*Alyssa - revised 6/1/21*)
- iii. [Landscape of community safety in Montpelier](#) (*Lauren, Dan*)
- iv. Police
 - 1. [Current # officers, schedule of officers, demographics + budget](#) (*Jack*) - *Potential for discussion*
 - 2. [How dispatch works at MPD; what does it look like?](#) (*Justin - revised 6/10/21*)
 - 3. Characterization of calls coming into the police (*Justin*)
 - 4. Traffic stop data (*Jen*)
 - 5. [Arrest data](#) (*Michael - revised 5/23/21*)
 - 6. [Training](#) (*Michael*)

7. [Use of force](#) (Michael)
8. [Militarization](#) (Alyssa)
9. Internal affairs; complaint processes (Jen)
10. Current community engagement model/approaches (e.g. coffee w/a cop, education, proactive work, etc.) (Dan - draft pending)
11. [Characterization of MPD culture survey](#) (Justin)
12. SRO (Lauren)
13. Overall and nuanced characterization of community sentiment, based on the data we have (Alyssa)
 - a. Acknowledge main viewpoints people are expressing
 - b. Community trauma

Z. Report: Recommendations

- a. ***Those who have submitted recommendations will take questions. There will be a discussion and then a vote. Recommendations should fit within our charge.. The topics hyperlinked are ready to be considered.***

- i. Key Findings and Recommendations (*tentative list*)
 1. [Militarization](#) (Alyssa) - COMPLETED
 2. [Body Worn Cameras - Revised2](#) (Michael) - COMPLETED
 3. [Tasers - Revised](#) (Michael) - WITHDRAWN
 4. [Training & Recruitment - min standards - Revised](#) (Michael) - COMPLETED
 5. [Training & Recruitment - scenarios](#) (Michael) - COMPLETED
 6. Sex Work (Abbey) - coming soon
 7. [Public Drinking & Street Outreach](#) (Michael, Alyssa) - COMPLETED
 8. [Fair & Impartial Policing](#) (Lauren) - for review 6/21
 9. [Training & Crowd Control](#) (Michael, Alyssa) - COMPLETED
 10. Additional social worker resources (Justin) - next meeting
 11. Dispatch policy (Justin) - next meeting
 12. Traffic-related enforcement (Justin, Jen)
 13. Next committee structure (e.g. advisory cmt; oversight model, etc.) (Dan, Alyssa?)

- 14. Data transparency? (collection + communication) *(Jen)*
- 15. Policy revamp + race/inclusion lens? *(Jen)*
- 16. MPD Culture *(Justin)*
- 17. Downtown Business Needs *(Jack, Michael)*
- 18. Officers & Schedule *(Jack)*
- 19. Internal Affairs *(Jen)*
- 20. Community Engagement (non-law enforcement) *(Dan)*
- 21. Abolition-related items? *(Dan)*
- 22. Budget *(TBD)*
- 23. Community trauma *(Alyssa)*
- 24. Creative discourse recommendations *(Alyssa)*
- 25. Unarmed officers

b. Helpful resources:

- i. [Recommendations template](#)
- ii. [Data assembled](#)
- iii. [Analysis template](#)
- iv. *(early)* [Data analysis](#)
- v. [Incomplete list of reform](#) policies suggested by community members or identified via research (add to this by emailing Morgen)
- vi. [21st Century Policing pillars](#)
 - 1. Building trust and legitimacy;
 - 2. Policy and oversight;
 - 3. Technology and social media;
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 - 5. Training and education;
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AA. Other Business

a. Timeline:

- i. Recommendations & Current Practices completed by July 19th
- ii. Report draft to PRC for review and comments by August 1
- iii. Report to public for review by August 15
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City of Montpelier Police Review Committee - Updates & Key Questions

June 14, 2021 - 4:30pm - 6:30pm

Join Zoom Meeting: <https://zoom.us/j/95201476415?pwd=UGtUanVQa1>

- BB. Approve Agenda
- CC. Approve Minutes from June 7, 2021
- DD. Public Comment
 - a. Our charge:
 - i. Understand current police practices
 - ii. Define best practices for community safety
 - iii. Consider MPD Strategic Plan and desired state
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 - v. Engage stakeholders throughout the process
 - b. Public Comment: 5 mins/person + clarifying questions by committee members
- EE. Committee Updates
 - a. **(AS)** [Reimagining Public Safety](#)
 - i. [A Resolution Stating Tompkins County's Reimagining Public Safety Plan to be Submitted in Response to New York State Executive](#)
 - b. **(AS)** *Writing expectations*
- FF. Report Action Items ([outline here](#))
 - a. **(All)** *Send edits to the hyperlinked sections below to the writer(s)*
 - b. Sections related to current practices being written
 - i. Recognition and characterization of this issue across the country right now (*Dan*)
 - ii. [PRC formation](#) (*Alyssa - revised 6/1/21*)
 - iii. [Landscape of community safety in Montpelier](#) (*Lauren, Dan*)
 - iv. Police
 - 1. Current # officers, schedule of officers, demographics + budget (*Jack*)- *Up next week?*
 - 2. [How dispatch works at MPD; what does it look like?](#) (*Justin - revised 6/10/21*)
 - 3. Characterization of calls coming into the police (*Justin*)
 - 4. Traffic stop data (*Jen*)
 - 5. [Arrest data](#) (*Michael - revised 5/23/21*)
 - 6. [Training](#) (*Michael*)
 - 7. [Use of force](#) (*Michael*)

8. [Militarization](#) (Alyssa)
9. Internal affairs; complaint processes (Jen)
10. Current community engagement model/approaches (e.g. coffee w/a cop, education, proactive work, etc.) (Dan - draft pending)
11. [Characterization of MPD culture survey](#) (Justin)
12. Overall and nuanced characterization of community sentiment, based on the data we have (Alyssa)
 - a. Acknowledge main viewpoints people are expressing
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GG. Report: Recommendations

a. Those who have submitted recommendations will take questions. There will be a discussion and then a vote. Recommendations should fit within our charge.. The topics hyperlinked are ready to be considered.

- i. Key Findings and Recommendations (*tentative list*)
 1. [Militarization](#) (Alyssa) - COMPLETED
 - a. (AS) New section to note
 2. [Body Worn Cameras - Revised2](#) (Michael) - COMPLETED
 - a. (AS) Additions to consider and vote on
 3. [Tasers - Revised](#) (Michael) - WITHDRAWN
 4. [Training & Recruitment - min standards - Revised](#) (Michael) - COMPLETED
 5. [Training & Recruitment - scenarios](#) (Michael) - COMPLETED
 6. Sex Work (Abbey) - IN REVISION
 7. [Public Drinking & Street Outreach](#) (Michael, Alyssa)
 8. Fair & Impartial Policing (Lauren) - next week
 9. Training & Crowd Control (Michael) - next week
 10. Traffic-related enforcement (Justin, Jen) - maybe
 11. MPD Culture (Justin)
 12. Downtown Business Needs (Jack, Michael)
 13. Officers & Schedule (Jack)
 14. Internal Affairs (Jen)
 15. Community Engagement (non-law enforcement) (Dan)
 16. Dispatch (Justin)

17. Data transparency? (collection + communication)
(Jen)

18. Policy revamp + race/inclusion lens? (Jen)

19. Abolition-related items? (Dan)

20. Budget (TBD)

21. Next committee structure (e.g. ordinances) (TBD)

b. Helpful resources:

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ii. [Data assembled](#)

iii. [Analysis template](#)

iv. (early) [Data analysis](#)

v. [Incomplete list of reform](#) policies suggested by community members or identified via research (add to this by emailing Morgen)

vi. [21st Century Policing pillars](#)

1. Building trust and legitimacy;
2. Policy and oversight;
3. Technology and social media;
4. Community and crime reduction;
5. Training and education;
6. Officer wellness and safety

HH. Other Business

a. Timeline:

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City of Montpelier Police Review Committee - Updates & Key Questions

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Meeting ID: 952 0147 6415

Passcode: 107741

II. Approve Agenda

JJ. Approve Minutes from June 1, 2021

KK. Public Comment

a. Our charge:

- i. Understand current police practices
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LL. Committee Updates

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 - 9. Internal affairs; complaint processes (*Jen*)
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 - 11. [Characterization of MPD culture survey](#) (*Justin*)
 - 12. Overall and nuanced characterization of community sentiment, based on the data we have (*Alyssa*)
 - a. Acknowledge main viewpoints people are expressing
 - b. Community trauma

NN. Report: Recommendations

a. Those who are ready to present recommendations will do so and take questions. The writer may then update the proposal or we will take a vote. The topics hyperlinked are ready to be considered.

- i. Key Findings and Recommendations (*tentative list*)
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 - 9. Downtown Business Needs (Jack, Michael)
 - 10. Officers & Schedule (Jack)
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 - 12. Community Engagement (non-law enforcement) (Dan)
 - 13. Dispatch (Justin)
 - 14. Reducing police presence generally/building up non-police support (Jen)
 - 15. Community Justice Center cases? (Alyssa)
 - 16. Peer Support Worker/Housing? (Alyssa)
 - 17. Unhoused community? (Alyssa)
 - 18. Dispatch? (Justin)
 - 19. Data transparency? (collection + communication) (Jen)
 - 20. Policy revamp + race/inclusion lens? (Jen)
 - 21. Abolition-related items? (Dan)

b. Helpful resources:

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- vi. [21st Century Policing pillars](#)

1. Building trust and legitimacy;
2. Policy and oversight;
3. Technology and social media;
4. Community and crime reduction;
5. Training and education;
6. Officer wellness and safety

- OO. Other Business
- a. **Extension needs**
 - b. **In person meeting?**

City of Montpelier Police Review Committee - Updates & Key Questions

June 1, 2021 - 4:30pm - 6:30pm

Join Zoom Meeting:

<https://zoom.us/j/95201476415?pwd=UGtUanVQa1pXeGswY3BseUlvY0VRUT09>

Meeting ID: 952 0147 6415

Passcode: 107741

- PP. Approve Agenda
- QQ. Approve Minutes from May 24, 2021
- RR. Public Comment
- a. Our charge:
 - i. Understand current police practices
 - ii. Define best practices for community safety
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 - v. Engage stakeholders throughout the process
 - b. Public Comment: 5 mins/person + clarifying questions by committee members
- SS. Committee Updates
- TT. Report Action Items ([outline here](#))
- a. **(All) Send Alyssa identities for summary (anonymous) paragraph**
 - b. **(All) Send edits to the hyperlinked sections below to the writer(s)**
 - c. Sections related to current practices being written
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iv. Police

1. Current # officers, schedule of officers, demographics + budget (*Jack*)
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 - a. Acknowledge main viewpoints people are expressing
 - b. Community trauma

UU. Report: Recommendations

- a. Those who are ready to present recommendations will do so and take questions. The writer may then update the proposal or we will take a vote. The topics hyperlinked are ready to be considered.***

i. Key Findings and Recommendations (*tentative list*)

1. [Militarization](#) (*Alyssa*) - COMPLETED
2. [Body Worn Cameras - Revised](#) (*Michael*) - COMPLETED
3. [Tasers - Revised](#) (*Michael*) - WITHDRAWN
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 1. Building trust and legitimacy;
 2. Policy and oversight;
 3. Technology and social media;
 4. Community and crime reduction;
 5. Training and education;
 6. Officer wellness and safety

VV. Other Business

a. *Extension needs*

b. *In person meeting?*

City of Montpelier Police Review Committee - Updates & Key Questions

May 24, 2021 - 5:00pm - 6:30pm

Join Zoom Meeting:

<https://zoom.us/j/95201476415?pwd=UGtUanVQa1pXeGswY3BseUlvY0VRUT09>

Meeting ID: 952 0147 6415

Passcode: 107741

- WW. Approve Agenda
- XX. Approve Minutes from May 17, 2021
- YY. Public Comment
 - a. Our charge:
 - i. Understand current police practices
 - ii. Define best practices for community safety
 - iii. Consider MPD Strategic Plan and desired state
 - iv. Make recommendations on gaps or needed shifts to City Council
 - v. Engage stakeholders throughout the process
 - b. Public Comment: 5 mins/person + clarifying questions by committee members

ZZ. Committee Updates

- a. *(Justin) Update on report writing***
- AAA. Brief Presentation & Q&A on Police Contract (Bill Fraser)
- BBB. Report Action Items ([outline here](#))
 - a. *(All) Write up 1-2 paragraphs on our background and send them to Justin***
 - b. *(All) Send Alyssa identities for summary (anonymous) paragraph***
 - c. *(All) Send edits to the hyperlinked sections below to the writer(s)***
 - d. Sections related to current practices being written
 - i. Recognition and characterization of this issue across the country right now (*Dan*)
 - ii. [PRC formation](#) (*Alyssa*)
 - iii. [Landscape of community safety in Montpelier](#) (*Lauren, Dan*)
 - iv. Police
 - 1. Current # officers, schedule of officers, demographics + budget (*Jack*)
 - 2. How dispatch works at MPD; what does it look like? (*Justin*)
 - 3. Characterization of calls coming into the police (*Justin*)
 - 4. Traffic stop data (*Jen*)
 - 5. [Arrest data](#) (*Michael - revised 5/23/21*)
 - 6. [Training](#) (*Michael*)
 - 7. [Use of force](#) (*Michael*)
 - 8. [Militarization](#) (*Alyssa*)
 - 9. Internal affairs; complaint processes (*Jen*)

10. Current community engagement model/approaches (e.g. coffee w/a cop, education, proactive work, etc.) (Dan)
11. [Characterization of MPD culture survey](#) (Justin)
12. Overall and nuanced characterization of community sentiment, based on the data we have (Alyssa)
 - a. Acknowledge main viewpoints people are expressing
 - b. Community trauma
 - c. **(Jack, Dan, Justin) How would you characterize themes/recommendations related to homelessness?**

CCC. Report: Recommendations

a. Those who are ready to present recommendations will do so and take questions. The writer may then update the proposal or we will take a vote. The topics hyperlinked are ready to be considered.

- i. Key Findings and Recommendations (*tentative list*)
 1. [Militarization](#) (Alyssa) - COMPLETED
 2. [Body Worn Cameras - Revised](#) (Michael)
 3. [Tasers - Revised](#) (Michael)
 4. [Training & Recruitment - min standards - Revised](#) (Michael)
 5. [Training & Recruitment - scenarios](#) (Michael)
 6. MPD Culture (Justin)
 7. Fair & Impartial Policing (Lauren)
 8. Downtown Business Needs (Jack, Michael)
 9. Officers & Schedule (Jack)
 10. Internal Affairs (Jen)
 11. Sex Work (Abbey)
 12. Community Engagement (non-law enforcement) (Dan)
 13. Dispatch (Justin)
 14. Reducing police presence generally/building up non-police support (Jen)
 15. Community Justice Center cases? (Alyssa)
 16. Peer Support Worker/Housing? (Alyssa)
 17. Unhoused community? (Alyssa)
 18. Dispatch? (Justin)

19. Data transparency? (collection + communication)
(Jen)

20. Policy revamp + race/inclusion lens? (Jen)

21. Abolition-related items? (Dan)

b. Helpful resources:

- i. [Recommendations template](#)
- ii. [Data assembled](#)
- iii. [Analysis template](#)
- iv. (early) [Data analysis](#)
- v. [Incomplete list of reform](#) policies suggested by community members or identified via research (add to this by emailing Morgen)
- vi. [21st Century Policing pillars](#)
 1. Building trust and legitimacy;
 2. Policy and oversight;
 3. Technology and social media;
 4. Community and crime reduction;
 5. Training and education;
 6. Officer wellness and safety

DDD. Other Business

a. *In person meeting?*

City of Montpelier Police Review Committee - Updates & Key Questions

May 17, 2021 - 4:30 - 6:30pm

Join Zoom Meeting:

<https://zoom.us/j/95201476415?pwd=UGtUanVQa1pXeGswY3BseUlY0VRUT09>

Meeting ID: 952 0147 6415

Passcode: 107741

A. Approve Agenda

B. Approve Minutes from May 3, 2021

C. Public Comment

a. Our charge:

- i. Understand current police practices
- ii. Define best practices for community safety
- iii. Consider MPD Strategic Plan and desired state
- iv. Make recommendations on gaps or needed shifts to City Council
- v. Engage stakeholders throughout the process

- b. Public Comment: 5 mins/person + clarifying questions by committee members
- D. Committee Updates
 - a. ***(All) Bill Fraser has offered to present on and/or answer questions on the police contract with the city. Would we like him to come speak to us?***
- E. Report Action Items ([outline here](#))
 - a. ***(All) Write up 1-2 paragraphs on our background and send them to Justin***
 - i. ***Is it important to highlight identities?***
 - b. ***(All) Send edits to the hyperlinked sections below to the writer(s)***
 - c. Sections related to current practices being written
 - i. Recognition and characterization of this issue across the country right now (*Dan*)
 - ii. [PRC formation](#) (*Alyssa*)
 - iii. [Landscape of community safety in Montpelier](#) (*Lauren, Dan*)
 - iv. Police
 - 1. Current # officers, schedule of officers, demographics + budget (*Jack*)
 - 2. How dispatch works at MPD; what does it look like? (*Justin*)
 - a. ***(All) Discussion***
 - 3. Characterization of calls coming into the police (*Justin*)
 - 4. Traffic stop data (*Jen*)
 - 5. [Arrest data](#) (*Michael*)
 - 6. [Training](#) (*Michael*)
 - 7. [Use of force](#) (*Michael*)
 - 8. [Militarization](#) (*Alyssa*)
 - 9. Internal affairs; complaint processes (*Jen*)
 - 10. Current community engagement model/approaches (e.g. coffee w/a cop, education, proactive work, etc.) (*Dan*)
 - 11. [Characterization of MPD culture survey](#) (*Justin*)
 - a. ***(All) Discussion***
 - 12. Overall and nuanced characterization of community sentiment, based on the data we have (*Alyssa*)
 - a. Acknowledge main viewpoints people are expressing

b. Community trauma

F. Report: Recommendations

a. ***(All) Anything else to add to the list?***

b. ***Those who are ready to present recommendations will do so and take questions. The writer may then update the proposal or we will take a vote. The topics hyperlinked are ready to be considered.***

i. Key Findings and Recommendations (*tentative list*)

1. [Militarization](#) (Alyssa)
2. [Body Worn Cameras](#) (Michael)
3. [Tasers](#) (Michael)
4. [Training & Recruitment](#) (Michael)
5. [Training & Recruitment2](#) (Michael)
6. MPD Culture (Justin)
7. Fair & Impartial Policing (Lauren)
8. Downtown Business Needs (Jack, Michael)
9. Officers & Schedule (Jack)
10. Internal Affairs (Jen)
11. Sex Work (Abbey)
12. Community Engagement (non-law enforcement) (Dan)
13. Dispatch (Justin)
14. Reducing police presence generally/building up non-police support (Jen)
15. Community Justice Center cases? (Alyssa)
16. Peer Support Worker/Housing? (Alyssa)
17. Dispatch? (Justin)
18. Data transparency? (collection + communication) (Jen)
19. Policy revamp + race/inclusion lens? (Jen)
20. Abolition-related items? (Dan)

c. Helpful resources:

- i. [Recommendations template](#)
- ii. [Data assembled](#)
- iii. [Analysis template](#)
- iv. (*early*) [Data analysis](#)
- v. [Incomplete list of reform](#) policies suggested by community members or identified via research (add to this by emailing Morgen)
- vi. [21st Century Policing pillars](#)

1. Building trust and legitimacy;
2. Policy and oversight;
3. Technology and social media;
4. Community and crime reduction;
5. Training and education;
6. Officer wellness and safety

G. Other Business

a. In person meeting? (add this next time)

City of Montpelier Police Review Committee - Updates & Key Questions

May 3, 2021 - 4:30 - 6:30pm

Join Zoom Meeting:

<https://zoom.us/j/95201476415?pwd=UGtUanVQa1pXeGswY3BseUlvY0VRUT09>

Meeting ID: 952 0147 6415

Passcode: 107741

- A. Approve Agenda
- B. Approve Minutes from April 26, 2021
- C. Public Comment
 - a. Our charge:
 - i. Understand current police practices
 - ii. Define best practices for community safety
 - iii. Consider MPD Strategic Plan and desired state
 - iv. Make recommendations on gaps or needed shifts to City Council
 - v. Engage stakeholders throughout the process
 - b. Public Comment: 5 mins/person + clarifying questions by committee members
- D. Committee Updates
- E. Report Outline (for reference)
 - a. Executive Summary
 - i. Introduction
 - ii. Committee Charge and Context
 - iii. Summary of Key Findings and Recommendations
 - b. Context
 - c. Scope and Methodology

- i. (Justin) Note who is on the committee, identities, process, etc.*

1. Action Item: 2 paragraphs on us + how committee was formed

- d. Community Engagement
- e. Committee's Perspective on Current Practices: MPD + Public Safety
- f. Key Findings and Recommendations
- g. Appendix
- F. Report: Committee Perspective on the Current Practices: MPD + Community Safety
 - a. **Process suggestions for report editing:**
 - i. Send report write ups to Alyssa and Justin. Alyssa will create Google Docs for each write up and share those with the committee.*
 - ii. Review and send comments to a designated point person by a specified date.*
 - iii. Policy related questions are raised for a committee discussion.*
 - iv. The point person updates their section and sends the updated draft to Justin.*
 - b. Sections related to current practices being written
 - i. Recognition and characterization of this issue across the country right now
 - ii. [Landscape of community safety in Montpelier](#) (Lauren, Dan)
 - 1. Community Justice Center
 - 2. Parking
 - 3. Diversion programs
 - 4. Police
 - 5. Service providers - Mental health, unhoused community, food justice programs- other **proactive** community services (mutual aid, housing, etc.)
 - 6. Prosecutor's Office
 - 7. Idea: Who feels safe/not in the community? Perhaps from Creative Discourse Community Survey?
 - iii. Police
 - 1. Current # officers, schedule of officers, demographics + budget (Jack)
 - 2. How dispatch works at MPD; what does it look like? (Justin)

3. Characterization of calls coming into the police
(Justin)
4. Traffic stop data (Jen)
5. [Arrest data](#) (Michael)
6. [Training](#) (Michael)
7. Use of force (Michael)
8. [Militarization](#) (Alyssa)
9. Internal affairs; complaint processes (Jen)
10. Current community engagement model/approaches
(e.g. coffee w/a cop, education, proactive work, etc.)
(Dan)
11. Characterization of MPD culture survey (Justin)
12. Overall and nuanced characterization of community
sentiment, based on the data we have (Alyssa)
 - a. Acknowledge main viewpoints people are
expressing
 - b. Community trauma
- iv. How does the above compare with Chief Peete's State of the
State + Strategic Plan

G. Report: Decision-Making Process

- a. ***Which decision-making process should we have for coming up
with committee recommendations?***
- b. Recommendations
 - i. Consensus (8 out of 8 agree)
 - ii. Majority vote (5 out of 8 agree)
 1. With minority opinion or alternatives or options
 - iii. Other?
- c. Options
 - i. To support recommendations, we could provide different
options (as relevant)
 - ii. In addition to the recommendations process we put in place,
we could provide options as well. For example, if we decide
we will make decisions by majority vote, the minority may
want to provide other options to consider.

H. Report: Recommendations

- a. ***Based on the research we have done with constituencies so
far + community input, are there recommendations that
committee members want to present at this time?***
 - i. (Lauren) SRO Committee
- b. Helpful resources:

- i. [Data assembled](#)
 - ii. [Analysis template](#)
 - iii. [Incomplete list of reform](#) policies suggested by community members or identified via research (add to this)
 - iv. [21st Century Policing pillars](#)
 - 1. Building trust and legitimacy;
 - 2. Policy and oversight;
 - 3. Technology and social media;
 - 4. Community and crime reduction;
 - 5. Training and education;
 - 6. Officer wellness and safety
- I. Other Business
- a. *Weekly calls through June- 4:30-6:30?***

City of Montpelier Police Review Committee - Updates & Key Questions

April 26, 2021 - 5:00 - 6:30pm

Join Zoom Meeting

<https://zoom.us/j/94987720941?pwd=RVdPN3pGL2FjYjV2Z1VPM2ZmOUZUT09>

Meeting ID: 949 8772 0941

Passcode: 064450

One tap mobile: (301) 715-8592

- J. Approve Agenda
- K. Approve Minutes from April 5, 2021 & April 19, 2021
- L. Public Comment
 - a. Our charge:
 - i. Understand current police practices
 - ii. Define best practices for community safety
 - iii. Consider MPD Strategic Plan and desired state
 - iv. Make recommendations on gaps or needed shifts to City Council
 - v. Engage stakeholders throughout the process
 - b. Public Comment: 5 mins/person + clarifying questions by committee members
- M. Committee Updates
- N. Report: General
 - a. Reminder: Here is the timeline we are aiming for:

- i. Constituency stakeholder engagement completed by April 5
- ii. Topics prioritized for the report by April 19th
- iii. Analysis completed by May 3
- iv. Draft report completed by May 31
- v. Feedback on report through June 14
- vi. Final report by June 30

b. Does the outline below for the report give us the structure to meet our charge?

- i. Draft Report Outline
 - 1. Executive Summary
 - a. Introduction
 - b. Committee Charge and Context
 - c. Summary of Key Findings and Recommendations
 - 2. Context
 - 3. Scope and Methodology
 - 4. Community Engagement
 - 5. Committee's Perspective on Current Practices: MPD + Public Safety
 - 6. Key Findings and Recommendations
 - 7. Appendix

c. Justin has volunteered to compile our work and draft the report. Thoughts? Other interest?

- i. **What do you think of having the report-writer call 1-2 people on the Brattleboro police committee to consider lessons learned? (Justin) Yes**

O. Report: Committee Perspective on the Current Practices: MPD + Community Safety

a. How should we define this? Ideas are below.

- i. Recognition and characterization of this issue across the country right now
- ii. Landscape of community safety in Montpelier (*Lauren, Dan - w/in one week*)
 - 1. Community Justice Center
 - 2. Parking
 - 3. Diversion programs
 - 4. Police

5. Service providers - Mental health, unhoused community, food justice programs- other **proactive** community services (mutual aid, housing, etc.)
6. Prosecutor's Office
7. Idea: Who feels safe/not in the community? Perhaps from Creative Discourse Community Survey?

iii. Police

1. Current # officers, schedule of officers, demographics + budget (*Jack*)
2. How dispatch works at MPD; what does it look like? (*Justin*)
3. Characterization of calls coming into the police (*Justin*)
4. Traffic stop data (*Jen*)
5. Arrest data (*Michael*)
6. Existing training for MPD (*Michael*)
7. Use of force (*Michael*)
8. Militarization (*Alyssa*)
9. Internal affairs; complaint processes (*Jen*)
10. Current community engagement model/approaches (e.g. coffee w/a cop, education, proactive work, etc.) (*Dan*)
11. Characterization of MPD culture survey (*Justin*)
12. Overall and nuanced characterization of community sentiment, based on the data we have (*Alyssa*)
 - a. Acknowledge main viewpoints people are expressing
 - b. Community trauma

- iv. How does the above compare with Chief Peete's State of the State + Strategic Plan (add link here)

b. I would like us to start the analysis and characterization of the sections above.

i. Who will take on which pieces?

ii. Can we review, analyze and be prepared to present our sections briefly to the committee by May 4th?

P. Themes from Stakeholder Engagement

- a. (Alyssa) Briefly review feedback gathered from each constituency and themes

	Lead(s)	Organizations + rough estimate of individuals engaged	Themes
Disability + Mental Health community	Dan, Justin	- Disability Rights Vermont -Vermont Center for Independent Living -Another Way -Montpelier Homeless Task Force -WCMHS -Others? #'s	Two biggest takeaways: 1). Do a better job screening at the first point of contact. 2). Police presence/involvement are often unnecessary and someone with different training or expertise would be appropriate for a situation. Additional takeaways: 3). Establish more opportunities to build MPD community relations Other themes: 4). Use of peers instead of clinicians 5). More MH/social service training
Unhoused community	Jack, Alyssa	-Another Way -Good Samaritan House -Informal survey ~10 people	-Mixed feelings -Over the last year police have been more helpful and supportive (e.g. transporting people; providing flashlights; connecting folks with services versus punitive) -Trauma/lore around seizure of unopened alcoholic beverages
Formerly incarcerated community; current	Justin	-1:1 outreach - Survey sent by Community Justice Center, NH/VT Letter by letter; - 1 survey response so far	-Too little information at this point to ID themes. Recommendation: combine this with the broader community input.
BIPOC Community	Creative Discourse	-BIPOC affinity group -LGBTQ affinity group #'s?	<i>-Affinity group info coming soon.</i>
LGBTQIA+ Community	Abbey, Jen	- Outright VT, Pride Center (7 leaders) -Rainbow Umbrella	-Pride Center leaders expressed support for abolishing the police -QTBIPOC do not feel safe calling 911 in an emergency, there is a need for different, alternative response agencies -Trans people are erased through Valcour -Decriminalizing survival - (JD) <i>Call w/Keith Goslant needed; themes on policing issue at town halls, use of force, alternatives, community engagement</i>
Sex Workers	Abbey	-ISHTAR, Migrant Justice -Survey - 3 filled it out sofar (closes on Monday)	Early themes: -Abolition -Community intervention in instances of conflict rather than response by police -Educating law enforcement about sex work

			-Cultural competency and trust building between communities -Decriminalizing sex work -Demilitarizing police
Survivors of Violence	Lauren, Alyssa	-MOSAIC -VT Network Against Domestic Violence -Community Justice Center -Spoke with 7 impacted individuals	Questions asked: -How do you feel about your specific interactions with MPD? -What has gone well/poorly? -What's your broad perspective of MPD? -Are there things you see MPD does well? -Any thoughts on what could be improved? -If you participated in a restorative session, what was that experience like for you? Do you have feedback on the process? Themes: -Downtown businesses feel police are responsive and effectively deescalate -MPD officers are polite and respectful -Restorative justice can be effective for certain crimes (e.g. theft, minor assault, bullying on social media, slander, crimes involving juveniles, etc.) -Police violence nationally and protests locally have stressed the community and police relations over the last year
Downtown businesses, residents	Michael, Jack	-Survey administered -30 responses	-Requests for service range from a few times a month to a couple times a year -Call primarily related to loitering (14); shoplifting (13); vandalism (5); impaired/disorderly behavior (4) -Overall satisfaction w/complaint handling = excellent (18); good (4); satisfactory (3) based on prompt response (13), professionalism (8), personable (6), good communication (6), good follow up (4) -Concerns = delayed response (2) -Overall rating of MPD = excellent (17); good (5), n/a (4) -Would like an increased officer presence on foot or on bikes on the street
Police	Justin	-Survey data -24 completed; survey just closed on Sunday	Early themes: -Officers, almost universally, feel comfortable and adequately trained with regard to their interactions with marginalized communities and victims. They trust that their colleagues treat marginalized communities with respect and dignity. -The large majority are happy with the direction of the department and the priorities of leadership.

			-Most respondents are concerned about the public perception of police officers. They feel vilified in the national discussion of policing, even if the local perception is somewhat better. This has led to decreased morale and impulses to leave the profession. -Universal opposition to funding cuts.
Youth	Lauren	-Analysis + data review	-TBD. Timeline?
Immigrants	Abbey	-Migrant Justice -Survey recently sent	-Ideally survey administered within a week; closed by May 5th.

Q. Report: Findings

- a. **Based on the research we have done with constituencies so far + community input, what recommendations should the committee consider recommending to Council?**
- b. **We planned to use this [analysis template](#) to do a write up that could turn into sections of the report. Does that still work as a process generally for options and/or recommendations?**
- c. Top areas of consideration:
 - i. Alternative models of community safety
 - ii. Use of force
 - iii. Role of the SRO
- d. [Summary list](#) of different policy ideas
 - i. **As you come across reform policy suggestions in the writing and based on your community engagement, please send them Morgen (medward3@stu.norwich.edu) to include in the list above.**
- e. **How do 21st Century Policing pillars intersect?**
 - i. Building trust and legitimacy;
 - ii. Policy and oversight;
 - iii. Technology and social media;
 - iv. Community and crime reduction;
 - v. Training and education;
 - vi. Officer wellness and safety
- f. **How does our work, recommendations and options compare to the Brattleboro, Burlington, and other reports? Considerations and lessons?**

R. Other Business

City of Montpelier Police Review Committee - Updates & Key Questions

April 19, 2021 - 4:30 - 6:30pm

Zoom Meeting URL:

<https://zoom.us/j/95201476415?pwd=UGtUanVQa1pXeGswY3BseUlvY0%20VRUT09>

Meeting ID: 952 0147 6415

Passcode: 107741

Phone one-tap: (929)-205-6099

S. Approve Agenda

T. Approve Minutes from March 22, 2021 & April 5, 2021

U. Public Comment

a. Our charge:

- i. Understand current police practices
- ii. Define best practices for community safety
- iii. Consider MPD Strategic Plan and desired state
- iv. Make recommendations on gaps or needed shifts to City Council
- v. Engage stakeholders throughout the process

b. Public Comment: 5 mins/person + clarifying questions by committee members

V. Committee Updates

a. (Jen) Community-wide survey is live (please take [the survey](#))

i. ***Do you have recommendations for the committee regarding how we should engage in goal-setting and/or outreach vis a vis SEJAC?***

b. ***Other updates that don't fit into the sections below?***

W. ~~Maureen McGough, J.D., - [The Policing Project](#), NYU School of Law~~

a. ***Striking this because she was unresponsive to Dan's request***

X. (20 minutes) Chief Peete - Internal Affairs & Discipline

Y. Themes from Public Hearing

a. 41 non-committee members

b. Themes included:

- i. (7) Desire for alternative models of policing - social worker; mental health provider; youth support
- ii. (addition) Concern there would not be meaningful change from this process; what happens next w/ City Council
- iii. (3) Concerns around use of force - Mark Johnson shooting; Casey Johnes
- iv. (3) Support for police - Mark Johnson shooting justified; response to car break-in

- v. (2) Internal affairs - complaints don't lead to outcomes; officers should be suspended without pay when under investigation
 - vi. (2) Non-lethal force - bean bag gun, taser
 - vii. (2) Reduce police budget
 - c. City of Montpelier will provide us a response to some issues brought up during the hearing
 - d. **Does the committee have additions/edits to the themes?**
 - i. Observation of community trauma
- Z. Themes from Stakeholder Engagement
 - a. (All) Review feedback gathered from each constituency and themes

	Lead(s)	Organizations + rough estimate of individuals engaged	Themes
Disability community [combine this w MH?]	Dan, Justin	- Disability Rights Vermont -Vermont Center for Independent Living -Others? #'s	Two biggest takeaways: 1). Everyone thinks we should do a better job screening at the first point of contact. 2). Montpelier Police aren't inherently bad, many are doing their job well. But police presence/involvement are often unnecessary and someone with different training or expertise would be appropriate for a situation. 3). Establish more opportunities to build MPD community relations Other themes: 4). Use of peers instead of clinicians 5). More MH/social service training
Mental health community	Dan, Justin	-Another Way -Montpelier Homeless Task Force -WCMHS	
Unhoused community	Jack, Alyssa	-Another Way -Good Samaritan House	-Mixed feelings -Over the last year police have been more

		-Informal survey ~10 people	helpful and supportive (e.g. transporting people; providing flashlights; connecting folks with services versus punitive) -Trauma/lore around seizure of unopened alcoholic beverages
Formerly incarcerated community; current	Justin	-1:1 outreach - Survey sent by Community Justice Center, NH/VT Letter by letter; - 1 survey response so far	-Too little information at this point to ID themes
BIPOC Community	Creative Discourse	-BIPOC affinity group -LGBTQ affinity group #s?	-Will likely get themes early May
LGBTQIA+ Community	Abbey, Jen	- Outright VT, Pride Center (7 leaders) -Rainbow Umbrella	-Pride Center leaders expressed support for abolishing the police
Sex Workers	Abbey	-ISHTAR, Migrant Justice -Survey - 3 filled it out so far	Early themes: -Abolition -Educating law enforcement about sex work -Cultural competency and trust building between communities -Decriminalizing sex work
Survivors of Violence	Lauren, Alyssa	-MOSAIC -VT Network Against Domestic Violence -Community Justice Center -Spoke with 7 impacted individuals	Questions asked: -How do you feel about your specific interactions with MPD? -What has gone well/poorly? -What's your broad perspective of MPD? -Are there things you see MPD does well? -Any thoughts on what could be improved? -If you participated in a restorative session, what was that experience like for you? Do you have feedback on the process? Themes: -Downtown businesses feel police are responsive and effectively deescalate -MPD officers are polite and respectful -Restorative justice can be effective for certain crimes (e.g. theft, minor assault, bullying on social media, slander, crimes involving juveniles, etc.) -Police violence nationally and protests locally have stressed the community and police relations over the last year
Downtown businesses, residents	Michael, Jack	-Survey administered -30 responses	-Requests for service range from a few times a month to a couple times a year -Call primarily related to loitering (14);

			shoplifting (13); vandalism (5); impaired/disorderly behavior (4) -Overall satisfaction w/complaint handling = excellent (18); good (4); satisfactory (3) based on prompt response (13), professionalism (8), personable (6), good communication (6), good follow up (4) -Concerns = delayed response (2) -Overall rating of MPD = excellent (17); good (5), n/a (4)
Police	Justin	-Survey data -24 completed; survey just closed on Sunday	Early themes: -Officers, almost universally, feel comfortable and adequately trained with regard to their interactions with marginalized communities and victims. They trust that their colleagues treat marginalized communities with respect and dignity. -The large majority are happy with the direction of the department and the priorities of leadership. -Most respondents are concerned about the public perception of police officers. They feel vilified in the national discussion of policing, even if the local perception is somewhat better. This has led to decreased morale and impulses to leave the profession. -Universal opposition to funding cuts.
Youth	Lauren	-Analysis + data review	-
Immigrants	Abbey	-Migrant Justice -Survey recently sent	-Too early to know. Timeline?

AA. Discussion and Assignments of Analysis on Key Topics

a. **Big picture questions for committee -**

- i. **What do we want for public safety?**
- ii. **What do committee members see as the role of policing in society?**
- iii. **What role does the national conversation on policing have in our work?**
- iv. **Is it the committees' responsibility to consider abolition? If so, in what context?**

b. **Based on the data we have so far, what are potential areas of focus for our report?**

- i. Alternative models of community safety
- ii. Use of force

- c. **Are there topics that we feel are core to address when summarizing the state of the state in the report?** (Reminder 21st Century Policing pillars are: 1) Building trust and legitimacy; 2) policy and oversight; 3) technology and social media; 4) community and crime reduction; 5) training and education; 6) officer wellness and safety)
 - i. Arrest data
 - ii. Traffic data
 - iii. Response to police morale survey?
- d. **For the early topics selected, our vision has been to use this [analysis template](#) to do a write up that could turn into chapters of a report. Does that still work as a process?**
- e. **Do we need any other data at this point?**
 - i. Analysis of arrest data
 - ii. More data on community based policing
 - iii. More data on best practices with the unhoused community
 - iv. Idea: Speak with 1-2 people on the Brattleboro report committee?

BB. Reminder: Here is the timeline we are aiming for with our work.

- a. Constituency stakeholder engagement completed by April 5
- b. Topics prioritized for the report by April 19th
- c. Analysis completed by May 3
- d. Draft report completed by May 31
- e. Feedback on report through June 14
- f. Final report by June 30

CC. Potential Outline of Report

- a. Executive Summary
 - i. Introduction
 - ii. Committee Charge and Context
 - iii. Summary of Key Findings and Recommendations
- b. Context
- c. Scope and Methodology
- d. MPD/Public Safety State of the State
- e. Community Engagement
- f. Key Findings and Recommendations
- g. Appendix

DD. Other Business

City of Montpelier Police Review Committee - Updates & Key Questions

March 22, 2021 - 4:30 - 6:30pm

Join Zoom Meeting

<https://zoom.us/j/92765563169?pwd=bkdMd0dZUS9TeHlFMFNfb%20HkY2ZZUT09#success>

Meeting ID: 927 6556 3169

Passcode: 550571

- EE. Approve Agenda
 - a. Add an item to record proceeding
- FF. Approve Minutes for March 8, 2021
- GG. Public Comment
 - a. Our charge:
 - i. Understand current police practices
 - ii. Define best practices for community safety
 - iii. Consider MPD Strategic Plan and desired state
 - iv. Make recommendations on gaps or needed shifts to City Council
 - v. Engage stakeholders throughout the process
 - b. Public Comment: 5 mins/person + clarifying questions by committee members
- HH. Committee Updates
 - a. ***Do you have any updates that don't fit into stakeholder engagement or data?***
- II. (15 mins) Use of Force & Officer Training - Chief Peete
 - a. ***If you would like to do any pre-reading on this topic, see F1-15 in the [committee resources](#) document.***
- JJ. (tentative) [Summary of Policing, Community Relationships, and Public Health and Safety](#) - presented by the Howard Center on 2/17/21 - Dan Towle
- KK. Stakeholder Engagement, Advisory Committee Next Steps & Updates
 - a. (All) Review progress with constituencies, next steps and any themes coming up.
 - i. (Justin) Culture survey updates, process moving forward.
 - ii. (Abbey) Sex workers survey, process moving forward.
 - iii. (Alyssa, Jen) Community feedback survey - We shared the questions we crafted with Creative Discourse. They are inclined to use 1-2 of them and/or broaden them to meet

both our needs (see related email that I forwarded to you).

What are your reactions to this approach?

	Engagement Lead(s)	Approach	Target Completion Date
Disability community	Dan, Lauren	<i>Mtg w/ EDs of Disability Rights Vermont (Ed Paquin plus 1) and Vermont Center for Independent Living (Sarah Landerville). Next steps? Themes?</i>	
Mental health community	Dan, Justin	<i>Meeting with Ken Russell (Another Way & Mont. Homeless Task Force) and Keith Greer (Sr. Mgr @ WCMHS). Next steps? Themes?</i>	
Unhoused community	Jack, Alyssa	<i>Reaching out to Another Way, Good Samaritan House for guidance; Dawn Little w/GSH is doing an informal survey. Waiting to hear back on this. Good meeting with Ken Russell. Planning on meeting with Rick DeAngelis.</i>	<i>End of March/ early April</i>
Formerly incarcerated community; current	Justin	<i>1:1 outreach - NH/VT Letter by letter; Asking criminal defense bar - to be connected with constituency; Next steps? Themes?</i>	
BIPOC Community	Creative Discourse	<i>Affinity group - Email out to Creative Discourse asking about themes</i>	<i>March 13th, 10am</i>
LGBTQIA+ Community	Abbey, Jen	<i>Reached out to Outright VT, Pride Center; will reach out to Keith at Rainbow Umbrella; Next steps? Themes?</i>	
Sex Workers	Abbey	<i>Working w Ishtar to administer a survey; Timing?</i>	
Survivors of Violence	Lauren,	<i>MOSAIC & VT Network Against</i>	

	Alyssa	<i>Domestic Violence + Auburn Watersong; Patricia Hoffman - CJC connected us with 6 affected parties. Conversations this week.</i>	
Downtown businesses, residents	Michael, Jack	<i>Dan Groberg noted mtg fatigue; likely individual interviews; Next steps? Themes?</i>	
Youth?			

LL. *Does anyone want to take on Youth engagement? I think this could involve mining the SRO process information + a follow up call with a committee member. - LAUREN*

MM. *Stephen Whitaker interview? - JUSTIN*

- a. (Alyssa) [April 5th public hearing](#) - I posted to Front Porch Forum and so did Lauren. City will post to Facebook, website, Bridge and World. Mayor and City Manager will reference in weekly reports.
 - i. ***Would anyone else be willing to send a reminder to Front Porch Forum this week? Sample text is [here](#).***
 - 1. ***Jen; Michael***
 - ii. ***Mary - Would you be willing to share the City's postings with the committee?***

NN. Report-out & Discussion on Information and Data Inventory, Needs, Next Steps

- a. ***What data have you [assessed](#) (please send Alyssa/Mary you completed spreadsheets)?***
 - i. ***Is that topic ready for [analysis](#)?***
- b. ***I'm noticing we don't have Qualified Immunity on our [data assessment](#) list. It's a big topic in police reform circles. Do you think it falls under "Policies" or if we should add it to the list?***

OO. Other Business

- a. Reminder: Here is the timeline we are aiming for with our work.
 - i. Constituency stakeholder engagement completed by April 5
 - ii. Topics prioritized for the report by April 19th
 - iii. Analysis completed by May 3
 - iv. Draft report completed by May 31
 - v. Feedback on report through June 14
 - vi. Final report by June 30

City of Montpelier Police Review Committee - Updates & Key Questions

March 8, 2021 - 4:30 - 6:30pm

Join Zoom Meeting

<https://zoom.us/j/95201476415?pwd=UGtUanVQa1pXeGswY3BseUlvY0VRUT09>

Meeting ID: 952 0147 6415

Passcode: 107741

- A. Approve Minutes - February 8th & Feb 22nd
- B. Approve Agenda
- C. Public Comment
 - a. Our charge:
 - i. Understand current police practices
 - ii. Define best practices for community safety
 - iii. Consider MPD Strategic Plan and desired state
 - iv. Make recommendations on gaps or needed shifts to City Council
 - v. Engage stakeholders throughout the process
 - b. Public Comment: 5 mins/person + clarifying questions by committee members
- D. Committee Updates
 - a. (Alyssa) Question for Mary - Would you be willing to send a calendar invite to committee members for our meetings through the end of June?
 - b. (Alyssa) Google Drive will be made public - view only
- E. [Summary of Policing, Community Relationships, and Public Health and Safety](#) - presented by the Howard Center on 2/17/21 - Dan Towle
 - a. **Move to next meeting**
- F. Stakeholder Engagement, Advisory Committees Next Steps
 - a. (Justin) Update on [MPD Culture Survey](#) and feedback. **Any other feedback for Justin?**
 - b. (Abbey) Update on [Sex Workers survey](#) administered by [ISHTAR](#). **Immediate feedback? Timeline for feedback?**
 - c. (Jen) Update on Community Survey w/Creative Discourse
 - d. (All) Review strategies for each constituency (updates below).
 - i. Consider questions and notes format. **What format should our meeting and/or interview notes be to get the information we need, while not causing harm?**

	Engagement Lead(s)	Approach	Target Completion Date
Disability community	Dan, Lauren	<i>Mtg w/ EDs of Disability Rights Vermont (Ed Paquin plus 1) and Vermont Center for Independent Living (Sarah Landerville) next week. Will make a plan from there.</i>	
Mental health community	Dan, Justin	<i>Meetings set for this week;; Ken Russell (Another Way & Mont. Homeless Task Force) and Keith Greer (Sr. Mgr @ WCMHS)</i>	
Unhoused community	Jack, Alyssa	<i>Reaching out to Another Way, Good Samaritan House for guidance; Dawn Little w/GSH will do an informal survey and provide feedback in 2.5 weeks</i>	<i>End of March/ early April</i>
Formerly incarcerated community; current	Justin	<i>1:1 outreach - NH/VT Letter by letter; Asking criminal defense bar - to be connected with constituency</i>	
BIPOC Community	Creative Discourse	<i>Affinity group</i>	<i>March 13th, 10am</i>
LGBTQIA+ Community	Abbey, Jen	<i>Reached out to Outright VT, Pride Center; will reach out to Keith at Rainbow Umbrella</i>	
Sex Workers	Abbey	<i>Working w Ishtar to administer a survey</i>	
Survivors of Violence	Lauren, Alyssa	<i>MOSAIC & VT Network Against Domestic Violence + Auburn Watersong; Patricia Hoffman - CJC</i>	
Downtown businesses, residents	Michael, Jack	<i>Dan Groberg noted mtg fatigue; likely individual interviews</i>	

Youth?			
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- e. (Alyssa) Consider approach to [April 5th public hearing](#) -
 - i. ***How does the agenda look to you?***
 - ii. ***What feedback do you have on the outreach strategy and/or draft communications?***
- G. Report-Out & Discussion on Information and Data Inventory, Needs, Next steps
 - a. (All) ***What data have you [assessed](#) (please send Alyssa/Mary you completed spreadsheets)?***
 - i. ***Is that topic ready for [analysis](#)?***
 - b. ***How does this timeline work for you?***
 - i. ***Constituency stakeholder engagement completed by April 5***
 - ii. ***Topics prioritized for the report by April 19th***
 - iii. ***Analysis completed by May 3***
 - iv. ***Draft report completed by May 31***
 - v. ***Feedback on report through June 14***
 - vi. ***Final report by June 30***
- H. Other Business

City of Montpelier Police Review Committee - Updates & Key Questions

February 22, 2021 - 4:30 - 6:30pm

Join Zoom Meeting:

[5201476415?pwd=UGtUanVQa1pXeGswY3BseUlY0VRUT09https://zoom.us/j/9](https://zoom.us/j/5201476415?pwd=UGtUanVQa1pXeGswY3BseUlY0VRUT09https://zoom.us/j/9)

Meeting ID: 952 0147 6415

Passcode: 107741

- I. Approve Minutes
- J. Approve Agenda
- K. Public Comment
 - a. Our charge:
 - i. Understand current police practices
 - ii. Define best practice
 - iii. Consider MPD Strategic Plan and desired state
 - iv. Make recommendations on gaps to City Council
 - v. Engage stakeholders throughout the process

- b. Public Comment: 5 mins/person + clarifying questions by committee members
- L. Committee Updates
 - a. *(Alyssa) We now have three interns/volunteers - Morgen Edwards, who you met last meeting, Kennedy Freedman, and Skyler Brown. Morgen and Kennedy are with Norwich. Skyler is a recent Norwich grad. You can always see what they are working on in the [Committee Resources Google doc \(Interns tab\)](#). A huge thank you to Mary who is supporting Morgen, Kennedy and Skyler.*
 - b. *(Justin) Justin is drafting a culture survey for MPD officers to complete. He is working with Chief Peete on this and will share a draft with the committee for feedback before administering it.*
 - c. *(Dan) Recommends watching Women in Blue on PBS - follows policing in Minneapolis over the years.*
- M. Presentation, Questions and Answers with Stephanie Seguino- traffic data (20 minutes)
 - a. Report: [Trends in Racial Disparities in Traffic Stops](#)
 - b. *Stephanie will do a brief overview of the data and will highlight how MPD compares to other departments within the state. She will also take our questions. Thank you to Jen Duggan for lining Stephanie up to speak to us. **Action item: If you can, give the report a skim and bring questions.***
- N. Discussion with Avi Springer from the Defense Bar (20 minutes)
 - a. *Avi will share his perspective on MPD based on his experience (and his colleagues' experiences) representing clients who are appointed a lawyer by the court. Avi brings the perspective of opposing counsel in cases that the Washington County Prosecutor's Office brings. We heard from the elected prosecutor - States Attorney Rory Thibault at the last meeting. Thank you to Justin Dreshler for lining up Avi to speak with us. **Action item: Consider any questions you might have for Avi.***
- O. Stakeholder Engagement, Advisory Committee Next Steps
 - a. Review [Advisory Group approach](#). **Does the committee have any additional feedback on the approach?**
 - i. **Let's consider issues that may arise and different options for engagement (e.g. we hold a meeting; we attend a meeting a host org holds; we do 1:1 calls, etc.)**
 - b. *We aim to have advisory group meetings/engagement done in March/early April so that we can use the input gathered to narrow our focus of phase one of our report. As we recruit for those*

meetings, Abbey and I think it would be worthwhile to advertise the community-wide survey. This may influence if we do the survey with Creative Discourse or separately. I have an email out to them to determine their timing. **Which advisory group meetings would you like to lead or co-lead? See below.**

- c. We discussed recruiting the general public to a public hearing on policing in Montpelier. I suggest converting our April 5th meeting to this hearing. **Does this approach and April 5th sound good to you? Who might want to recruit for this?**

	Engagement Lead(s)	Target Date
Disability community	Dan, Lauren	
Mental health community	Dan	
Unhoused community	Jack, Alyssa	
Formerly incarcerated community; current	Justin	
BIPOC Community	Creative Discourse	March
LGBTQIA+ Community	Abbey, Jen	
Sex Workers	Abbey, Justin	
Survivors of Violence	Lauren, Alyssa	
Downtown businesses, residents	Michael, Jack	
Youth?		

P. Report-Out & Discussion on Information and Data Inventory, Needs, Next steps

- a. (Alyssa) The SRO committee let me know that they will take the SRO/Schools data review work, but that they don't have the capacity to take on the Youth category overall. I think this will be a hot topic in our community and that it will need to be assigned. **Does anyone want to take on Youth?**
- b. **How is the research assessment working for you all? What do you think of setting a deadline to have the assessments done by March 15th?**

- i. ***Please don't enter information into the [Google Doc](#), but instead the excel spreadsheet I sent around. Share your filled out excel forms with Mary and Alyssa who can populate the Google Doc. This is to try to be in compliance with Open Meeting Laws.***

Q. Other Business

- a. Howard Center Presentation - Dan will present

City of Montpelier Police Review Committee - Updates & Key Questions

February 8, 2021 - 4:30 - 6:30pm

Join Zoom Meeting:

<https://zoom.us/j/95201476415?pwd=UGtUanVQa1pXeGswY3BseUlY0VRUT09>

Meeting ID: 952 0147 6415

Passcode: 107741

Phone Number: (929)-205-6099

A. Approve Minutes

B. Approve Agenda

C. Public Comment

a. Our charge:

- i. Understand current police practices
- ii. Define best practice
- iii. Consider MPD Strategic Plan and desired state
- iv. Make recommendations on gaps to City Council
- v. Engage stakeholders throughout the process

b. Public Comment: 5 mins/person + clarifying questions by committee members

D. Committee Updates

- a. (Alyssa) Norwich Interns - Mary and I held a meeting with two Norwich professors (Connie Hassett-Walker and David Sem) on 2/3/21 to discuss potential committee interns. They have two interns identified. **Are you ok if Mary and I manage these folks? We can discuss potential work for them in other business.**
- b. (Alyssa) School Resource Officer - I spoke with Emma Bailey-Hazen, a School Board Member who is on the SRO committee, about their work and co-benefits with our work. I asked if the SRO committee would be willing to write the

summary and recommendations for our report, following [our approved draft template](#). She agreed and I gave her access to our Google Drive. The SRO committee will get us their assessment late March. They will cover both the SRO and Youth topics. Emma indicated that folks from the SRO Cmt may be interested in working/volunteering with us after they complete their work in March.

- c. (Jen) [Traffic Stop Data](#) - Stephanie Segunio will join us to [present her findings](#) and answer questions on February 22nd at 4:45pm.
- d. (Justin) Avi Springer with the defense bar has agreed to give a presentation and answer questions at a time of our choosing. He is currently gathering feedback from his peers.
- E. Presentation, Questions and Answers with Chief Peete (20 minutes)
- F. (tentative) Discussion with Washington County States Attorney Rory Thibault (20 minutes)
- G. Addition: Discuss overall scope of work and final desired products
- H. Discussion of Best Practices
 - a. **How should we define this?**
- I. Stakeholder Engagement, Advisory Committee Next Steps
 - a. (Dan) Washington County Mental Health Meeting
 - b. (Alyssa, Abbey) After further consideration, we are concerned we won't get as much input in a larger Advisory Committee. We are instead considering multiple "Advisory Group" meetings where we listen, share our approach and discuss best practices and adding an online survey to get broader community input. We will consider co-benefits with Creative Discourse along the way.
 - i. **Do committee members have thoughts or questions on the proposed new approach or constituencies listed in our [notes here](#) or suggestions for specific people to attend (see [Advisory Group tab here](#))?**
- J. Report-Out & Discussion on Information and [Data Inventory](#), Needs, Next steps
 - a. (Alyssa) Screen share and example
 - b. (Michael) [Crime Research Group](#) - Recommends reviewing the data and reports relevant to our areas of research,

especially as we start talking about Best Practices. Data is macro, but potentially helpful.

- K. Other Business
 - a. Intern support ideas
 - b. Avi Springer

City of Montpelier Police Review Committee - Updates & Key Questions

Agenda · January 25, 2021 - 4:30-6:30pm

Join Zoom Meeting

<https://zoom.us/j/95201476415?pwd=UGtUanVQa1pXeGswY3BseUlvY0VRUT09>

Meeting ID: 952 0147 6415

Passcode: 107741

One tap mobile: (929)-205-6099

- A. Approve Agenda
- B. Approve Minutes
- C. Public Comment
 - a. Our charge:
 - i. Understand current police practices
 - ii. Define best practice
 - iii. Consider MPD Strategic Plan and desired state
 - iv. Make recommendations on gaps to City Council
 - v. Engage stakeholders throughout the process
 - b. Question: I believe that we will have a member of the public request to speak to us on Monday (Stephen Whitaker). The City Council allows two minutes per person for public comment. **Given we will likely only have one person request to speak, how do you feel about 5 minutes for comment? Dan - fine by me but no more than 5**
- D. Committee Member Introductions
- E. Committee Member Updates
 - a. Jack - Dates for Washington County States Attorney presentation?
 - b. Mary -
 - i. 5 years of policing data from annual report?
 - ii. Intern secured?

- c. Dan – Gary Gordon; RE: Social Worker's job description and training **Dan - I have reached out to my contact at WCMHS for intro**

F. Discussion Re Information and Data Inventory, Needs, next steps

a. Questions for the committee

- i. Organizing Our Data - I have been thinking that short-term data-related next steps are: 1) understand the data we want/need to meet our charge; 2) identify the data the full-committee wants engagement with and in what ways; and 3) create "owners" for different topics, dividing up the review and considering gaps vis a vis our charge. I've been thinking about how to organize this. Here is [a tool](#) that we could use. **How does this approach sound to you? How does the tool look to you? Dan - good!** If it works, let's see if there are topics we can start to divide up. I think this area is ripe for intern help, too!
- ii. Traffic Data - Stephanie Seguino – UVM Professor's report [Trends in Racial Disparities in Vermont Traffic Stops, 2014-2019](#) was just released. The Summary and Montpelier data quick references. **Would you support us asking her to present a summary of her findings in February? Dan - yes but brief with at time limit with hard stop so don't have a run-on situation as happened in past**
- iii. Arrest Procedures - Chief Peete offered to provide an overview on arrest procedures, training, etc. regarding the department and state laws. **Would you like a presentation on this? Dan - again decide time needed and enforce hard stop** Below is the excerpt from his [12/18/20 email](#).
 - 1. *If I may, I also think it could be beneficial for the Committee to allow us to provide some seminars on arrest procedures, training, etc. regarding the department and state laws. For example, a majority of people arrested are only cited and released usually within an hour and no time in any holding facility or area. Some even without photographs and fingerprinting. For example, a gentleman came to the department last week because of a warrant he had out of Burlington. I verified the warrant and wrote him a notice/citation to promise to appear in court for the next day in Burlington. That was the total arrest. If this is something of interest, please let me know which topics you'd like us to go over for you and we can put that together.*

b. Updates for committee members

- i. Google Drive:

1. All documents received or referenced over the last four weeks into the [Google Drive – Committee Resources spreadsheet](#)
 2. I gave Creative Discourse: Kesha Ram, Susan McCormack and Tabitha Pohl-Moore access to our Google Drive to streamline and share data collection efforts
 - ii. Potential Template/Guide for Our Report: The [Brattleboro Report](#) on Assessment of Community Safety may be a good guide for our final report to the Montpelier City Council, though we will likely produce a much shorter document, given we have no paid facilitator producing it **Dan - Can we consider hiring paid consultant to do some of heavy lifting in later stages, e.g. write the report? Brattleboro report is over 200 pages.**
- G. Update: Committee questions for Creative Discourse focus groups
- a. The original questions we came up with are here ([2020 12 14 DRAFT Potential Questions](#)).
 - b. Dan - Any update to share on this? **Dan - I shared questions through Mary Smith but didn't get any direct response**
- H. Community Outreach Options (e.g., Advisory Committee)
- a. Stakeholder Engagement Process - Below is a straw proposal for us to consider and discuss.
 - i. Creative Discourse Survey - Feb?
 1. We provide questions; review data
 - ii. Creative Discourse BIPOC Focus Group - Feb?
 1. We provide questions, review data
 - iii. Form Advisory Committee(s) - Feb?
 1. Purpose is to provide early, ongoing and deeper feedback on how we are administering our charge?
 2. Who might be on it? We have discussed having representation from BIPOC, mental health, disability, homeless, LGBTQ+, and potentially others. We have also gotten feedback that we should have a BIPOC only advisory committee.
 - iv. Public Meeting - March?
 1. Review our charge and approach
 2. Share outreach efforts and get feedback
 3. Hear broader community policing issues
 4. Further identify Advisory Committee members
 - v. Advisory Committee Meeting - April?
 - vi. Public Meeting - late May to respond to recommendations?

- vii. Advisory Committee Meeting - early June - focused on revised recommendations

- I. Other Business

- a. (Dan) Presentation to WCMHS and getting front-line feedback.
 - i. How to capture stakeholder feedback like this?
- b. (Michael) Conversation w/Chief on process RE: rooting out extremism?