

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

February 2, 2022

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	<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 & 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>	<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.</p> <p>Participated in the Dedication to Community Training hosted by the Hartford Police Department. Three WHPD management personnel and two community members engaged in relationship building and community & police partnerships. WHPD and the community participants will provide a summary of the training as well as discuss the relevance to the Town of West Hartford.</p>
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	Completed

			<p>officers statewide on the new use of force standard.</p> <p>Continued rollout of the training department-wide using Power DMS and in-person.</p> <p>WHPD will ensure that all relevant policies are in accordance with applicable laws. Officers attended a six session De-Escalation Through Confidence Course.</p>	
3.	Ensure that all permissible departmental policies are available online.	A/C Terra; Captain Rocheleau	<p>All Use of Force Policies were updated and are available online.</p> <p>A departmental training video was created depicting prohibited chokeholds. The video is accessible on the police department website.</p>	<p>Continue to update and post departmental policies online.</p> <p>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</p>
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	<p>WHPD has utilized NexGen and PowerBi to generate reports.</p> <p>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.</p>	Completed.
5.	Review the organization and composition of citizen review	TM Hart; Chief	Citizen Police Review Board (CPRB) orientation outline was	Complete "ride alongs" and simulator training for CPRB members.

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	board, and recommend any revisions to the Town Council	Riddick; A/C Terra; Corporation Counsel	submitted and approved by the Public Safety Committee. CPRB was provided the approved orientation during their June and July (2021) scheduled meetings.	Three internal affairs reports were submitted to the CPRB and the police findings were sustained.
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 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.	Body cameras are in stock and Axon representatives have begun training police personnel.
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 th 2021	N/A

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	<p>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.</p> <p>The social worker will also participate in and observe the Use of Force training provided to sworn personnel.</p>	Social worker is in the field responding to calls for service and conducting follow-ups.
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</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>Conduct open houses and citizen's academies.</p> <p>Digital flier is completed and distributed on social media.</p>

			<p>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>Supervisors and Command Staff participated in a Police Engagement Program training facilitated by Stratford Police officials and approved by POSTC. Develop a digital flyer and social media initiative to recruit persons of color.</p>	
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