

Draft V.3: the Composition of the Safety & Equity Board:

Red Text is recent additions

Seek a diversity in the group's members by

Age: (16 and up) with the hope to have one youth member

Gender - Sexual Identity

Ethnicity and Race

Socio-economic Status

Education (formal and informal)

Seek Awareness, Experience, and/or Training-Practice in the following:

• Behavioral Health:

Mental Health,

Substance Use Disorder,

• Domestic Violence.

- *Skill to review reports and identify trends that will inform board recommendations to, and work with the BPD* and/or skills with data and statistical analysis
- Skill with mediation and conflict resolution
- Experience with restorative justice
- Knowledge of the law - lawyer or experience in the legal system
- Experiences with policing both positive and negative
- Experience with the criminal justice system
- Experience with discrimination, unequal treatment, or preferential treatment

Expected Attributes of Board Members

- a high level of objectivity - impartial decision making
- ability to think in balanced, unbiased ways
- *able and willing to function independently of influences outside of the board itself.*
- a strong commitment to strengthening police-community relationships
- a readiness to help community members be heard
- demonstrated experience maintaining confidentiality
- a willingness to learn
- *communicates effectively (listening as well as speaking)*

No active members of our police force, nor active officers of the town government will serve on the board until 4 years after their service is completed.

• **Under consideration: No person with current or active legal charges or presently serving time will be appointed to the board.**

Members will be appointed by the Select Board.

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Number of members: 7 members with a quorum of 4

Residency in the town of Bennington or a strong, long time relationship with the Town of Bennington

Term Length and Limits: initial members will be appointed for 2 or 3 year terms to allow for rotating appointments.

Future appointments will be for 3 years or to complete the term of a person they are replacing. No one may serve more than 6 years consecutively. After three years not serving, a person may be reappointed.

No more than 3 or None of the members of the taskforce may be appointed to the initial board. *Diverse thoughts about whether to have any members of the taskforce on the board. Concern to not have some members more familiar with the system and having undue influence.*

The Select Board will require references for applicants to verify attributes of applicants and their experience, training and practice in preferred areas.

Requirements of participation:

Must attend 75 % of the meetings of the board (in person or by zoom). Three unexcused absences in a year will be considered as resigning.

Training:

Initial Training

the ways the board functions,
open meeting laws

*all current policies related to safety and equality
and the current resources available to the BPD.*

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Ongoing training: Each member will participate in

-one four-hour ride-along experience per quarter to better understand the work of the BPD
-at least one training with members of the police force a year for the purpose of evaluating the training experiences

Removal: a person may be removed from membership by a majority vote of the board if they no longer meet the requirements of membership.

Vacancies before expiration of term. If a seat on the board becomes vacant, it shall be filled in accordance with the procedure outlined above in this ordinance. The appointee who fills the vacancy will serve the remainder of the term of the person whose seat they are filling,

Compensation: Members of the board shall be compensated at the same rate as Select Board members.

Resource people

Our sub-committee did not prefer to have non-members (from the police or agencies) as regular participants in deliberations.

The board may request outside help through a town staff member to address areas of concern to understand issues and options for addressing them.

Recommendations Not in our section:

The board will meet at a minimum of once a month. If there are not many reviews the board will have time to work on its other functions.

To discuss: possible sunset aspects

Sarabeth, Clark, Ben & Marsh Rev. 11.30.21