



BRISTOL

Multicultural
Affairs

SOCIAL JUSTICE FORUM

Policing, Criminal Justice and Race

Thursday, July 2

■ 4 p.m. ■ via Zoom; RSVP required

ODS FOR ACCESS CONTACT:
Office of Disability Services
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BRISTOL
COMMUNITY COLLEGE



Social Justice Forum Series Recap

On Thursday June 4th, 2020 Multicultural Affairs held the virtual Social Justice Forum, A Difficult and Necessary Conversation about the George Floyd Tragedy

Over 162 people were in attendance.

The Forum's purpose was to not only look at the killing of George Floyd, an African American man who died due to excessive force in police custody, but to look at the history of injustice, hate, and discrimination against Black and African Americans throughout U.S. history

Participants were then able to share personal experiences, comments and questions with the group.

The event was both powerful and timely. This was the first event the Multicultural Affairs Social Justice Forum Series.

Please Note

- All Trainings in the **Multicultural Affairs Social Justice Series** happening this Summer and Fall are introductory trainings. This means they are to familiarize the audience about the specific topic.
- Additional Police and Criminal Justice Trainings will be offered that dive deeper into Policy, Law, and Specific Topics.
- Please stay tuned for additional workshop dates!



Today's Order of Events

4:00 Forum Opening

Robert Delaleu Director of Multicultural Affairs

4:10 Mark Nataly, Chief of Police, Bristol Community College

Baxter Smith, Deputy Chief of Police Bristol Community College

4:25 Jeffrey Cardoza, Chief of Police, Fall River Police

Department

4:35 Demetrice Philips, Sergent, Fitchburg Police Department and Adjunct Faculty Member, Bristol Community College

4:45 Justin Caverio, Director Of The Bristol Community College Joseph A. Marshall Veteran's Center

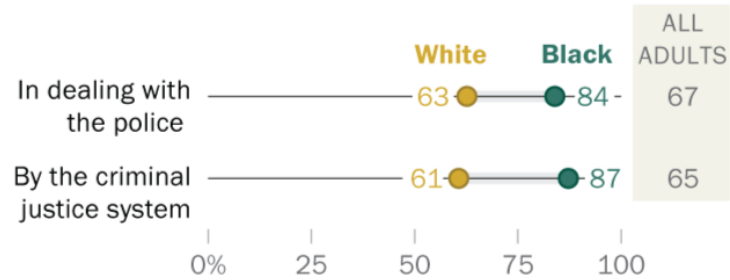
4:55 Kenton Kirby, Director of Practice , Center for Court Innovation

5:05 Question and Comments

5:50 Next Steps and Closing Remarks

More than eight-in-ten black adults say blacks are treated less fairly than whites by police, criminal justice system

% who say, in general in our country these days, blacks are treated less fairly than whites ...



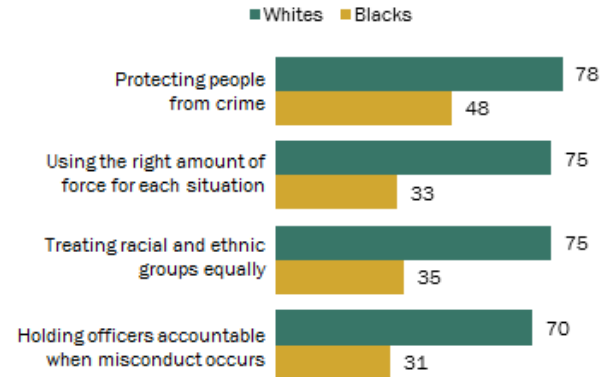
Note: White and black adults include those who report being only one race and are non-Hispanic.

Source: Survey of U.S. adults conducted Jan. 22-Feb. 5, 2019.

PEW RESEARCH CENTER

Blacks are about half as likely as whites to have a positive view of police treatment of racial and ethnic groups or officers' use of force

% saying the police in their community do an excellent or good job when it comes to ...

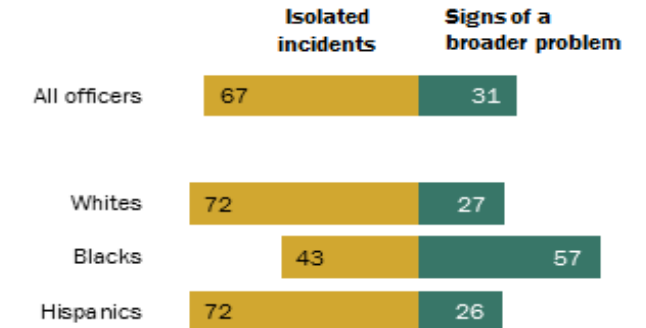


Note: Whites and blacks include only non-Hispanics.
Source: Survey of U.S. adults conducted Aug. 16-Sept. 12, 2016.
"The Racial Confidence Gap in Police Performance"

PEW RESEARCH CENTER

Most white, Latino officers say fatal encounters between blacks and police are isolated incidents; majority of black officers disagree

% of officers saying the deaths of blacks during encounters with police in recent years are ...



Note: No answer category not shown. Whites and blacks include only non-Hispanics. Hispanics are of any race.
Source: Survey of law enforcement officers conducted May 19-Aug. 14, 2016.

"Behind the Badge"

PEW RESEARCH CENTER

Intersection of Race and Law Enforcement

Source: Pew Research Center: <https://www.pewresearch.org/fact-tank/2020/06/03/10-things-we-know-about-race-and-policing-in-the-u-s/>

Bristol Community College Campus Police Department

777 Elsbree Street D110 Fall River, MA 02720
Phone:(774) 357-2218
Emergency Line: (774) 357-3911

Mark Nataly

Chief of Police & Preparedness

Email: Mark.Nataly@bristolcc.edu

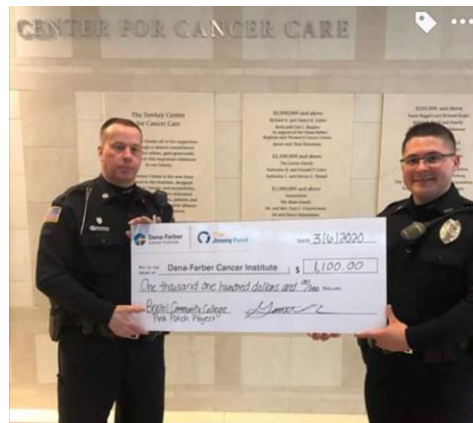
Phone:(774) 357-2452

Baxter Smith

Deputy Chief of Police & Preparedness

Email: Baxter.Smith@bristolcc.edu

Phone : (774) 357-2218



Mark Nataly

Chief of Police, Bristol Community College

- Married for 14 years, 5 children.
- Lifelong Bristol county resident –
Born in Fall River
- Favorite activities/hobbies: Sports,
motorcycle riding, movies, music
- Proud graduate of Bristol
Community College, Northeastern
University & Salve Regina University
- Police Officer since 1995; Bristol's
Chief since 2018

Baxter Smith

Deputy Chief of Police, Bristol Community
College

Deputy Chief of Police Baxter Smith has been with Bristol for over six years. He began working for the Campus Police Department as a patrol officer, was promoted to Sergeant, and was recently promoted to Deputy Chief. Baxter earned his bachelors and master's degree in Criminal Justice from Sacred Heart University. Outside of police work, Baxter owns and operates a small landscaping business, enjoys spending time with his family and friends, and enjoys being outdoors. Baxter loves his job as a Campus Police Officer because he enjoys the interactions with students, staff and visitors and he believes that working with the community is the best way to make Bristol a safe place to learn and work.

What We Have Done

- Developed a strong foundation of community relations to build on, by:
 - Community Policing
 - Foot patrol in high volume areas to be seen, have conversations, and create relationships with students, staff, and community members.
 - Community Policing initiatives such as:
 - Community Day
 - Toy Drive for Bristol Veteran Families
 - Thanksgiving Food Drive for Bristol Families
 - Breast Cancer Awareness Fundraisers
 - Police/Nursing Community Event
 - Coffee & Donuts with students on Day 1 of classes
 - Christmas stockings, hot coco, and a Christmas story with children from Child Care Center on campus
 - Monthly participation in the mobile food market in Fall River & New Bedford
 - RAD (Rape Aggression Defense) Training



What We Are Doing

- Furthering our conversations with stake holders on campus to better community relations:
 - Meeting with the Director of Multicultural Affairs frequently discussing actionable items, partnerships, further dialog, joint training opportunities, and more.
- Working towards becoming a Certified & Accredited Campus Police Department
 - Best practices in law enforcement with regard to policy & procedure, accountability, training, ethical standards, and more.
- Continuing to take part & volunteer in community events such as the Bristol Mobile Food market.
- Taking part in online diversity and bias trainings:
 - All department officers have recently completed: MA State Police EOPPS learning center training- "Diversity Awareness Training, Part I & II."
 - Department Administration is exploring & planning new creative online training opportunities for all department members.



What We Plan To Do

Continue to build positive/trustworthy relationships with all campus departments, students, staff, community members, and local police departments. By:

- Open dialog/constant communication- listening & acting on concerns, suggestions, and ways to make the campus safer and more inclusive.
 - Social Justice Forums
 - Student Forums/Meetings- Criminal Justice Department, Student Senate, Multicultural Affairs, LGBTQ/HERO club, Black Student Union, Latino Student Union, Student Senate, Cape Verdean Club, Asian Student Union, and more.
- More training on topics such as: policing/race relations, bias training, de-escalation, and more.
- More community events, which will bring Campus Police and all students, staff and community members together: building on our list in the previous slide.

Develop department social media accounts, i.e.: Facebook, Instagram, and twitter to showcase events and/or community policing initiatives that the public may not know about.

Develop creative ways to recruit a more diverse candidate pool for future police officer positions.

- Recruiting has been difficult because minority candidates are getting better opportunities with municipalities.

Such actionable items build community relations and enable Campus Police and the Bristol community to come together for betterment and change.

Please tell us what else we can do? We are listening!!

Jeffrey Cardoza

Chief of Police, Fall River Police Department

Chief Jeffrey Cardoza

- 30 years of policing
- Master's in Public Administration
- Graduate FBI National Academy
- Graduate Senior Management Institute for Police
- Graduate Law Enforcement Executive Development Program

City of Fall River Police Department

- 221 Sworn Officers
- Approximately 75,000 call for service every year
- 2019 there were 2520 physical arrests
- 2019 there were 125 Use of Force reports completed



Fall River Police Department Past & Present

- We have been CALEA certified since 2009. This is a nationally recognized certification process that requires an agency to follow best practices, policies and procedures in law enforcement.
- We are 1 in 600 certified out of 18,000 agencies in the United States
- We are also MPCAC certified since 2006
- I believe there is no systemic racism in the FRPD
- We have been teaching no chokeholds and intervention for years
- We require written use of force reporting whenever force is applied
- We follow Massachusetts Police Training Council (MPTC) guidelines
- Use of force reports are reviewed by command staff and Professional Standards
- Complaints against personnel can be made in numerous ways
- Creating a guardian not warrior mindset

Fall River Police Department: Future

Currently changing Use of Force policy to:

- ban chokeholds
- require intervention by any officer at scene
- ban shooting at moving vehicles unless a firearm is being shot from vehicle
- provide a verbal warning if feasible during a lethal force incident
- participating in more forums with officer panels

My primary concerns are:

- Addressing any implicit bias in the organization
- Getting more diversity through recruitment
- Improve communication with public
- Comprehensive de-escalation training
- Continue with transparency
- Body Worn Camera pilot program is currently being discussed
- Going to start using simulator training. Involving some members of the public.
- Working on having a full-time recovery coach imbedded in the FRPD
- Discussing ways to have social workers in cruisers for mental health issues
- Use of force and racial profiling policy attached to website
- Better information on website related to making a complaint
- Creating a diverse recruitment unit for high schools and colleges
- Supporting the creation of Police Academy at BCC

Demetrice Philips

Municipal Police Sergeant and an Adjunct
Business Faculty member at
Bristol Community College

Demetrice Phillips is currently a Police Sergeant and an Adjunct Business Faculty member at Bristol Community College. Demetrice holds a Bachelor of Science in Criminal Justice, a Master of Business Administration with a concentration in Management and he is currently completing his Doctor of Business Administration dissertation. Demetrice has 15 years of experience in policing and has worked as a university police officer and currently as a municipal police sergeant. Additionally, Demetrice has five years of full-time faculty experience having been an Assistant Professor in the business administration department at Bristol Community College until this past spring semester. Demetrice is a family man and enjoys spending time with his wife and four children. Demetrice seeks to serve and help others as his mentors have helped him.

Justin Caverio

Director, Joseph A.

Marshall Veteran's Center, Bristol
Community College

Justin was born in 1976 in Taunton, MA. He began his military career in the United States Marine Corps at age 19, in Jacksonville, NC, and achieved the rank of Sergeant (E-5) within 4 years, before his honorable discharge in June, 2000.

Upon his discharge, Justin moved to East Providence, RI and earned his Associates Degree in Computer Networking, from Bristol Community College, in 2001. During that year Justin joined the Massachusetts Army National Guard and continued his military career with 3/126 Aviation Battalion, in Cape Cod, MA, as a Senior Logistician (E-7) and State Equal Employment Opportunity (EEO) Counselor. In 2009, Justin was selected to attend Warrant Officer Candidate School (WOCS) in Ft. McClellan, Alabama, and was commissioned as Warrant Officer. His most rewarding assignment was his 2018 Peace Keeping Mission to Kosovo, where he coordinated a NATO-sponsored outreach program, aimed at deterring at-risk youth from extremism and ISIS recruitment, in the war-torn region. After three deployments, including Operation Iraqi Freedom, Operation New Dawn, and Operation Joint Guardian (Balkans), and over two decades active service, Justin retired as Chief Warrant Officer 4 (CW4), in January 2020. Justin is most grateful for the opportunities the military gave him, and for the experiences he's had working with, and learning from people of different cultures, throughout the world.

In addition to an Associate Degree from Bristol Community College, Justin holds a Bachelor of Science in Psychology from Endicott College, and a Master of Education (MEd) in Student Affairs Counseling, from Bridgewater State University. Today Justin resides in East Providence, RI with his wife and two sons.

Kenton Kirby

Director of Practice , Center for
Court Innovation

Kenton Kirby, LCSW completed a Master's degree in Social Work from New York University in 2011. With nearly 15 years of experience in the field Mr. Kirby previously worked in foster care and child welfare with ACS (Administration for Children's Services) as well as a Forensic Social worker throughout the New York State court system.

Mr. Kirby has worked as an adjunct lecturer with Long Island University and Brooklyn College and has a wide array of experience providing individual and group therapy to those with complex mental health needs in sex offender, parenting, and drug treatment programs.

Currently, Mr. Kirby is the Director of Practice at the Center for Court Innovation. The Center for Court Innovation seeks to create a more fair, effective and humane justice system. In his previous role as the Director of Clinical and Trauma Support Services at Neighbors In Action (an operating project of the Center), Mr. Kirby was one of the founders in developing and the implementation of the Make It Happen program. Funded through OVC (Office of Victims of Crime), Make It Happen is a revolutionary and nationally recognized program model which provides mentorship, intensive case management, clinical interventions and supportive workshops to young men of color ages 16-24 who have been impacted by violence. Through a trauma-informed and culturally competent approach participants are challenged to think about how their definition of manhood is intertwined in trauma and the implications it has on stereotypical gender roles. Mr. Kirby has presented at a number of local, national and international conferences on the success of Make It Happen and the program's approach to trauma, healing and advocacy for victims. Through an expansion and pilots, Make It Happen is now participating in a number of inter-agency collaborations to integrate this model into other parts of New York City and across the country utilizing the program's trauma toolkit "[Responding to Trauma Among Young Men of Color: Adapting the Crown Heights Approach for Your Community](#)".

Kenton was awarded the 2016 Emerging Leader Award by the National Association of Social Workers, New York City Chapter (NASW-NYC), and the Community Impact Award by the Urban Justice Center in 2017. Most recently, Kenton was awarded the 2019 Advocate of New York City award from the Mayor's Office to End Domestic and Gender-Based Violence.

Resources

The Center for Court Innovation [here](#)

Cure Violence Global [here](#)

The Interrupters PBS documentary [here](#)

NPR article from Code Switch [here](#)

Juvenile Justice Information Exchange story from 2015 [here](#)

Cafe Stay Tuned with Preet podcast (Camden Policing Model) [here](#)

Responding to Trauma Among Young Men of Color toolkit [here](#)



Actionable Items for Forum Participants

What can YOU do?

Be aware of your own implicit bias and racial profiling.

Make sure your response to a situation is based off the situation and not a bias you may have against the individual.

Continue the Conversation.

Attend Workshops, Forums, and Training about Policing, Criminal Justice, and Race. Educate yourself and your professional and personal circles about issues surrounding race inequality.

Support ending policies and laws that promote discrimination and racial inequality.

All police officers must enforce the law- whether they agree with it or not. Use your voice and vote to implement change that will create an equitable criminal justice system for all.

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Upcoming Forums

S O C I A L J U S T I C E F O R U M S

4 PM | via Zoom | RSVP required

JULY 2

*Policing, Criminal
Justice and Race*

SEPTEMBER 24

*Race and
LGBTQIA+ Rights*

JULY 30

*Race and
Educational Inequity*

OCTOBER 22

*Race, Disability and
Mental Health Rights*

AUGUST 27

*Race and
Women's Rights*

NOVEMBER 19

*Race and
Immigrant Rights*

WOMEN'S RIGHTS
ARE HUMAN RIGHTS

FUND OUR
FUTURE

STOP
CAGING
FAMILIES

THE
FIRST
PRIDE
WAS A
RIOT

I AM MORE
THAN A
DISABILITY

~~RACISM~~

HANDS
UP
DON'T
SHOOT



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Learn More About the Multicultural Affairs Social Justice Series at Bristol Community College

Email

Robert Delaleu, Director of Multicultural Affairs

Robert.Delaleu@bristolcc.edu

Melissa Rogers, Student Activity Officer,
Multicultural Affairs

Melissa.Rogers@bristolcc.edu

Website

<http://www.bristolcc.edu/student-services/resources/multicultural-student-center/social-justice-forums/>

Social Media

Facebook: @BristolMSC Twitter: @BristolMSC

Instagram: @BristolMulticulturalCenter

