



**MEDFORD, MASSACHUSETTS
MAYOR BREANNA LUNGO-KOEHN**

THE CITY OF MEDFORD'S SOCIAL JUSTICE ROADMAP

MISSION STATEMENT

The City of Medford is committed to ensuring equity and accessibility of all City services, resources, programs, meetings and events, regardless of race, ethnicity, sexual orientation, religion, age, language ability, economic situation, or immigration status.

Particularly as the City looks to undertake a comprehensive overhaul of the City website and communications platforms in the interest of transparency, this webpage has been created to create, collect, and maintain all information, documents, and responses to the community related to the City's policies, plans, and actions to address racism as a public health emergency. This page will be updated regularly, and we welcome community feedback and questions.

GOALS

To address institutional and systemic racism, ensure equity and inclusion, and continue the City's work to be anti-racist, the City will continue to work across departments and with external organizations and agencies to address equity in all areas, including but not limited to:

Health & Well-Being

- Through interdepartmental and external agency collaboration, address social determinants of health. According to the World Health Organization, "**Social determinants of health** are the conditions in which people are born, grow, live, work and age." These circumstances are shaped by the distribution of money, power and resources at global, national and local levels.
- Identify, address, and provide additional supports to residents in need of health and social wellness interventions through the City's HUB Team which brings together City departments and community agencies to provide assistance to residents in crisis;
- Through the Food Security Task Force, work to address issues around food insecurity and equitable access to health food. The concepts of equity and inclusion are incorporated into all food security planning. Recommendations for improving food security in Medford were developed before the COVID 19 pandemic available in the Food Plan, available at www.medfordma.org/food-resources-in-medford/



MEDFORD, MASSACHUSETTS
MAYOR BREANNA LUNGO-KOEHN

- Through the Municipal Vulnerability Program grant, work to assess and address community resilience to climate change with a focus on supporting vulnerable populations.
- In February, the City [pledged to work to make the City hunger free by 2025.](#)

City Government

- Increase trainings and professional development for all staff on diversity and equity, and as possible offer similar training opportunities to the general public;
- Enhance and increase outreach efforts, including all forms of communication as well as virtual and in-person meetings;
- Increase diversity in hiring, and on City Boards and Commissions;
- Apply an equity lens in all policies and procedures, including review/updating of existing policies and procedures;

Policing

- Conduct a comprehensive review of policies and procedures within the Medford Police Department, ensuring that they meet the needs of all residents, and with a critical focus on issues of concern recently raised (i.e. Use of Force Policies);
- Formalize policies and bein use of body-worn cameras.
- Explore opportunities to increase the diversity of Police Officers and review alternative means of hiring outside of Civil Service system;
- *To see all goals of the Medford Police Department, visit <https://medfordpolice.com/goals/>.*

Transportation

- Work with local, state partners to identify and address inequities in access to transit.
 - Creating a dedicated bus lane on Mystic Ave. during rush hours to increase access to rapid transit, jobs and services.
 - Complete Streets Program: Complete Streets are designed and operated to provide safety and accountability for all road users, including pedestrians, bicyclists, and vehicles. Complete Streets principles contribute to the safety, health, economic viability, and quality of life in a community by providing accessible and efficient connections to school, work, retail, jobs, and resources.



MEDFORD, MASSACHUSETTS
MAYOR BREANNA LUNGO-KOEHN

- Safe Routes to Schools: Creating safer walking routes to our neighborhood schools through traffic safety enhancements which also slow vehicle traffic.

Housing

- Advance the City's Housing Production Plan, and continue to identify and address barriers to affordable housing. The City of Medford is creating a plan looking at housing in Medford, also known as a Housing Production Plan (HPP). This plan will look at the community's current housing needs and brainstorm ideas for ways to create a mix of housing types for different income levels. It will also act as a roadmap to have a minimum of 10 percent of year-round housing stock that is deed-restricted as affordable. To see a short video by the Medford Housing Production Plan Committee about what a Housing Production Plan is, visit <https://youtu.be/8Ne2DJcgTnc>.

The HPP Committee working on the plan specifically reviewed survey results for their demographic spread before releasing to the public, and based on disproportionate responses from lower income, renters and people of color, increased outreach efforts to those populations.

The Housing Production Plan effort included translating the survey into Spanish and Haitian Creole, requested Medford faith leaders to help with the distribution to under represented minorities, and specifically asked the Medford Housing Authority to distribute the video and survey in all three languages.

- The City has partnered with [ABCD](#) and [Housing Families](#), and provided money to assist residents through CDBG funding. Throughout the COVID-19 health crisis, both organizations have provided critical support to residents, including emergency rental assistance and pro-bono legal services.
- *additional information coming soon.*

Business / Community Development

- As the City begins a comprehensive planning process (later this year), the City and its partners will ensure all residents are represented and have input into the plan which will shape the City's plans for the future.
- *additional information coming soon.*



**MEDFORD, MASSACHUSETTS
MAYOR BREANNA LUNGO-KOEHN**

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The information below includes action steps the City has taken or that are currently under review date to address racism and the social determinants of health that disproportionately impact BIPOC, reports compiled, questions we have received from the community, and more. These will be updated on an ongoing basis.

SUMMARY OF ACTIONS TAKEN and ITEMS UNDER REVIEW

(Recent) Actions Taken to Date

- [June 2020: Racism declared a public health crisis in Medford](#)
- June 2020: City/Police Department commit to “8can’twait” campaign
 - *Note: Medford PD, as a matter of practice, already adhered to the recommendations laid out in the campaign, so “committing” to the campaign is only reinforcing the Department’s commitment to continuing its existing practices and to strengthening existing policies.*
- [June 2020: Mayor Lungo-Koehn signed onto Mayor’s Pledge by the Obama Foundation to review City/police use of force policies](#)
- [June 2020: First of several Community Conversations with Human Rights Commission, Medford Conversations](#)
- [August 7: City, Police Department expand options for reporting civil rights, discrimination violations to include reporting outside of police department.](#)
- [Resiliency Hub report released, focuses on social determinants of health and lays out next steps for climate resiliency](#)
- May - September 2020: Conducted a [Citywide Housing Production Plan Survey](#) to determine Medford’s current housing needs and brainstorm ideas for creating a mix of housing types for different income levels. It will also act as a roadmap to have a minimum of 10 percent of year-round affordable housing stock. The survey was available in multiple languages, and received almost 900 responses.



**MEDFORD, MASSACHUSETTS
MAYOR BREANNA LUNGO-KOEHN**

Ongoing Efforts

- Review & update policies
 - Medford Police Department policies – comprehensive review underway. As part of ongoing review, the Department will revise the language of and/or reporting requirements for policies such as use of force, de-escalation, and “duty to intervene.” The Medford Police Department already fully utilizes and trains on these tenets, however our written policies can and should be more clear about these policies and as such we’re already in the process of revising and posting these policies publicly.
 - City’s hiring policies – updates underway; Office of Diversity & Human Resources newly established, developing and/or updating policies for public posting.
- Expanding required training for all staff (police and city); currently reviewing options.
- Expand Police / Human Rights Commission’s monthly community meetings
- Develop more comprehensive outreach strategies and policies including translation of services and materials, expanding and enhancing meeting times and locations to be more inclusive, updating website for better transparency and accessibility.
- Medford High School Visioning Committee being relaunched
- Pursuing funding options to implement body-worn cameras in MPD. Police unions agreed to the use of body-worn cameras in 2017 contract negotiations.
- Developing a Climate Action and Adaptation Plan, with a focus on equity and inclusion
- In 2020, began a Comprehensive Planning process that should and will be inclusive and representative of all community members.
- Meetings with community leaders / activists
- Requests to USPS to remove racially insensitive mural from Medford post office
 - *Update: mural has been covered.*

MAYOR’S INITIATIVES, ACTION ITEMS and STATEMENTS

Actions Taken to Date

- [Declaration of racism as public health crisis](#) – June 17, 2020

(continued below)

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**MEDFORD, MASSACHUSETTS
MAYOR BREANNA LUNGO-KOEHN**

- [Signed onto the Mayor's Pledge by the Obama Foundation](#), committing to address use of force policies
- Signed onto a pledge by the [Massachusetts Area Planning Council \(MAPC\)](#) committing to [take action on systemic racism](#) – July 21, 2020
- Committing to additional, annual required training for all staff
- [Co-hosted the first of several Community Conversations](#) with the Medford Human Rights Commission, and Medford Conversations.
 - We plan to host additional community conversations in the coming weeks and months.
- Convened an internal working group to review and update existing policies and practices. The group currently includes staff from the following departments, and we also work collaboratively with community organizations and agencies via the Mayor's Big Table.
 - Mayor's Office
 - Police Department
 - Board of Health
 - Office of Diversity & Human Resources
- Expanded the role of the Office of Diversity by merging with the newly created Office of Human Resources
 - Through the [FY21 budget process](#), the Office of Diversity was merged with a new office of Human Resources. With this change in office organization, the roles and responsibilities of the Office of Diversity have been expanded to include functions of a city Human Resources division, and to increase diversity and accessibility across City government. With the creation of the Office of Diversity and Human Resources, the City established stronger policies for expanding diversity and equity on City's Boards and Commissions, and filled vacant positions on several boards and commissions. This was delayed by the Covid-19 pandemic, but work has begun again this summer and we will be updating policies online as soon as they are finalized.
 - The Office of Diversity and Human Resources aims to attract a diverse pool of applicants to work in a high performing municipal environment. The Office strives to ensure that all community members are afforded equal protection under the law through the oversight of laws and regulations relating to affirmative action, contract compliance, fair housing, disability, and human rights. We plan to hire an additional position in this office to support and enhance the work in both areas.



MEDFORD, MASSACHUSETTS
MAYOR BREANNA LUNGO-KOEHN

- [Relaunched the MHS Vision Committee](#) to ensure the committee is truly representative of the students, faculty, and staff.
- Through the FY21 budget process, the City added a translation line item to the City budget. As of September 2020, the City has transferred \$10,000 to this line item for translation and interpretation. We are exploring ways in both the short- and long-term about services for translation of all materials as well as in-person and online meetings.
- Ongoing meetings with community organizers & leaders
- August 7: City, Police Department [expand options for reporting civil rights, discrimination violations to include reporting outside of police department.](#)

Statements

- June 3, 2020: [Joint statement on racism with Schools, Police, Office of Diversity](#)
- [Statement in response to hate speech following rally on July 15](#)

City Policies

- Hiring policy (*to follow*)
- Boards & Commission recruitment (*to follow*)
- Accessibility / opportunity of all programs and services (*formal policy to follow*)
 - *Medford city services are available to all residents, regardless of race, ethnicity, sexual orientation, religion, age, language ability, economic situation, or immigration status.*

POLICE DEPARTMENT POLICIES, REPORTS, and RECENT STATEMENTS

Policies

Existing Policies

The Medford Police Department's current policies can be found at www.medfordpolice.com/welcome. As part of our ongoing review, the Department will revise the language of and/or reporting requirements for policies such as use of force, de-escalation, and "duty to intervene." The Medford Police Department already fully utilizes and trains on these tenets, however our written policies can and should be more clear



**MEDFORD, MASSACHUSETTS
MAYOR BREANNA LUNGO-KOEHN**

about these policies and as such we're already in the process of revising and posting these policies publicly.

Policy Review Process

The department is committed to updating and to modifying all of our current policies and procedures and rules and regulations that regulate the operations of this department to ensure they are up to date and best meet the needs of our community while adhering to applicable state law(s). This process began last year and has been fast-tracked. The public posting of these policies on [our website](#) will be an essential part of our transparency and accountability process. It is the goal of the department to complete the review of all policies and procedures. A priority will be to review and revise the Use of Force policy.

Policy review is completed in several steps:

1. Initial review and edits are undertaken by MPD command personnel.
2. Final internal review is conducted by the Chief of Police.
3. Work with Unions over impact of any policy change.
4. The MPD has partnered with the HRC since 2019 to develop a process for reviewing all police policies. The police department intends on publishing all completed and reviewed policies on its website.

Actions to Date

1. **Diversifying Our Staff.** In support of our goal to fill the ranks of the Medford Police Department with a more diverse workforce to include race, gender, language, life experience and cultural background, the police department has partnered with the Office of Diversity and Inclusion to recruit a new, more diverse group of officers. In 2018 the Medford Police Department hosted a recruitment event designed to attract diverse candidates to the police job. The police department is committed to a continued recruitment effort over the next several years in order to ensure police effectiveness and to improve our understanding of our own diverse community of Medford.



**MEDFORD, MASSACHUSETTS
MAYOR BREANNA LUNGO-KOEHN**

2. **Vote on Body-Worn Cameras.** In 2017, the Medford Police Patrolmen's Association and the Medford Police Superior Officers Association agreed through the collective bargaining process to implement the use of body-worn cameras. As of July 2020, the MPD and Mayor's Office are pursuing potential funding opportunities to implement body-worn cameras in the department. An update will be provided by the end of December 2020. The police department and its member officers are in agreement that the use of such cameras would benefit the community as a whole.
 - *Update as of October 15, 2020:* The Medford Police Department submitted an application to the Community Impact IT grant program. Through the application, the Department is requesting a one-time allocation of \$200,000 which would be used to support first-year costs such as hardware, software, storage and licenses. You can [read the full application, here.](#)
3. **Created a Health and Human Services Unit.** The Medford Police Department has benefited greatly through its initiative to develop a Health and Human Services Unit, staffed by highly trained, sworn police officers, within our department. They work closely with Medford's Office of Prevention and Outreach to deal with a myriad of cases and diverse populations within our community with regard to substance use disorder, behavioral health, alcohol and substance use among juveniles, homelessness and other social issues. The Medford Police Department is committed to growing our response to these issues by completing our mission of training 100% of our officers in Mental Health First Aid and in Crisis Intervention training. The development of these programs have increased our capabilities to effectively address the associated challenges within our community.
4. **Partnership for Advancing Leadership Skills (PALS) Program.** In 2019 the Medford Police Department partnered with the Medford Public Schools and created a new K-5 program called PALS (Partnership for Advancing Leadership Skills). The purpose of the program is to advance leadership skills within students through enhanced student social-emotional learning and increasing police presence within the schools. Social-emotional learning teaches children to recognize and understand emotions, manage those feelings, make relationships with others, increase social awareness, and build empathy for others. It also increases student's ability to attend to their academics. We are

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MEDFORD, MASSACHUSETTS
MAYOR BREANNA LUNGO-KOEHN

incorporating the evidence-based concept of utilizing police officers in schools to increase positive youth development with the Medford Public Schools long standing dedication to a robust social-emotional learning curriculum. It is the Medford Police Department's goal to build this program in support of our youth and our schools. The increased presence of police officers within the schools will hopefully decrease student and parent anxiety and increase the sense of security and familiarity with police officers.



**MEDFORD, MASSACHUSETTS
MAYOR BREANNA LUNGO-KOEHN**

It will also enhance the school and police connection, and allow more officers to engage with students.

The Medford Police Department has a long-standing history of teaching drug and alcohol resistance education in our schools. The Police/School partnership is now moving to utilize the evidence-based Michigan Model to teach the curriculum entitled: Alcohol, Tobacco & Other Drugs. This curriculum pairs nicely with the social-emotional units already being used and enhances the decision-making strategies for all students. The program will also provide education on vaping, refusal skills, media influence, effects of tobacco & alcohol and the benefits of abstaining. A select group of Medford Police Officers have been trained on the Michigan Model to ensure proper comprehension and delivery of the curriculum.

5. **A new Use of Force Policy** will explicitly ban the use of chokeholds and neck compression techniques. The policy will create new systems for reporting use of force and will allow the department to better review associated statistical data surrounding all forms of use of force by its officers. Additionally, there will be clear and explicit requirements upon all officers and employees to intervene and report when they witness misconduct. The new Medford Police Use of Force policy will mirror the Eight Can't Wait program which many believe is an important first step to reducing police use of deadly force.
 - While we do not train in their use, there will be an explicit ban on chokeholds and neck compression techniques.
 - De-escalation techniques are part of our current training programs. We will continue to train officers that distance and good communication will lead to less use of force.
 - Officers are trained to issue verbal commands and warnings and will always attempt to warn individuals prior to using any level of force, provided that they have the time and opportunity to do so. There may be, however, some very limited instances, where it is impossible for officers to provide a warning prior to using force, such as when doing so is necessary in order to preserve human life.
 - Officers may only use that level of force that is objectively reasonable based upon the totality of circumstances. This includes no force or less



**MEDFORD, MASSACHUSETTS
MAYOR BREANNA LUNGO-KOEHN**

lethal force. Officers will always attempt to use the lowest level of force in order to effectuate the lawful objective.

- This department will hold police officers accountable if they allow another officer to illegally or improperly use force. All officers are trained and required to intervene when they recognize that any other officer or supervisor, of any rank, is acting contrary to the law or policy. There will be an explicit policy requirement related to all employee's duty to intervene.
- Officers are not permitted to shoot at a moving vehicle, except in the very limited circumstance where doing so is required to defend themselves or another when the occupants of the vehicle are employing deadly force.
- The Medford Police Department adheres to, and is trained on the Use of Force Continuum Model as presented by the Massachusetts Municipal Police Training Committee. De-escalation tactics are interwoven throughout this training.
- All officers and employees are currently required to report the use of force. The Medford Police Department is in the process of creating a new system of reporting that will allow for better statistical data.

6. Since March 2020, the Medford Police Department has had an officer assigned specifically to the Civil Rights Unit. As a result of Governor Baker's Executive Order No. 578 titled "*Reaffirming and Restructuring the Governor's Task Force on Hate Crimes*" the Medford Police Department appointed Officer Kevin Purifory to serve as the department's Civil Rights Officer. The Governor has required all police departments to appoint an officer who will review all reports for evidence of bias or hate. A hate crime has been defined as any acts or threats of violence, property damage, harassment, intimidation, or other crimes motivated by hate and bias and designed to infringe upon the rights of individuals. This department views these matters seriously and is now designating their identification and investigation as a high priority.

This officer works independently of regular investigations to understand, investigate, and follow up on complaints regarding civil rights, alleged hate crimes, etc. Officer Kevin



**MEDFORD, MASSACHUSETTS
MAYOR BREANNA LUNGO-KOEHN**

Purifory works independently of any related investigation to ensure impartiality in each civil rights investigation. He can render decisions independently of the outcome of any related investigation, identify biases, and makes specific recommendations to the District Attorney as needed if and when additional charges may be necessary.

Officer Purifory has five years of service with the Medford Police Department, and is a Veteran of the United States Coast Guard where he served as a Federal EEOC Investigator where he was tasked with investigating civil rights matters. Officer Purifory currently serves on a statewide team that works to create a training regimen for civil rights officers across the state.

In addition to his regular work as a patrol officer, as well as the roles of the Civil Rights Unit, Officer Purifory is currently undertaking a thorough review of investigation reports from previous years to identify any information that may have been overlooked as well as to identify if and how any investigation or response may have been handled differently. This will inform the future policies and practices of the MPD. Click [here](#) to see the Mayor's City Spotlight on Officer Purifory.

- 7. Monthly Community Meetings.** The Medford Police Department has historically offered monthly community meetings. Community meetings are traditionally held on the first Wednesday of every month at 6 p.m. The meetings are hosted by the Chief of Police. An update on current affairs is given and the community has the opportunity to discuss whatever they wish, in person, with the Chief of Police and his staff. You should always hear first-hand what the Chief of Police believes and what he hopes to accomplish. Likewise, all Chief's should hear what their community believes and what they wish to accomplish. Unfortunately, since the advent of COVID-19, the community meetings have

Currently Under Review

- MPD's policies, particularly Use of Force policies. As part of our ongoing review, the Department will revise the language of and/or reporting requirements for policies such as use of force, de-escalation, and "duty to intervene." The Medford Police Department already fully utilizes and trains on these tenets, however our written policies can and should be more clear about these policies and as such we're already in the process of revising and posting these policies publicly.



**MEDFORD, MASSACHUSETTS
MAYOR BREANNA LUNGO-KOEHN**

Reports

- Read Chief Buckley's full response to Mobilize Medford, [here](#).
- Visit www.medfordpolice.com/welcome for:
 - The MPD's current police on Use of Force
 - The MPD's mission statement
 - Role of the Medford PD
 - Department goals

Internal Affairs / Investigation / Complaints Processes

Any and all inquiries and complaints are investigated fully and on a case-by-case basis, whether they are made between private parties or there are complaints against MPD personnel. To access forms and/or to file a complaint, you can visit www.medfordpolice.com and click on "INFO REQUEST/FORMS," or call the MPD at 781-395-1212.

As part of a comprehensive review, the Medford Police Department will undertake the process of revising and updating its complaint process. The intent is to provide a prompt, fair and comprehensive investigation of complaints brought against members of the Medford Police Department.

Filing a Complaint Outside of the Police Department

The City of Medford has developed a supplemental process for residents who would like to file a complaint, but who may not feel comfortable filing a report directly with the Police Department. Complaints may also be filed through the Mayor's Office and the City's Office of Diversity & Human Resources by [filling out this form](#).

The City is also in the process of working with See Click Fix for any residents wishing to confidentially submit requests or complaints directly via that service. Please be aware that in order to fully investigate these reports, City staff may need to work with the police department on your behalf. We will never disclose information without your permission.



**MEDFORD, MASSACHUSETTS
MAYOR BREANNA LUNGO-KOEHN**

Statements

- June 3, 2020: [Joint statement by Mayor, Police Chief, Superintendent of Schools, City's Director of Diversity](#)
- May 30: [Chief Buckley statement on death of George Floyd](#)

Current Medford Police Department Trainings

Note: While some trainings must be conducted by and for law enforcement officers exclusively, other trainings can and should be offered by non-law enforcement entities. The City and MPD are exploring options to add new, required annual trainings for all staff.

1. **Implicit Bias, De-Escalation, Procedural Bias.** The Medford Police Department will continue to work within our community to understand cultural influences and to overcome unconscious biases. The department recognizes the need for all our employees to become more culturally competent. We recognize the need for Implicit Bias training for all our officers to better understand how unconscious biases can impact the way they are perceived in our community. Cultural Competency Training will enable officers to better communicate, interact and develop positive attitudes across cultures. The goal is to increase officer training to improve fairness, transparency, restraint, and impartiality when carrying out our duties.

Studies have shown that implicit bias training can lead to behavioral change. During 2019, officers integrated Implicit Bias training into our Crisis Intervention training, and our annual 40 hour in-service training. The goal moving forward is to train heavily on Implicit Bias, De-escalation and Procedural Justice. This past July and August the police department conducted training for its officers and civilian personnel in all three areas. This is just the start of the efforts to re-focus training on the areas of race, culture, and bias. The Medford Police Department will follow up on this training with additional training and commits to supplementing our training on race and bias with an outside independent party.

2. **Ethical Conduct.** The Medford Police Department is committed to achieving the highest standards in ethical conduct. We will implement continuous training on ethics and



MEDFORD, MASSACHUSETTS
MAYOR BREANNA LUNGO-KOEHN

leadership to guide our behaviors and decision making processes. Our goal is to exceed the standards of public expectation.

3. **Crisis Intervention Teams (CIT)** have come about as a result of the lack of mental health crisis services. Due to this lack of services, police officers often serve as the first to respond to an individual in mental health crisis. CITs create connections between law enforcement, mental health providers, hospital emergency services and individuals with mental illness and their families. By improving training and communication, officers can identify mental health resources for those in crisis. CIT also increases safety for those in crisis, officers, and the community. Some research has also found that CIT-trained officers are less likely to endorse the use of force. CIT training includes; Crisis Negotiation Skills, Implicit Bias training, Crisis Negotiation Skills and De-escalation training.
4. **Mental Health First Aid** is a skills-based training course that teaches participants about mental health and substance-use issues. The curriculum recognizes the symptoms of common mental illnesses and substance use disorders; de-escalating crisis situations safely, and initiating timely referrals to resources available in the community. Mental Health First Aid is listed in the Substance Abuse and Mental Health Services Administration's National Registry of Evidence-based Programs and Practices.
5. **Integrating Communications, Assessment and Tactics (ICAT)** is a training program that provides first responding police officers with the tools, skills, and options they need to successfully and safely defuse a range of critical incidents. Developed by the Police Executive Research Forum (PERF) with input from hundreds of police professionals from across the United States, ICAT takes the essential building blocks of critical thinking, crisis intervention, communications, and tactics, and puts them together in an integrated approach to training.

ICAT is designed especially for situations involving persons who are unarmed or are armed with weapons other than firearms, and who may be experiencing a mental health or other crisis. The training program is anchored by the Critical Decision-Making Model that helps officers assess situations, make safe and effective decisions, and document and learn from their actions. ICAT incorporates different skill sets into a unified training approach that emphasizes scenario-based exercises, as well as lecture and case study opportunities.



**MEDFORD, MASSACHUSETTS
MAYOR BREANNA LUNGO-KOEHN**

6. The Medford Police Department's **Firearms Training Unit** have received extensive training with regard to police officer response to critical incidents. The Firearms Training Unit incorporates de-escalation tactics into all training of Medford Police Officers. Training incorporates live fire range training, force on force scenario training utilizing air-soft weapons, simulated training scenarios utilizing live ammunition along with interactive video scenarios that require use of communication skills and de-escalation tactics. Training is reinforced through the use of training bulletins and roll call training. During each one of these training iterations, except for firearm qualifications, de-escalation training is woven into every scenario.

A memo issued from the Firearms Training Unit states: "At its core, the job of a Police Officer is to de-escalate all situations and make every attempt for them to be resolved peacefully. Every training evolution is designed with the skills required to achieve a peaceful outcome in mind. These training evolutions allow officers to think their way through tense situations in a safe environment and allow for a full debrief after each evolution. The Medford Police Department's Firearms Training Unit along with additional officers who have received specialized training, recognize and understand the importance of de-escalation and will continue to tailor all of our trainings with this important skill in mind. Through these training iterations, our goal is to better prepare our officer's to peacefully resolve the difficult situations they face daily."

In addition to the above department training, the Medford Police Department adheres to, and is trained on the Use of Force Continuum Model as presented by the Massachusetts Municipal Police Training Committee (MPTC).

Questions from the Community:

1. Can you reopen cases of police brutality?

It depends on the case and when it occurred/was reported. In some instances, there may be a statute of limitations on reopening investigations. In others, there may be an opportunity to revisit and investigate details. We would determine this on a case-by-case basis. If you have questions or concerns about reported cases of police brutality, we encourage all community members to contact us at 781-395-1212.

Upon review of these cases, our ability to act may be limited by law, contract and/or process. The Medford Police Department is committed to investigating any and all cases of police brutality and officer misconduct. A review of our current internal affairs and



**MEDFORD, MASSACHUSETTS
MAYOR BREANNA LUNGO-KOEHN**

complaint system is already underway. It is the intent of this police department to produce a new, transparent investigatory and review process to handle all complaints of police misconduct fairly. This new complaint procedure will be publically available on our website, www.medfordpolice.com

2. Will you release a full list of MPD employees?

Yes, the Police Department recently released this list. You can view it [HERE](#).

3. Can officers be removed from public schools?

We have heard from several past and current students, both directly and indirectly, about how the presence of uniformed officers in schools have an impact on social and emotional wellness. We take those concerns seriously and will review our existing policies and practices, and work with the school department and students and families to understand if and how our program can be strengthened in the best interests of all students.

By assigning a full-time School Resource Officer to the schools – one at MHS and one dedicated to all of the middle and elementary schools – the MPD and the School Department are striving to work proactively with students and families, building positive relationships and trust that would hope to provide comfort and support to students, not the reverse.

Within the last year, the SRO program has undergone significant changes to strengthen the program, and we hope to continue to learn, grow, and adapt the program based on students' needs.

According to Massachusetts law, "MGI c71 s37P: School Resource Officers (b) Every chief of police, in consultation with the superintendent and subject to appropriation, shall assign at least one school resource officer to serve the city, town, commonwealth charter school, regional school district or county agricultural school. In the case of a regional school district, commonwealth charter school or county agriculture school, the chief of police of the city or town where the school is located, in consultation with the superintendent, shall assign the school resource officer, which may be the same officer for all schools in the city or town."



**MEDFORD, MASSACHUSETTS
MAYOR BREANNA LUNGO-KOEHN**

In the recently enacted 2018 Criminal Justice Reform Act, the Commonwealth of Massachusetts has made the law clear, “School Resource Officers (SROs) shall not serve as school disciplinarians or in place of school counselors and the SROs shall not use their police powers for traditional school discipline issues, including non-violent disruptive behavior.”

The Medford Police SROs are required to complete certain training guidelines as outlined by the Commonwealth of Massachusetts. In addition to any basic and annual in-service training required of their officers by the Medford Police Department, SROs shall receive specialized training to promote their effectiveness working with children and youth in a school setting. Continuing professional development shall include instruction in the following areas:

- A. Child and adolescent development, including the impact of abuse, exploitation, violence, trauma, disability, poverty, and immigration status
- B. Conflict resolution
- C. Diversion strategies and practices

4. Does the Medford Police Department have a policy that bans the use of choke/strangle holds?

The MPD does not condone use of any kind of choke hold in policy or practice, nor does it include any form of choke hold in its training or practices. As of June 2020, the Department’s written policies are being updated to specifically include this language and more accurately reflect the Department’s practices. While we do not train in their use, there will be an explicit ban on chokeholds and neck compression techniques. These techniques are not part of the defensive tactics curriculum as instructed by the MPTC.

5. Does the MPD have a policy requiring de-escalation?

The MPD trains in de-escalation around all of our policies and operations, from tactical trainings to communications strategies, including for our civilian employees. That said, the MPD recognizes the need for additional work and ongoing review of de-escalation policies and practices.



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MAYOR BREANNA LUNGO-KOEHN**

Our officers are trained to de-escalate situations before resorting to the use of force. Officers are trained in the ‘Use of Force Continuum’ and de-escalation tactics are interwoven throughout this training. Officers are required to learn de-escalation during the MPTC recruit academy training program, and further, are required to undergo additional de-escalation training during the annual in-service training programs as required by the MPTC.

6. Does the MPD have a policy that officers must issue warnings before shooting?

Police officers will only use deadly force as a means of last resort to protect themselves and others from immediate threat of death or serious bodily injury. The basic responsibility of police officers to protect life also requires that they exhaust all other reasonable means before resorting to the use of deadly force. Although officers must be prepared to use deadly force when necessary, they should always do so with the highest degree of restraint. . An officer should exhaust every reasonable means of using the minimum amount of force before escalating to a more severe application of force, except where it is necessary to protect the officer from serious bodily injury or death. This includes verbal persuasion used by the officer to defuse a situation. Consistent with the standards set forth in *Graham v. Connor* and *Tennessee v. Garner*, officers may only use that level of force that is objectively reasonable based upon the totality of circumstances. Officers will always attempt to use the lowest level of force in order to effectuate the lawful objective and will attempt to warn individuals prior to using any level of force, provided that they have the time and opportunity to do so. There may be, however, some very limited instances, where it is impossible for officers to provide a warning prior to using force, such as when doing so is necessary in order to preserve human life

7. Does the MPD have a policy of exhausting all other options before shooting?

Police officers will only use deadly force as a means of last resort to protect themselves and others from immediate threat of death or serious bodily injury. The basic responsibility of police officers to protect life also requires that they exhaust all other reasonable means before resorting to the use of deadly force. Although officers must be prepared to use deadly force when necessary, they should always do so with the highest degree of restraint.



**MEDFORD, MASSACHUSETTS
MAYOR BREANNA LUNGO-KOEHN**

The citizens of the Commonwealth of Massachusetts have vested in their police officers the power to use deadly force in the exercise of their service to society. Police officers are allowed to use deadly force as a means of last resort to protect themselves and others from the immediate threat of death or serious physical injury. Even though all officers must be prepared to use deadly force when necessary, the basic responsibility of police officers to protect life also requires that the utmost restraint be exercised in its use, and that officers exhaust all other reasonable means before resorting to the use of deadly force.

8. Does the MPD have a “Duty to Intervene” policy?

This department will hold police officers accountable if they allow another officer to illegally or improperly use force. All officers are trained and required to intervene when they recognize that any other officer or supervisor, of any rank, is acting contrary to the law or policy. Failure to do so will subject an officer to discipline.

9. Will the MPD ban shooting at moving vehicles?

Officers are not permitted to shoot [j1] at a moving vehicle, except in the very limited circumstance where, consistent with the standard set forth in *Graham v. Connor* and *Tennessee v. Garner*, doing so is required to defend themselves or another when the occupants of the vehicle are employing deadly force, which the officer reasonably perceives as an immediate threat of death or serious physical injury to themselves or another (including situations where the vehicle itself is being used as a deadly weapon and the officer is unable to escape the path of travel), and the officer reasonably believes that they will not endanger innocent persons. It is imperative that officers not position themselves in such a way as to create a likelihood of being struck by an occupied vehicle.

10. Does the MPD require comprehensive reporting?

The department does require reporting, but current policies and procedures are currently under review and revision to ensure the policies are clear. Whenever a member of the Medford Police Department takes an action that results in, or is alleged to have resulted in, injury or death of another person; and/or the officer applies force through the use of any non-lethal weapons, he/she shall file a written report which shall be received and investigated according to the procedures outlined.



**MEDFORD, MASSACHUSETTS
MAYOR BREANNA LUNGO-KOEHN**

11. Will the City defund the police? Can funding from PD be reallocated to other places, like health or schools?

While the City recognizes the need for review and reform of policing policies in general, we do not believe that defunding the police is or should be the focus. The work that the MPD and the Board of Health, in partnership with area social service agencies and nonprofit organizations, have done collaboratively over the last decade have been critical in meeting the needs of Medford residents.

Please see reports below for ways in which the MPD and the Board of Health have already been working together to provide critical care and services to community members.

In addition to the information included in sections below, Chief Buckley has made investments in health and human services work within the MPD itself; in 2017 the department began a Crisis Intervention meeting (predecessor to the Hub meeting) with multiple social services agencies and the court this partnership support the procurement of the 2018 Department of Mental Health grant that added a in 2018 the department added a Health and Human Services Division[1] , staffed by 2 full time officers who are dedicated to issues of health and human services, and who work most directly with the Office of Prevention and Outreach, social service agencies, and constituents in need of support services.

12. What kind of training do MPD officers undergo? How often do they receive each training? How long is each training?

By current state law, officers are required to undergo 40 hours of “in-service training” each year. New for 2020, requirements are that two full days of training must be completed in person, while other trainings can be conducted online. In addition, every officer completes fire arms training twice per year. While fully committing to the importance of regular training, the cost of sending officers for in-person trainings can be significant – between \$75,000 and \$90,000 each year. Allowing for subsequent trainings to be completed online, when appropriate, is less expensive and perhaps a more viable option for certain trainings. There are, of course, trainings where in-person and real life experience are critical and therefore cannot be conducted online.



**MEDFORD, MASSACHUSETTS
MAYOR BREANNA LUNGO-KOEHN**

If and when MPD policies and procedures change, the department plans to hold additional trainings on each.

13. Are you hoping to add any new trainings?

The MPD and the City in general are seeking additional options for trainings, and hope to add required staff training annually. These could include but are not limited to implicit bias training, cultural competency training, and others. These would be offered in addition to already mandatory annual ethics training.

14. Can civilians participate in police trainings? Are any trainings led by non-law enforcement personnel?

It has never been common practice to allow outsiders into police training sessions. Nor is it always beneficial to do so. Allowing civilians to attend police trainings could jeopardize officer safety and security. The general public is not invited to police trainings as a norm. Having outside civilians may also inhibit an officer's willingness to comment during class or to ask a question out of fear it may be misinterpreted. We do not have the funding to allow for open public participation to training nor is it safe and practical in most instances. That being said, in specific, rare instances, where the presence of civilian personnel could serve as a benefit and enhancement to the training, and where tactical considerations are less, it is possible that this could occur.

BOARD OF HEALTH REPORTS, PROJECTS, and INFORMATION

The Medford Board of Health works to improve, preserve and protect the health of the citizens of the City of Medford. The Board advocates for a safe environment, for reduction of known health risks, and for application of known preventive health measures through its health agents and staff and in cooperation with other local, State, and Federal agencies and departments.

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**MEDFORD, MASSACHUSETTS
MAYOR BREANNA LUNGO-KOEHN**

Along with direct work by its Office of Prevention and Outreach (OPO), grant-funded programs as well as collaborations with City departments and external organizations and agencies directly support equity and anti-racism efforts citywide. Specifically, the OPO and Board of Health apply a “public health perspective” to this work, addressing social determinants of health, racial equity, and using a strategic prevention framework to create community change. The OPO is staffed by two city funded positions, the OPO Manager, and the Community Recovery Coach as well as by grant staff (see grant funding details below).

Programs & Initiatives:

Team Medford

Team Medford was formed in 2010 to bring together multiple substance use grant efforts under one umbrella. This effort led to the establishment of the Office of Prevention and Outreach (OPO). The prevention work in the OPO is still promoted under the Team Medford logo, [website](http://www.teammedford.org/) and promotion materials. Team Medford’s mission is to provide information and support to existing systems in the Medford community, such as families, schools, police, businesses, hospitals and other organizations serving Medford to take action around issues that affect the health of the community and its people.

<http://www.teammedford.org/>

Medford Food Security Task Force

Access to affordable, healthy, culturally appropriate, nutritionally balanced meals is a human right. No one should have to skip meals to feed a child or decide between buying food and paying for rent. Yet one in nine Medford residents will experience food insecurity this year. About two-thirds of those suffering from food insecurity are children, and many are seniors. Members of racial and ethnic minorities and recent immigrants are more likely to experience food insecurity. Unfortunately, emergency and transitional food assistance programs serving Medford are not reaching all who need assistance.

With a deep tradition of volunteerism and civic service, Medford has the resources to eliminate food insecurity and ensure everyone has access to nutritious food without stigma or fear. The Medford Food Security Plan outlines a roadmap for eliminating food



**MEDFORD, MASSACHUSETTS
MAYOR BREANNA LUNGO-KOEHN**

insecurity in our City, and aims to foster a culture of healthy eating for all Medford residents through four action areas:

1. Raising awareness of food insecurity in Medford and reducing stigma attached to those seeking food assistance
2. Removing systemic barriers to food security by addressing the root causes of food insecurity
3. Improving access to food assistance systems to those in emergency and transitional circumstances
4. Supporting and bolstering the local food economy to meet community needs

[This Plan](#) is based on ideas and insights from the Medford Food Security Taskforce, a roundtable of social service providers, public employees, elected officials, community advocates, religious leaders and business owners concerned with food security. Already, Taskforce members have collaborated and mobilized to start new programs in the City.

SNAP Gap Study

The 2020 Medford SNAP Gap study, funded by Beth Israel Lahey Winchester Hospital, followed the 2019 Medford Food Security Plan, which revealed a shockingly high SNAP gap in Medford. The Food Plan outlined a roadmap for eliminating food insecurity in our community through 4 main action areas. One of these action areas was to improve access to food assistance systems, which aims to improve the emergency and transitional food assistance ‘safety net’ and to integrate food assistance with other community services. Overall, the long term goal of the Food Plan is to guide our community towards a culture of healthy eating that is available, accessible, and affordable to all Medford residents. This study was completed by interviews with (1) Medford families with lived experiences of food insecurity and (2) Medford-serving community providers who work directly with residents facing food insecurity to better understand the SNAP gap and address barriers for accessing SNAP.

[Read the full SNAP GAP report here](#)

[Read the SNAP GAL report summary here](#)

Employee Wellness

In 2019, an Employee Wellness Committee was formed to oversee wellness and team building activities and educational opportunities for employees with the goal to increase employee wellness through education on overall wellness and community-

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connectedness.

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The City of Medford has a large workforce all dedicated to creating, sustaining and preserving a way of life that can only be experienced in Medford. Employees and retiree's health and wellness is interconnected to our resident's wellbeing. The residents of the City depend on a healthy and resilient workforce to provide essential services every day, and in times of crisis.

The overall objectives of the work would:

- Increase awareness and educational opportunities for employees on health and wellness.
- Provide opportunities for employees to develop skills and tools to increase overall individualized wellness.
- Develop a workplace culture and environment that encourages wellness.

The Employee Wellness Committee is open to all City employees in all departments will City Hall, Police, Fire, DPW, Library and School: Admin, faculty and non-faculty.

Efforts included:

- Multiple events for City Hall departments to meet through luncheons and potlucks.
- Multiple emails with health tips
- Trainings on nutrition, financial literacy, mindfulness, and others

Promote, Prevent, Support Behavioral Health Commission

On [December 10th, 2019](#) the Health Department proposed to the Medford City Council develop a Promote, Prevent, Support Behavioral Health Commission to To monitor, track, inform and make recommendations to city officials and policy makers in the City of Medford about behavioral health data, issues, needs and efforts within the city. The Medford Promote, Prevent, Support Behavioral Health Commission shall:

- Build community partnerships and collaboration amongst providers, social service organizations and city government to identify and address the social determinants of health (social, environmental and economic) challenges that contribute to poor behavioral/mental health and substance use outcomes.



**MEDFORD, MASSACHUSETTS
MAYOR BREANNA LUNGO-KOEHN**

- Serve as an advisory body to the City on all matters dealing with behavioral health and make recommendations to address needs such as evidence-based practices, programs and systems, environmental or policy changes to prevent behavioral health disorders and promote behavioral health and wellness.
- Set overall community-wide goals and create a strategic plan for achieving mental and emotional well-being for all residents of Medford.
- Be the clearinghouse and repository for behavioral health programming and plans within the City to ensure efforts are purposeful and align with the overall strategic plan and goals.

Behavioral health is a state of mental/emotional being and/or choices and actions that affect wellness. Substance abuse and misuse are one set of behavioral health problems. Others include (but are not limited to) serious psychological distress, suicide, and mental illness (SAMHSA, 2011). Specific goals may be approved by the Commission as it seeks to fulfill this purpose.

The motion was sent to the Committee of the Whole for March 17, 2020 and has been postponed.

Grants

Mass in Motion

In 2012, Medford was awarded the Mass in Motion grant from the Massachusetts Department of Public Health (MDPH) to address the root causes of obesity and other chronic diseases through equitable access to healthy food and opportunities for physical activity. The Mass in Motion grant program advocates for policy, systems, and environmental changes that focus on racial and health equity.

- Helping to set up SNAP/EBT access at the Medford Farmers Market
- Organizing Community Garden Commission Ordinance and updated equitable and inclusive community garden guidelines
- Developed Medford Food Plan with policy and systems change recommendations leading to the “Hunger Free by 2028” pledge from the Mayor, City Council, and School Committee



MEDFORD, MASSACHUSETTS
MAYOR BREANNA LUNGO-KOEHN

- Advancing access to parks and open spaces, such as the Middlesex Fells Reservation, for low-income residents and residents of color
- Supporting WalkMedford and Safe Routes to School grants and programs
- Promoting Complete Streets Policy initiatives

As MDPH and Medford Mass in Motion efforts evolved overtime it became clear that inequity and access to resources were driving chronic health outcomes. Medford decided to form the Food Security Task Force to conduct a community food assessment, leading to the 2019 Medford Food Plan and examining the SNAP Gap (see above).

Future efforts will be directed towards visible and tangible goals with immediate systemic benefits, including:

- Encourage Black, Indigenous, Persons of Color (BIPOC)-owned and operated food establishments by reviewing and updating food code inspection with a racial and health equity focus.
- Ensure that poor and/or residents of color are not disproportionately damaged by housing compliance through a health-centered approach to housing code.

Partnerships for Success (PFS)

This grant established in 2016 and ending in September 2020, is focused on working to address youth substance use by building capacity among adults who impact the lives of youth. Teachers play a primary role in the lives of young people this grant provided professional development for Medford teachers to move the focus on risks to resiliency and a strengths-based approach. Topics for professional development include [Developmental Relationships](#), Trauma Informed practices for educators, Substance use 101 for educators, Mindfulness practices in the classroom, SEL and Equity, “Attendance Matters Count me in”. Additional efforts were to directly communicate to families. Families have many responsibilities throughout the school year so we created a *Health and Safety Guide* [HERE](#) This guide covers many of the topics that are pertinent to families and provides resources for help on a variety of topics.

More recently, Medford Connects was born out of a response of the Covid Crisis- a need to connect with local providers, school and broader community. The overall goal is to support the overall physical, social, and emotional well-being and mental health of our community. The purpose for the meeting is to share amongst local agencies,



**MEDFORD, MASSACHUSETTS
MAYOR BREANNA LUNGO-KOEHN**

organizations, and city departments current activities; identify opportunities for improved communication and outreach to the Medford community; and create a space for opportunities to collaborate and make connections and build relationships within the community. <http://www.teammedford.org/medford-connects-2020/>

Medford Connects meets every other Wednesday, 2:00 pm – 3:00 pm. The meetings alternate between working on initiatives in breakout groups and recorded announcements where participants have an opportunity to share projects, events, or meetings. This is replayed on local Community Access Channel. [Calendar of Events](#)

Professional Development will also be provided every 2 weeks on Wednesdays at 2:00 pm, when Medford Connects does not meet. (*see calendar above*) *Provided by Wayside Youth and Family Services*

- Growing Pains: Dealing with High Expectations and Resistance in Diversity, Equity, and Inclusion (DEI) Culture Change In Your Organization (8/5/2020)
- Healthy Organizational Communication: How to Have Courageous Conversations at Large (8/19/20)
- I Know I may be Saying this Wrong - White Fragility & Working it Out (9/2/2020)
- Diversity Equity & Inclusion Create Systemic Organizational Change Plan (9/16/2020)
- Talking About Anti- Racism with Kids for Parents & Youth Workers (9/30/2020)

First Responder Grant

This grant supports the Medford PD and Medford FD in purchasing Naloxone (“Narcan”) and other medical supplies that are used to reverse overdoses. This grant also provides mental health first aid training and substance use disorder training to both departments.

RIZE Grant

The City of Medford also has a three-year, \$25,000 RISE Grant to provide emergency transportation to detox facilities, outpatient treatment, emergency shelter and sober homes, and basic needs for supporting wellness for recoverees. The grant also supports the City’s Recovery Coaching efforts, including drop-in meetings. Contact Alysia



**MEDFORD, MASSACHUSETTS
MAYOR BREANNA LUNGO-KOEHN**

LaGambina if you or someone you care about needs support in recovery or to access treatment alagambina@medford-ma.gov or 781-654-5635.

An additional component of the funding in a regional effort with the Cities of Chelsea, Malden and Everett to build a regional approach to outreach for substance use and mental health.

Municipality Vulnerability Preparedness Program

Funded in winter/spring 2020 by the Massachusetts Executive Office of Energy and Environmental Affairs to examine the suitability of Resilience Hubs to support climate change resiliency. The Resilient Medford Resilience Hubs project aimed to assess Medford's ability to withstand climate events from a public health perspective. This project integrates community resilience into climate preparedness, bolstering the community's adaptability to emergencies through combined efforts of residents, local organizations and local government. This project places social justice principles, including racial equity and health equity, at the forefront to support the health and well-being of all Medford residents. Part of the original design for the project was reconfigured due to the Covid 19 pandemic to examine the immediate needs of vulnerable populations during an emergency. The project was able to successfully meet with multiple community stakeholders and residents via zoom meeting and was able to produce a [report](#).

The work of this assessment has led to two additional funding requests

- Municipal Vulnerability Preparedness Grant Program FY21 Action Grant
- MAPC Accelerating Resiliency municipal grant program

CDC - Overdose 2 Action Grant

Medford was awarded (January 2020) a three year grant from the MPDH to support the ongoing efforts of the OPO, MPD Health and Human Services unit, and the Hub to the court system in connecting justice involved individuals and those seeking mandated treatment to community support for recovery and mental health services. The effort for initiative began through the MOAPC (see details below) grant initiative to map out gaps, support and resources in the criminal justice system. A glaring need was a conduit to the



**MEDFORD, MASSACHUSETTS
MAYOR BREANNA LUNGO-KOEHN**

community that would not be attached to one entity within the court system. To help improve awareness and knowledge of partnering or opposing (such as DA and Defense attorney's) of treatment programs both within the Criminal Justice System and outside within the community. This grant has already created an app for the court partners that maps out resources at different steps along the continuum from crisis to within jails and prisons.

Massachusetts Opioid Abuse Prevention Collaborative (MOAPC)

Beginning 2013 Medford received a 7 year grant to prevent the onset of substance use related to opioids and to reduce overdose fatalities. The grant was awarded to Medford to lead a regional effort to address the opioid crisis with Malden, Melrose, Stoneham, Reading and Wakefield. This collaboration is led through the [Mystic Valley Public Health Coalition](#). The efforts of this grant have influenced systematic change throughout the criminal justice system but most significantly with our police and other first responders. The efforts supported the efforts to naloxone and work deeply with Public Health departments on recovery and support efforts. Increased efforts to support residents in diverting users both criminal and non criminal to accessing treatment. Broadly this effort supported the change in attitudes about opioids and provided the community an understanding that there are multiple pathways to recovery. Additional efforts included

- Finding Help for Substance Use phone app. *Available in Google play or the Apple Store information also found [here](#)*
- Working with the trades industry to develop systems of support for substance users,
- Supporting local Health Departments to access and distribute naloxone,
- Integrating outreach and recovery supports with in each municipality
- Parent education campaigns on substance use
- Supporting the local Courts of Somerville, Malden and Woburn (to be completed) in the Sequential Intercept Mapping process
- Support schools on Drug recognition training, implementing Screening, Brief, Intervention and Referral to Treatment (SBIRT) and Social and Emotional Learning Assessments



**MEDFORD, MASSACHUSETTS
MAYOR BREANNA LUNGO-KOEHN**

The grant has been extended for 1 year (2020/2021). The focus of this extension will be working on an assessment to dive into the intersectionality of substance use and the local Social Determinants of Health. The assessment will culminate into a report expected to be completed by April 1, 2021.

Ongoing Efforts

HUB Team

The HUB Team: Brings together City departments (OPO, Police, Fire, Veterans, etc.) and all social service agencies serving Medford residents. Agencies represented serve residents ranging from birth through older adults. The team meets regularly to identify cases where support services and referrals are needed (i.e. substance use/prevention, emergency shelter & housing, etc.) and follow up among agencies to ensure residents are fully supported. All cases are evaluated by risk factor, taking a multi-sector approach to reduce immediate risk and build long-term care and supports through social service agencies.

This network has been successful in addressing both short- and long-term needs of individuals in crisis, connecting them to community services and supports and working to eliminate a cycle of arrests when other health and wellness interventions are needed. The HUB team also connects with agencies from surrounding communities to prevent over-saturation of services and increase efficiency and supports for residents in crisis.

Through the HUB team, reporting of issues has been expanded to better track and follow up on services with external agencies. Over the last decade, for example, reporting measures have shifted away from categorizing all emergency calls for health-related issues under one umbrella to specifically referencing the supports needed and making the connections to a specific agency or agencies. Once residents are referred to these agencies, the HUB team is able to follow up and track additional needs.



**MEDFORD, MASSACHUSETTS
MAYOR BREANNA LUNGO-KOEHN**

Agencies involved include:

- The Department of Children and Families
- Department of Mental Health
- Mystic Valley Elder Services
- Eliot Community Human Services
 - Emergency Services
 - Homeless Outreach
 - Community support services
- Armstrong Ambulance
- Somerville Court
- Medford Housing
- Melrose Wakefield Hospital
- *Others*

Reports & Documents

- [“Resilient Medford, Resilient Hubs” project report.](#)
- [Medford Food Security Plan](#)

OFFICE OF DIVERSITY & HUMAN RESOURCES: REPORTS and INFORMATION

Shortly after taking office in January 2020, Mayor Breanna Lungo-Koehn began strategic reorganization of several City departments in an effort to increase efficiency, transparency, and overall quality of services for the City of Medford and its constituents. Among the first steps in these areas, Mayor Breanna expanded the scope and capacity of the City’s Office of Diversity & Inclusion by incorporating it with the Personnel Office and expanding those roles to also include the functions of a municipal Human Resources Division.

The Office of Diversity and Human Resources aims to attract a diverse pool of applicants to work in a high performing municipal environment. The Office deals with a wide variety of workplace issues and seeks to maximize the Human Capital of our workforce. Additionally, the



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MAYOR BREANNA LUNGO-KOEHN**

Office strives to ensure that all community members are afforded equal protection under the law through the oversight of laws and regulations relating to affirmative action, contract compliance, fair housing, disability, and human rights.

Action Plans / Ongoing Efforts

- Seeks alternative placement of job opening notices to increase the applicants of color;
- Investigates Civil Rights Complaints;
- Participates on all new hiring Panels

Medford Human Rights Commission

The Director of Diversity & Human Resources also serves as staff liaison to the Human Rights Commission.

The mission of the HRC is to protect the civil rights of Medford residents, reinforce a positive community atmosphere, work with community groups and agencies to educate, promote understanding to eliminate prejudice and intolerance, and to mediate within the community whenever needed.

Among its roles and responsibilities, the HRC has worked collaboratively with the Medford Police Department in April of 2019 a subcommittee of the HRC began the Police review process on a number of policies and initiatives to increase police-community relationships and dialogue, and to provide a critical, external review to the Departments policies from a human rights perspective. The HRC and MPD co-sponsor monthly community meetings. The Chief of Police serves as a Commissioner on the HRC. The Medford Police Civil Rights officer attends HRC meetings on a regular basis. Since August, 2020, because of COVID-19, the HRC has held monthly virtual meetings.

On June 17, 2020, the HRC and the City of Medford co-hosted a Community Conversation on Racism via Zoom. The forum was attended by more than 250 community members who participated in an open discussion about residents' lived experience with racism in Medford, and to start the conversation around strengthening communication and taking action to



**MEDFORD, MASSACHUSETTS
MAYOR BREANNA LUNGO-KOEHN**

address racism as a public health crisis. [To see a report and notes from breakout groups from the conversation, click here.](#)

HRC meeting agendas and minutes are available at www.medfordma.org/departments/human-rights

Commission for Persons with Disabilities

The mission of the Commission for Persons with Disabilities is to provide persons with disabilities equal opportunity and access to, as well as participation in, education, employment, and public and private services in the City of Medford through advocacy, awareness and enforcement.

OFFICE OF COMMUNITY DEVELOPMENT

information coming soon!

QUESTIONS TO THE COMMUNITY

We value and are actively seeking community input on these topics (and other City issues). Some questions are posed in a survey linked below, but we welcome feedback on any issue of concern or idea you may have. Please email us at jpiques@medford-ma.gov anytime!

[Survey](#)



**MEDFORD, MASSACHUSETTS
MAYOR BREANNA LUNGO-KOEHN**

You can engage with us in any of the following ways:

Phone: Jackie Piques, Director of Communications: 781-393-2529

Email: Jackie Piques, Director of Communications: jpiques@medford-ma.gov

Facebook: [fb.com/MedfordMAOfficial](https://www.facebook.com/MedfordMAOfficial)

Sign up for Alerts: www.medfordma.org/alerts You can sign up to receive alerts, in your preferred language, via phone, text message, and/or email.

Upcoming Meetings: Visit www.medfordma.org/mayor/city-events for the full City calendar.

Join a Board or Commission! As part of our commitment to engaging the community and embracing a spirit of collective involvement, Mayor Breanna Lungo-Koehn is encouraging all residents over the age of 18 to consider serving on one of the City's many Boards and Commissions. These groups help define the direction of our community, play a vital role in our government, and provide a great way for residents to

Please complete the [board and commission interest form \(download PDF\)](#) and send to boardsandcommissions@medford-ma.gov to let us know how you'd like to serve. Forms can also be sent or dropped off at the Mayor's Office, Room 202, Medford City Hall, 85 George P. Hassett Drive.

Watch Community Meetings + Events, via Medford Community Media:

Website: www.medfordtv.org

Medford TV Channels

Government Access Channel: 22 (Comcast), 43 (Verizon)

Educational Access Channel: 15 (Comcast), 45 (Verizon)

Public Access Channel: 3 (Comcast), 47 (Verizon)

Facebook: [fb.com/medfordtv](https://www.facebook.com/medfordtv)

Visit Us at City Hall: As of July 13, 2020, City Hall is open to the public (appointments are strongly encouraged). Appointments will be made in 20 minute blocks; you can make an appointment by contacting the specific department you need to do business with (see our department list here: www.medfordma.org/departments) or by calling the main City Hall line at 781-396-5500. We strongly encourage that all business be conducted

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MAYOR BREANNA LUNGO-KOEHN**

remotely whenever possible (by phone, online, or via Zoom). For full details see the [City's press release about City Hall reopening](#).
