

**Draft as of 12/9/21**

## **Purposes for the Board**

### **1. Rebuilding and sustaining trust:**

by listening to our community and taking prompt action,  
by strengthening transparency while guarding confidentiality, and  
by conducting reviews free from external influences and control.

### **2. Increasing levels of communication, collaboration, and even-handedness:**

by working with Police to understand the needs and challenges of our community, while unifying police with community sectors and organizations in shared visions and work,  
by identifying and rectifying biases through training & supervision  
by educating the community about the police work  
and by supporting the well-being of officers.

### **3. Building accountability:**

by developing a clear process and timetable for reviewing and investigating complaints and compliments and reporting those findings and recommendations to the Select Board for further dissemination and action, and  
by updating policies and procedures to address perceived needs, monitoring compliance, and scheduling regular policy reviews.

### **4. Creating an approach of respect and service among officers and dispatchers:**

by developing excellence in listening and communicating and  
by treating all people with dignity,  
**and recruiting new officers who reflect our town's mission and vision, and who resemble our community's diversity.**

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Sarabeth, Ben, Clark & Marsh