



City of Boston, Massachusetts
Office of Police Accountability and Transparency
Stephanie Everett, Executive Director

Civilian Review Board (CRB) Public Meeting

Minutes

Tuesday, August 9, 2022 | Scheduled for 11:00 a.m.

In-Person Meeting | 2201 Washington Street, Suite 102, Roxbury, MA 02119

Call to order at 11:11 a.m

Civilian Review Board (CRB) Members Present: Chair E. Peter Alvarez; Natalie Carithers; Rev. Wayne S. Daley; Anne Hernandez; Carrie Mays; Tara Register.

Civilian Review Board (CRB) Members Absent: Joshua Dankoff; Amy McNamee; B. Chris Sumner.

Introduction

Chair E. Peter Alvarez, opened the meeting by welcoming members of the public and the CRB members present. Established that quorum was present. Chair Alvarez reminded the public that public comment would not be heard during this meeting and that any comments could be sent to opatboards@boston.gov.

Review & Approval of 5/10/2022 Meeting Minutes

Chair Alvarez introduced the meeting minutes from the previous CRB meeting held on May 10th, 2022. No edits were offered. Chair Alvarez motioned for approval of the minutes; Board Member Anne Hernandez seconded the motion. The Board unanimously voted to approve the minutes.

OPAT Executive Director's Report

Executive Director, Stephanie Everett, provided a report on OPAT's work to date. OPAT's two (2) Youth Summer Jobs workers, Xayvion and Viviana, introduced themselves before Director Everett gave her report. The two youth, both high school students, currently work at OPAT through the City of Boston's Department of Youth Engagement & Employment (YEE).



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Director Everett reported that the FY23 budget passed and included OPAT's three (3) key investments: a year-long paid internship program for high school and college students, the creation of a consultant position to examine BIPOC hiring, promotion and retention practices within the Boston Police Department (BPD), and the creation of a community mediator position.

Director Everett explained that the internship program would include one (1) position for a high school student to be paid \$18 per hour and one (1) position for a college student to be paid \$22 per hour. The program is designed to teach youth policy, social justice programming, and career development, among other skills. Director Everett stated that OPAT is finalizing the job descriptions for the program and encouraged CRB members to suggest colleges and high schools for outreach about the program.

Director Everett reported that OPAT received \$30,000 in the FY23 budget for a consultant to examine BIPOC hiring, retention, and promotion practices within BPD. Director Everett stated that OPAT was working in partnership with BPD, YEE, and the Mayor's Office of Equity and Inclusion on this initiative.

Director Everett reported that the Community Mediator position is in the process of being created; the OPAT Ordinance includes mediation as an option for complainants. Director Everett stated that the community mediator would ideally be a member of the community that will lead education efforts, assist community members, and act as a representative of OPAT in the community.

Director Everett reported that Mayor Michelle Wu had appointed former BPD officer Michael Cox as the next Boston Police Commissioner and he will be sworn in on Monday, August 15, 2022. Director Everett stated that OPAT would work with Commissioner Cox to implement the OPAT Ordinance and Police Reform Task Force recommendations.

Director Everett noted that the YEE Youth Workers would be creating the mission statement for the Youth Advisory Council (YAC), a forum for youth voices that is currently being designed. Director Everett reported that she had met with the Mayor's Youth Council, which expressed its excitement for the creation of YAC.



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Director Everett stated that the 2022 Annual Report is now available on OPAT's website. The report demonstrates OPAT's progress in obtaining an office location and hiring staff; it also emphasizes implementation of OPAT's FY23 investments and the Get to Know OPAT initiative, which is intended to explain why OPAT exists, what it can do, BPD's structure, and how OPAT can help communities. Director Everett introduced the three (3) newest OPAT staff members: India Peele, Administrative Intake Specialist; Mariah Sabir, Policy & Data Analyst, and; Yasmine Raddassi, Chief of Staff.

Director Everett noted that OPAT is now a community distributor of free at-home COVID rapid tests and stated that, due to OPAT's location in Nubian Square, the office wanted to provide resources to the surrounding community.

Chair Alvarez asked about the possibility of creating a miniature police academy at Madison Park High School to encourage diversification of BPD. OPAT Policy & Data Analyst Mariah Sabir answered that OPAT is currently researching cadet programs in other cities to evaluate how these programs connect youth to their police academies.

Board Member Natalie Carithers asked if there was any information about the YAC and how the CRB could assist in spreading information about the YAC to the community. Director Everett responded that YAC is still being created and that YEE would be meeting with OPAT Staff soon to discuss the program. Director Everett stated that once the YAC has been developed, it will have its own section on the OPAT website and would be incorporated into Get to Know OPAT; OPAT would work with the Mayor's Youth Council on community outreach once applications are available.

Board Member Carrie Mays expressed strong support for investment in the community and asked about the possibility of creating a list of resources that could be provided to complainants and community members. Director Everett reported that this project was ongoing and that there were continuing conversations with the Legal Department on creating an unbiased resource list that could be provided to all complainants. Director Everett reported that the BEST Team had recently discussed mental health services with all



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OPAT Staff, including best practices and effective communication with individuals experiencing mental health events.

Other Business

No additional business was presented.

The Board took a fifteen (15) minute recess.

Complaint Summary & Disposition

Chair Alvarez reconvened the meeting at 11:56am.

Chair Alvarez explained that cases would be reviewed by the CRB in two groups. The first group of cases were being dismissed by OPAT per Ordinance and would be presented to the CRB in the public meeting. The second group of cases would be presented to the CRB in an executive session, closed to the public in the interest of confidentiality.

Director Everett clarified that the first group of cases was limited to cases deemed out of scope or that did not have sufficient information to proceed further. Director Everett reported that: Case #30 was closed at Intake; Case #34 was closed at Investigation; Case #35 was closed at Intake; Case #51 was closed at Intake; Case #56 was closed at Intake; Case #57 was closed at Intake; Case #62 was closed at Intake; Case #63 was closed at Intake; Case #66 was closed at Intake; Case #68 was closed at Intake, and; Case #82 was closed at Intake.

Director Everett stated that OPAT Staff were recommending that Case #13, Case #33, Case #59, Case #60, and Case #69 be reviewed by the CRB in an executive session. Chair Alvarez noted that Case #9, Case #26, and Case #36, originally listed on the agenda, would instead be heard at the CRB's next meeting on November 15th, 2022.

Chair Alvarez stated that the CRB was required to enter an executive session to hear the remaining cases in order to discuss the complaints brought against a Boston Police Department public officer, employee, staff member, or individual. Chair Alvarez stated that



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the CRB would reconvene after the executive session in a public session to hold a roll call vote on the disposition of each case.

Board Member Carithers motioned to go into Executive Session, pursuant to Open Meeting Law, M.G.L. c30A, §§ 21, to discuss complaints brought against Boston Police Officers. The motion was seconded by Board Member Wayne Daley seconded the motion. The motion was unanimously agreed upon by the Board.

Chair Alvarez briefly brought the meeting back into the public session to request OPAT Staff introduce themselves to members of the public.

Board Member Wayne Daley motioned to go into Executive Session; the motion was seconded by Board Member Tara Register. The motion was unanimously agreed upon by the Board. The CRB entered its executive session at 12:07pm.

The CRB's executive session was called to order at 12:12pm and was closed at 2:01pm.

Complaint Summary & Disposition – Public Session

Chair Alvarez reconvened the CRB meeting in its public session.

Chair Alvarez held roll call votes on each of the cases presented to the CRB during its executive session.

In the matter of **Case #13**, the CRB voted unanimously to adopt OPAT Staff's recommended disposition of **Insufficient Evidence to Make a Finding**.

In the matter of **Case #33**, the CRB voted unanimously to adopt OPAT Staff's recommended disposition of **Not Sustained**.

In the matter of **Case #59**, the CRB voted unanimously to adopt OPAT Staff's recommended disposition of **Not Sustained**.



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In the matter of **Case #60**, the CRB voted unanimously to adopt OPAT Staff's recommended disposition of **Not Sustained**.

In the matter of **Case #69**, the CRB voted unanimously to adopt OPAT Staff's recommended disposition of **Not Sustained**.

Chair Alvarez motioned to adjourn the meeting and received a second from Board Member Hernandez. All six (6) CRB members present voted to adjourn.

The next CRB meeting is scheduled for 11:00am on Tuesday, November 15th, 2022.

Meeting Adjourned at 2:07pm.

Approved on November 15, 2022

Benjamin Tillman, Administrative Assistant