

With regard to each of the issues identified below, the consultant will:

1. Review and report on the most relevant resources—reports, websites, organizations, articles, etc. and their recommendations for effective and equitable municipal policing
2. Review and report on procedures and practices employed by other municipal police departments and other entities with regard to these issues, with a special focus on new initiatives and on those with the greatest potential to increase racial equity.
3. Review information provided by the APD and other local groups, and/or collected by the CSWG, that are relevant to any of the issues below.
4. Identify model policies, by-laws, and written statements of practice that might be used in developing specific recommendations for Amherst.
5. Suggest recommendations for the CSWG to consider including in its August report. Where relevant, offer options or identify key decisions to be made by the CSWG in developing recommendations for Amherst.
 - a. Identify where desirable practices are already in place in the APD and where changes to the APD should be recommended

SUMMARY – DETAILS APPEAR BELOW

Issues, questions, tasks

1. Resident Oversight Board
2. Community Policing
3. Racial Justice – Dismantling White Supremacy
4. Data – Collection, Public Access, Transparency
5. Traffic Control – alternatives to police
6. Police Policies
 - a. Use of force
 - b. Consent searches – should they be forbidden? Required evidence of informed consent?
 - c. Pretextual stops
 - d. Police overtime, workload, and “outside” employment
 - e. Scale of response to situations – how many officers/patrol cars should be on the scene
 - f. Firearm policies – especially alternatives to “shoot to kill”

Examination of APD

(Consultant will examine the APD and other comparable police departments and identify issues and offer recommendations)

7. Contracts, legislation, and accreditation
8. Training, Supervision and Accountability
9. Organizational structure of APD

10. Other APD programs – what is successful and what should be eliminated
11. Mutual aid arrangements with UMass Police
12. Hiring practices and racial diversity

DETAILS

Issues, questions, tasks

1. Resident Oversight Board:
Review the research provided by 7th Gen with regard to resident oversight of police and community safety and conduct any needed additional research to determine:
 - a. How has the power and effectiveness of resident police oversight bodies sometimes been limited and how can those limitations be avoided?
 - b. How can confidentiality of resident complaints and of employee records be dealt with while complying with Massachusetts Open Meeting Law requirements within a robust citizen oversight arrangement?
 - c. Research information from other municipalities about how such boards are constituted and best practices for them.
 - d. Include attention to how the APD handles resident complaints, and how transparent they are in their handling of complaints.
2. Community Policing – which aspects should be discontinued by the APD and what, if any, aspects of community policing should be continued or adopted in Amherst:
 - a. Analyze the research gathered by 7th Gen regarding community policing and conduct any additional research to determine what aspects of it, if any, are achieving their goals and are appropriate, for Amherst, particularly as Amherst seeks to increase racial equity and inclusion
3. Racial Justice – Dismantling White Supremacy
 - a. What steps are other communities taking to address eliminating racism and bias in policing that might be adopted by Amherst?
 - b. What changes might be made to enable the APD to go beyond being “un-biased” to being actively anti-racist and playing a pro-active role in dismantling systemic racism and white dominant culture in the town of Amherst?
 - c. How should training, supervision, and accountability in the APD be revised so that the department comes to understand its mission to be pro-actively anti-racist, consistently engages in de-escalation, behaves at all times with complete respect for BIPOC, eliminates any racial disproportionalities in stops, arrests, searches, etc, and eliminates any differential treatment that favors white residents of Amherst.
4. Data – Collection, Public Access, Transparency.
 - a. Identify communities that are doing a good job of collecting and reporting data publicly, that includes racial breakdowns, etc.
 - b. Analyze current APD data collection processes, including with regard to racial equity, and the sharing of data with the public and make recommendations for changes where deemed necessary

- c. Provide information on how to make data from APD (and CRESS) transparent and easily available to the public on an ongoing basis.
- 5. Traffic Control – alternatives to police
 - a. Research alternatives to police in traffic control.
 - b. Explore examples around the country of traffic control responsibilities being assumed by entities other than the police and any models that reduce the number of police-citizen interactions that result from vehicle stops.
 - c. Explore elimination of ticketing for traffic violators--community service or donation to non-profit organizations in lieu of paying traffic tickets.
- 6. Police Policies
 - a. Use of force- explore model policy from Campaign Zero. Should this be adopted in Amherst?
 - b. Consent searches – should they be forbidden? Required evidence of informed consent?
 - c. Pretextual stops
 - d. Police overtime, workload, and “outside” employment
 - e. Scale of response to situations – how many officers/patrol cars should be on the scene
 - f. Firearm policies – especially alternatives to “shoot to kill”

Examination of APD

- 7. Contracts, legislation, and accreditation
 - a. The consultant will review the current contracts of police officers and police leadership in Amherst and identify any aspects of those contracts which might limit the Chief of Police, a citizen Police Commission, or other Town officials in implementing changes in policy and practice and/or creating effective citizen oversight of the APD.
 - b. The consultant will identify any constraints on police reform and citizen oversight that may exist in current state law or the accreditation process, including the recent Massachusetts police reform legislation.
- 8. Training, Supervision and Accountability
 - a. Evaluate APD accountability and supervisory practices with regard to their ability to ensure implementation of stated policies by police on the street. This will include evaluating whether or not the consequences for both minor and major failures to implement policies by a member of the APD are appropriate, and are implemented rigorously.
 - b. To the extent possible examine discrepancies between the APD’s written statements and actual practice
 - c. What level of supervision, accountability, and consequences exist to ensure that what is learned in training is used consistently in policing, and that appropriate action and/or discipline is taken when implementation of approved policies and training recommendations does not occur?
- 9. Organizational structure of APD

- a. Investigate the organizational structure of the APD and the number of officers not typically engaged in patrol or response to calls, compare this to other police departments, and make any appropriate recommendations.
- 10. Other APD programs – what is successful and what should be eliminated or changed
- 11. Mutual aid arrangements with UMass Police
 - a. Explore the possibility of negotiating an agreement that requires UMass Police to adhere to APD policies and practices while providing mutual aid in Amherst.
- 12. Hiring practices and racial diversity
 - a. Include information about best practices for hiring, retaining, and supporting a racially diverse police force.

The consultant will meet regularly with the CSWG and with its subcommittees as needed. The consultant will be responsive to priorities established by the CSWG and collaborate with members of the CSWG who are engaged in aspects of the tasks above.

Work to be concluded and submitted in writing no later than August 2, 2021.