



# Public Safety & Transportation Committee Report

## (Part 2)

### City of Newton In City Council

**Wednesday, February 3, 2021**

**Present:** Councilors Downs (Chair), Markiewicz, Lipof, Grossman, Bowman, Malakie and two vacancies

**Also Present:** Councilors Greenberg, Albright, Wright, Humphrey, Noel, Baker, Ryan, Laredo, Norton, Leary, Krintzman, Danberg, Crossley, Kelley and Kalis

**City Staff:** Jonathan Yeo, Chief Operating Officer, Chief Gino Lucchetti, Newton Fire Department, Interim Chief Howard Mintz, Newton Police Department, Joseph Mulvey, Chief Information Officer, Jini Fairley, ADA Coordinator and Michelle Pizzi O'Brien, Director of Human Resources

**Others Present:** Senator Cynthia Creem, Richard Powell, and Brittany Web, NewTV

**Newton Police Task Force Committee:** Chair Sonja Spears, Malick Ghachem, Achille Vann Ricca, Derege Demissie, Bill Hoch, Joshua Levy, Randy Johnson, Hattie Kerwin Derrick, Alison Tarmy, Brian Henderson and Jadeque Douglas

**Strategy Matters:** Consultants Josh Moulton and Liz O'Connor

***Chair's Note:*** *The Newton Police Reform Task Force will report on their findings and recommendations.*

**Note:** Interim Chief Howard Mintz, Newton Police Department; Programs & Services and Public Facilities Committees, Newton Police Task Force and Strategy Matters members joined the Committee for discussion on this item.

Ms. Spears, Chair, Newton Police Reform Task Force (NPRTF), stated that tonight, she will share the NPRTF preliminary recommendations.

In July 2020, Mayor Fuller appointed twelve volunteers to the NPRTF from various backgrounds, various levels of expertise and life experiences to provide insights and recommendations concerning the Newton Police Department strategic direction for the coming years and decades in the following areas: missions, values, goals, current strengths and challenges (grounded in the perspective of both community and

department members, including the experiences of people of color), recruiting, hiring, training, promoting, services provided, staffing levels, organization structure, internal investigations, misconduct and discipline, accountability and oversight, polices, procedures, practices, collective bargaining, contracts, culture, communications and community engagement.

The NPRTF Committee determined ways in which the department currently exists and how it serves public safety and equity in the best ways possible. Police-involved deaths of people of color (in the US) can no longer be ignored. These calls were an awakening for many and does not exempt the City of Newton. The NPRTF first engaged expert guidance on the history of systemic racism and policing. During twenty-one meetings, the NPRTF members wanted to always ensure they were keenly aware of the public outcry for racial justice. The NPRTF held six public sessions along with email exchanges, facilitated exercises and interactive sessions. NPRTF members were able to gain valuable insight in individual and collective views of what policing should be. NPRTF members carefully considered each comment. Many members of the Newton Police Department shared their time and expertise to assist the NPRTF members with their responsibilities, how they conduct their responsibilities and their tools to keep all safe daily. NPRTF members listened carefully to the Newton Police Department priorities. NPRTF members learned that no matter what their point of view, overwhelmingly everyone wants the same things. Safety and accountability are built on mutual trust and respect that recognizes the dignity of all persons.

Ms. Spears stated that Strategy Matters assisted the NPRTF members with models, expertise in policing and much more. NPRTF members have now reached the point where they have created their recommendations. The NPRTF recommendations were made thinking expansively beyond current models but not beyond the realm of feasibility. Additional work is necessary in developing details to implement the goals. Their work must be expanded upon by the City and the community.

On February 1, 2021, NPRTF members briefed Mayor Fuller on their progress. Chair Spears stated that NPRTF members are working on their final report and should be completed by the end of February 2021.

Mr. Moulton and Ms. O'Connor, consultants with Strategy Matters, provided a PowerPoint presentation on the Newton Police Department Organizational Assessment Survey Responses and the Community Survey Presentation and Discussion, attached.

Mr. Moulton stated that the survey was administered to the Newton Police Department sworn and civilian personnel. This information was informed by the work of the NPRTF and the NPD's ongoing certification process which ensures the department is up to date on police standards. Only forty-four Newton Police Department personnel replied to the survey. The survey asked how well the department is doing with fulfilling the public safety role according to the respondents. It also asked about officers' experience of the performance of their department as an organization, along with organizational, culture, strengths and challenges of the department in addition to more tactical aspects of policing.

43.90% of personnel surveyed were dissatisfied with the department as a place to work. Respondents expressed serious concern about the lack of support from the Mayor, City Council and the community. Facilities and the lack of confidence in the Newton Police Department leadership and management are

another concern. Mr. Moulton stated that this is common for departments that have an interim leader. Personnel expressed their satisfaction with coworkers and the opportunity to give back to the community. Respondents were also asked what are the most pressing problems for Newton? 86.49% of those who answered the staff survey rated mental health issues the most significant. The community survey rated cyclist/pedestrian safety the most significant. Mouton noted that the survey was launched after the City's shooting incident. The survey includes many questions that the consultant has used in community surveys across the country.

Ms. Spears provided a PowerPoint presentation on the Newton Police Department Reform Task Force Summary Recommendations, attached.

Committee members and Councilors present questions, answers, comments and concerns:

How would the NPRTF recommend transitioning the Police Department functions to other departments regarding "nuisance" enforcement concerns? Swift responses are necessary on weekends and evenings when City staff is not available. Funding may also be necessary. Ms. Spears answered that this may require City legislation. Different options will be available in the full NPRTF report. Mr. Moulton answered that it would be necessary for the City to amend department ordinances regarding ordinance violations. Ms. Spears then stated that the final report will include recommendations on how the Police Department can police differently regarding ordinance enforcement.

It is an important decision to determine if the City should consider leaving civil service.

Did the NPRTF study the 2014 Northeastern University Report regarding racial bias and traffic stops? Ms. Spears answered yes, when reviewing NPD data collection, data was not specific enough. The NPRTF recommendations include competing interests and more creative thoughts on how funds can be raised to address some recommendations.

We are hopeful that Ms. Spears can assist the City Council during the difficult budget process. The budget reflects the community and how we serve residents.

Please explain the "guardian mindset" vs. "warrior" and how this would be communicated to existing officers and future officers. Ms. Spears answered that it is less about identifying existing traits but more about enhancing them with building and enhancing traits with tools that are available. Training aimed at building those traits will make sure humility becomes second nature. Work, departmental commitment, personal commitment and investment is necessary. A NPRTF member said that the concept of guardian mindsight was developed by the 21<sup>st</sup> century re-imagining policing policy developed by President Obama's administration. Since this report, research shows that police officers identify with the warrior mindset through training, over-emphasized. People of color have more fearful encounters each time they are stopped by police with a warrior mentality; it does not have to be this way. Tension can be broken if the police approach is slightly different. This shift is most central to addressing systemic racism within policing and making sure incidents do not happen in the City of Newton.

It is unfortunate, the number of resident and personnel surveys were low.

Ongoing police training will be necessary.

Is the number of police personnel and budget right sized? Ms. Spears said that the in the final report priorities were considered to make the budget process easier. The team did not compare other budgets, estimates and contingent estimates were made in the recommendations.

Recruitment within minority and LGBTQ communities is necessary to allow diversity.

It may be a challenge to implement recommendations made in the report.

Did the survey include questions on how police officers feel about leaving civil service? Mr. Moulton answered no, that was not a question. He then said that he does not recall any comments about civil service.

Was concern expressed in the survey regarding last years' budget when the police desired additional vehicles? Mr. Moulton answered comments were received about the old fleet and how they are in disrepair. A fleet inventory was not completed. During several meetings with police officers, they expressed concern about funding the NPRTF instead of funding new cruisers.

Please provide in the NPRTF final report any recommendations or examples for addressing police morale during times of change.

Many residents have expressed pleasure with their interactions with the Newton Police Department.

Please provide in the NPRTF final report specifics on what the City can do to recruit a diversity of officer candidates

Any recommendations for 911 dispatchers when they receive a call about a suspicious person, maybe related to the color of the person's skin? Ms. Spears answered that recommendations include triage and training for dispatch. All NPRTF recommendations tie into the idea of having respectful interaction and the City being safe for all no matter a person's identity.

Did your discussions include police details at construction projects? Many times, the City cannot get officers to perform details and unfortunately work stops. Is this because of union negotiations? If so, how can this issue be resolved? Ms. Spears answered no, the NPRTF did not spend much time discussing police details because they did not hear this concern in their interviews but will review this.

Should the City leave civil service to allow a more diverse pool of candidates? Ms. Spears said leaving civil service is a complicated task requiring planning, money, and strategy. Certain restrictions are built into civil service that the City may want to retain. Ms. O'Connor added that Norwood, Westwood, Wellesley have left the civil service; she suggested they be contacted.

Outstanding questions:

How would the City preserve the best parts of civil service if it chooses to leave?

How can Police Department data sharing be improved?

Please explain how Newton benchmarks with other communities.

How will the NPRFT findings influence the selection of a new Police Chief?

What can be done to rebuild and repair the relationship between the Mayor, City Council and the Newton Police Department?

Excited to hear a recommendation is being made to build a new Police HQ. Does the NPRTF have recommendations to improve the Police Department facility?

How can the City work better with the Unions?

Without further discussion, Committee members and Councilors present thanked Ms. Spears, Mr. Moulton and Ms. O'Connor for their presentations, thoughtful and impressive work.

**Discussion with Interim Chief Howard Mintz**

Committee members and Councilors present continued their discussion with Interim Chief Howard Mintz.

Interim Chief stated in response to an offer to speak, that he had not prepared a statement in response to the report. However, he would be happy to address the issues with the Committees in the future.

Interim Chief Mintz then stated that almost all the issues brought up tonight have to be bargained. He then stated that he would not support leaving civil service, but if the City determined it would be best to leave civil service, this would have to be bargained. Any impacts on job descriptions or job duties, the Superior's Officers Union, the Patrol Officers Union and Dispatch Union would all have to be bargained. He then suggested that the City Solicitor could speak on this issue because the Law Department completes the formal negotiations for the department.

**Committee members and Councilors present questions, answers, comments and concerns:**

Last year, the budget was very difficult to follow and understand especially the compensation and department trends. The compensation is difficult to understand. How can this information be detailed better allowing the City Council to be better informed?

The City may need to fund additional money to the Police Department for training and to hire mental health providers.

A well thought out plan is necessary to determine the costs, staffing levels, who will pay, to compare alternatives.

Disappointed to hear that there was not some level of Collective bargaining changes in the State Law.

Important to understand spending overall in city.

Detail and data are necessary on additional training funding.

The City Council has no authority to negotiate contracts. The Department heads should provide pay, benefits and compensation for the budget process. Reasonable expectations are necessary during budget deliberations.

It is hopeful, the administration will move forward with the NPRTF recommendations (nuisance items) to other departments such as (snow removal, sidewalk and leaf enforcement).

At approximately 9:15 p.m., Councilor Markiewicz made a motion to adjourn in the Public Safety & Transportation Committee and Councilor Albright made a motion to adjourn in the Program & Services Committee. Council members agreed.

**Respectfully submitted,**

**Andreae Downs, Chair**

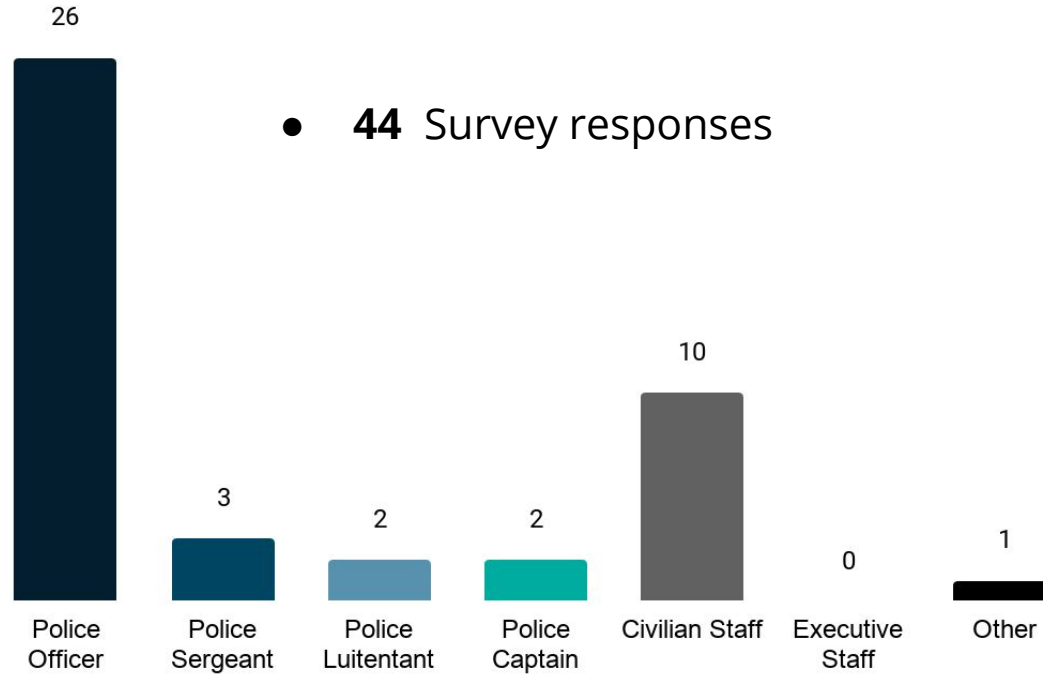
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# Newton Police Department Organizational Assessment Survey Responses

February 2, 2021

# Survey Responses

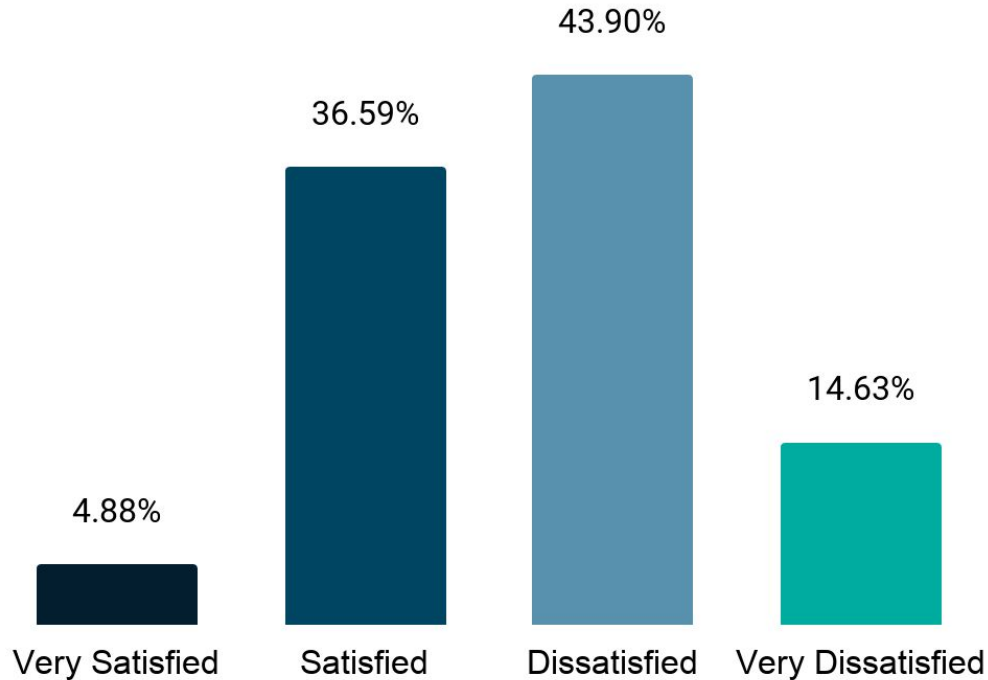


- **44** Survey responses



Q3. Please rate your overall satisfaction with the Department as a place to work:

N=41



# Q4. Please tell us your top three reasons for your level of satisfaction:

N=33

## Themes

### Dissatisfied:

- Serious concern about lack of support from the mayor, city council, and community (17/33)
- Facilities (9/33)
- Lack of confidence in NPD leadership and management (8/33)

### Satisfied

- Coworkers (11/33)
- Opportunity to give back to community (5/33)

## Quotes

### Dissatisfied:

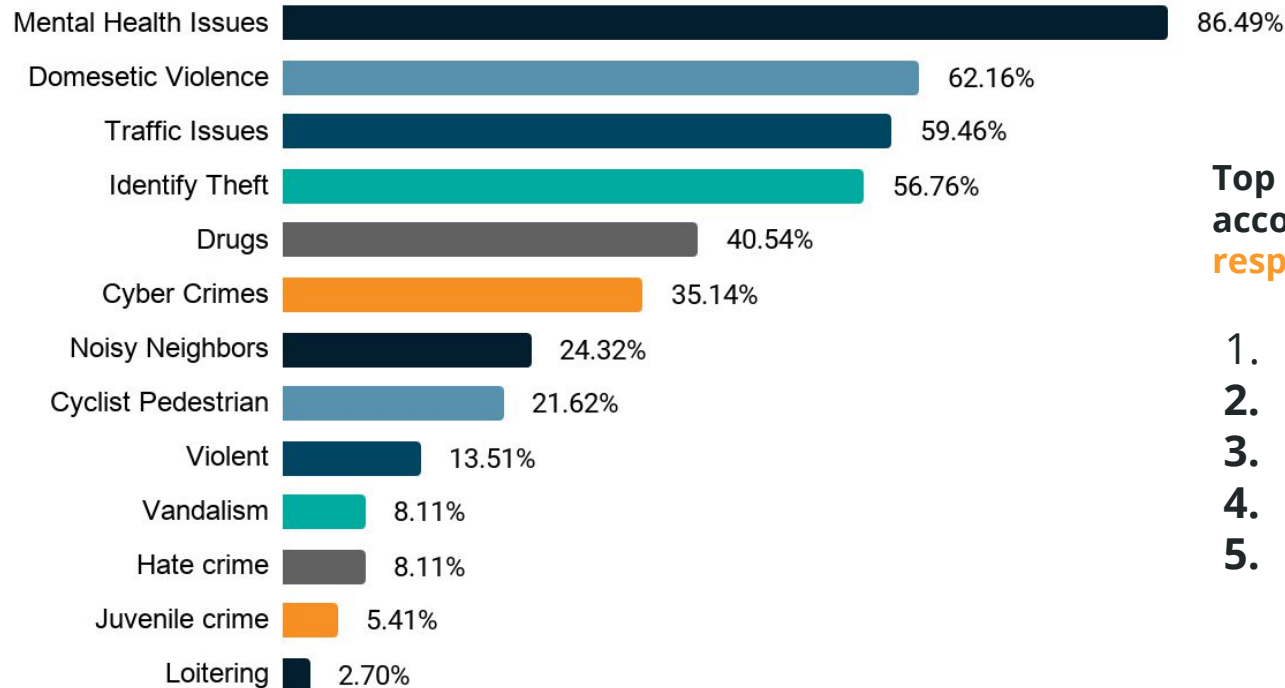
- *"We can't afford to own homes in the city we serve. The city leadership (Mayor, councilors) do not support us ... police facilities totally inadequate for a professional police organization."*
- *"I am tremendously discouraged by the lack of support from our City Officials, [some] have been quick to judge both me, and others in our profession, without any of the facts."*
- *"I used to love my job but find that [the community] has no respect for what we do or for the building we live in."*

### Satisfied

- *"The officers that work here are down to earth people that are easy to get along with...I am lucky to see them on a more human level than the general public see them."*
- *"I'm able to support my family, help people, and give back to the community I grew up in."*

# Q10. What are the are most pressing problems for Newton?

N=37 \*Participants could select up to 5 choices.



**Top 5 most pressing problems according to community survey responses**

1. Cyclist/pedestrian safety
2. Traffic
3. Identity theft
4. Mental health
5. Cyber crimes

# Q11. What role should police play in addressing the following types of incidents in Newton?

Survey respondents were presented with a menu of 17 types of incidents, and were asked to say, for each type of incident, what the role of police ought to be:

- No role
- Prevention
- Response

# Department Role: Comparing NPD and Community views

## Areas of agreement

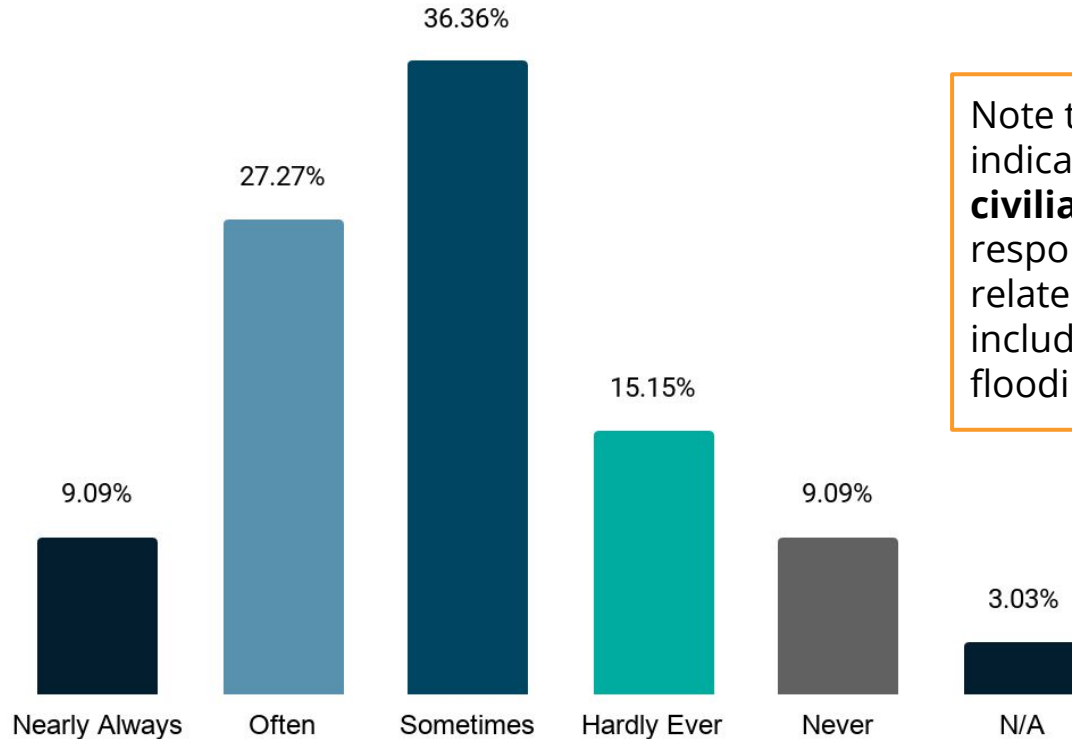
- **No role:** Noisy neighbors, Cyber crime, loitering
- **Prevention:** Traffic issues, Cyclist/Pedestrian Safety, Theft/Burglary, Juvenile Crime
- **Response:** Racial threats, Hate crimes, Domestic Violence, Sexual assault

## Areas of disagreement

- **No role:** Mental health (community), illegal dumping (PD)
- **Prevention:** drugs (PD), violent crime (community)
- **Response:** public drunkenness (PD), theft/burglary (community)

# Q16. How often do you have serious concerns about your physical safety when at work?

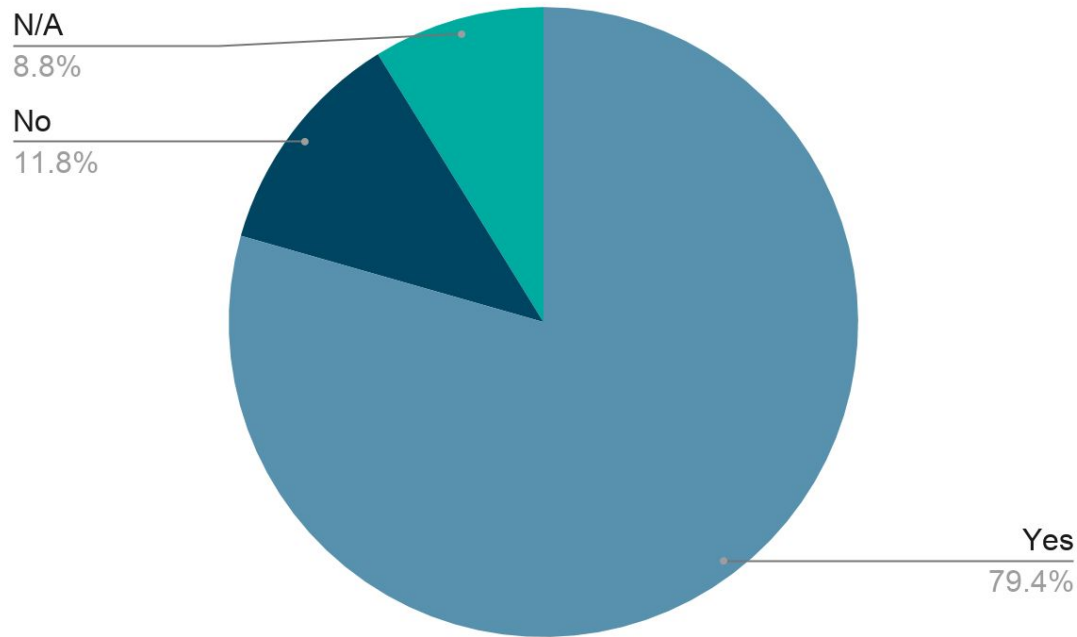
N=33



Note that some of the responses indicating a **lack of safety** come from **civilian** staff members. All of these respondents mention safety concerns related to the state of their **facilities**, including worries about mold, leaks, flooding, and air quality.

# Q18. In the past month, have you been verbally abused by a community member while on duty?

N=34



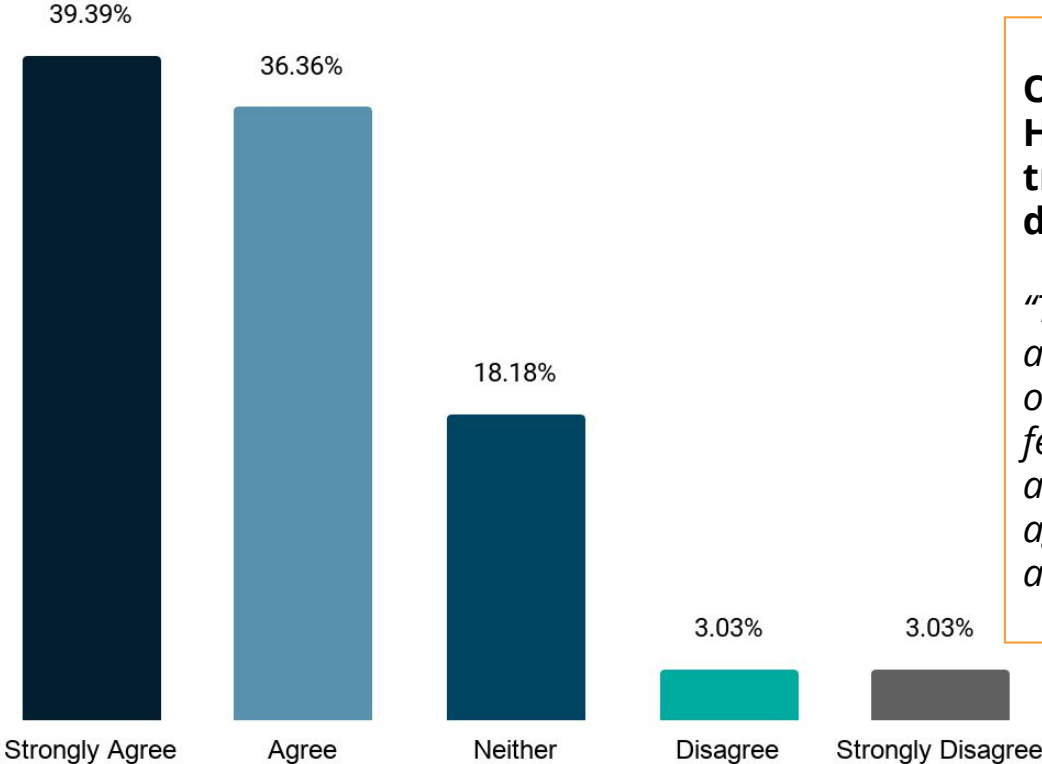
*"I get judged by what I wear, not by how I feel inside, you can't see that as you drive by."*

*"The name calling that I have endured is very emotionally exhausting."*

*"[B]errated over the phone by numerous Citizens of the City believing they're problems are MORE IMPORTANT than anyone else's."*

# Q25. The department welcomes and encourages diversity

N=33



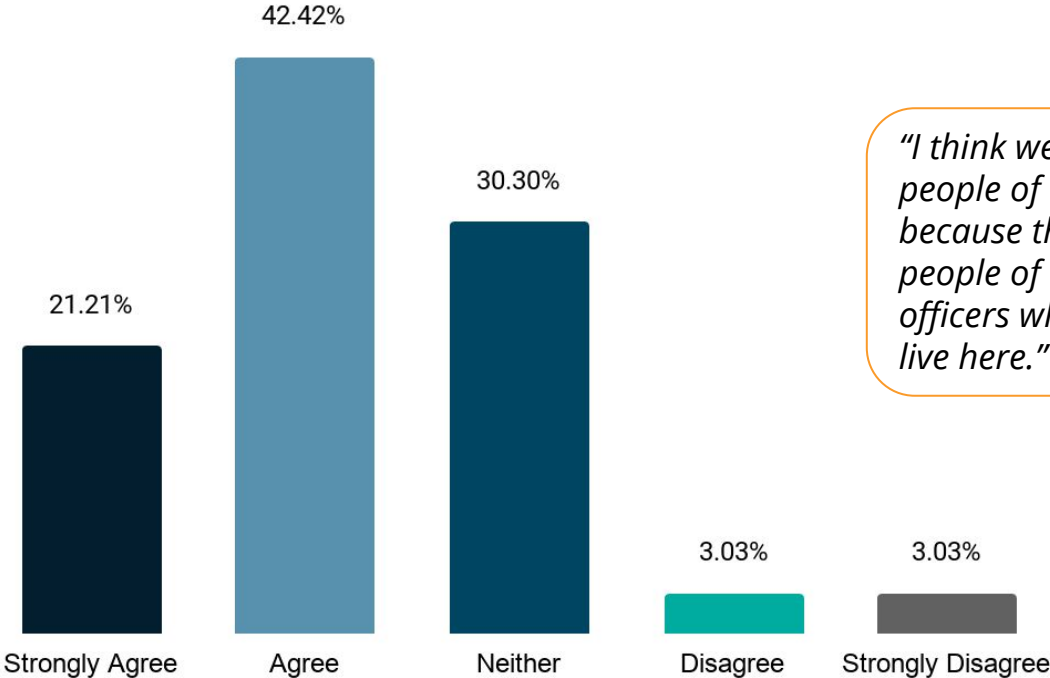
**Overall responses look positive. However, there are some troubling comments that deserve consideration.**

*“The same people get asked over and over for training and job opportunities. Not very fair against female officers and have not done anything to change a sexist policy against female officers in over a year and a half.”*



# Q26. A diverse police department is important for Newton.

N=33



*"I think we should make an effort to hire more people of color, however it is difficult now because the job is unpopular and not many people of color apply. Additionally, most police officers who work in Newton can not afford to live here."*

## Q36. What other issues do you think are important?

### Comments

**8/17 Responses express concern that a very poor relationship with city government is seriously undermining department morale.** Several of these responses made the connection between the state of the facilities and the perception of support from city leaders: *"I cannot stress enough how poor the overall building/facilities condition is. Being constantly on the back burner, unsupported by our mayor ... disregard of our personal well-being has affected morale."*

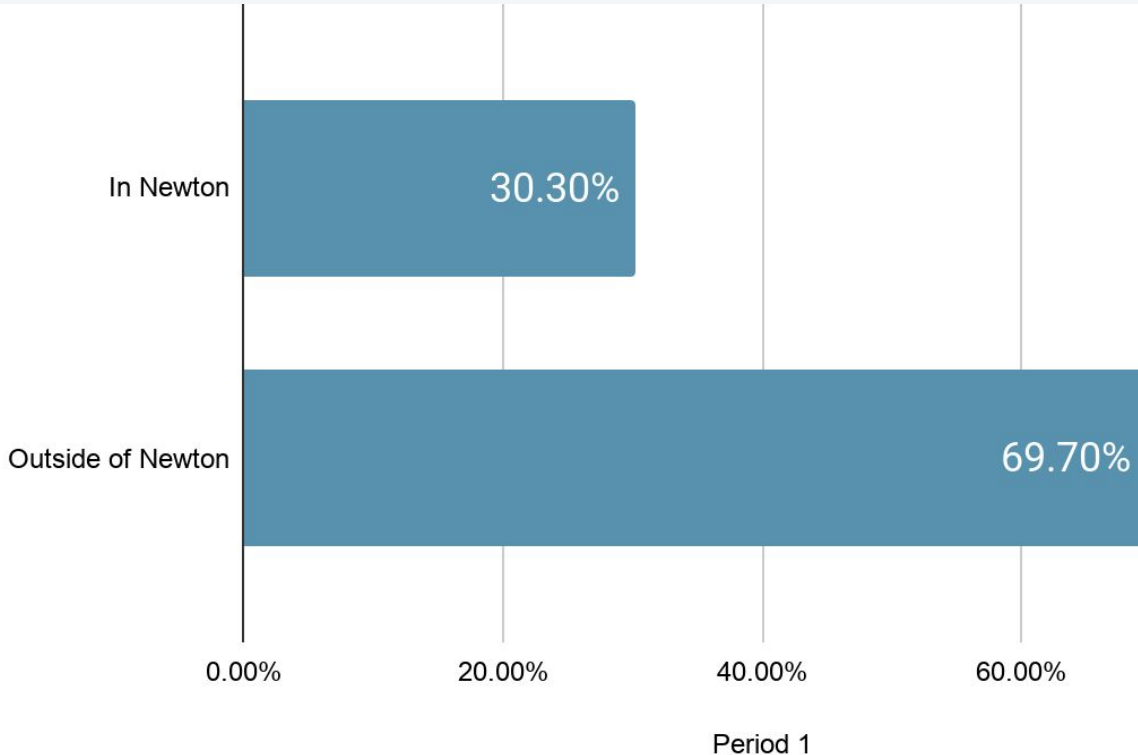
**Opportunity for positive change.** *"[T]he focus needs to shift from what the PD is doing to how the City wants to partner with the PD to make it successful. The conversation puts all the responsibility on the PD, which isn't fair. The City and the PD should be partnering together to make Newton the place it has the potential to be."*

**Increase diversity and develop leaders.** *"We [need to] identify leaders in the department from all ranks and put them in [leadership] positions. How do we diversify our department to reflect the community?"*

**Affordable housing.** *"NPD officers who grew up [here] are no longer able to live in the community."*

# Q42. Where do you live?

N=33



**19/21 comments on the residency question mention inability to afford cost of living in Newton.**

*"Starter homes cost \$650,000. My salary is \$69,000. Simple math."  
"[...]Police officers cannot afford to live here unless they inherit."*

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# Community Survey Presentation and Discussion

January 19, 2021

# Meeting Goals

What we're going to accomplish

- Present data from the community survey
- Collect insight into the survey results from community members

# Agenda

- 5:30** Welcome, Meeting Goals, and Agenda
- 5:40** Survey Basics: # of Responses, Confidence Interval, Demographics
- 5:45** Responses in-Depth
- 6:15** Community Consideration of Results
- 7:00** Reconvene and Discuss Small Group Insights
- 7:25** Closing + Next Steps

# Participant Agreements

## Good intentions do not assure positive impact.

Recognizing this, we need a way to take note of this in real time and to address it. To do this, we can use “ouch” and “oops,” - if someone experiences negative impact they need to say something (possibly ouch if that works), and then the person who, presumably unintentionally, caused the harm, needs to recognize the issue, and then together they can explore the issue or misunderstanding, and move to resolution.

## Recognize and be aware of your power position

Each of us will be bringing various aspects of our identities into our meetings, whether it be the role you hold in the organization or a social identity such as your race or gender. These roles will bring various types of power (both formal and informal) to our contributions. Remember, you may inadvertently be exercising this power in meetings. For example, if a leader speaks first in a problem-solving session, it may suppress contributions from those who don't wish to seem like they disagree with the boss.

## Please don't ask others to put their experience on a platter.

Seeking everyone's perspective is great, but asking them to speak from a specific part of their identity can be hurtful, and also may put the person in the uncomfortable role of trying to speak “for the \_\_\_\_\_ community.” Consequently, please refrain from asking for others' perspectives on the basis of your understanding of their racial/ethnic/gender identity or aspects of their lived experience.

# Participant Agreements

## Approach discussions from a place of curiosity rather than assumption

Too often, we use a question to make a point or to show the deficiency we see in another person's point of view. It is far more generative to stay curious about views that you don't hold or understand, and ask your question/offer contributions from there. This enables others to offer their views in the fullest sense and enables each of us to set aside our own ideas long enough to truly hear them.

## You won't be comfortable all the time, but we aim to protect your safety

Comfort is what you feel when none of your assumptions or beliefs are challenged. It's a good way to ensure that you miss opportunities for growth. So it's often good to not feel comfortable (even if it is mildly unpleasant). Safety is what you feel when you know that others respect you, care about your wellbeing, and demonstrate this by making space for you in the group. We don't ever want to create environments where people don't feel safe.

## Please engage authentically and also with care and concern for others

We need you to be fully present and engaged, even when it is challenging to do so. This applies to both how you hear and how you speak. We ask that everyone "hang in" even when it is hard (when there is "radical candor") and also to stay mindful of the need for respectful and caring dialogue even in hard conversations.



# About the Survey

## What it is:

- A rough guide to community perspectives on efficacy and role of police in Newton communities

## What it is not:

- A scientific study satisfying rigorous statistical standards

## How will it be used?

- In combination with and as a complement to *many* other sources of information: community meetings and presentations, interviews, focus groups, research and insights from subject matter experts as well as community leaders, organizers, and youth.

## How “good” is the data?

- Population of Newton = 88,414 (2019 Census)
- Total survey responses = 436
- Confidence level 95% with a confidence interval of 5 requires 383 random and representative responses
  - *Representative*: respondent demographics *fair* match with Newton demographics (Census 2019)
  - *Random*: respondents do *not* represent a random sample

# Demographic Comparisons

## Newton population (Census 2019)

Female: 53.3%

Over 65\*: 18%

White: 76.7%

Black: 3.0%

Hispanic, Latino/a/x: 4.9%

Asian: 14.8%

## Survey respondents

Female: 61.5%

Over 60%\*: 45.7%

White: 76.8%

Black: 6.8%

Hispanic, Latino/a/x: <3%

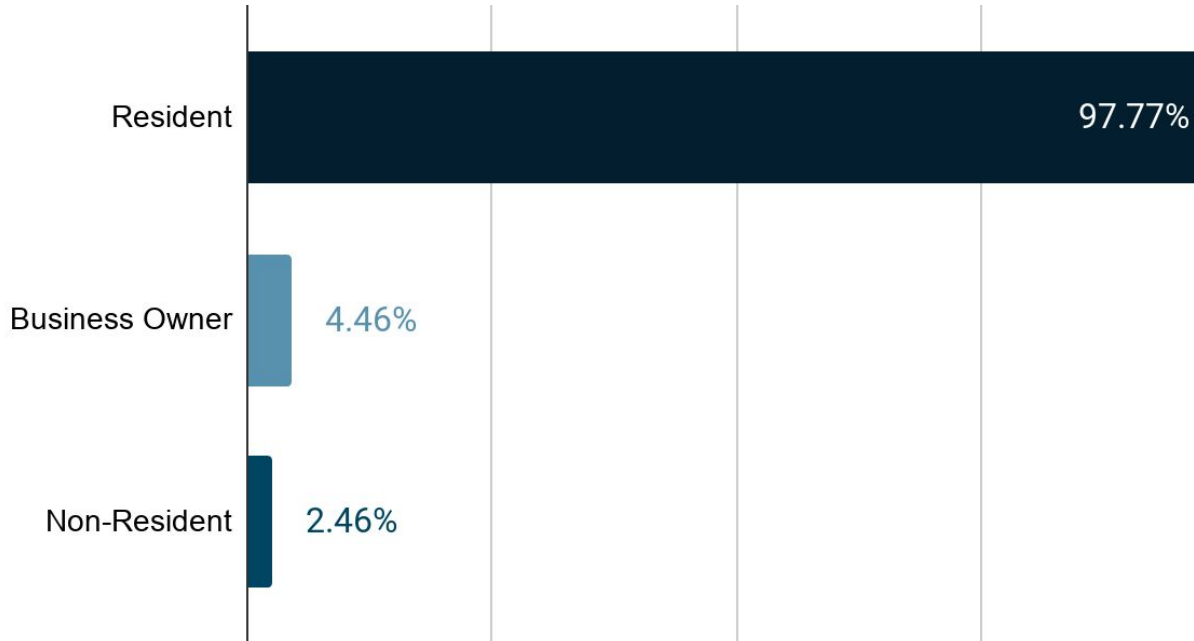
Asian: 4%

*\*Census category is "over 65", survey category is "over 60".*

# Survey Responses

# Q11/12. Relation to Newton

N=448



Many respondents note their long relationship with Newton:

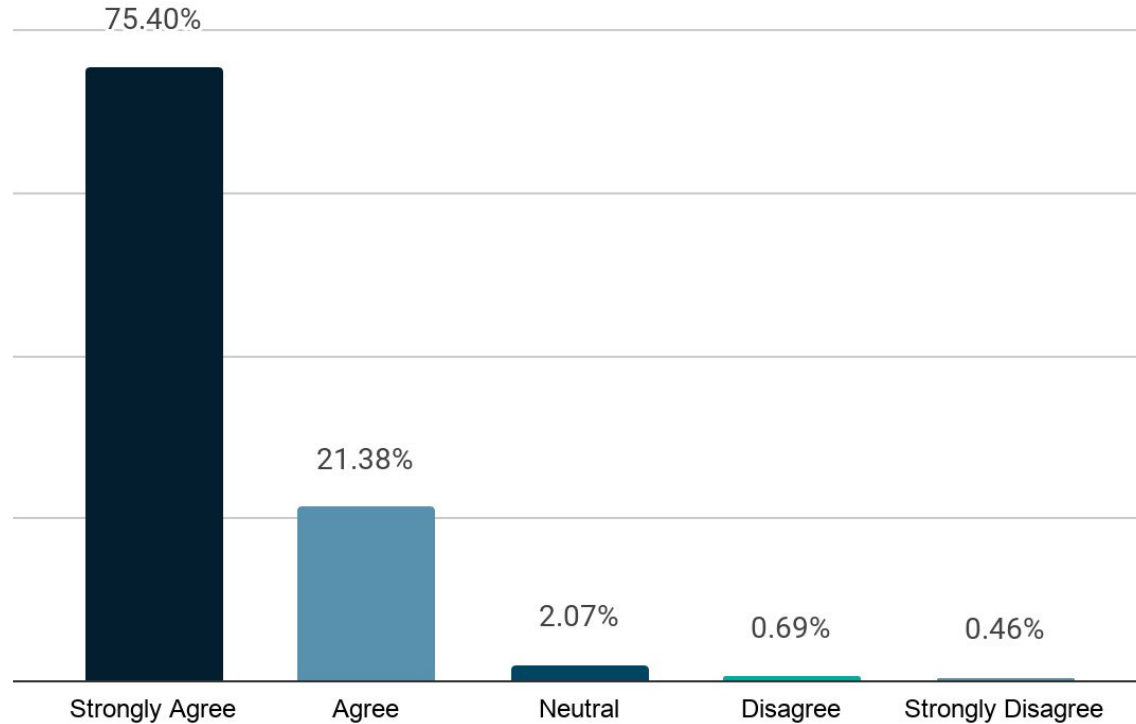
- "45 years"
- "65 years"
- "I've lived in Newton since 1967"

Most respondents were from:

- Newton Centre (20%)
- West Newton (16%)
- Newtonville (15%)
- Newton Highlands (11%)
- Auburndale (10%)

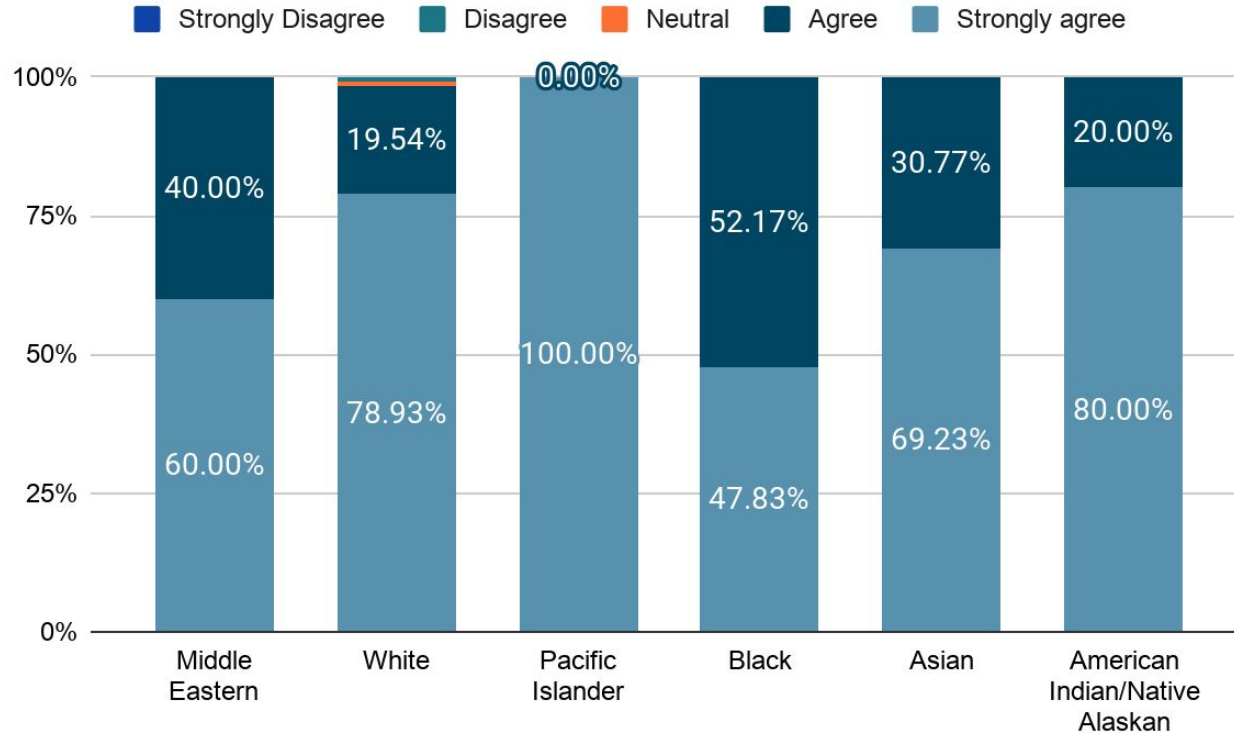
# Q 16. I feel safe in my home or business in Newton

Overall N=435



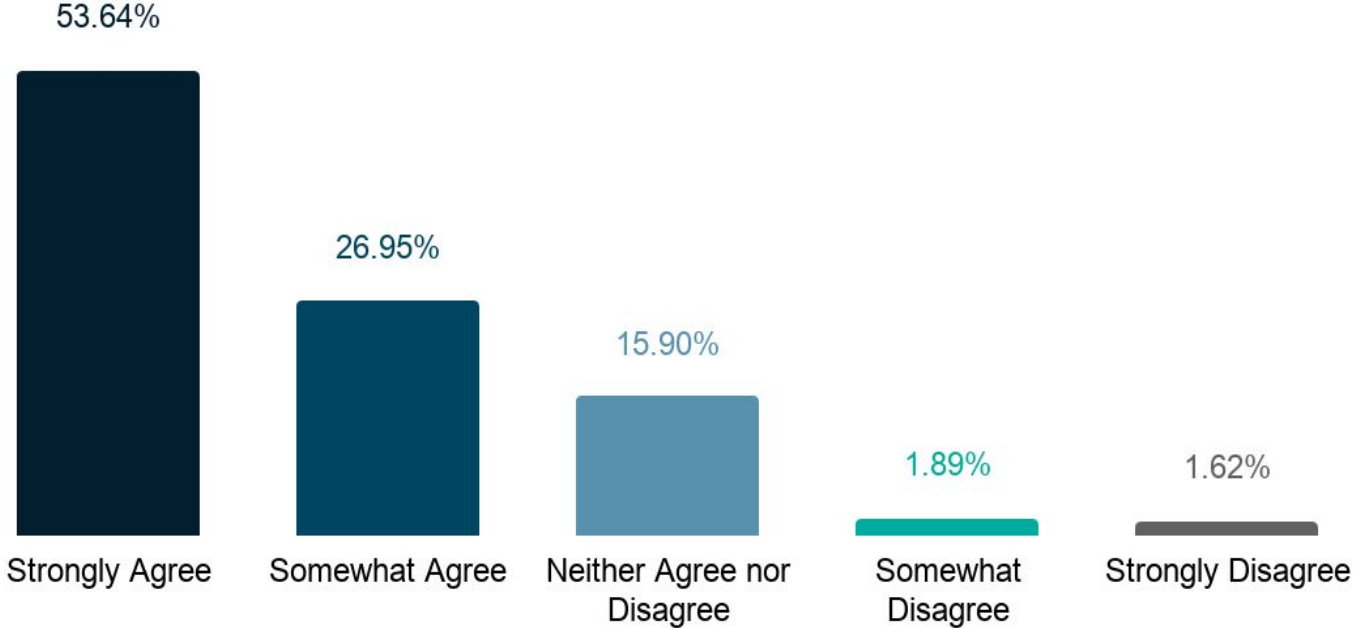
# Q 16. I feel safe in my home or business in Newton

By Race - N=302



# Q18. The Newton Police Department does a good job keeping residents safe.

N=427



# Q18. The Newton Police Department does a good job keeping residents safe.

## Comment Themes:

- ~60 out of 70 comments are “critical”
- **Racial bias is a concern** (15/70)
  - *“There are different standards and attention paid depending on who the person/people involved are and what part of the city they live in.”*
  - *“I can count on one hand the number of times an officer has said a friendly greeting to me. We try to signal we are not hostile (e.g. wave, smile), but they most often are stone cold in their response. They do not feel like a friendly or safe presence. It does not feel like they support BLM and that is scary. We need our officers showing support for the Black community.”*
- **Newton is safe, but not necessarily because of police** (12/70)
- **Concerned about role of police in responding to mental health crises/situations:**
  - *“I am concerned about calling a police officer that may not be properly trained to deal with mental health issues.”*
  - *“I had to call 911 twice in the past 7 years due to mentally ill [family member].. the responders were calm and convinced [them] to go to NWH.”*



# Q19. I am satisfied with Newton's quality of life

N=432

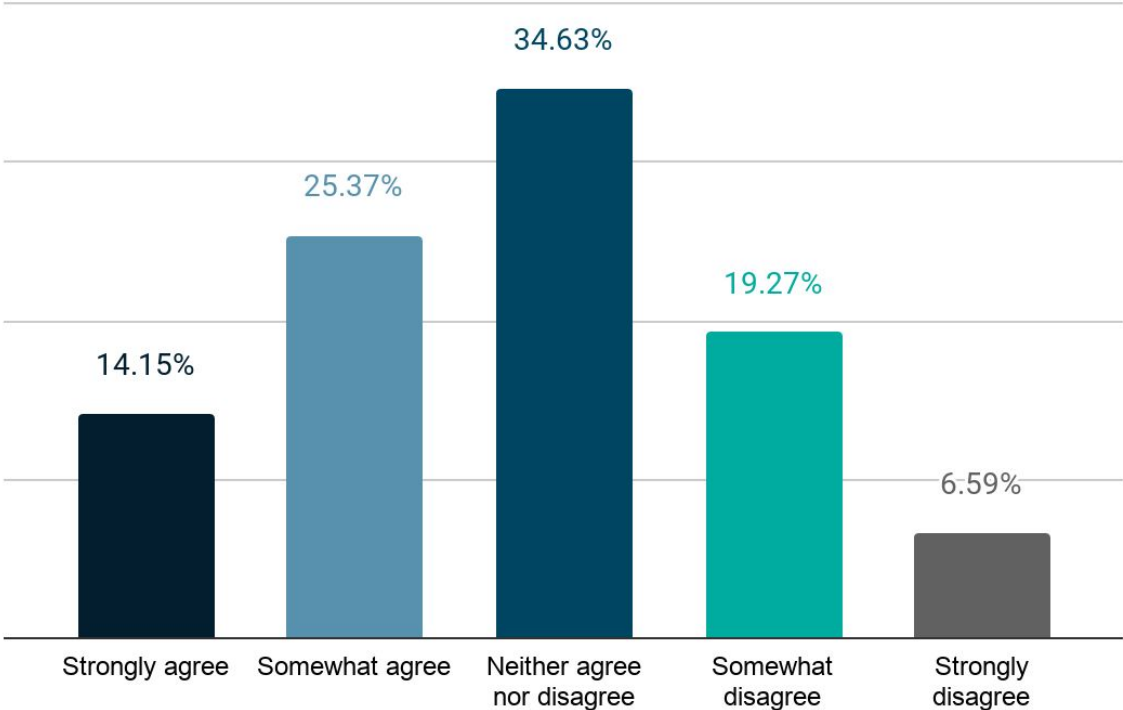
- ~92% of respondents strongly or somewhat agree they are satisfied with Newton's quality of life.
- **Looking more closely:**
  - 7% of white residents are neutral, somewhat disagree, or strongly disagree that they are satisfied with Newton's quality of life
  - 11% of non-white residents are neutral, somewhat disagree, or strongly disagree that they are satisfied with Newton's quality of life

Comments suggest residents would like to cultivate a more inclusive, welcoming, and economically and racially diverse town.

*"Newton has a great quality of life, but **quality of life is not the same** depending on who you are and what your economic situation is."*

# Q20. The Newton Police Department keeps citizens informed about crime in Newton.

N=410



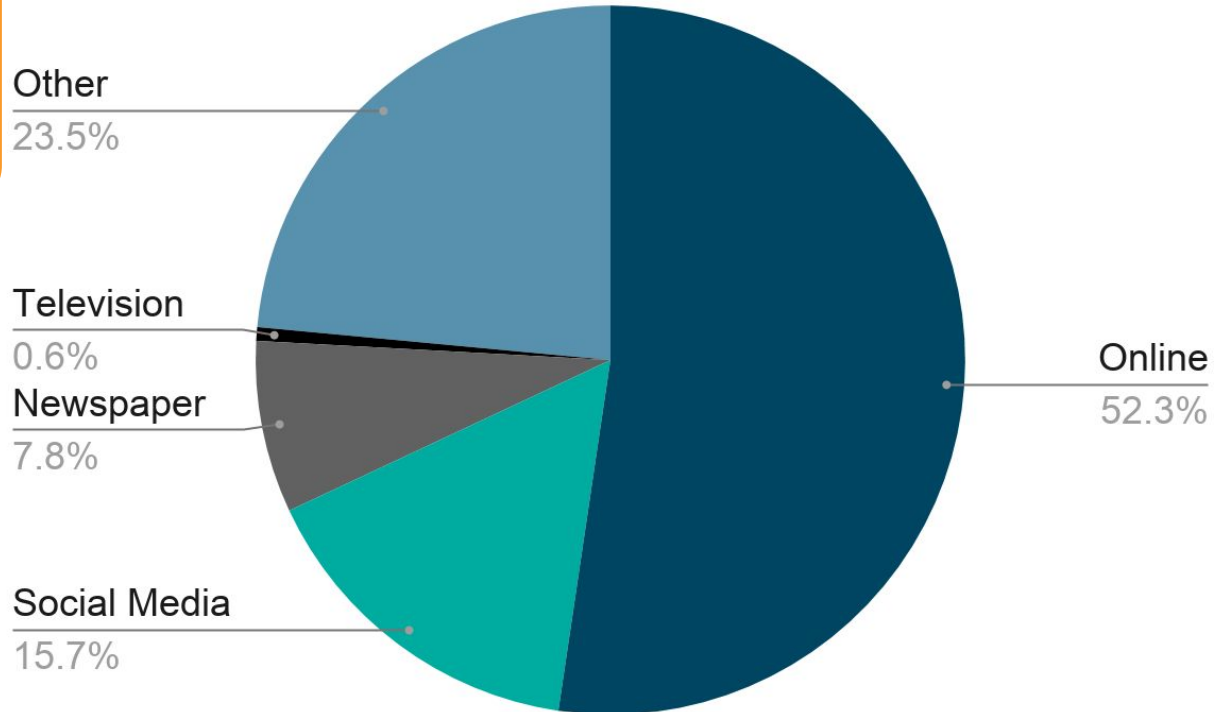
*"I have not received communication from Newton police about crimes in Newton. Perhaps the information is out there, but I do not know where to find it."*

*"NPD doesn't communicate well about hate crimes. NPD does bring them to Human Rights Commission but HRC is spotty about posting minutes".*

# Q21. What would be the most effective way for you to receive information from the Newton Police Department?

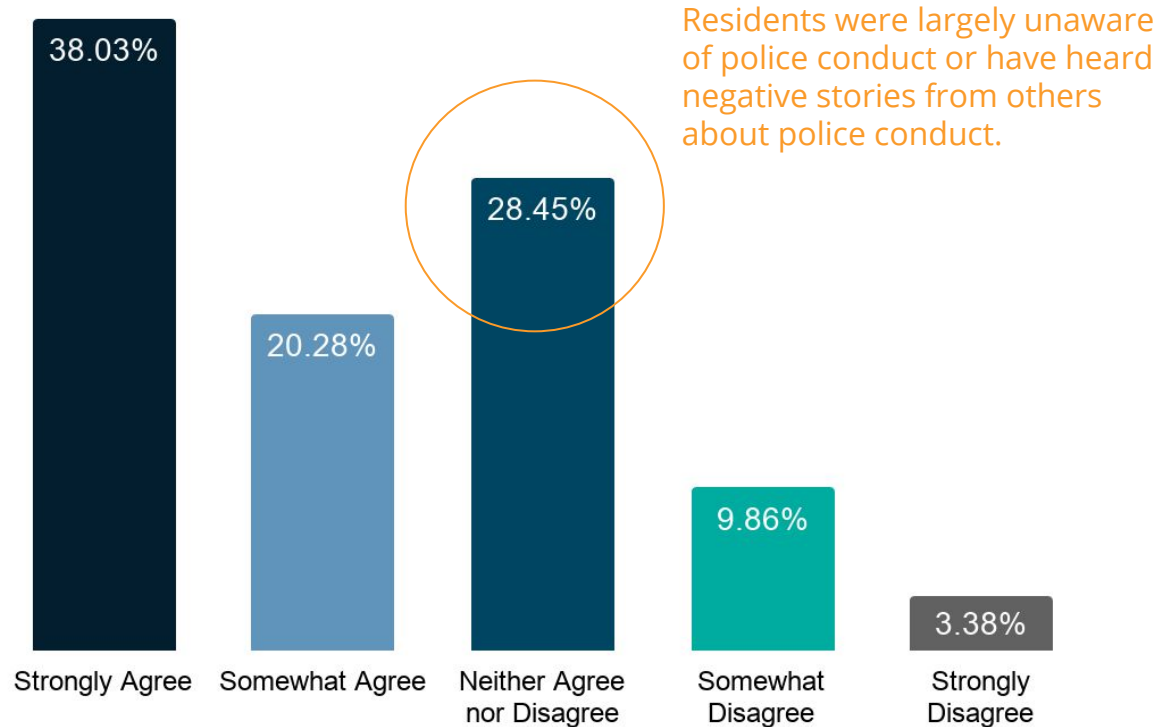
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Email was the top suggestion for the "other" category.



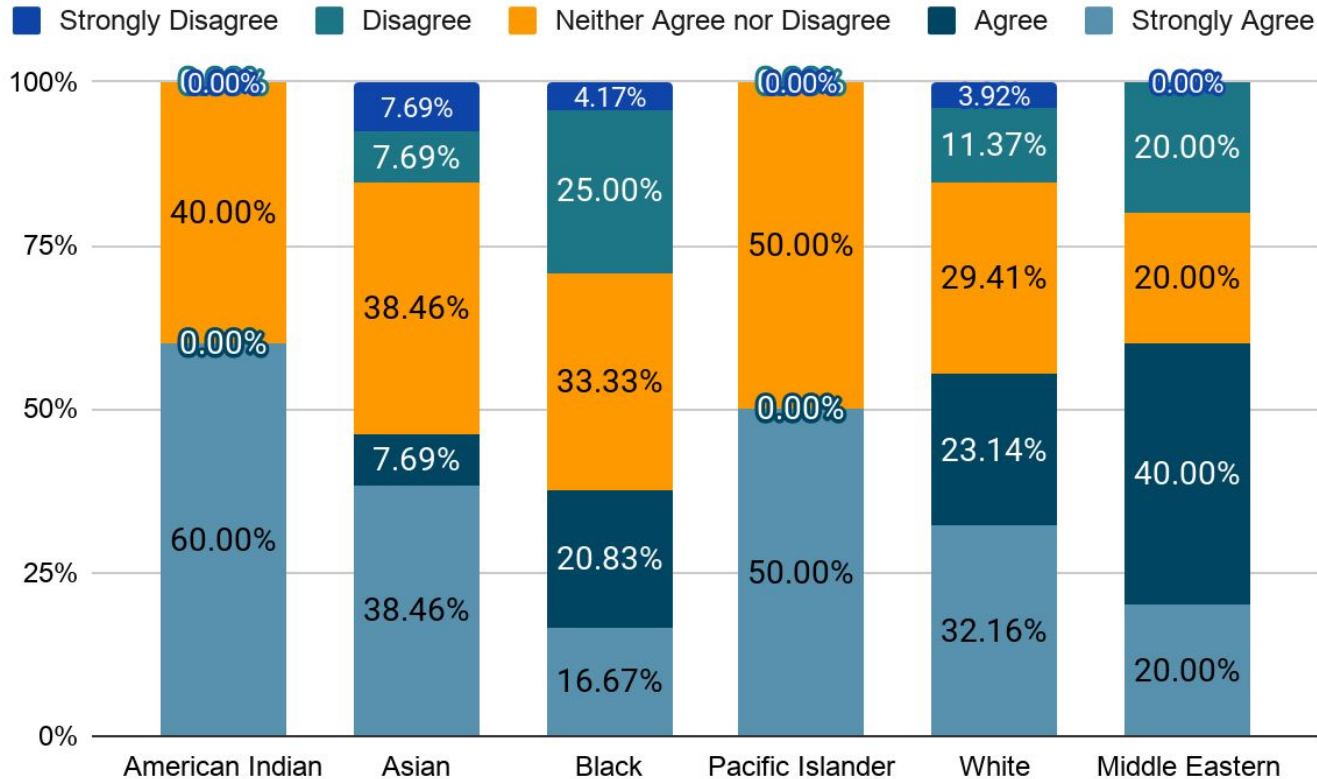
# Q23. Newton Police Officers treat residents fairly and justly.

N=404



# Q23. Newton Police Officers treat residents fairly and justly.

By Race



# Q24. Newton Police Officers are professional in their conduct.

N=407

**91%**

of respondents believe that NPD officers are professional in their conduct

**11%**

of **non-white** respondents do not believe NPD officers are professional in their conduct

**7%**

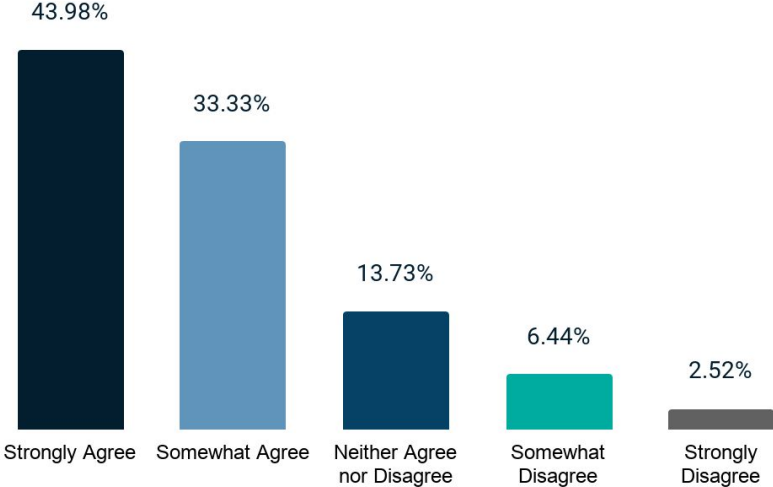
of **white** respondents do not believe NPD officers are professional in their conduct

49 residents left comments in the open response. Of those, 16% were concerned that NPD's professional conduct is dependent on the race of the resident. Of those 16% (8 respondents), 8 were white, 0 were non-white.

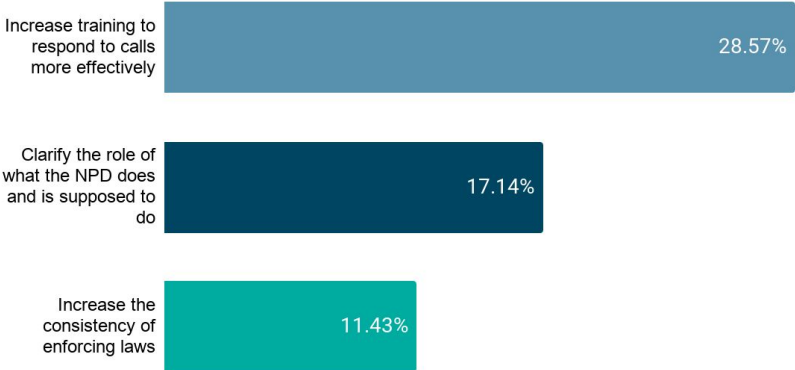
# Q25. I have confidence in the competency of the Newton Police Department.

N=407

I have confidence in the competency of NPD.

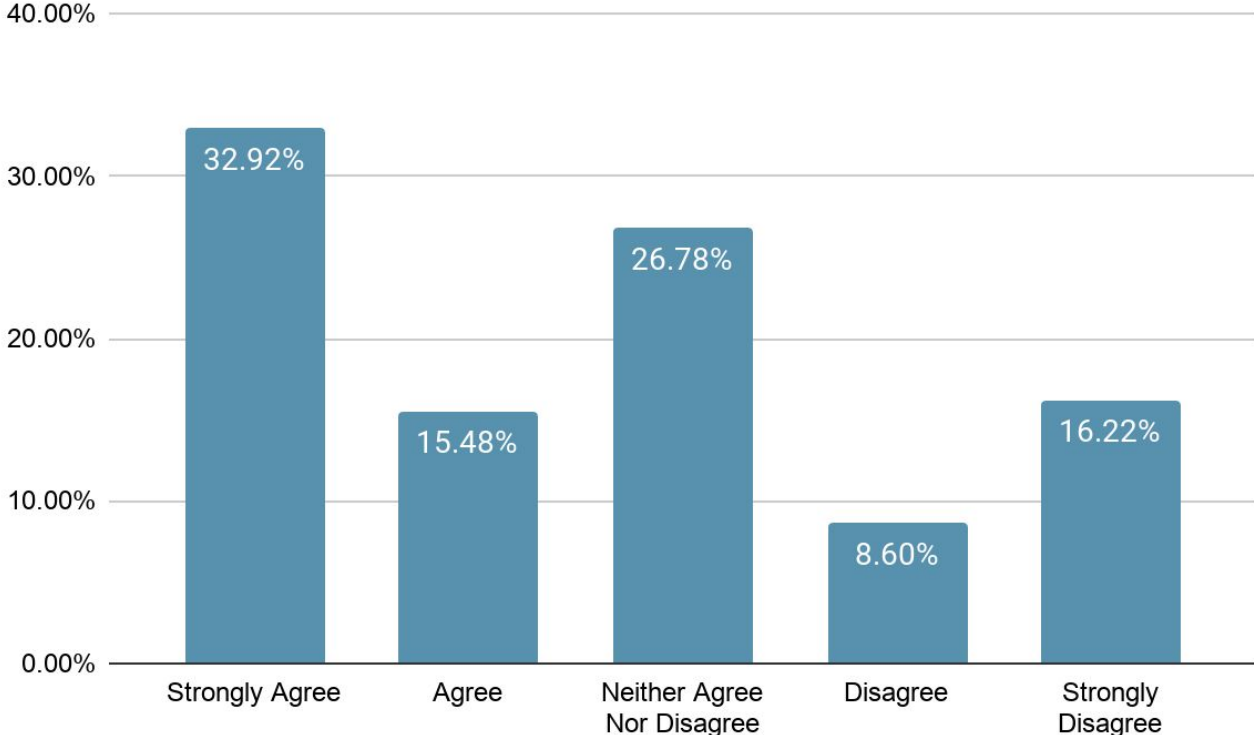


*"I think that they are reasonably competent, but might be able to use additional training for certain things which I think most police departments could improve upon."*



Q28. I believe having a School Resource Officer at Newton Schools could help to build and maintain positive relationships between police and Newton's youth.

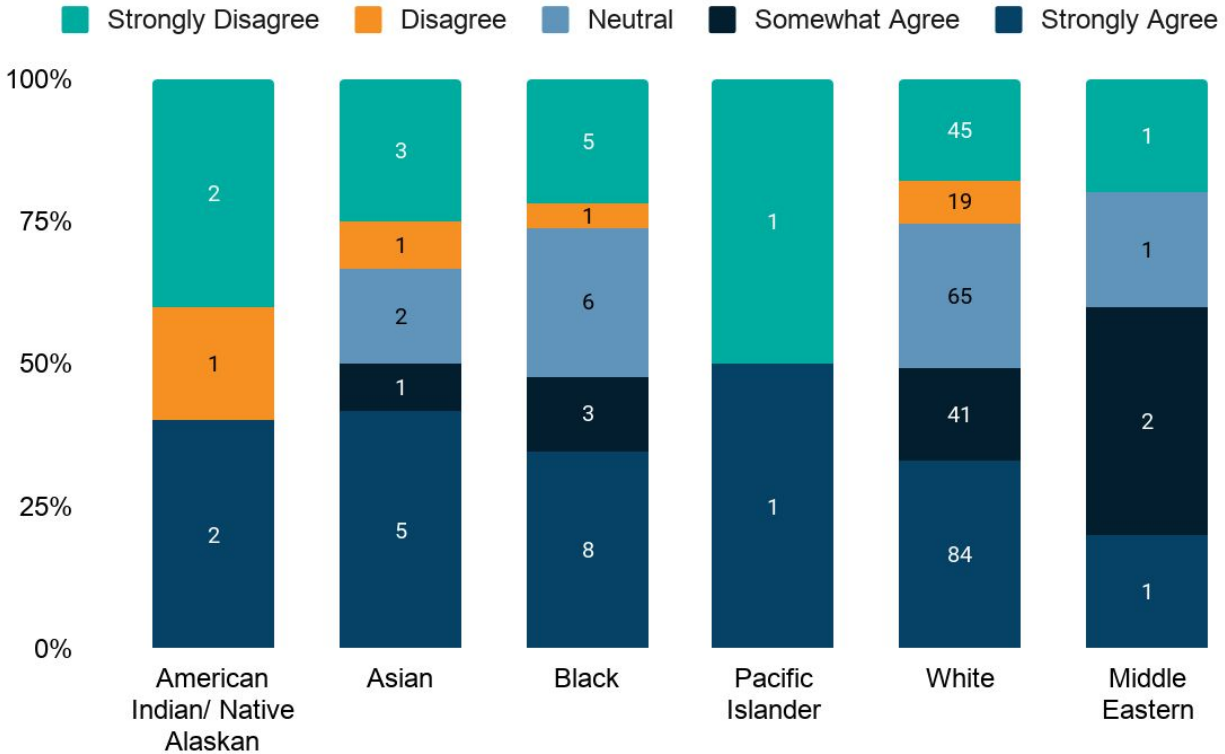
N=407





# Q28. I believe having a School Resource Officer at Newton Schools could help to build and maintain positive relationships between police and Newton's youth.

By Race



Q28. I believe having a School Resource Officer at Newton Schools could help to build and maintain positive relationships between police and Newton's youth.

**It depends (22/90):**

- *"It depends on the type of interaction that they are having with the youth. Do they have enough youth officers to create a personal relationship with all children or are they singling out children that they think are "problem" children?"*

**No (21/90)**

- Connection with "school to prison pipeline"
- *"Quite often School Resource Officers have a bias against BIPOC students and believe that they have a duty to arrest those students as opposed to solving whatever challenges they might present."*

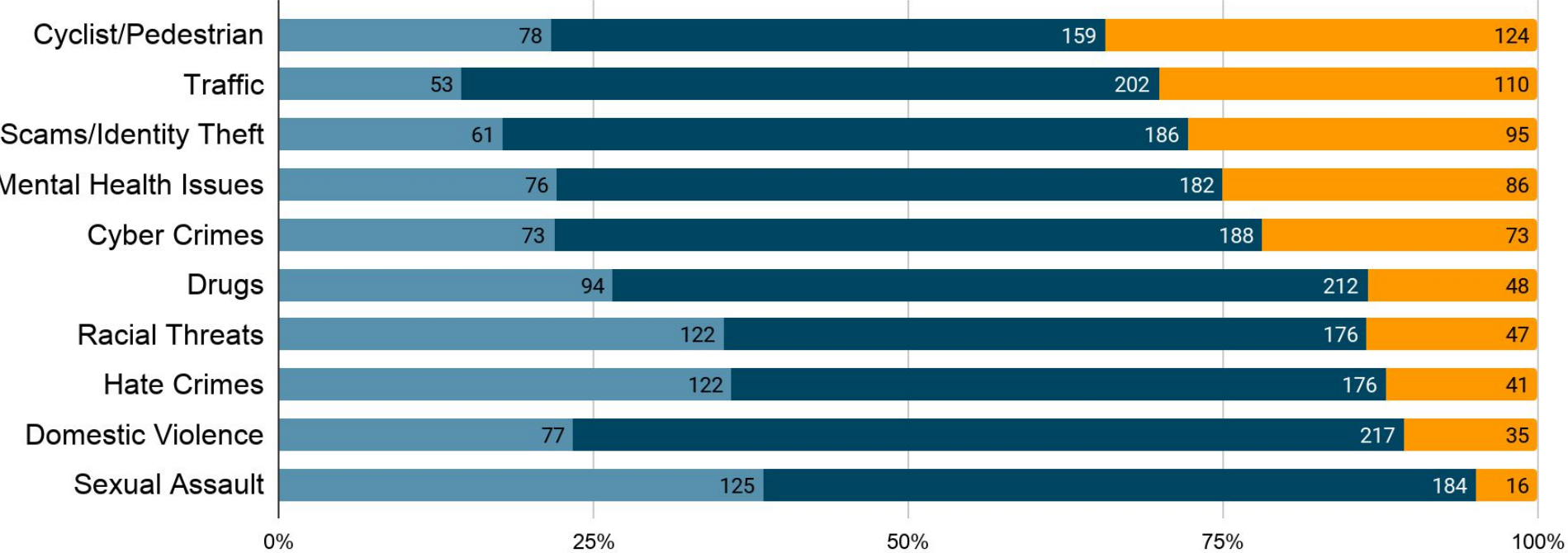
**Yes (15/20):**

- Opportunity to build connections
- *"There is a strong perception with one of my children that police are bad - based solely on news reports and social media. Having police presence at the high school would be super helpful to creating relationships between officers thereby humanizing them."*

# Q29. To what extent do you see the following issues as being a problem in the City of Newton?

N=389

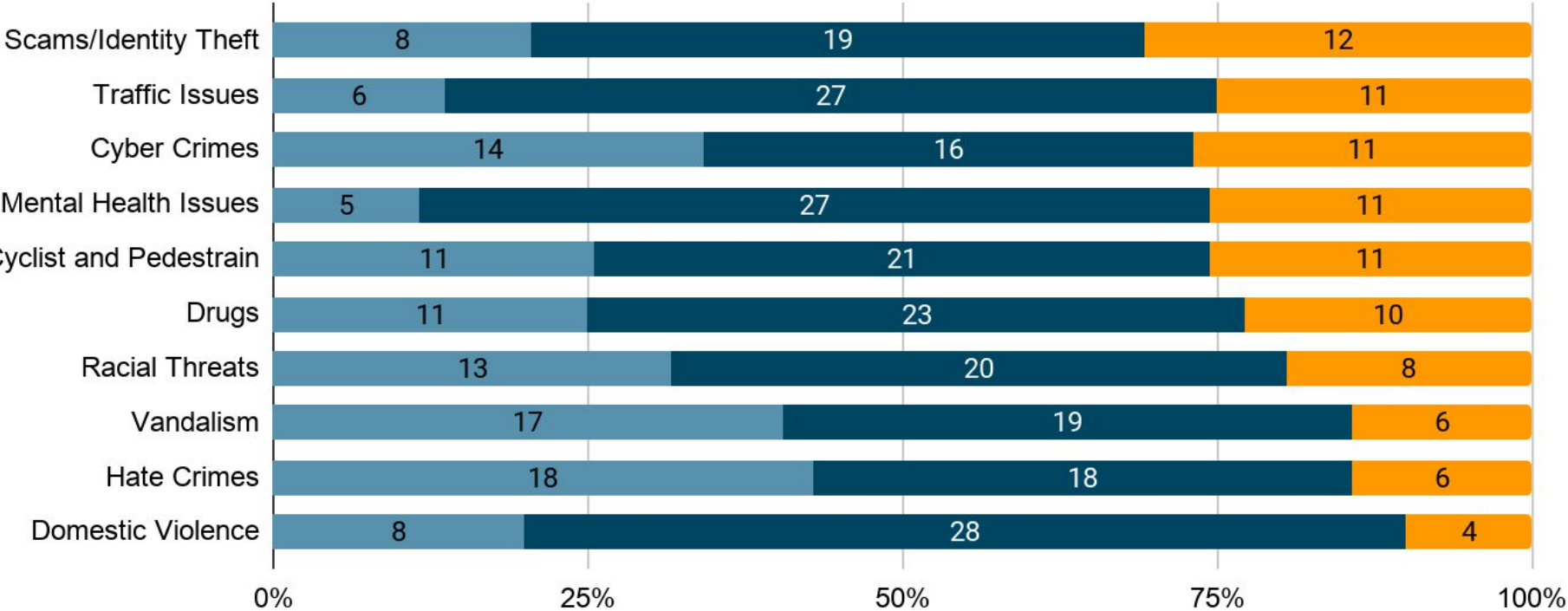
Not a problem    Somewhat of a problem    Very much a problem



# Q29. To what extent do you see the following issues as being a problem in the City of Newton?

Non-White Respondents

Not a problem    Somewhat of a problem    Very much a problem



## Q30. What role should police play in addressing the following types of incidents in Newton?

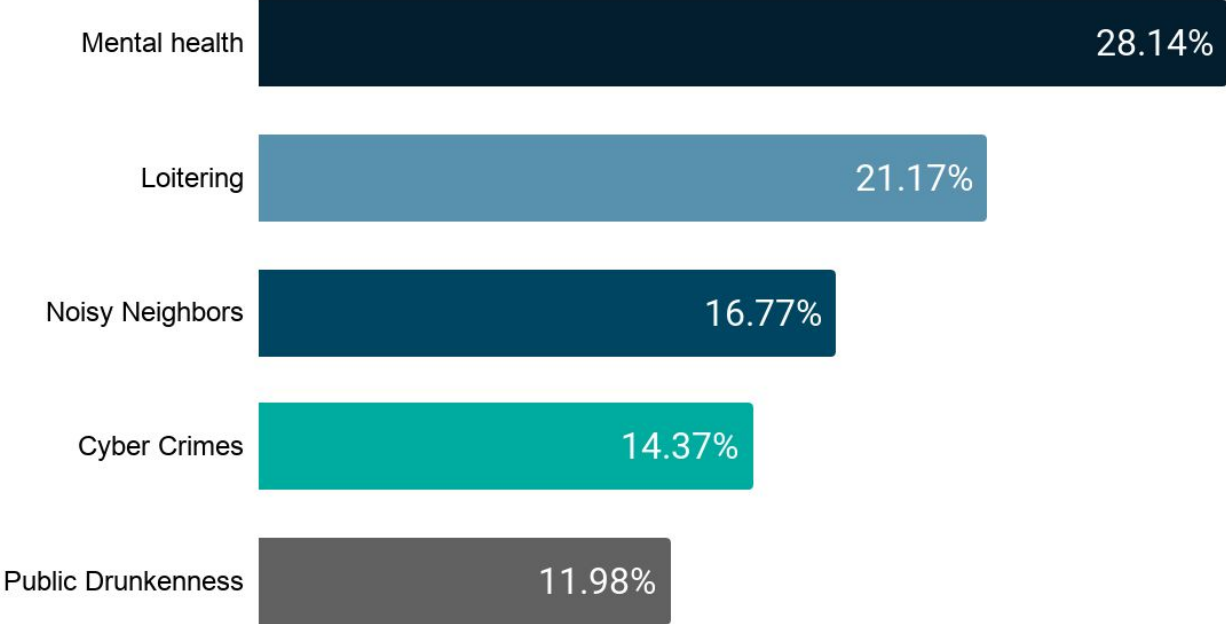
Survey respondents were presented with a menu of 17 types of incidents, and were asked to say, for each type of incident, what the role of police ought to be:

- No role
- Prevention
- Response

The following three charts for Q30 present the areas where survey respondents indicated the strongest views about the role of police.

# Q30. What role should police play in addressing the following types of incidents in Newton?

N=360



Percent of survey respondents who believe that police should have **no role** in the relevant type of incident.

# Q30. What role should police play in addressing the following types of incidents in Newton?



Percent of survey respondents who believe that police should be involved in **preventing** the relevant type of incident.

# Q30. What role should police play in addressing the following types of incidents in Newton?

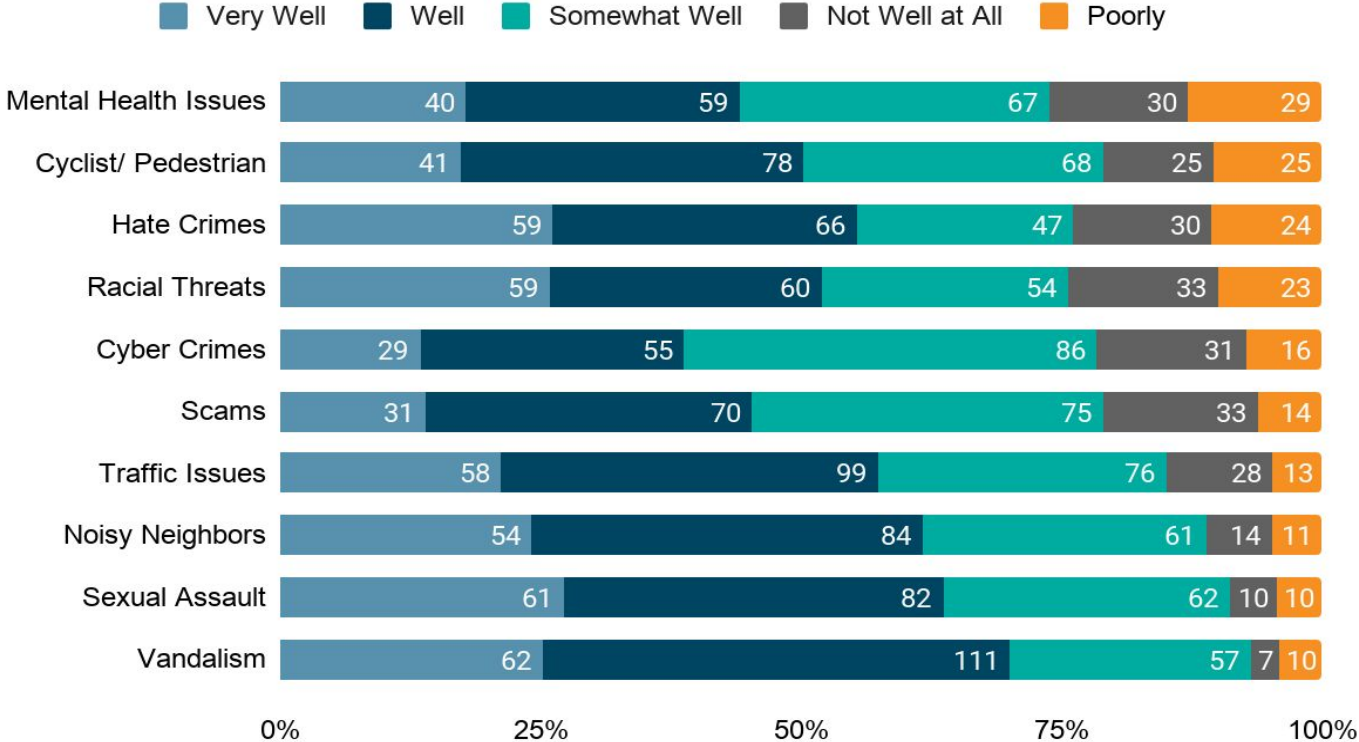


Percent of survey respondents who believe that police should be involved in **responding** to the relevant type of incident.



# Q31. How well do the Newton Police play that role today?

N=298



# Q32. What else should police do in, or for, Newton?

N=133

23%

of question respondents said they would like to see NPD officers go through **more training**.

22%

of question respondents said they would like NPD to **increase their community presence**.

*"It would be great to have village meetings with the police [...] nice to have patrol officers get to know a village and more of its residents."*

*"[Need to have] appropriate training for police recruits that include mental health issues, de-escalation, racial biases, and culturally informed practices."*

*"Practice within their scope of expertise."*

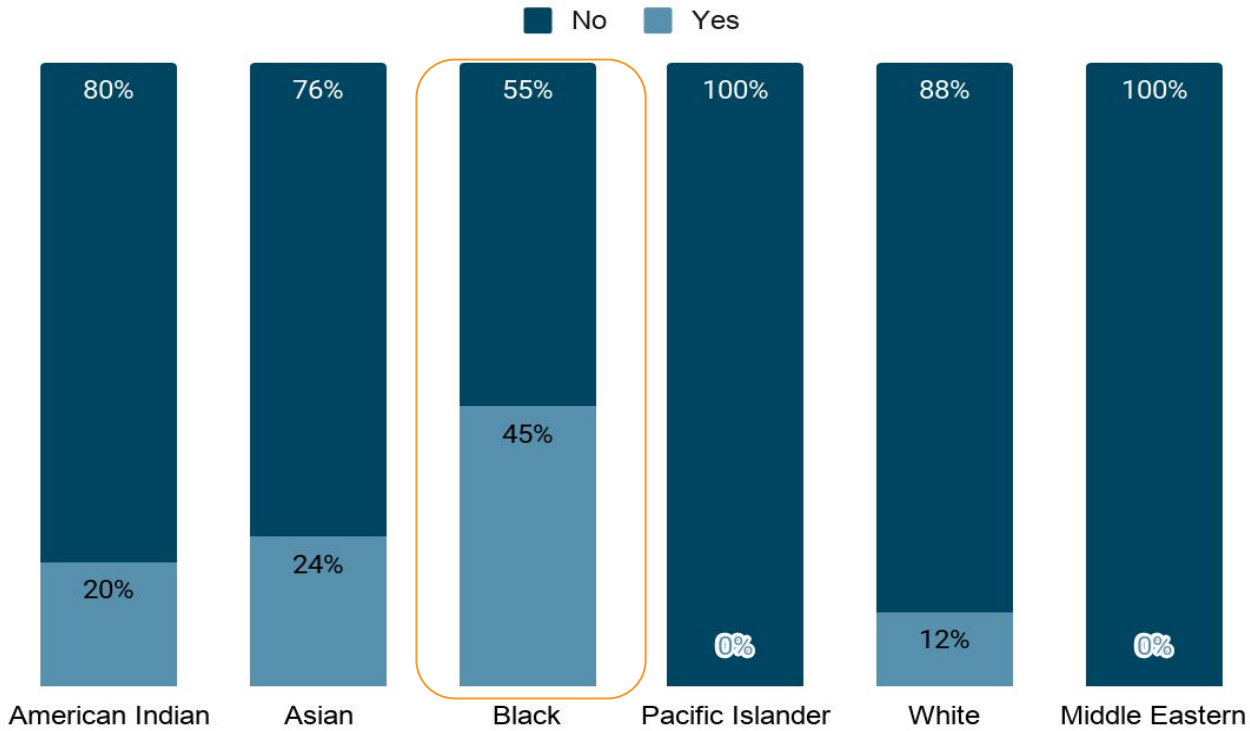
*"Wear body cams that can be used as evidence."*

*"Be trained in evidence based de-escalation techniques."*

*"Be mandated reporters of (misconduct)."*

Q33. Have you or your family members or friends ever experienced what you considered unfair treatment from the Newton Police on account of race, ethnicity, gender identity, or other aspect of your personal identity?

N=133



**41 respondents** reported what they consider to be unfair treatment from the Newton Police Department on account of race, ethnicity, gender identity, or other aspects of their personal identity.

## Q43. Please add any comments that you would like to make about the Newton Police Department or its personnel.

*“Overall I think the department does a good job and I feel safe. However there have been a couple of instances where a Mental Health expert would have and should have been engaged.”*

*“I'd like to see more resources allocated to mental health, addiction and poverty programs. We probably need less policing.”*

*“I do recognize the hard work and sacrifice of the Newton Police Department. I hope we can collectively and honestly examine the history of policing itself and make decisions as a community to evolve the way policing fits into our community so that it serves all residents of our community with equity and justice.”*

*“Let's take a reasoned approach, rather than an ideological approach, to creating a first-rate Police department.”*

*“[Police should] proactively communicate their activities, policies, and initiatives to ensure anti-racist behaviours.”*

*“Not try to handle social issues wearing the uniform and gun.”*

*“Be more holistic in their approach towards safety and get out of their cars and meet people.”*

# What does the data tell us?

1. **What should NPD do more, less and the same of in the future?**
2. **What changes would your group recommend the Task Force put forward?**

Please make note of:

- a) Where your group comes to consensus/agrees
- b) Where your group has ideas to share but not consensus

## Contact Information

**Liz O'Connor**, Principal

**Josh Moulton**, Senior Consultant

**E** [info@strategymatters.org](mailto:info@strategymatters.org)

**P** 617-826-6008

**T** @560Strategy

**A** 717 Washington Street  
Dorchester, MA 02124

**[www.strategymatters.org](http://www.strategymatters.org)**

**Thank you.**

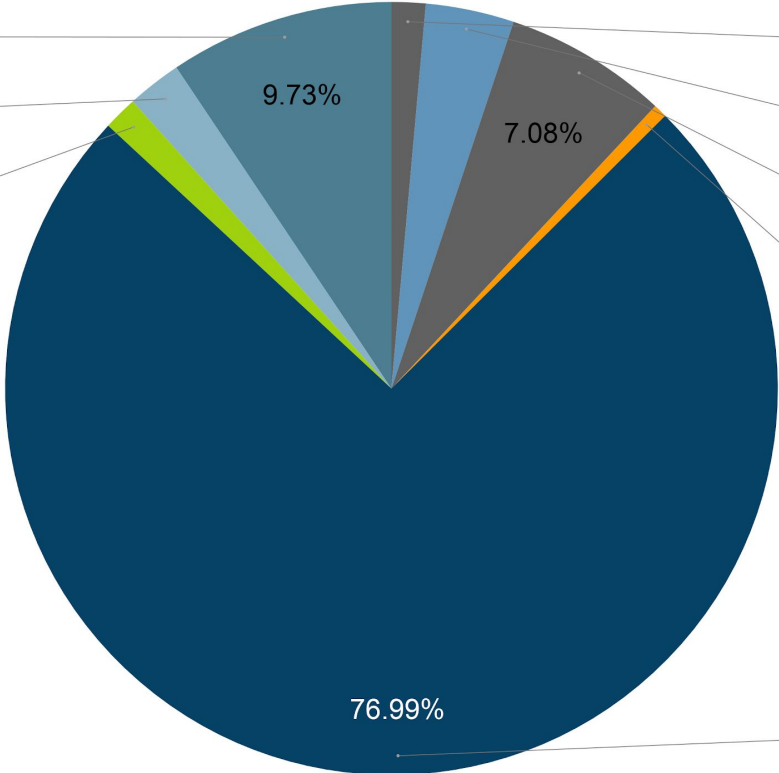
# Appendix A: Demographic Details



# Racial Identity

N=394

Prefer not to say  
9.4%  
Some other race,  
2.3%  
MENA - Middle  
1.4%



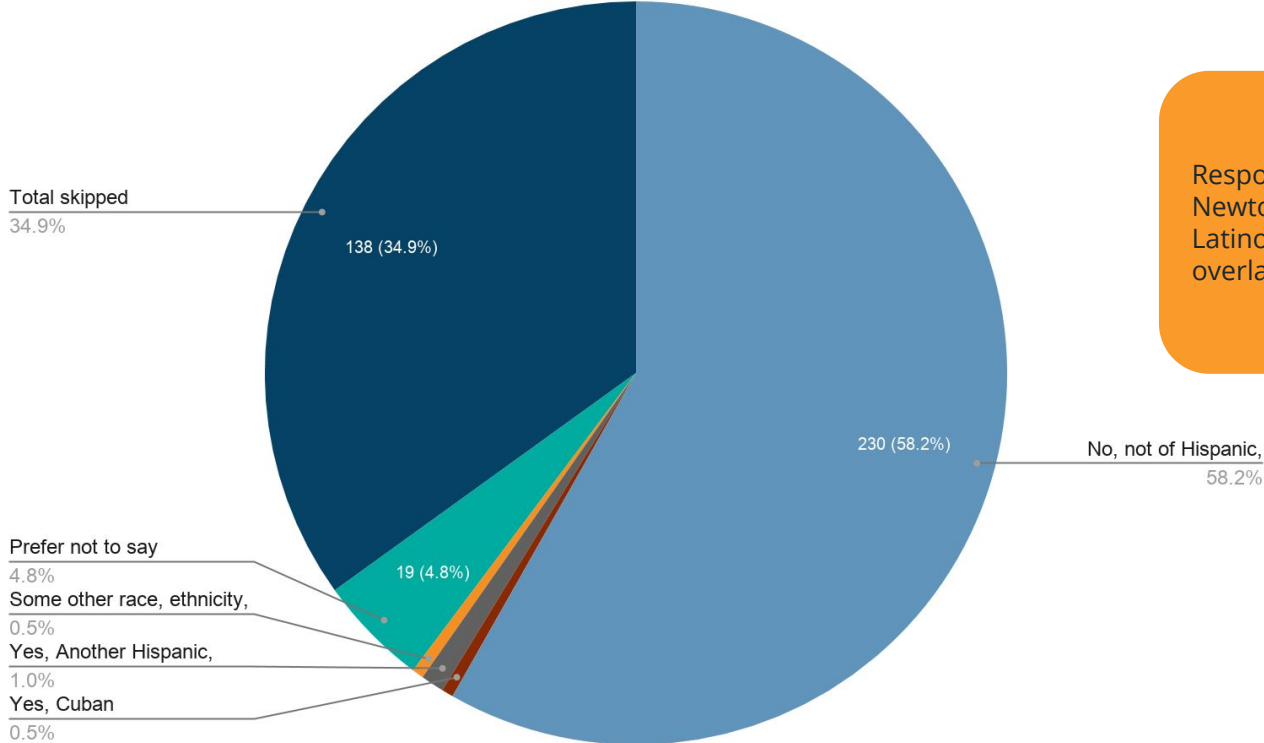
American Indian or  
1.4%  
Asian  
3.7%  
Black or African  
6.8%  
Native Hawaiian or  
0.6%

Both census data and our survey responses reflect Newton as being predominantly White with non-white identifying persons representing a minority of the population.

White  
74.4%

# Hispanic Origin

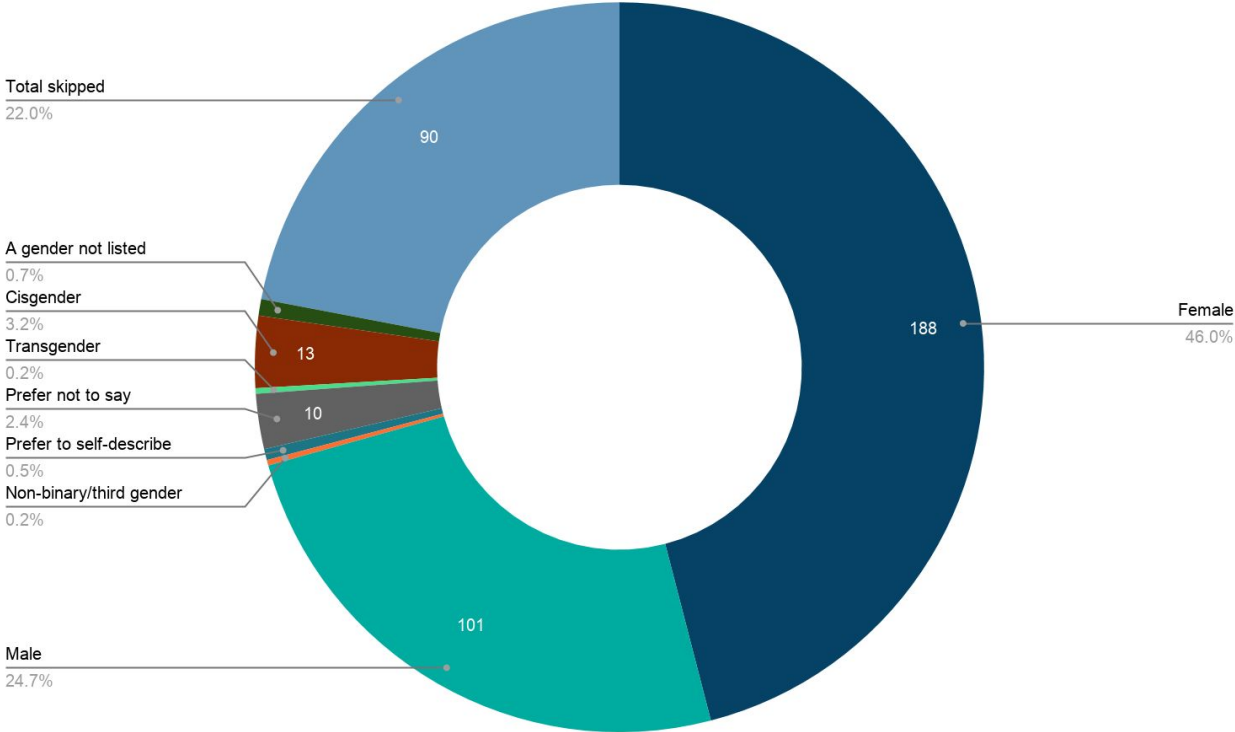
N=394



Respondent data suggests that a majority of Newton residents are not of Hispanic, Latino/a/x, or Spanish origin which likely overlaps with those that identify as white.

# Gender Identity

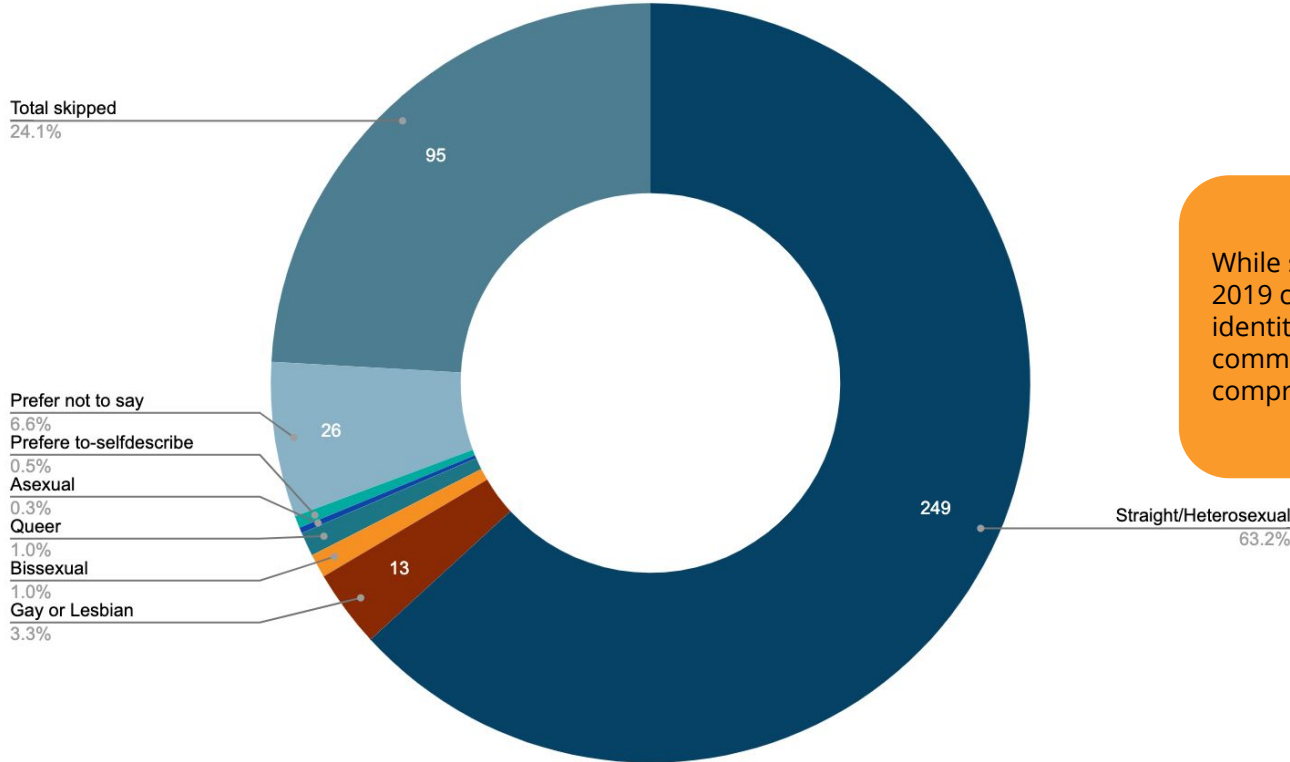
N=394



2019, US census data reports males accounting for 46.50% of Newton's population at 41,006 and females accounting for 53.50% of the population at 47,301.

# Sexual Orientation

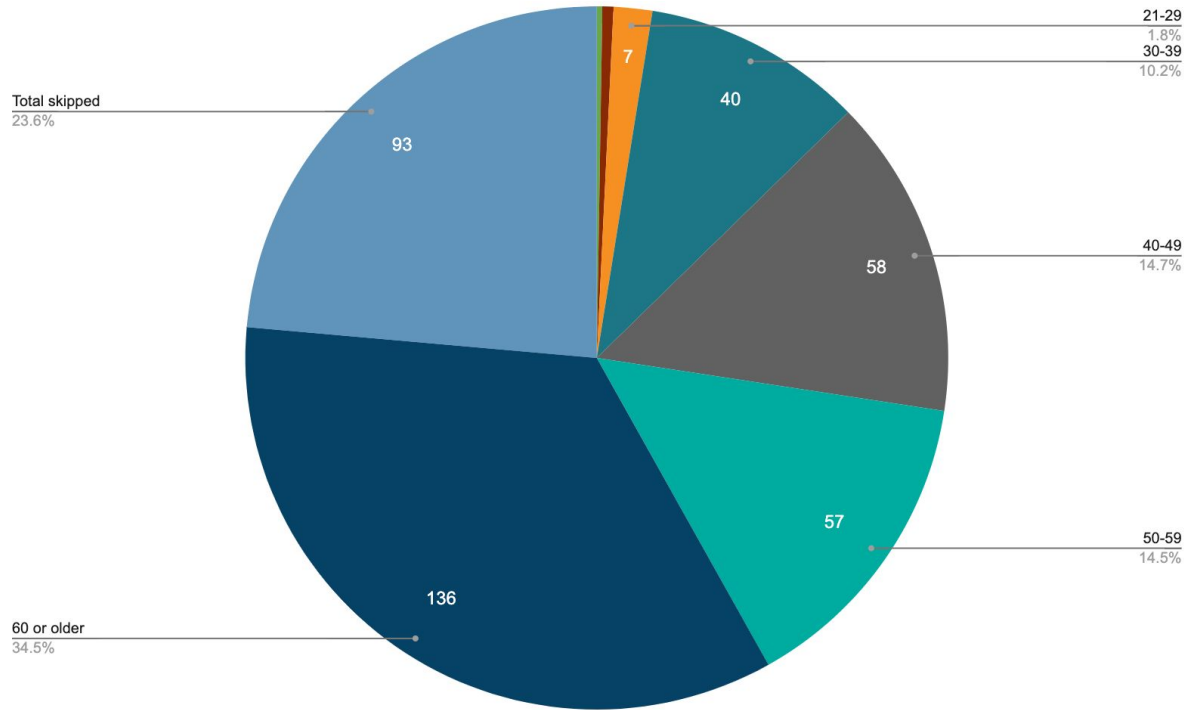
N=394



While sexual orientation is not recorded on the 2019 census, it's important to know gender identity *and* orientation as it relates to community-police relations for a comprehensive approach to DEI.

# Age by Bracket

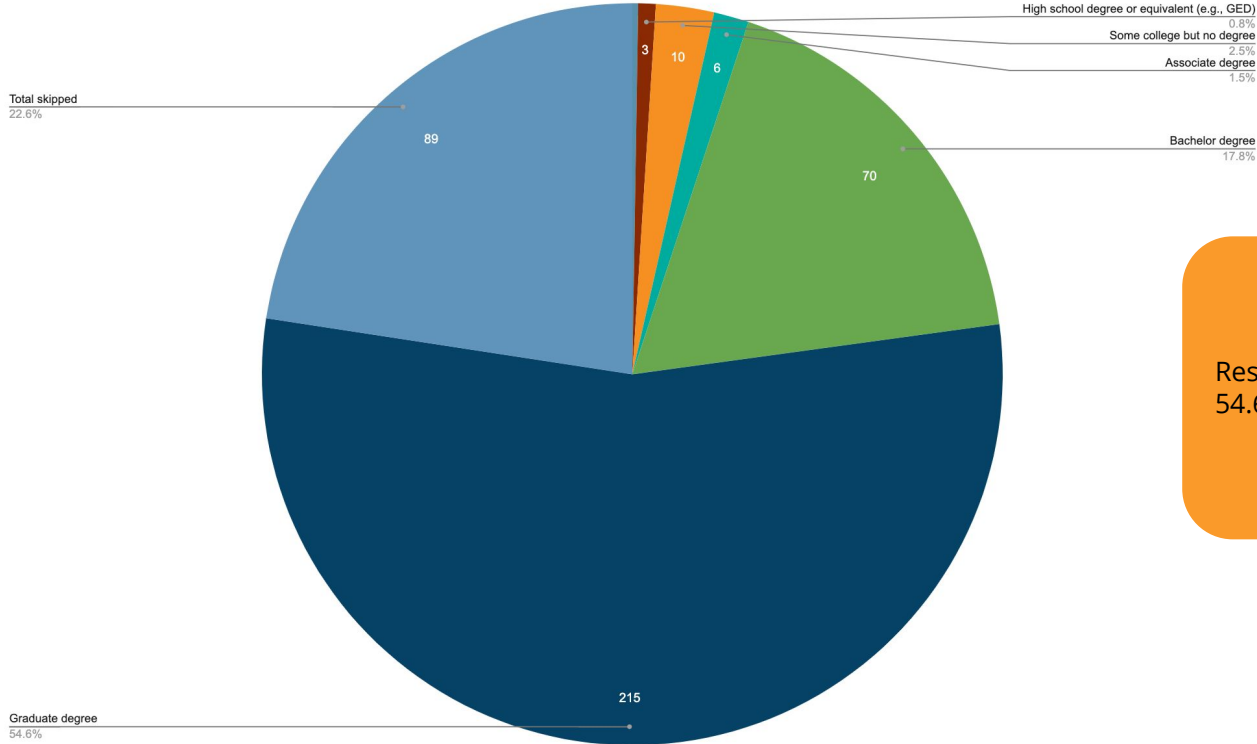
N=394



Though survey results skew towards 60+, much of the city's residents are between 21 and 59.

# Education Level

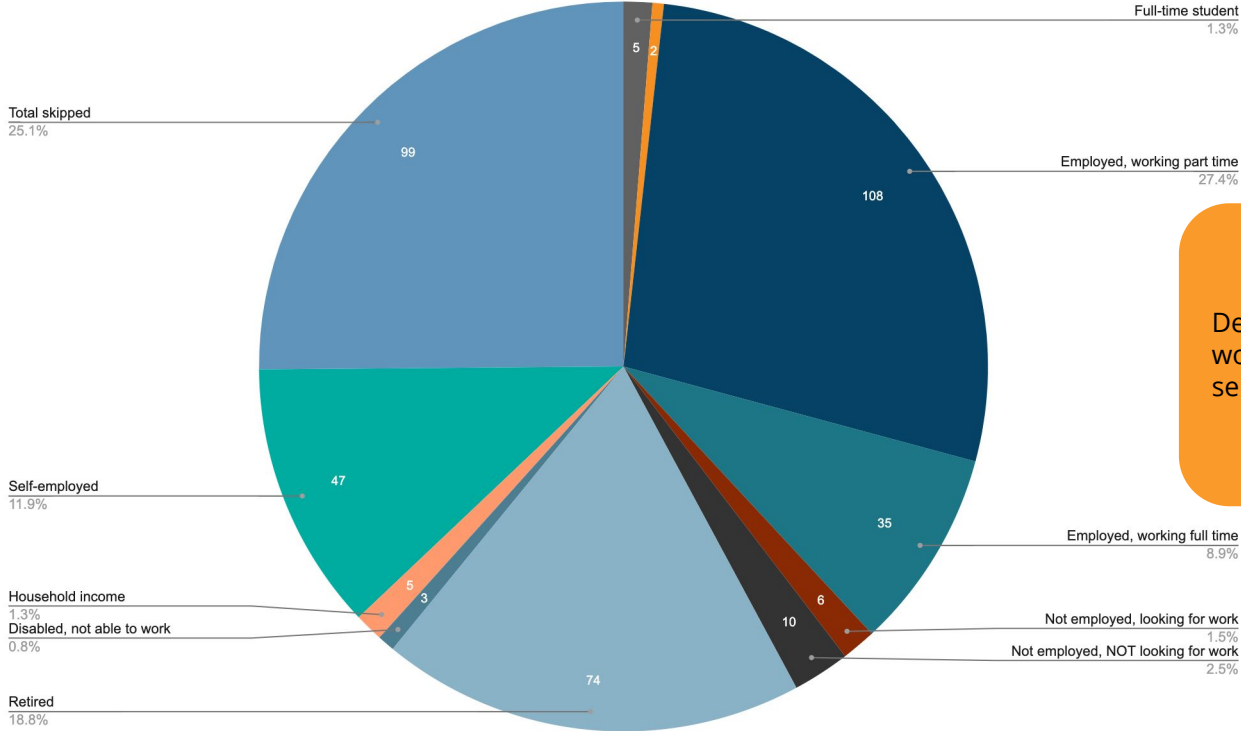
N=394



Residents of Newton are highly educated with 54.6% obtaining an advanced degree

# Employment

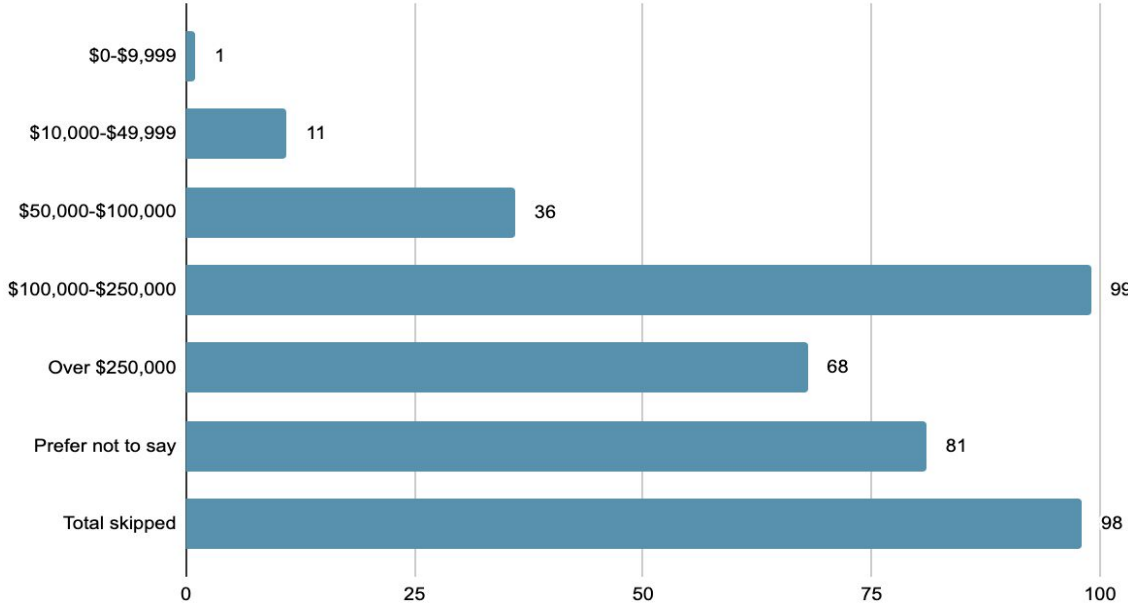
N=394



Despite the pandemic, many residents are working be it full-time, part-time or self-employed.

# Combined Income

N=394



Though many skipped this question, Newton residents are high earners.

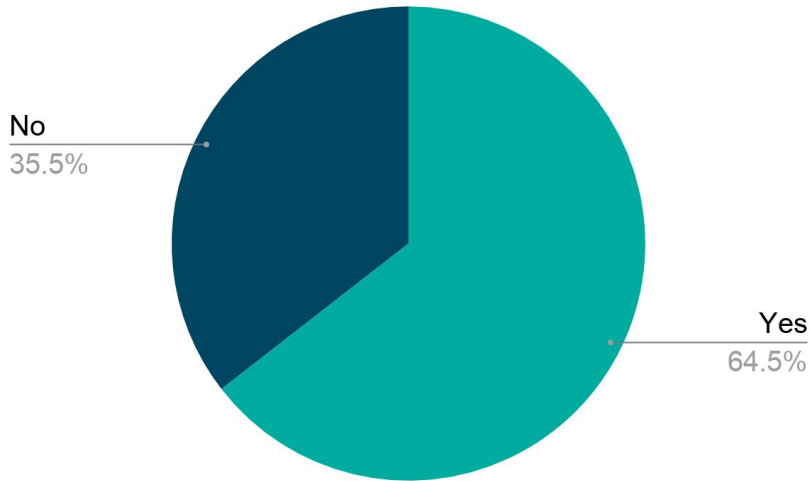


# Appendix B: Additional Public Safety Question

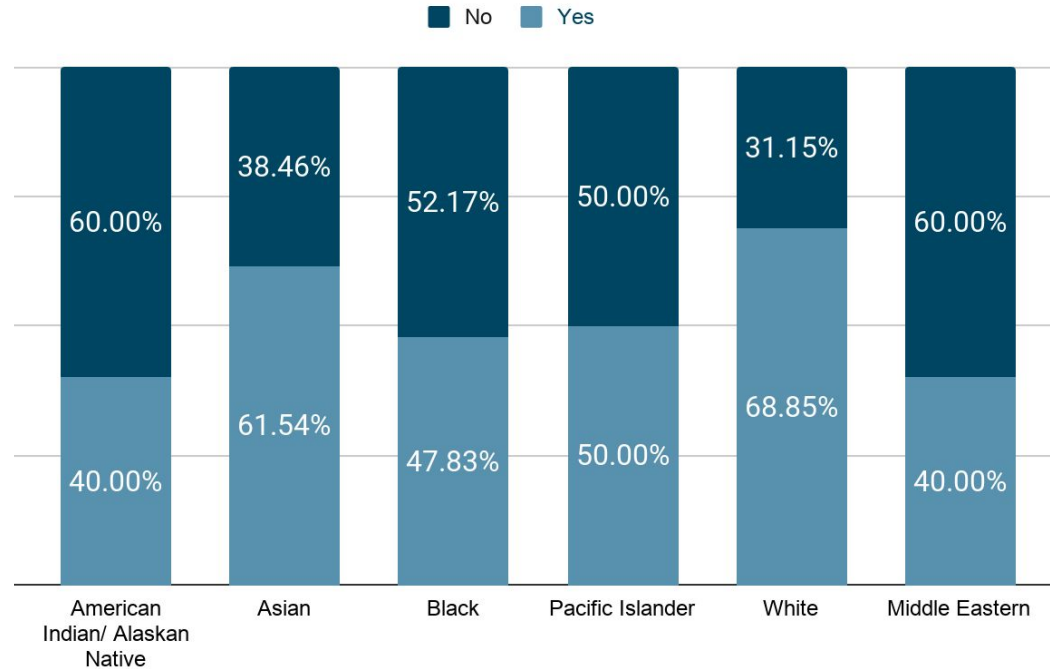
# Q 13. Have you ever called the Newton Police Department for service?

N=450

## Total Respondent Response

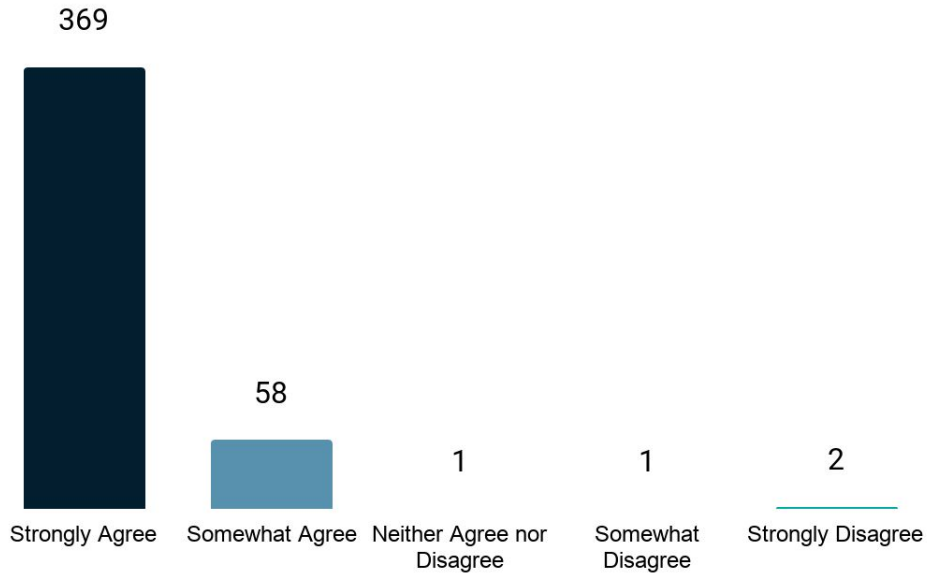


## Response by Race

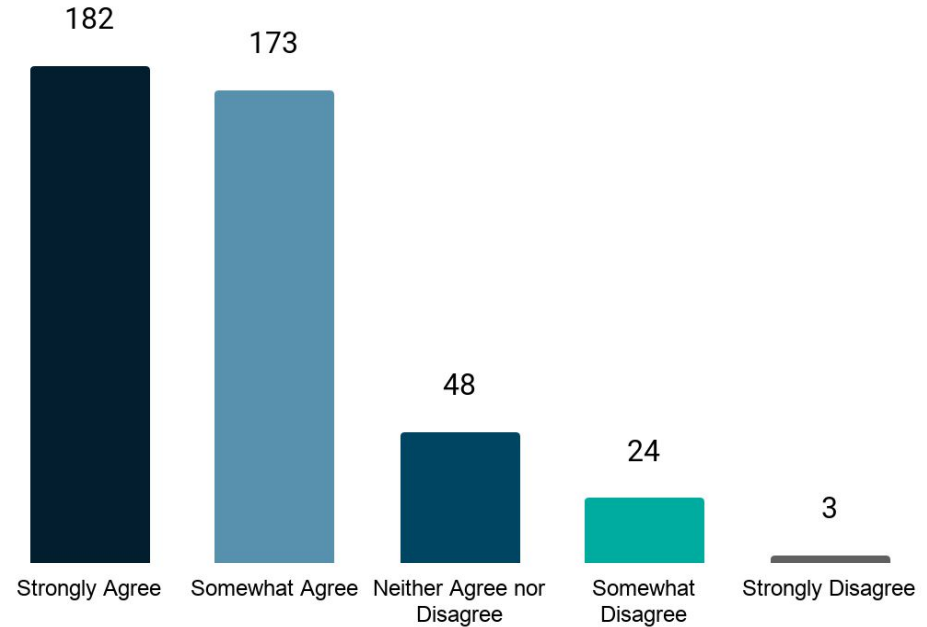


# Q14/15. I feel safe walking alone in my neighborhood

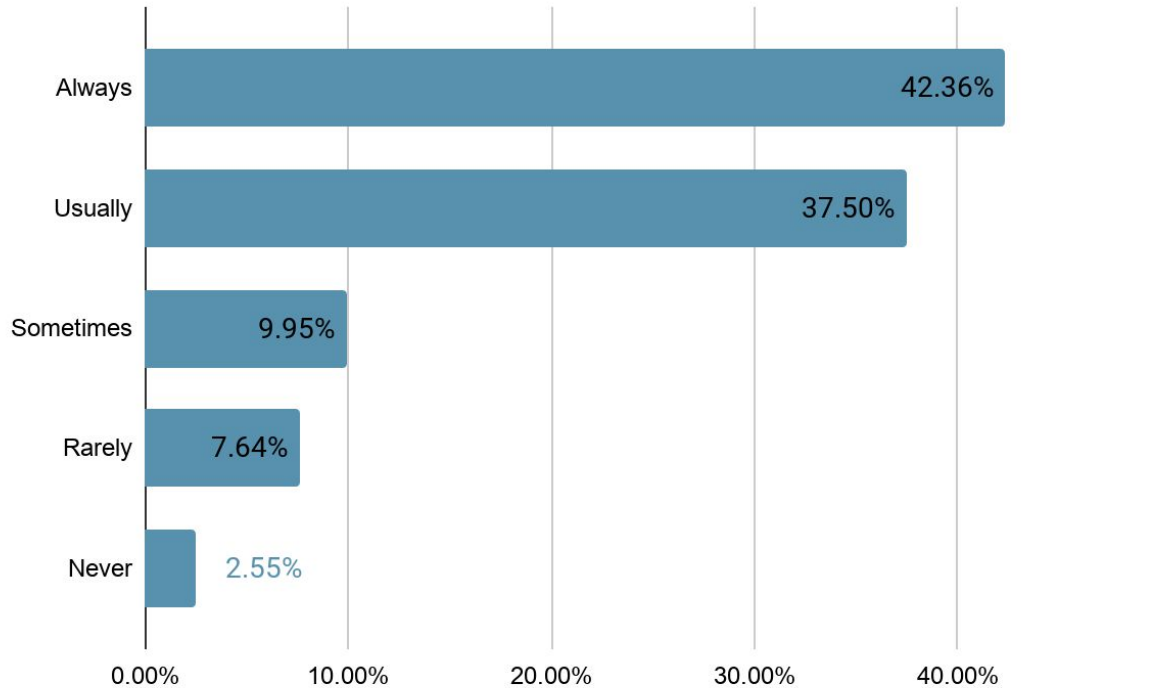
## During Daylight



## During the Night



# Q1. I take self-protective measures to prevent crime at my home or business.



# Q22. Newton Police Officers are courteous.

N=408

73%

of respondents strongly or somewhat agree that NPD officers are courteous.

11%

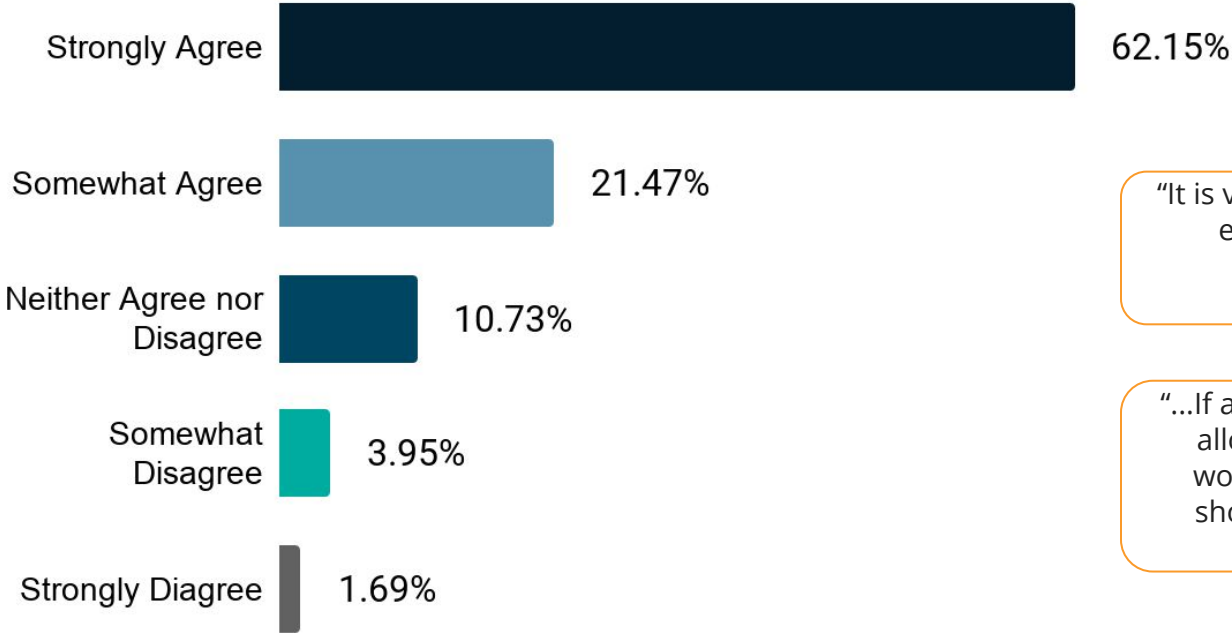
of **non-white residents** report they are neutral or do not agree that NPD officers are courteous.

7%

of **white residents** report they are neutral or do not agree that NPD officers are courteous.

"I have had mixed experiences. Sometimes they are very courteous but there have been times where I have witnessed them being mean for no good reason."

# Q26. Newton Police Officers are professional in their appearance.

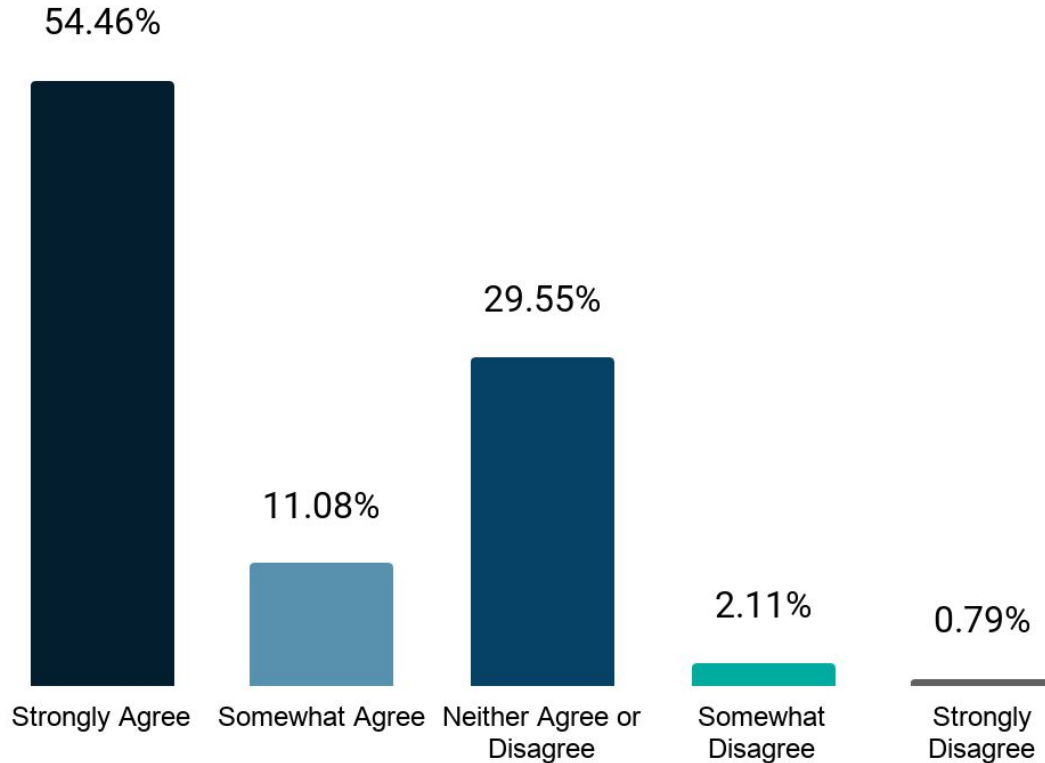


"It is very frustrating seeing police officers either without masks on or worn improperly. I see this frequently."

"...If a teenager working at Starbucks isn't allowed to talk on their phone while working, the Newton Police certainly shouldn't either, and they should be setting a better example."

# Q27. Newton Police Officers respond promptly when called.

N=394



"Both times that I have called the Newton police, I have had excellent, immediate response."

"Prompt. I called twice over the years. They were faster than I expected! Amazing!"

strategy matters

Helping Those Who Do Great Work Do It Better

# Newton Police Reform Task Force Summary Recommendations

February 2, 2021



# Process Goals

- The NPRTF sought to create a clear, actionable, aspirational set of recommendations that:
  - Address the historic, systemic racism which underlies all public institutions and policies, and, therefore, also policing
  - Build on the community's shared goals and vision for Newton as understood through multiple public forums/listening sessions, Town Halls, meetings with advocacy groups, and the Re-envisioning Public Safety process
  - Are responsive to the concerns and interests of the NPD personnel, both sworn and civilian
  - Will support the work of the new chief in building great relationships with community members, and in bringing the Newton Police forward

# Improve relationships between community and police

- Provide a mechanism for dialogue and ensure mutual accountability between the community and the Newton Police Department through the creation of the Newton Police Committee (NPC).
  - Collaboration with NPD to support community engagement and dialogue
  - Internal review of NPD
- Demonstrate a commitment to NPD personnel health and wellness. Newton Police Department facilities provide an unhealthy work environment and contribute to low morale. Facilities should be replaced or renovated.

# Enhance training in order to...

- A. Address the impacts of historic, systemic racism on current policing practices;**
- B. Increase the expertise of first responders to mental health crises; and**
- C. Better meet community needs.**

## **Highest level priorities:**

- Training to support awareness of bias, structural and systemic racism and history of policing
- Evidence informed behavioral health intervention training.
- Evidence informed de-escalation and use of force training.
- Cultural competency and humility with vulnerable populations (LGBTQ+, elderly, people with DD/ID, non-English speakers)

# Ensure racial, ethnic, gender diversity among NPD personnel and leadership

- **Hiring:** The task force recommends that the City give serious consideration to leaving the civil service system.
  - Strong constraints to ensure increased diversity while preserving aspects of civil service that have been beneficial.
- **Recruiting:** develop an outreach strategy focused on increasing diversity and promoting the “guardian” role of police.

# Implement a culture change initiative within the Newton Police Department focused on...

- Cultivating a department-wide customer service orientation as a guide for interactions between police personnel and the public,
- Continuing and expanding the transition from a “warrior mindset” to a “guardian mindset” in operations and training,
- Improving procedural justice and problem-oriented policing,
- Continuing to improve bias-free policing through policies, practices, and organizational culture related to consistent collection and sharing of data,
- Supporting mutual accountability among personnel for maintaining an inclusive and transparent work environment.

# Refine the scope of police response to community concerns

- Develop and implement a regional, multidisciplinary, community team able to respond to crisis situations with complex causal factors. The model should include several key features:
  - advanced training for dispatch to appropriately triage social service (including behavioral/mental health) calls,
  - a regional network of mobile clinical staff and medical first responders able to initiate contact, assess, de-escalate, and provide transport for people who are intoxicated, mentally ill, or require a means of connecting with a range of other social services.
- Create a voluntary registry of vulnerable persons to support police and community-based response teams in responding appropriately to crisis situations.

# Refine the scope...continued

- Develop alternatives to police response to City ordinance violations
  - e.g., leaf blowers, barking or off-leash dogs, Crystal Lake, mask mandate, etc.), snow removal, sidewalk access, and potentially other “community nuisances.”
- Enhance the 3-1-1 system and increase community messaging in order to redirect ordinance violation calls away from the police department.