



City of Boston, Massachusetts
Office of Police Accountability and Transparency
Evandro C. Carvalho, Executive Director

**Internal Affairs Oversight Panel (IAOP) Meeting
Public Session Minutes
Monday, December 8, 2025
In-Person Meeting | 2201 Washington St, Suite 102, Boston, MA 02119**

Call to Order at 10:02 a.m.

IAOP Members Present:

- Anthony Fugate, Chair
- Christina Miller
- Quoc Tran
- Eron Hackshaw

IAOP Members Not Present:

- Jamika Hobbs

A quorum was established.

Introduction and Meeting Minutes

Chair Anthony Fugate opened the public session to approve the public session minutes from the IAOP meeting held on October 6, 2025.

The Panel reviewed the minutes of the October 6, 2025 IAOP Meeting.

Motion: To approve the October 6, 2025 meeting minutes.

Moved: Christina Miller

Seconded: Eron Hackshaw

Vote: Anthony Fugate (yes), Christina Miller (yes), Quoc Tran (yes), Eron Hackshaw (yes)

Motion approved



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Executive Director's Report

Executive Director Carvalho introduced OPAT staff and led a moment of silence in honor of the founder of OPAT, the Honorable Judge Leslie Harris.

Executive Director Carvalho provided the following updates:

- OPAT has onboarded five new staff members since the previous IAOP meeting
- Cory Jordan joined as Community Engagement Coordinator
 - Executive Director Carvalho reported that Open Door Days continue to be held on the first Wednesday of each month and Coffee Hours occur every other Friday.
 - Members of the public were encouraged to follow OPAT on social media to remain informed about community events and initiatives.
- Mary Kate O'Brien and Parker Bauman joined as Investigators
- Diana Vergara has been promoted to Senior Investigator
- Shonda Green has joined OPAT as Director of Administration and Finance

Executive Director Carvalho stated that the OPAT Commission is anticipated to meet once more before the end of the year.

Other Business

Executive Director Carvalho reported that OPAT has updated the complaint intake form to include a section addressing ICE involvement and is exploring



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development of an intake process for appeals in the coming year.

Review of Discussion Materials

- IAOP inquired about the size, caseload, and triage practices of the Boston Police Department Internal Affairs Division (IAD).
 - Executive Director Carvalho explained that IAD functions similarly to OPAT but is staffed by sworn police officers.
- IAOP expressed concern regarding the length of time certain cases have remained open, noting instances extending up to six years, and questioned the degree of authority OPAT holds in making disciplinary recommendations given union involvement.
 - Executive Director Carvalho stated that OPAT has the authority to make recommendations and that building institutional influence remains central to the office's work.
 - Deputy Director Esther Laine acknowledged historical challenges and emphasized OPAT's focus on strengthening communication, infrastructure, and future disciplinary processes.
- IAOP expressed concern that while progress has been made, tangible outcomes remain limited, and stated intention to continue advocating for increased authority and visibility for OPAT.
- IAOP inquired about visibility into caseload data and whether key performance indicators or dashboards could be developed to support timely case management.
- IAOP discussed OPAT continuing to have ongoing outreach and engagement with IAD leadership



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Scheduling of Future IAOP Meetings

The Panel discussed scheduling future meetings.

The following dates were proposed:

- February 18, 2026
- Backup Date: February 25, 2026
- May 13, 2026 (backup: May 20, 2026)
- August 5, 2026 (backup: August 12, 2026)
- November 18, 2026 (backup: December 2, 2026)

Adjournment of Public Session

Motion to exit Public Session and enter Executive Session.

Moved by : Christina Miller

Seconded by: Anthony Fugate

Vote: Anthony Fugate (yes), Christina Miller (yes), Quoc Tran (yes), Eron Hackshaw (yes)

Motion approved

The Public Session adjourned at 11:02 AM.

The board entered into Executive Session

Minutes Respectfully Submitted by OPAT Staff