

## I Takeaway's/ Next Steps: Police Departments

### **Bristol Community College Police Department**

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

#### **Department Contacts**

Mark Nataly, Chief of Police & Preparedness [Email: Mark.Nataly@bristolcc.edu](mailto:Mark.Nataly@bristolcc.edu) Phone:(774) 357-2452

Baxter Smith, Deputy Chief of Police & Preparedness [Email: Baxter.Smith@bristolcc.edu](mailto:Baxter.Smith@bristolcc.edu) Phone (774) 357-2218

#### What We've 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
    - 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, i.e.: meeting frequently with Director of Multicultural Affairs and Staff to discuss actionable items.
- 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.
- Taking part in online diversity and bias trainings, i.e. MA State Police EOPPS learning center- "Diversity Awareness Training, part I & II."

- Currently looking in real-time for more trainings to take part in.

### What We Plan to Do

- Continue to build positive/trustworthy relationships with all campus departments, students, staff, and community members by:
  - Open dialog/constant communication- listening & acting on concerns, suggestions, and ways to make the campus safer and more inclusive.
  - 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, such as: coffee with a cop, RAD (Rape Aggression Defense) training, and more.
- Develop department social media accounts, i.e.: Facebook, Instagram, twitter, etc. 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.
- Work with organizations on campus such as; Black Student Union, Latinx Student Association, Student Senate, Cape Verdean Club, Haitian Student Association, Asian Student Association, Multicultural club, and H.E.R.O. LGBTQ+ club, and others to have them help us with training opportunities to offer to the officers. Seek help and advice on what they can offer to help guide training and understanding for our department.

## **Fall River Police Department**

685 Pleasant Street, Fall River MA 02721 Phone: 508-676-8511 Emergency: 911

### 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

### Chief Jeffrey Cardoza

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

## **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

## **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.

## **Massachusetts Proposed State Law Changes**

- Creating POSA, Police Officers Standards and Accountability Act (14 members)
- 7 in policing-7 civilians
- Officers will need a 3-year certification
- POSA has power to de certify (majority decision)
- Cannot be appealed

## **Needs**

- Funding for additional bias and de-escalation training
- There are 18,000 law enforcement agencies. I believe we need national guidelines for bias and de-escalation training
- Community support

## **Kenton Kirby, Director of Practice at the Center for Court Innovation, New York**

### **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](#)

## **II Takeaway's/Next Steps: 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. Engage in positive conversations with your local police department.

#### **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.

#### **Books to read:**

[The New Jim Crow by Michelle Alexander](#)

[The Condemnation of Blackness Khalil Gibran Muhammed](#)

[Nobody by Marc Lamont Hill](#)

#### **Newsletters:**

For more Social Justice resources, please check out our Social Justice Newsletter and Resource Guide by clicking on the links below.

**[Social Justice Forum Newsletter: A Difficult and Necessary Conversation about the George Floyd Tragedy](#)**

**Social Justice Forum Newsletter: Policing, Criminal Justice, and Race**