

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

**November 3, 2021**

<b>No.</b>	<b>Action / Decision</b>	<b>Lead Staff</b>	<b>Status</b>	<b>Next Steps</b>
1.	Conduct & participate in community engagement efforts to educate the community and to solicit input regarding departmental operations	TM Hart; Chief Riddick	<p>Participated in the following: Autism Speaks discussion on best practices for interacting with autistic persons.</p> <p>In addition, Participated in Facebook Live panel discussions &amp; other community virtual conversations; increase utilization of social media and the PD webpage.</p> <p>Community Resource Officers completed an eight week CT Institute for Youth Police course facilitated by the University of New Haven. The officers provided a PowerPoint presentation to the PD command staff and subsequently to the Public Safety Committee regarding a pilot community engagement program targeting the Hillcrest neighborhood.</p>	Implementation of the program in February of 2022. Outreach into the West Indian American community. Chief Riddick will participate in radio interview specifically geared to the West Indian community.
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 has developed a curriculum to train officers statewide on the new use of force standard.	Continued rollout of the training department-wide using Power DMS and in-person.

			WHPD will ensure that all relevant policies are in accordance with applicable laws. Officers attended a six session De-Escalation Through Confidence Course.	
3.	Ensure that all permissible departmental policies are available online.	A/C Terra; Captain 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. Currently nine policies are posted on the PD webpage: Social Media; Drug Testing; Use of Force; Use of Deadly Force; Investigation of the Use of Force; Fair and impartial Policing; Police Pursuits; Citizen Complaint Procedure; Crowd Management
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. 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.	Completed.
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	Citizen Police Review Board (CPRB) orientation outline was submitted and approved by the Public Safety Committee. CPRB was provided the approved orientation during their June and July (2021) scheduled meetings.	Complete "ride alongs" and simulator training for CPRB members.

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. Rocheleau	WHPD management and the union have signed a MOU for a body cam pilot program. WHPD participated in several bodycam/dashcam presentations and selected three vendors for testing and evaluating. WHPD has completed testing with Axon, Motorola, and Panasonic. Bodycams have been purchased using ARPA funds.	WHPD will be applying for a state grant to cover 30% of the Town's equipment costs for the body cams. Delivery of the cameras have been delayed due to a supply chain bottleneck.
7.	Review equipment acquired through 1033 program and recommend policy changes as deemed necessary	A/C Terra; Captain Rocheleau	WHPD has temporarily suspended its participation in the 1033 program. WHPD received approval from the military and will be returning 19 rifles to an army base in Michigan.	The rifles were returned to the military on May 5 <sup>th</sup> 2021
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-Turco, Director of Leisure Services	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 domestic violence. An Interval House social worker is embedded at WHPD once a week.	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.  The social worker will also participate in and observe the Use of Force training provided to sworn personnel.

			<p>Implementation of a panhandling initiative involving a regional approach to address this issue.</p> <p>In partnership with Social Services, WHPD has hired a social worker who will collaborate with the police department. She has been equipped with a police radio and has participated in the PD's ride-along program.</p>	
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 &amp; 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>Administered a four week College Police Academy in June/July 2021.</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> <p>Conduct open houses and citizen's academies.</p>

			Supervisors and Command Staff participated in a Police Engagement Program training facilitated by Stratford Police officials and approved by POSTC.	
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