

**TOWN OF WEST HARTFORD**  
**Action Plan for Improving Community Engagement & Trust**  
**September 2, 2020**

No.	Action / Decision	Lead Staff	Status	Next Steps
1.	Conduct & participate in community engagement efforts to educate the community and to solicit input regarding departmental operations	TM Hart, Chief Riddick	We have participated in the following efforts since July 8th: Community Conversation with Town Manager; Collaborated with DCF in a community conversation with DCF youth. Posted warnings on the police website regarding "Zoom bombing." Emailed Zoom warnings to WH houses of worship.	Continue panel presentations & other community virtual conversations; increase utilization of social media and the PD webpage. The scheduled August Noah Webster House panel was postponed due to the storm Isiasis. We are working with Noah Webster House to reschedule the event for late September / early October.
2.	Review existing use of force policies and revise as deemed necessary	A/C Terra	Use of force policies have been updated and are in accordance with Compliance to Law Enforcement Standards & Practices.	Continue departmental refresher training on approved use of force techniques and prohibited chokeholds. Ensure that our use of force policies are in accordance with the new Police Accountability Law.
3.	Ensure that all permissible departmental policies are available online.	A/C Terra	All use of force policies have been updated and are available online. Currently five policies are online. A departmental training video has been created depicting prohibited chokeholds.	Continue to update and post departmental policies online. Show the prohibited chokeholds training video to PSC and post on the PD website.
4.	Related to the transparency goal, develop a report with data on use of force, performance measures, and other key	Capt. Perruccio; Lt. Rocheleau	WHPD had identified NexGen and PowerBi to generate reports. WHPD has produced a sample use of force report for the	Present the report to the September 2 <sup>nd</sup> PSC and then post the approved report on the PD webpage.

	statistics to share with Council and the public		September 2 <sup>nd</sup> PSC meeting to include: total number of use of force incidents; type of force used; gender of subject; race of subject, age of subject; injury to subject.	
5.	Review the organization and composition of citizen review board, and recommend any revisions to the Town Council	TM Hart; Chief Riddick; A/C Terra	We have evaluated and assessed 24 different types of citizen review boards from across the nation.	We are in the final stages of completing a draft report that will be vetted through corporation counsel. We plan on having a final draft ready for approval during the October 7 <sup>th</sup> PSC meeting.
6.	Pilot/demo various body cameras over the next 6-8 months and include an appropriation to purchase cameras in the FY 22 budget or CIP.	Chief Riddick; Capt. Perruccio	We have gathered several management and union MOUs from area police departments. We have contacted six body camera vendors to set up product presentations.	We will continue to work with the WHPD Union to craft a body camera MOU and to identify potential product vendors.
7.	Review equipment acquired through 1033 program and recommend policy changes as deemed necessary	A/C Terra; AC Coppinger	An inventory of all 1033 equipment in our possession has been conducted. The PD possesses 21 groups of items. Including, but not limited to medical bags, sleeping bags, rifles, weapon lights, and jaws of life. We have temporarily suspended WHPD's participation in the 1033 program.	The PD will be returning 19 rifles to the Military. We are awaiting further instructions from the military.
8.	Review police department's responsibilities related to human services to determine if some duties should be assigned to other municipal departments or agencies. Develop opportunities	A/C Coppinger	We are currently undergoing this review; reassignment of some of these services may have collective bargaining implications. We will also explore options to	Determining if the following duties should be assigned to other municipal departments or agencies: Lift Assists/ Resident Assists; Welfare/Wellness checks;

	to expand community policing activities within the patrol division.		enhance existing community policing units.	Landlord/Tenant disputes. Identifying action steps to expand community policing activities into the patrol division.
9.	Increase minority hiring to better reflect town demographics	TM Hart, HR, Police Admin.	We have elicited the assistance of the following organizations/groups in an effort to recruit minority officers: NAACP; several members of the Black and Puerto Rican Caucus; Hispanic Coalition; WHAASCO; Clergy. We have recruited on Hartford's Journalism & Media Academy Magnet School's radio station; Hartford's Hot 93; and area college campuses.	Continue to work with HR to increase our targeted efforts to reach our underrepresented groups. Specifically, we will focus on improving our recruitment of Hispanics and Asians, who are severely underrepresented, and continuing our efforts to recruit more Black and female candidates.