



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

OPAT COMMISSION
December 6, 2022
PUBLIC REPORT

1) POST Commission 555 CMR 1.0, PROCEDURAL RULES

In August 2022, the Office of Police Accountability and Transparency (OPAT), in collaboration with the Mayor's Policy team and the Boston Police Department, submitted language to the Peace Officer Standards and Training (POST) Commission regarding 555 Regulations 1.01: Review of Complaints by Agency. The amendment regulation language would expand the current 90-day investigation timeline requirement for law enforcement agencies to complete investigation from the receipt of a complaint to 180 days. The expansion of time would apply only to law enforcement agencies that currently have at least 1,000 law enforcement officers. If adopted, this language would allow for OPAT to properly receive complaints, investigate, and recommend discipline, if any, to the Boston Police Department (BPD), as required by Ordinance. As presently written, OPAT will need to request an extension by and through the BPD for all complaints it receives, as it is required by Ordinance to notify the BPD of all complaints it receives and the BPD in turn is required by state statute to notify the POST Commission of all complaints it receives.

2) BPD Policy Investigations and Policy Recommendations

As part of OPAT's FY23 investments, we received funding to retain a consultant to look into the hiring, retention, and promotion of Black, Indigenous, and People of Color sworn and civilian employees at the Boston Police Department (BPD). Specifically, we are seeking to identify ways to increase diversity within the department to begin the necessary work to have a department that is representative of the community it serves. From the beginning, we have included the BPD in this process along with the Equity and Inclusion Cabinet, represented by the Human Rights Commission.



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In September, we invited 18 vendors from the Diversity and Supplier Portal to submit proposals. On October 27, 2022, consultants Conan Harris & Associates and Strategy Matters were selected to spearhead this effort that will be led by OPAT's Policy and Data Analyst, Mariah Sabir. Mariah and the Consultants will work to operationalize and study the impacts of existing BPD policies in these areas, identify initial policy recommendations, and create new policies that will help shift the demographics of the Police Department in an equitable way. Work on this project officially started on November 21, 2022. The first phase will identify initial policy recommendations, make certain they are evidence-based, and ensure the recommendations are ethical and equitable.

3) OPAT Case Activities for FY23 Quarter 2 (October-December 2022*):

**This data is only reflective of information through November 30, 2022. December data will be available in January. Please note that case data is updated monthly and is available on OPAT's Website¹*

a) Disposition of cases referred by OPAT to the CRB:

- i) On November 15, 2022, voted on 6 cases
 - Insufficient Evidence: 3
 - Not Sustained: 2
 - Pending: 1

b) Disposition of cases referred by OPAT to IAOP:

- i) On October 20, 2022, the IAOP board voted 4-0 on two cases where they agreed with IAD's findings

c) Number of complaints received, type of misconduct alleged, and the investigatory status of those complaints²

¹ The complaint data reported here does not include any appeals that may later be heard by the IAOP due to confidentiality requirements.

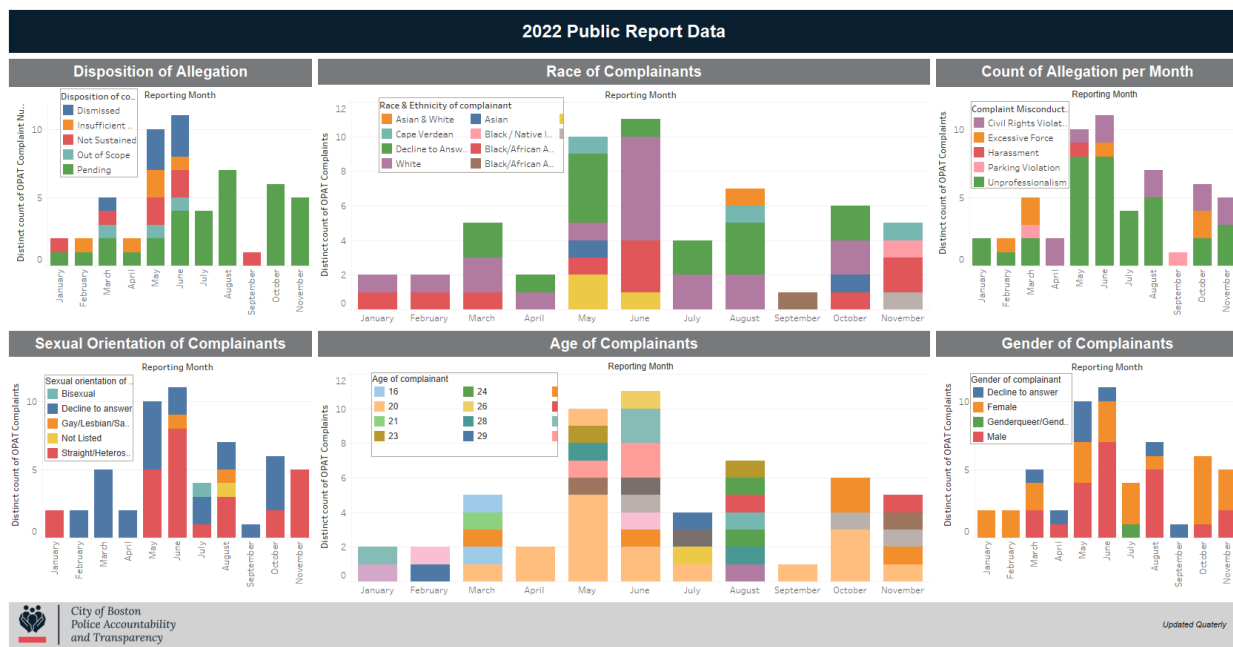
² Per Section 12-16.7 b. in the ordinance establishing OPAT, OPAT Staff review and may classify certain complaints as dismissed at intake prior to reaching the investigative step in our office. Cases that receive this designation include those whose allegations



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- i) OPAT has received 11 complaints as of October 2022–November 2022. Complaint reports are down 3.1% from the last quarter (23.1% FY23 Q1 and 20% FY23 Q2). The types of misconduct alleged in these cases for this quarter are: unprofessionalism, excessive force, and civil rights violations. The investigatory status of the 11 complaints are pending.
- d) Race, ethnicity, gender, sexual orientation, and age of complainants:
 - i) Black/African American, Cape Verdean, Native Indian, White, Black/Native Indian, Asian, Decline to answer
 - ii) 3 Males, 8 Females
 - iii) Straight/Heterosexual, Decline to answer
 - iv) Ages 31–64

OPAT FY23 Q2 Complaints Data:



are out of scope of what our office investigates (such as allegations regarding other police departments), as well as those that have insufficient evidence to establish an allegation of police misconduct.

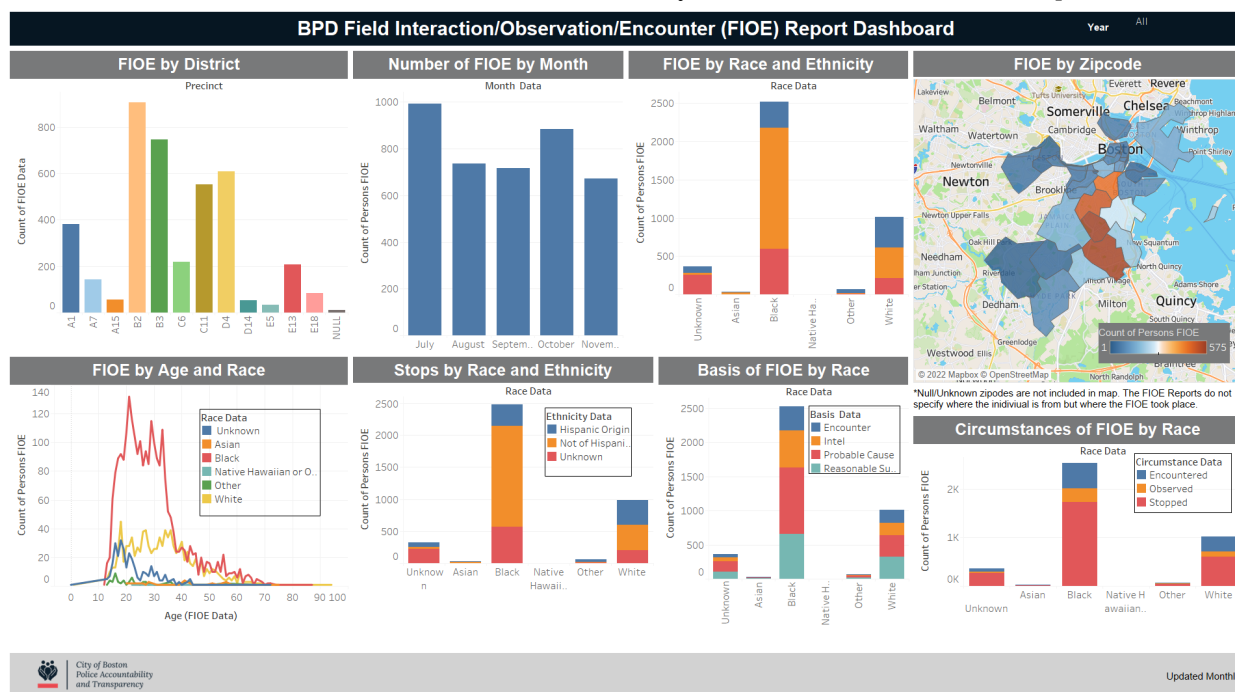


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OPAT FY23 Q2 Field Interaction / Observation / Encounter (“FIOE”) Data:

a) FIOE Definitions:³

- i) Sec. 3.1 Encounter: Defined as an agreed upon interaction with an individual that does not lead to an official stop and/or frisk. If you encounter an individual with the reason for gathering information, you must document the interaction.
- ii) Sec. 3.5 Observation: Defined as a direct viewing of an individual by an officer that does not include actual contact with the individual. Reasonable suspicion is necessary when conducting an observation of an individual, but the purpose of documenting the observation must be to gather information to justify documenting the observation.
- iii) Sec. 3.2 Field Interaction/Stop: Defined as holding an individual in custody briefly, whether on foot or in a vehicle, based on reasonable suspicion. This is to determine the individual’s identity and settle the officer’s suspicions.



³ <https://www.boston.gov/departments/police-accountability-and-transparency#dashboards>



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b) Stops by Race

- i) 61.5 % of Stops by BPD in Boston were of the Black race
 - 1) 37.8% were of Black Non-Hispanic Ethnicity
 - 2) 8.2% were of Black Hispanic Ethnicity
 - 3) 15.4% were Black and Unknown Ethnicity
- ii) This is compared to White individuals at 27%
 - 1) 10.8% White Non-Hispanic
 - 2) 11.4% White Hispanic
 - 3) 5.1% White Unknown Ethnicity
- iii) Unknown Race 9.7%
 - 1) 2.9% Hispanic Ethnicity and Unknown Race
 - 2) 0.7% Not Hispanic Ethnicity and Unknown Race
 - 3) 6.1% Unknown Ethnicity and Unknown Race
- iv) and Asian individuals at 0.34%
 - 1) 0.1% Asian Hispanic
 - 2) 0.3% Asian Non-Hispanic

c) FIOE by Race and Age

- i) 74% Black 21 year olds experienced an FIOE compared to 10% White

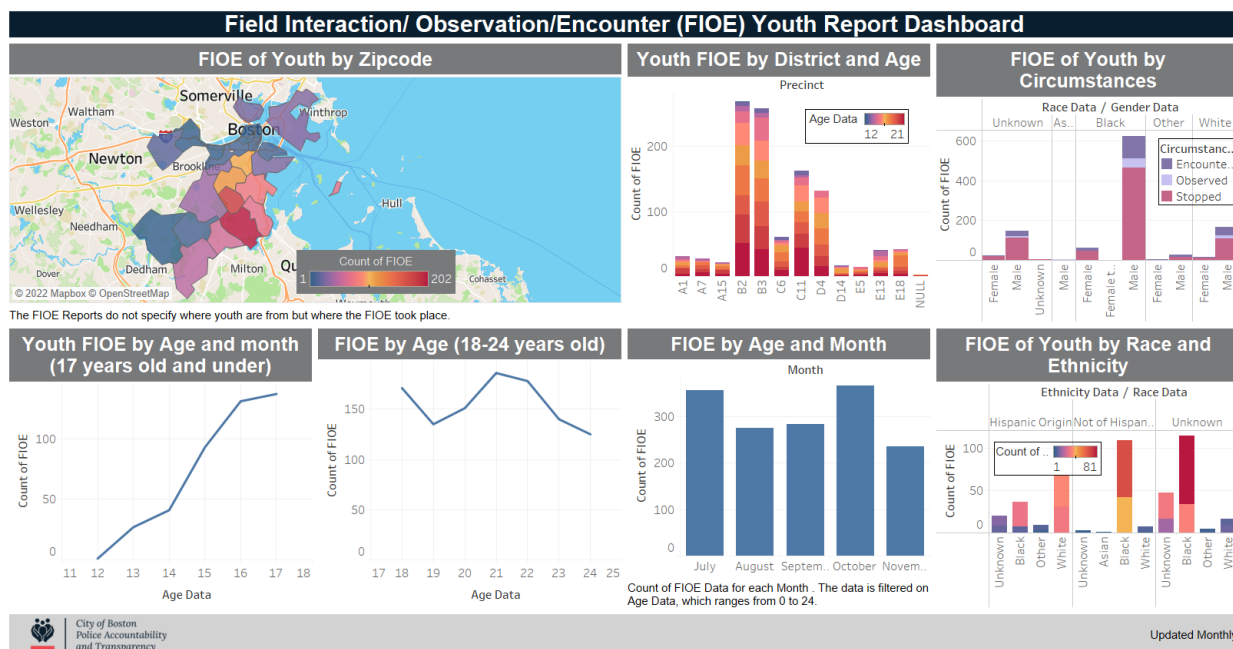
d) FIOE by Precinct

- i) B2 (Roxbury) documented the highest FIOE at 22.6% of compared to E5 (West Roxbury) at 0.9%
- ii) 32% of FIOE by B2 were in 02121
- iii) 89% of the FIOE by B2 were Male of all races (71% are Black Males, 18% are White Males).



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OPAT FY23 Q2 Youth Field Interaction / Observation / Encounter (“FIOE”) Data⁴

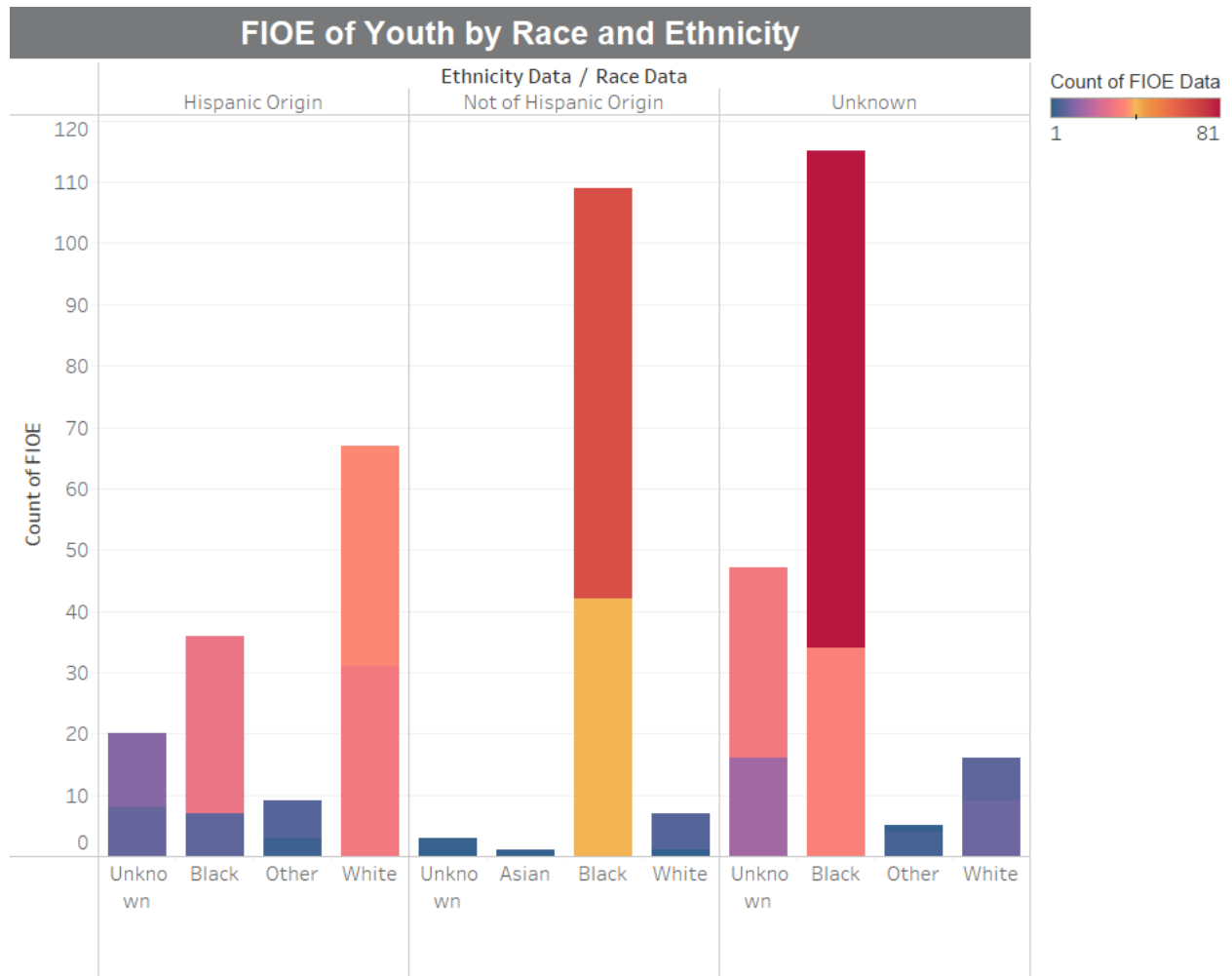


- e) Report Youth FIOE by Zipcode (Ages: 0-24)
 - i) 02124 had the highest number of FIOE
 - ii) 76% of these FIOE in 02124 are conducted by B3
 - iii) Youngest FIOE by B3 is 13 and lives in 02124
- f) Youth FIOE by Month (Ages: 0-24)
 - i) 366 Yoth FIOE in October
 - ii) 236 Youth FIOE in November

⁴ The entire Youth FIOE Dashboard is provided on our OPAT website at [Police Accountability and Transparency | Boston.gov](https://policeaccountabilityandtransparency.boston.gov)



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- g) Youth FIOE by Race and Ethnicity (Ages: 0-24)
- i) 109 Black Non-Hispanic Youth were FIOE
 - ii) 36 Black Hispanic Youth were FIOE
 - iii) 115 Black Unknown Ethnicity were FIOE
 - iv) 7 White Non-Hispanic Youth were FIOE
 - v) 67 White Hispanic were FIOE
 - vi) 16 White Unknown Ethnicity were FIOE



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h) Youth Arrest⁵

- i) 7.8% of arrest were of youth from ages 12-17
- ii) 14.1% of arrest were of ages 18-24
- iii) Highest percentage of arrest were of adults ages 30-40 at 31.3%

4) OPAT Promotion of Function, Availability, and Processes to the Public:

- a) On November 7, 2022, OPAT welcomed our first High School Intern. Our intern reports directly to our Policy and Data Analyst and will be exposed to a variety of experiences and skill sets at OPAT. In addition to this internship, a college intern will start January 2023. Their work will help inform evidence-based policy recommendations that will be submitted to Boston's key police reform stakeholders.
- b) OPAT is also still accepting applications for a Community Mediator, who will help mediate complaints that do not rise to a standard to be reviewed by the Civilian Review Board. The Community Mediator will also play a key role in informing the public about what OPAT does and (re)building trust between City agencies, the community, and the Boston Police Department.
- c) OPAT began accepting applications to the OPAT Youth Advisory Council (YAC) in November 2022. Youth throughout the City, representing a variety of neighborhoods submitted applications to be on YAC. OPAT will be hosting these individuals for a first meeting at the end of December 2022. These young Bostonians will work to end the disconnect between the youth and the BPD by building positive connections through communication, accountability and transparency.

⁵ The entire Arrest Dashboard is provided on our OPAT website at [Police Accountability and Transparency | Boston.gov](https://policeaccountabilityandtransparency.boston.gov)