

**Some Goals, Hopes, Visions for our Safety and Equity Board
and our process of developing it**

1. Involve a wide range of citizen input throughout our taskforce process and the work of the Board
2. Listen leading to Action (Give the public a voice and influence in how policing happens). A part of coaxing feedback for all of Town Government
3. Make the complaint/compliment process clear, accessible, safe, and leading to effective investigation, embracing mistakes and successes, and remediation as needed
4. Remember we are all human
5. Recommend & perhaps participate in police training based on what the Board learns from the community, the BPD and data
6. Provide independence to the board from outside control, and access to the people and information needed to accurately evaluate criticisms
7. Understand and interface with the internal BPD complaint process - perhaps creating a timetable for the external (Safety & Equity Board) complaint process, and a spreadsheet to be revised monthly to monitor the complaints in process.
8. Front-End and Back-End Accountability with regular review of policies and practices and follow up with other programs responding to needs
9. Help police to discern when police should intervene, when others take the lead, and how they work together (taking off from the recent State Use of Force policies and trainings)
10. Not “feelings enforcement”- helping citizens to respect diversity and freedom to be themselves
11. Build transparency while respecting confidentiality, and working out the conflicts between them
12. Rebuild trust where it is missing and sustain it

13. Focused collection and processing of data that will help achieve our goals (e.g. traffic stop data, body camera footage, other data initiated by the board or BPD)
14. Be Fair to all - Identify biases (including implicit ones) among BPD, then train and supervise to transform them
15. All police welcoming, respectful, and concerned for the safety of all people. Police are often the first or only representatives of our town visitors and citizens meet.
16. Service over self - increase a service-minded attitude among BPD officers and dispatchers
17. BPD members develop excellence in listening and communicating
18. Active collaboration with groups and agencies with needed skills and resources
19. Build a sense of Community and Community Policing
20. Create a board of people skilled in data analysis, legal expertise, mental health background, understanding of marginal lives and the systems and experiences that create them
21. Protect the liability of board members
22. Encourage Officer Support and Well-being
23. Educate the community about police work (e.g. Ride Alongs or...) A Community - Civilian Police Academy, for officer and board member
24. Increase collaboration with people who are marginalized by race, gender, income, illness, abilities...to understand and empower them.
25. Recruitment: develop practices that entice people who look like our community to join our police; perhaps looking for fellow citizens who would make good police officers.

11/1/21