

TOWN OF WEST HARTFORD
Action Plan for Improving Community Engagement & Trust

May 5, 2021

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	Participated in the following: March 18 th participated in an Autism Speaks discussion on best practices for interacting with autistic persons.	Ongoing efforts to participate in panel discussions & other community virtual conversations; increase utilization of social media and the PD webpage
2.	Review existing use of force policies and revise as deemed necessary	A/C Terra; Chief Riddick	Assistant Chief Terra is assigned to the POSTC Use of Force Training Sub-Committee that will develop a curriculum to train officers statewide on the new use of force standard.	Use of Force Training Sub-Committee is finalizing the curriculum and training requirements. WHPD will ensure that all relevant policies are in accordance with applicable laws.
3.	Ensure that all permissible departmental policies are available online.	A/C Terra; Lt. Rocheleau	All Use of Force Policies were updated and are available online. A departmental training video was created depicting prohibited chokeholds. The video is accessible on the police department website.	Continue to update and post departmental policies online.
4.	Related to WHPD's desire to be transparent, develop a report with data on use of force, performance measures, and other key statistics to share with the public safety committee (PSC) and the public.	Capt. Perruccio; Lt. Rocheleau	WHPD has utilized NexGen and PowerBi to generate reports. WHPD has produced a sample use of force statistical report. Data will include: total number of use of force incidents; type of force used; gender of subject; race of subject, age of subject; injury to subject or officer.	Present the information to the PSC during the May 5 th meeting.

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; Corporation Counsel	Create a training program for CPRB members.	Submit to PSC for review and approval.
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	WHPD management and union have signed a MOU for a body cam pilot program. WHPD participated in several bodycam/dashcam presentations and have selected three vendors for testing and evaluating. WHPD has completed testing with Axon and is currently conducting a T&E with Motorola. Panasonic will be the last product to be tested.	WHPD intends on concluding T&E and make a selection by July 1, 2021. WHPD will be applying for a state grant to cover 30% of the Town's cost for the body cams.
7.	Review equipment acquired through 1033 program and recommend policy changes as deemed necessary	A/C Terra; Lt. Rocheleau	WHPD has temporarily suspended its participation in the 1033 program.	WHPD has received approval from the military and will be returning 19 rifles to an army base in Michigan. The rifles will be transported within the next 3 – 4 weeks
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 to expand community policing activities within the patrol division.	Lt. Vafiades; Chief Riddick; Astrid Calderon, WH Social Services Manager; Helen Rubino-	We are currently undergoing this review; reassignment of some of these services may have collective bargaining implications. We will also explore options to enhance existing community policing units. With the assistance of Mayor Cantor WHPD entered into a partnership with Interval House to provide services with victims of	Ongoing discussions with WH Social Services regarding collaboration on the following issues: Lift Assists/ Resident Assists; Welfare/Wellness checks; Landlord/Tenant disputes. Identifying action steps to expand community policing activities into the patrol division. Implementation of a panhandling initiative involving

		Turco, Director of Leisure Services	domestic violence. An Interval House social worker is embedded at WHPD once a week.	panhandling signage directing the public to donate to various shelters and various public assistance agencies.
9.	Increase minority hiring to better reflect town demographics	TM Hart; HR; Police Admin	<p>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.</p> <p>We have recruited on Hartford's Journalism & Media Academy Magnet School's radio station; Hartford's Hot 93; and area college campuses.</p> <p>Recently met with the Director of Diversity and Inclusion at the University of Saint Joseph. Also had discussions with the VP of Diversity and Inclusion at the University of New Haven.</p>	<p>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.</p> <p>Develop a digital flyer and social media initiative to recruit persons of color.</p>