



TOWN OF SHREWSBURY

Richard D. Carney Municipal Office Building
100 Maple Avenue
Shrewsbury, Massachusetts 01545-5398

MINUTES

Monday, June 14, 2021 at 7:30 PM

Important Notice: Pursuant to Governor Baker's March 12, 2020 Order Suspending Certain Provisions of the Open Meeting Law, G.L. c. 30A, §18, and the Governor's March 15, 2020 Order imposing strict limitations on the number of people that may gather in one place, this meeting of the **Diversity, Equity & Inclusion Task Force – Public Safety Subcommittee** will be conducted via remote participation to the greatest extent possible. All meetings and hearings listed in the agenda will also be done so through remote participation. Specific information and the general guidelines for remote participation by members of the public and/or parties with a right and/or requirement to attend this meeting can be found on the town's website, at www.shrewsburyma.gov/coronavirus. No in-person attendance of members of the public will be permitted, but every effort will be made to ensure that the public can adequately access the proceedings in real time, via technological means. In the event that we are unable to do so, despite best efforts, we will post on the town's website an audio or video recording, transcript, or other comprehensive record of proceedings as soon as possible after the meeting. To listen to this meeting, dial [1 540-835-0258] and enter the following pin: [237 405 895#]. Please mute your device.

**Diversity, Equity and Inclusion Task Force
Sub-Committee: Public Safety**

Minutes

Monday, June 14th, 2021 at 7:32pm held remotely via Google Meet

In Attendance-

DEI Task Force Committee Members:

Donna Jarrell
Juan Acosta
Kelly Joseph
Beth Casavant

Absent:

Elizabeth Hylton

1. Call to Order:

The meeting began at 7:36pm after majority of members were present.

2. Meeting Minutes:

Approval of meeting minutes for 6/2/2021.
Motion to approve submitted by Juan Acosta
Motion seconded by Beth Casavant

Minutes approved with all unanimous vote.

3. Agenda items:

Agenda Item - Recommendations

- Juan Acosta shared his recommendations: End civil service in Shrewsbury, end role of School Resource Officer (SRO), create permanent DEI committee, and create public safety engagement board.
- Donna Jarrell shared her recommendations: Improve diversity, hire social worker, community oversight related to DEI, and encourage police to be more pro-active communicating with the public.
- Beth Casavant agreed with the following recommendations: Ending civil service, adding social workers, and agrees with the public safety engagement board.
- Kelly Joseph agreed with the civil service recommendation. She also stated she is concerned with the political process related to the proposed recommendations. She also mentioned the policy review that Chief Anderson had mentioned during his meeting the public safety sub-committee, and she wants to equity lens applied to this upcoming review. Another statement was the wish to have a local entity (EDI committee or otherwise) to review on-going policies that are put in place as a result of the work from this committee. Kelly would like to see a board put in place, mainly geared towards review and enforcement of the new established policies. She is concerned with the SRO recommendation; since she has seen this process play out in the town she works and has not seen the process play out well. Kelly asked Juan to discuss further the SRO recommendation.
- Juan Acosta discussed the SRO recommendation further, and asked that a further discussion on this topic occur on the next meeting, to allow time for members to read the recommendation proposals he put together.
- Kelly Joseph talked about police duties and how they may not be focusing on mental health issues. She would like to see service calls for mental health issues addressed by a non-police entity, as long as there is no physical threat. She asked that we focus on the root causes for the need of police (such as economic factors, etc.).
- Donna Jarrell related the story of the community member she found walking that needed help, the issue being a non-emergency, and which she decided to help, while another person had called the police. She agreed that police should not have to answer to such calls. Also, she expressed concern for the new app (See it, Send it).
- Kelly Joseph stated she hopes there would be funding for health services, such as mental health issues.
- Donna Jarrell made a comment on how our recommendations overlap. She also mentioned that we may need to discuss the recommendations further in order to flesh out what success looks like and what measurers are need to make such a determination.
- Donna Jarrell made a comment about prioritization. She stated we need to look at the recommendations both in the short term (such as those that will give quick results) and the long term. She also pondered what the report will look like once completed.
- Kelly Joseph asked a question about formatting of the report.

- Beth Casavant recommended the question be posed to the DEI committee chairs regarding format style.

- Donna Jarrell wondered if we should follow the format of the quarterly reports submitted by the DEI committee chairs.

- Beth Casavant suggested the report contain an intro, a body of recommendations, and a discussion/conclusion section.

- Kelly Joseph stated she can provide a sample document to see if we wish to choose one of those formats.

Donna Jarrell suggested we make a first draft of the report, and based on the format of the quarterly report (Intro, recommendation, rationale, next recommendation, etc.)

- Beth Casavant mentioned the format of the Fiscal Study report from 2013, which she stated is 75 pages long. She briefly discussed the format of the fiscal study report and suggested our recommendation report be written by the community members at large and not just geared for the Board of Selectmen.

- Kelly Joseph also mentioned readability, since we don't want the language to be too complicated.

- Beth Casavant suggested having a glossary on the report.

- Donna Jarrell asked that Kelly provide a template for the report and also asked that Juan provide the recommendations from the meeting minutes. She stated we would have discussion at next meeting, and then start working on a draft.

- Kelly Joseph stated she re-thought her stance on the SRO recommendation, and that maybe we should still put forward this recommendation on the report.

Agenda Item – Proposed meeting with fire department chief Vuona

- Donna Jarrell asked about status of meeting with chief Vuona

- Beth Casavant stated there was mixed up, the reason for the absence of the fire chief.

- Donna Jarrell asked the group if we should proceed with holding a meeting with chief Vuona.

- Juan Acosta agreed that we should.

- Kelly Joseph also agreed that we should.

- Donna Jarrell stated that we will work on setting a date and time with chief Vuona

- Donna Jarrell and Beth Casavant discussed logistics regarding the scheduling of a meeting in person, since COVID emergency measures will be lifted at the end of today.

- Donna Jarrell mentioned potential dates for the meeting: June 29th or June 30th at 7:30pm (1 hour meeting). She mentioned the agenda would to review with chief Vuona the work of the DEI committee.

- Beth Casavant suggested a focus of diversity of the fire department
- Kelly Joseph suggested we ask chief Vuona to discuss his views on DEI issues.
- Beth Casavant asked how DEI affects the fire department.
- Donna made comment about diversity in the fire department
- Kelly Joseph also made comment about potential bias in the fire department
- Juan Acosta provided comment about culture of fire department and potential issues if no safeguards are in place.
- Kelly Joseph made comment about checking on the work of the employment sub-committee and asking questions on their work.
- Beth Casavant mentioned there is a directory, and she can reach out to an individual and ask questions.
- Donna Jarrell stated she will send guiding questions to fire chief Vuona for our meeting with him. She also discussed the agenda for the next meeting. She is hoping we have first draft of the report by next meeting, guided by the recommendations we discussed as stated on the meeting minutes.
- Kelly Joseph asked if Donna has to do to all the edits on the report draft or can she (Kelly) volunteer.
- Donna Jarrell stated that after the minutes are done by Juan, Kelly can put together draft for the recommendations into a report template.

Motion to adjourn – Beth Casavant
Motion seconded – Kelly Joseph

4. Adjourn
Meeting adjourned at 9:04pm

Minutes respectfully submitted by Juan Acosta

Referenced Material:

1. Chief Anderson follow-up questions from task force (1)
2. Citation Statistics (1)
3. Citation Statistics (2)
4. DEI Task Force – Subcommittee – Public Safety – Recommendations – J. Acosta

- Percentage breakdown of service calls & traffic stop data

Types of calls

REPORTED CRIMINAL INCIDENTS

REPORTED INCIDENT	2020	2019	2018	2017
Arrests	253	384	376	383
Arson	0	0	2	0
Assaults	41	60	74	90
B&E Residential	14	23	20	43
B&E Commercial	9	16	9	19
B&E Motor Vehicle	40	72	39	89
Child in Need of Service / CRA	42	39	21	13
Disturbance	517	448	319	307
Domestic	242	244	209	185
Hate Crimes	0	0	0	0
Harassment	94	122	109	120
Hit and Run	112	167	204	190
Identity Theft	843	135	135	91
Illegal Dumping	50	47	49	37
Larceny	135	130	192	208
Liquor Violation	1	0	1	1
Manslaughter	0	0	0	0
Murder	0	0	0	0
Narcotic	19	29	28	38
Rape	2	3	1	2
Restraining Order Violation	29	17	29	23
Road Rage	30	43	22	38
Robbery	5	4	2	8
Sex Offense	13	20	7	12
Shoplifting	105	95	67	74
Stolen Motor Vehicles	41	28	24	24
Vandalism	122	102	83	197

2020 SUMMARY OF SERVICE INCIDENTS

SUMMARY OF SERVICES INCIDENT	2020	2019	2018	2017
Accidents (Investigated)	733	1139	1126	1158
Accidents (Not Investigated)	13	24	12	16
Accidents (Fatal)	0	2	1	1
Alarms	899	1209	1214	1196
Animal Complaints	923	935	580	661
E9-1-1 Calls	6926	7220	6351	6446

E9-1-1 Hang Ups	1149	992	539	523
Firearms Permits Processed	531	493	425	358
Medicals	2744	2936	2697	2597
Mental Health	230	238	185	158
Missing Persons (Reported)	38	52	51	37
Parking Tickets	81	217	162	233
Handicapped Parking Violations	7	37	21	14
Opioid Overdoses	31	53	61	41
Protective Custody	35	36	37	30
Preserve the Peace	152	58	50	45
Remove Youths	3	0	0	2
Restraining Orders	176	157	144	105
Suicide (Attempted)	14	13	8	31
Suicide	5	1	4	2
Summon Served	85	137	234	168
Suspicious Person/Vehicle	1864	2106	2116	2524
Traffic Complaint	515	735	668	495
Unattended Deaths	37	34	21	28
Unsecured Private Buildings	76	63	64	88
Well Being Check	594	533	455	426

SUMMARY OF MOTOR VEHICLE INCIDENTS

SUMMARY OF MV INCIDENT	2020	2019	2018	2017
Attaching Plates	21	11	6	9
Breakdown Lane	18	39	60	32
Defective Equipment	12	39	84	99
Fail to Stop for School Bus	0	3	3	2
Inspection Sticker Violation	32	110	128	195
Junior Operator Passengers	0	1	5	4
Leaving the Scene of an Accident	11	26	30	17
Marked Lanes	55	74	127	138
Motor Vehicle Homicide	0	0	0	0
Operating Under the Influence Alcohol	20	41	66	44
Operating Under the Influence Drugs	3	9	6	9
Operating Without a License	52	74	66	97
Operating to Endanger	17	34	17	34
Red Light Violation	55	106	150	174

Refusal to Stop for Police	9	14	12	7
Child Restraint	1	7	15	7
Failure to Wear Seat Belt	6	18	34	59
Texting While Driving / Hands Free Law	34	7	8	-
Speeding	266	785	557	890
Stop Sign Violation	26	69	69	84
Suspended/Revoked Operator	51	59	102	102
Unregistered Motor Vehicle/Trailer	35	80	73	116
Uninsured Motor Vehicle	31	24	42	46
Using Without Authority	0	2	5	6
Other Miscellaneous Violations	218	108	529	717
Total Offenses	973	2,213	2,123	2,829
Total Citations	787	1,740	1,688	2,347

2020 ANIMAL CONTROL INCIDENTS

ANIMAL CONTROL INCIDENT	2020	2019	2018	2017
Dog Licensed	2427	2565	2587	2555
Dog Violations Cited	40	15	0	3
Dog Bites	23	15	15	21
Cat Bites	2	6	0	2

- Any available demographic information
Information will be sent in separate email
- **Officer complaint data (2017-2020)**
 - Type of complaint
 - Outcome of complaint

2017

- 1) Excessive force
Exonerated ie., the investigation discloses that an incident occurred but was lawful and proper
- 2) Use of Profanity
Sustained – Officer was counselled by supervisor

2018

No Complaints

2019

1) Rudeness complaint

Complaint was sustained Officer violated Rule 7.3-Courtesy- Administrative action taken

2) Excessive Force

Portion of the complaint was not sustained ie., there is insufficient evidence to prove or disprove the allegation further it was established that a portion of the complaint is exonerated ie., the Officers acted lawfully and properly.

2020

1) Complaint regarding Town of Shrewsbury parking by-law violation targeted enforcement

Portion of the complaint was not sustained ie., there is insufficient evidence to prove or disprove the allegation further it was established that a portion of the complaint is exonerated ie., the Officers acted lawfully and properly.

2) Complaint of verbal abuse by Officer on a call, and the use of Complainant's Mental Health to discredit complainant

Portion of the complaint was not sustained ie., there is insufficient evidence to prove or disprove the allegation further it was established that a portion of the complaint is exonerated ie., the Officers acted lawfully and Properly.

3) Excessive Force

Exonerated ie., The investigation discloses that an incident occurred but was lawful and proper

Demographics of current department staff

- Rank/position + gender + race/ethnicity

Name	Title	Employment Status	Ethnicity	Gender
Abbasia, Christopher	Police Officer	Full Time	White or Caucasian	Male
Amato, Kyle	Police Officer	Full Time	White or Caucasian	Male
Ames, Curtis	Police Officer	Full Time	White or Caucasian	Male
Anderson, Kevin	Chief	Full Time	White or Caucasian	Male
Andrews, Trevor	Police Officer	Full Time	Black or African American	Male
Anding, Taylor	Dispatcher	Full Time	White or Caucasian	Male
Belanger, Gary	Police Officer	Full Time	White or Caucasian	Male
Bourette, Brandon	Police Officer	Full Time	White or Caucasian	Male
Bousquet, Robert	Special Police Officer	Retired/Part time	White or Caucasian	Male
Bradley, Ryan	Police Officer	Full Time	White or Caucasian	Male
Brown, Paul	Police Officer	Full Time	White or Caucasian	Male
Brownell, Alicia	Police Officer	Full Time	Black or African American	Female
Busconi-Cabria, Lorraine	Special Police Officer	Retired/Part time	White or Caucasian	Female
Cameron, Adam	Police Sergeant	Full Time	White or Caucasian	Male
Cannistraro-Viegas, Maria	Dispatcher	Full Time	Hispanic	Female
Caola, Matthew	Police Officer	Full Time	White or Caucasian	Male
Capalbo, Peter	Police Officer	Full Time	White or Caucasian	Male
Cappucci, Michael	Police Sergeant	Full Time	White or Caucasian	Male
Carlin, Chris	Special Police Officer	Part Time	White or Caucasian	Male
Caviston, Kevin	Police Officer	Full Time	White or Caucasian	Male
Chabot, Robert	Special Police Officer	Retired/Part time	White or Caucasian	Male
Charland, Timothy R.	Police Officer	Full Time	White or Caucasian	Male
Chysna, Chad	Police Officer	Full Time	White or Caucasian	Male
Cronin, Daniel	Police Officer	Full Time	White or Caucasian	Male
Desimone, Alex	Police Officer-Academy	Full Time	White or Caucasian	Male
Distefano, Nicholas	Police Officer-Academy	Full Time	White or Caucasian	Male

Doherty, Karen	Dispatcher	Full Time	White or Caucasian	Female
Elmes, Keith	Animal Control Officer	Full Time	White or Caucasian	Male
Fahey, Cythia	Office Assistant	Full Time	White or Caucasian	Female
Fairbanks, Laurie	Dispatcher	Full Time	White or Caucasian	Female
Faucher, David	Police Sergeant	Full Time	White or Caucasian	Male
Finacom, Timothy	Police Sergeant	Full Time	White or Caucasian	Male
Frederick, Camden	Office Assistant	Full Time	White or Caucasian	Male
Gabriele, Anthony	Police Officer	Full Time	White or Caucasian	Male
Georgiadis, Dimos	Police Officer	Full Time	White or Caucasian	Male
Gerardi, Brian	Special Police Officer	Retired/Part time	White or Caucasian	Male
Giarusso, Margaret	Special Police Officer	Retired/Part time	White or Caucasian	Female
Gonet, Joseph	Special Police Officer	Retired/Part time	White or Caucasian	Male
Hester, Mark	Police Officer	Full Time	White or Caucasian	Male
Holmquist Randolph	Police Sergeant	Full Time	White or Caucasian	Male
Hubbell, Steven	Special Police Officer	Retired/Part time	White or Caucasian	Male
Kelley, Thomas	Dispatcher	Full Time	White or Caucasian	Male
Lawson, David	Dispatcher	Full Time	White or Caucasian	Male
Ljunggren, Ashley	Dispatcher	Full Time	White or Caucasian	Female
Lonchiadis, James	Police Lieutenant	Full Time	White or Caucasian	Male
Mattero, Matthew	Police Officer	Full Time	White or Caucasian	Male
McGinnis, Michael	Special Police Officer	Retired/Part time	White or Caucasian	Male
Mentzer, Scott	Special Police Officer	Retired/Part time	White or Caucasian	Male
Mroczek, Caitlin	Dispatcher	Full Time	White or Caucasian	Female
Napolitano, Lawrence	Police Officer	Full Time	White or Caucasian	Male
O'Connor, Michael	Police Lieutenant	Full Time	White or Caucasian	Male
Ostrander, Kevin	Special Police Officer	Part Time	White or Caucasian	Male
Palmatier, Jason	Police Sergeant	Full Time	White or Caucasian	Male
Paquette, Susan	Assistant to Chief of Police	Full Time	White or Caucasian	Female
Perna, Nicholas	Police Lieutenant	Full Time	White or Caucasian	Male
Pitro, John	Police Officer	Full Time	White or Caucasian	Male
Pratt, Alfred	Special Police Officer	Part Time	White or Caucasian	Male

Prouty, Samantha	Office Assistant	Full Time	White or Caucasian	Female
Regele, Timothy	Special Police Officer	Retired/Part time	White or Caucasian	Male
Rekemeyer, John	Police Officer	Full Time	White or Caucasian	Male
Rocco, Stephen	Special Police Officer	Retired/Part time	White or Caucasian	Male
Sklut, Brian	Police Officer	Full Time	White or Caucasian	Male
Sklut, Mark	Police Officer	Full Time	White or Caucasian	Male
St. Amand, Jason	Special Police Officer	Retired/Part time	White or Caucasian	Male
Svensden, Jeffrey	Police Officer	Full Time	White or Caucasian	Male
Thibodeau, Brian	Police Officer	Full Time	White or Caucasian	Male
Valliere, Shawn	Police Officer	Full Time	White or Caucasian	Male
Van Wagoner, Andrew	Police Officer	Full Time	White or Caucasian	Male
VanBeekom, Corey	Police Officer	Full Time	White or Caucasian	Male
Viera, Christopher	Police Officer	Full Time	White or Caucasian	Male
Vitols, Michael	Police Sergeant	Full Time	White or Caucasian	Male
Walker, Justin	Police Officer	Full Time	White or Caucasian	Male
Warwick, Kevin	Police Officer	Full Time	White or Caucasian	Male
Weigold, Kevin	Special Police Officer	Part Time	White or Caucasian	Male
Wester, Brett	Police Officer	Full Time	White or Caucasian	Male
White, Kurt	Dispatcher	Full Time	White or Caucasian	Male
Wnek, Daniel	Police Officer	Full Time	White or Caucasian	Male

- **Update on status of “Thin Blue Line” sticker** on SPD motorcycle helmet that was observed and reported by a concerned citizen

Was the helmet with the sticker found and removed? *The helmet was inspected and the sticker in question is a thin blue line flag sticker which is part of the helmets design. The thin blue line flag features a black and white image of the American flag with the horizontal stripe beneath the field of white stars on the black background. The stars represent the citizenry who stand for justice and order. The darkness represents chaos and anarchy, and according to some, a memorial to the deaths of those law officers who have perished in the line of*

duty. The Motorcycles are also used at funerals for Officers killed in the line of duty.

Was there any follow-up discussion/action with the officer whom the helmet belonged to? *No the sticker is part of the helmets design*

- **School Resource Officers**

Is there an SRO stationed at every school in town? If not all, which schools are SRO's present? *One SRO is assigned to the middle and elementary schools, One SRO is assigned to the High School*

What are the daily activities of SRO's?

- Worked to revamp the lockdown procedures and drills and simplify the steps*

- Reworked the reunification procedures*

- Coordinate the mock accident during prom season*

- Go into classrooms and speak with kids give them opportunity to ask a police officer any question*

- Work with kids working on presentations, role playing for their presentation*

- SRO are available during school day /lunches for students*

- Mentoring students*

- Interaction with students help them to see police in a different light*

- Participate on the (SWAC) Student wellness advisory committee*

- *Wellness checks on students at request of nurses & administrators*

- assist with parking and traffic issues during school year and during events ie: graduation, sporting events*

- *Investigate residency issues ex: An SRO determine a student did not live in Shrewsbury which*

- could have potentially cost the district more than \$80,000 for special educational service for the student*

- Member of the school crisis team which deals with sensitive issues around student deaths and other life crisis*

- Advise administration on school laws*

- Am SRO was able to obtain information that led to the arrest and conviction of the student who set a teacher car on fire and also set fire to a Northborough shopping mall*

- Advise students who are involved in motor vehicle accidents/ speeding incidents and how to navigate the process*

-

Is the five-year plan completed? If yes, can we be provided a copy? *The 5 year plan is still being worked on*

Please provide a status update on the department's work with Harvard educated lawyer John Chafter on the development of bias-free policing policy.

In 2021 the Shrewsbury Police Department sent all officers to Fair and Impartial Policing training (8 hours). This training was conducted by the Municipal Police Training Committee. Three Officers will be attending Active Bystandership For Law Enforcement (ABLE) Train the Trainer By Georgetown University. The Officers will train members of the department annually in active Bystandership For Law Enforcement (ABLE)

In addition to this, all supervisors attended training on police reform and bias-free policing, conducted by Attorney John Scheft. Attorney Scheft is the president of Law Enforcement Dimensions, which provides exceptional legal and human relations training to police officers, supervisors, commanders, and law enforcement personnel in Massachusetts. Sergeants conducted roll call training with the training that was received by Attorney Scheft.

In regards to wellness and mental health programs available to officers and staff, is the use of these programs voluntary? Or are there mandatory elements?

All Shrewsbury Officers have access to resources for mental health, stress management and critical incident counselling whenever needed. Counseling is encouraged and also mandatory depending on the specific incident and severity. Employees are allowed time off to attend counseling if needed.

Can we get a full list of all mandatory trainings for staff and the frequency that they are required (i.e. upon hire, annually, quarterly)?

Each year every officer must complete the following mandatory training:

CPR/First Responder

Defensive Tactics/Use of Force

Firearms training

Legal Update

Additionally, each year officers must complete several other mandatory trainings. The subjects of these training are chosen by the Municipal Police Training Committee, and change annually. In FY2021, these trainings were on the following subjects:

Domestic Terrorism

Implicit Bias

Responding to Pandemics and Similar Emergencies

Longevity in Law Enforcement (Officer Health and Wellness)

Town of Shrewsbury Citations By Race Report

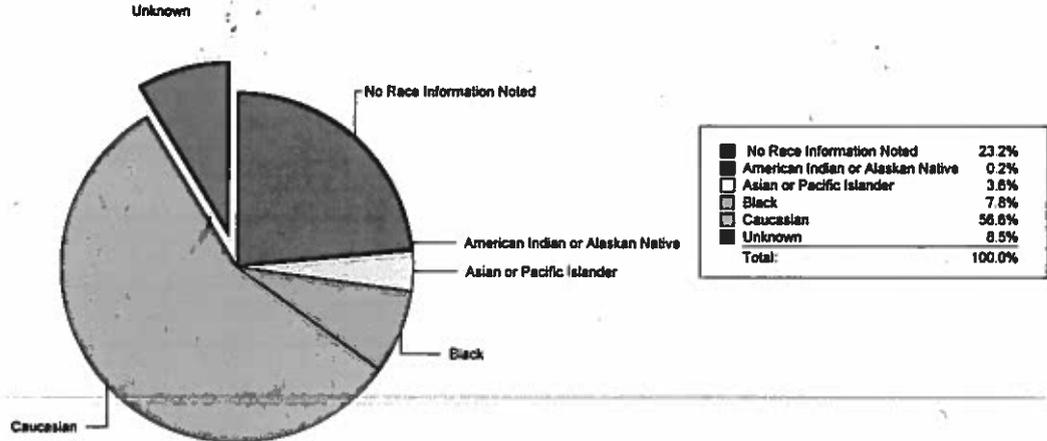
Printed: 6/9/2021 1:03 pm

From Date:01/01/2019 to:12/31/2019

Jurisdiction: Town of Shrewsbury

Department: Shrewsbury Police Department

Distinct Count of Citations by Race For Department: Shrewsbury Police Department



Town of Shrewsbury Citations By Race Report

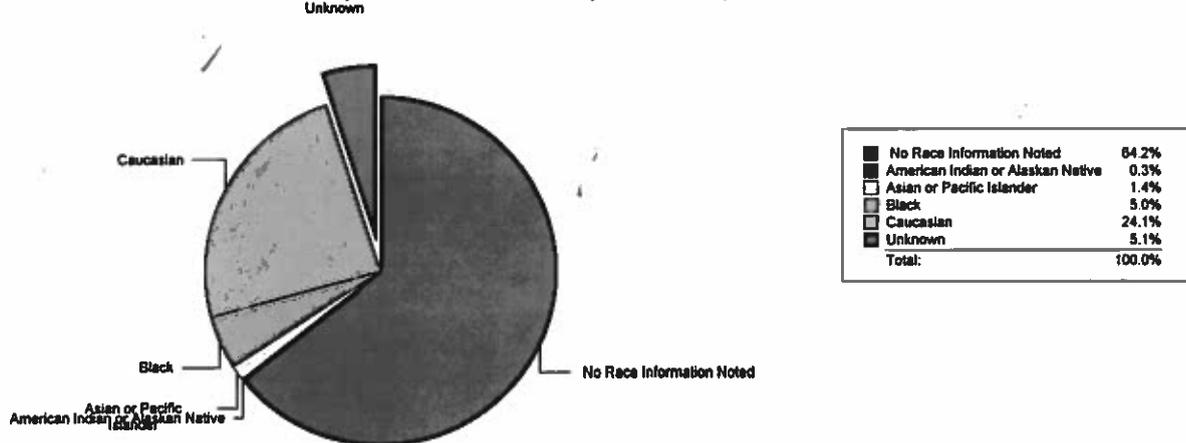
Printed: 6/9/2021 1:04 pm

From Date:01/01/2020 to:12/31/2020

Jurisdiction: Town of Shrewsbury

Department: Shrewsbury Police Department

Distinct Count of Citations by Race For Department: Shrewsbury Police Department



Town of Shrewsbury Citations By Race Report

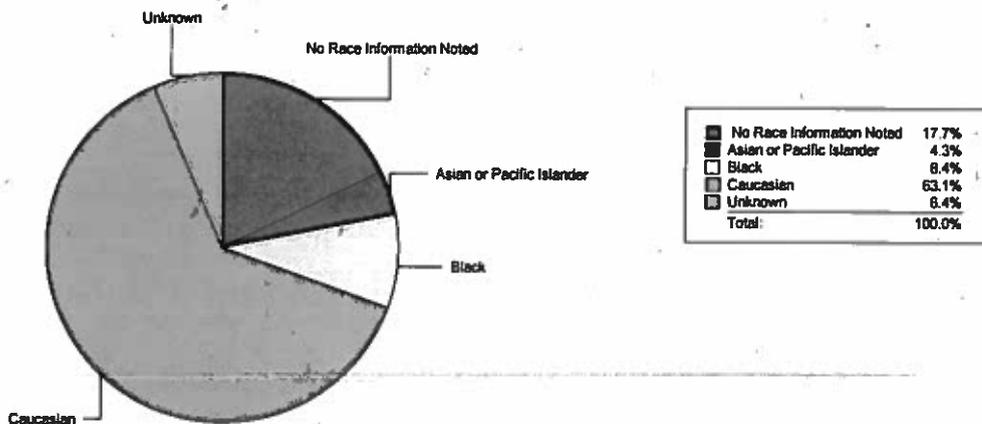
Printed: 6/9/2021 1:01 pm

From Date:01/01/2017 to:12/31/2017

Jurisdiction: Town of Shrewsbury

Department: Shrewsbury Police Department

Distinct Count of Citations by Race
For Department: Shrewsbury Police Department



Town of Shrewsbury Citations By Race Report

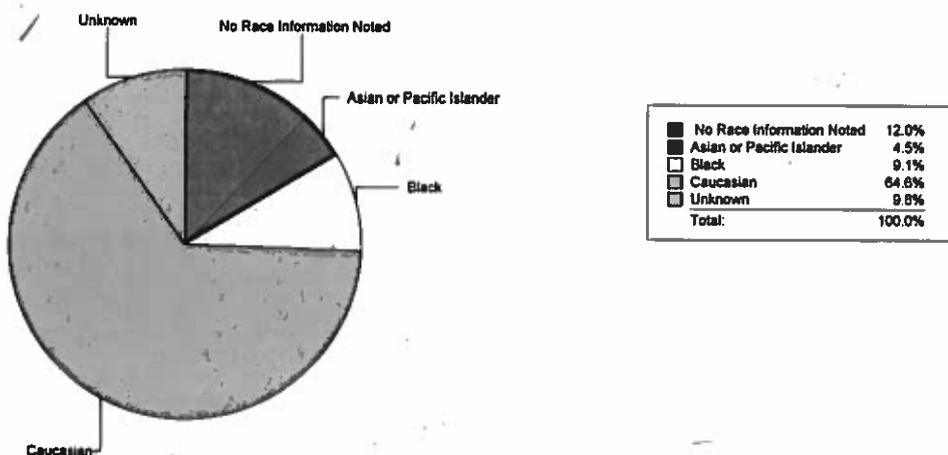
Printed: 6/9/2021 1:02 pm

From Date:01/01/2018 to:12/31/2018

Jurisdiction: Town of Shrewsbury

Department: Shrewsbury Police Department

Distinct Count of Citations by Race
For Department: Shrewsbury Police Department



Town of Shrewsbury

Diversity, Equity and Inclusion Task Force: Sub-Committee: Public Safety Recommendations - Submitted by committee member: Juan Acosta

#1 – End Civil Service in Shrewsbury

Initiate the process to have the town of Shrewsbury opt out of civil service. Begin the discussion process with the Board of Selectmen, town manager, town counsel and affected departments on the required steps to begin the process of disengaging from civil service, which eventually will require town meeting vote and legislative action at the state level, since it is an established state law.

The Massachusetts civil service law was enacted in 1884. This 137 year old law has not aged well. Although the law was enacted for the purpose of reducing political patronage and improving government operation (Miller, 2009), it appears these goals have been muted by the passage of time (Walters, 2000). It also appears like a subtle motivation for the enactment of the law, beyond its main stated goals, was to restrict the voting power of Irish laborers. It appears this law may have begun with discriminatory motives, as part of its deliberation and enactment (Miller, 2009).

In the present, the law has created two barriers to achieve a more diverse police force (and by extension other departments under civil service, such as the fire department). First, it creates a barrier in the hiring process and second, it provides protection for potential bad actors within the police department. On the first point, the set preferences and the required state civil service testing, has left police and fire departments not fully reflecting the make-up of their communities. If we focus on one category, race, we find that Shrewsbury is 70% white and the police department is 100% white (U.S. Census, 2010). If we look at Worcester, next door, their fire department is 90% white (Fosket Jr., 2021) while the city make-up is 55% white (U.S. Census, 2010). The chief of Shrewsbury police Kevin Anderson stated that if the town were removed from civil service, then the department would be able to hire from a diverse pool of candidates (Meeting minutes, 2021 March 22). Diversity goes beyond race. The categories of individuals that may be expanded, based on a more diverse pool of candidates, may include gender, place of residency, age, disability, national origin, educational attainment, and any other category the police chief and the town as a whole may deem important factors to help the police (and by extension the fire department) truly reflect the community it serves. On the second point, the civil service commission has found in favor of cops who have committed offences, and allowed them to request re-instatement to the force. In the case of a fired Braintree police officer, the Civil Service Commission stated ‘Although the actions of [Kelleher] are offensive, they do not justify his termination’ (Armstrong, 2000). In situations where the commission rules against the municipality, those municipalities are left with few options, such as appealing the commission’s decision, which can cause thousands of dollars. It is also believed that the Civil Service Commission may at times be hindering the ability of municipalities to overhaul their police departments (Armstrong, 2000). Situations like these do not make the prospect of having a case reviewed by the Civil Service Commission an appealing

one. Former Massachusetts governor Mitt Romney, while in office, had called for the abolishment of the [Civil Service Commission](Phillips, 2003). All together, the status quo needs to change. The town of Shrewsbury is subject to a law was enacted 12 years before the U.S Supreme Court decision of Plessy v. Ferguson, which legalized racial segregation. Legal segregation has since been outlaw in the United States, which shows we live in a different area, compared to 1884. Although no town bylaw, state law or court judgment can prevent the discriminatory thoughts (in their head) or feelings (in their heart) of individual persons, it is necessary that we hold persons in trusted public offices accountable, including government employees such as police officers; this would be better achieved without dealing with the adverse consequences of a law established 137 years ago.

#2 – End role of School Resource Officer

Review the current role of the School Resource Officer (two positions, one at the middle school and one at the high school), with School Committee, School Superintendent, and chief of police, and begin process to end the school resource office program. This role carries two potential tasks in the school setting: One of student engagement (mentoring), and one of school safety (enforcement)(Meeting minutes, 2021 April 15). The mentoring of students in a school setting should be performed by school teachers, school staff, and school administrators. Also, it is necessary to find ways to achieve school safety without having a permanent police presence in a school setting. The resources allocated for this role could potentially be re-allocated to add a social work staff member to the Shrewsbury police department.

Police have interacted in school settings loosely and on and off since the 1950's. In the modern era from the 1990's to the present, the presence of police officers in school has increased, mainly due to safety concerns (Muench, 2019). The School Resource Officer role (SRO) originated in Flint, Michigan for a way to address violence in school and build connections between youth and police. The role included visiting schools, but it did not have a permanent presence in a school setting (Muench, 2019). The term School Resource Office (SRO) was coined in 1963. The program did not do well during its first two decades. The rise in crime in the 1980's initiated federal funding for the program, and the incident in Columbine High School in 1999 created a higher demand for the role, again based on a need for school safety (Muench, 2019). As the number of SROs increased, the police officers assigned to these roles found 'a diverse expansion beyond security that encompassed many facets, but at times, were contradictory to one another' (Muench, 2019). These contradictions has led to a loosely defined role, which at times defers to the basic mission and training of a police officer, which is law enforcement. The incident at Sandy Hook was another event that created a demand for SROs, and in turn prompted additional federal funding for the program. (Muench, 2019). The National Association of School Resource Officers (NASRO), a trade organization for SROs defined the role as encompassing three responsibilities: law enforcement officer, counselor, and teacher. (Muench, 2019). Even though the SRO role has expanded over time as a consequence to school shootings nationwide, it has been found that the large portion of SROs work is related to bullying and cyber bullying, rather than preventing a

relatively low risk school shooting. (Muench, 2019). It turns out the ‘school- to-prison pipeline’ emanated from the inability of SROs to address student’s disruptive and dangerous behaviors, which caused SROs to enter students into the juvenile justice system (Muench, 2019).

Arriving now in the present, it has been found that the ‘school-to-prison pipeline’ is real, since the presence of an SRO increases the likelihood of expulsions due to disciplinary action (Pigott, 2016). Also, it turns out there is a racial component to the pipeline. A study on the subject found that the race of the student body affected the rate of expulsion from school. The results showed that as the number of white students goes up (as a percentage of total student population), the expulsion rate goes down (Pigott, 2016). This is concerning, since we all hope that race has no bearing on the educational process our children go through, but also that they are treated fairly and equitably, especially in a school setting. The SRO role plays a role in these student discipline dynamics. In a case study, it was found that from the three roles expected of the SRO (law enforcement, teaching, counseling/mentoring), the law enforcement role dominated the three roles performed. (Schlosser, 2014). Chief Kevin Anderson indicated during a conversation with the DEI Task Force – Public Safety Sub-Committee that the role of SRO in Shrewsbury is more of a mentoring role, but this does not match the main role of a sworn police officer, whom is responsible primarily with enforcing laws (Meeting minutes, 2021 April 15). In another study, it was found that SROs perceive their role as ‘vital to order maintenance’, leading them to believe that arrests are an effective punishment and deterrent for misbehaving students. Also, it was found that less experienced SROs believe that the juvenile justice system has ‘a positive effect on juveniles’ (Sands Hall, 2015). In my opinion, no juvenile should be in the justice system. Instead, they should be afforded counseling before (prevention) and after (restorative) an infraction is committed. One last area of concern, is the training provided to SROs. As part of an empirical review, it was found that SROs receive the least amount of training in the area of counselor and teaching roles, compared to law enforcement duties. The role emphasis is different, depending on priorities at the state level (law enforcement) or the federal level (education)(Javdani, 2019). Training in areas of teaching and counseling are very important parts of being in a school setting, but it seems it would be extra important if the individual wears a uniform, a badge, and a gun. To this point, it important to emphasize the perception a law enforcement agent brings to a school setting. As stated in one of my readings, “School Police Officers represent a workforce seemingly under prepared to achieve the goals of their work but also possess relatively high authority and discretion in responding to student behavior.”(Javdani, 2019). A police officer in a school setting does not go unnoticed, and neither is the potential misbehavior of youth by an SRO officer. One last thought on the subject. While pondering the role of the SRO and weighing its potential benefits and negative impacts, I posed a question in my mind: Why are there no firefighters (or EMS personnel) in the school system, engaged in teaching, mentoring, and community building safety? Regardless of the answer to the hypothetical question, the question itself goes to the root of why this discussion is important, and why we need to have a discussion on the true purpose of having an SRO program in Shrewsbury in the first place.

#3 – Create permanent DEI committee

Create standing DEI committee to address current, ongoing, and future issues. Be able to review implementation and potential impact of adopted recommendations. Be able to communicate with the Board of Selectmen, Town Manager, and town committees and boards to address DEI issues. Be able to discuss DEI issues with DEI committees (or similar body) from neighboring towns, to get additional perspective on issues on a regional basis.

#4 – Create Public Safety Engagement Board

Create a Public Safety Engagement Board, comprised of members of our public safety departments* (some volunteer spots, some filled on a rotating bases, with personnel from different levels of department rank) and members of the community. It is recommended there be an equal division of members from public safety departments and members of the community. The purpose of the board would be to discuss research and develop community engagement events, where members of the community can engage in conversation, fun activities, or serious discussions about current DEI topics that may be affecting the community in relation to the public safety departments. The focus of these actions is to increase awareness of our public servants, and be able to engage on a one-on-one level, and bring knowledge and understanding regarding the tough (and sometime emotional issues) we face in today's society. A public safety engagement board would be in line with the stated goal of chief Anderson's plan of implementing a 21st century policing model (Meeting minutes, 2021 March 22), which as one of its goals is to create listening opportunities with the community being served. Misunderstanding and mistrust are corrosive, and detrimental to a cohesive community. The hope is to see eye to eye and acknowledge each other's humanity, based on common understanding, and foster stronger community bond through shared engagement and self-reflection.

*Public Safety Departments – Police Department, Fire Department, and if possible also include the Emergency Management Department.

REFERENCES:

- Armstrong, D. (2000, May 21). Second chance for bad cops chiefs say civil service thwarts discipline. *Boston Globe*.
- Armstrong, D. (2000, May 22). Civil service panel criticized as unprofessional, pro-union. *Boston Globe*.
- Armstrong, D. (2000, July 31). Courts overturn firings by state police. *Boston Globe*.
- Foskett Jr, S.H. (2021, June 9). How to make police, fire more diverse? Recruitment is critical, group reports. *Worcester Telegram & Gazette*.
- Javdani, S. (2019). Policing Education: An empirical review of the challenges and impact of the work of school resource officers. *Am J Community Psychol.* 63 (3-4). 253-269.
- Meeting minutes: *Meeting of the Diversity, Equity, and Inclusion Task Force – Public Safety Sub-Committee*, Town of Shrewsbury. (2021, March 22).
- Meeting minutes: *Meeting of the Diversity, Equity, and Inclusion Task Force – Public Safety Sub-Committee*, Town of Shrewsbury. (2021, April 15).
- Miller, E. H. (2009). They Voted Only for the Spoils: Massachusetts Reformers, Suffrage Restrictions, and the 1884 Civil Service Law [Abstract]. *The Journal of the Gilder Age and Progressive Era, Vol. 8, No. 3.* 341-363.
<https://www.jstor.org/stable/40542837>
- Muench, C.T. (2019). A qualitative exploration of the school resource officer's role in two K-12 school districts. (Publication Number: 27547269). [Doctoral dissertation, Lindenwood University]. ProQuest Dissertations and Theses database.
- Phillips, F. (2003, August 29). New head of Massachusetts civil service commission resigns. *Boston Globe*.
- Pigott, C. (2016). School resource officers and the school-to-prison pipeline: Discovering trends of expulsions in public schools. (Publication Number: 10163309). [Thesis, University of Louisiana at Lafayette]. ProQuest Dissertations and Theses database.
- Sands Hall, M. (2015). Functionality of school resource officer arrests in schools: Influencing factors and circumstances. (Publication Number: 3742829). [Doctoral dissertation, Capella University]. ProQuest Dissertations and Theses database.

REFERENCES:
(Continued)

Schlosser, M. (2014). Multiple roles and potential conflict of school resource officer: A case study of the Midwest Police Departments' school resource officer program in the United States. *International Journal of Criminal Justice Sciences, Vol. 9, Issue 1.* 131-142.

United States Census Bureau. (2010). QuickFacts Shrewsbury and Worcester [On-line]. Available:
<https://www.census.gov/quickfacts/fact/table/worcestercitymassachusetts,shrewsburytownworcestercountymassachusetts/PST040219> (June 12th, 2021)

Walters, J. (2000, September). Toward a high-performance workplace: Fixing civil service in Massachusetts. *Pioneer Institute for Public Policy Research*. White paper No. 13.