

1 **City of Keene**  
2 **New Hampshire**

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5 **AD HOC RACIAL JUSTICE & COMMUNITY SAFETY COMMITTEE**  
6 **MEETING MINUTES**  
7

8 **Thursday, September 3, 2020**

**5:00 PM**

**Remotely via Zoom**

**Members Present:**

Tia Hockett  
Pierre Morton  
Dr. Dottie Morris, Co-Chair  
Eli Rivera  
Aditi Saleh  
Catherine Workman, Councilor

**Staff Present:**

Rebecca Landry, IT Director  
Shane Maxfield, Police Lieutenant  
Steven Russo, Police Chief

**Members Not Present:**

Stacey Massiah  
Rick Van Wickler, Co-Chair  
Julia Atkins  
Gail Somers

9  
10 Co-Chair Morris read a prepared statement explaining how the Emergency Order #12, pursuant  
11 to Executive Order #2020-04 issued by the Governor of New Hampshire, waives certain  
12 provisions of RSA 91-A (which regulates the operation of public body meetings) during the  
13 declared COVID-19 State of Emergency. She called the meeting to order at 5:12 PM. Roll call  
14 was conducted.

15  
16 **1) Minutes of Last Meeting**

17  
18 Councilor Workman made a motion to approve the meeting minutes of August 13, 2020. Ms.  
19 Hockett seconded the motion, which passed by unanimous vote.

20  
21 **2) KPD Review of Use of Force Training**

22  
23 Co-Chair Morris welcomed Lt. Maxfield or Chief Russo to give a presentation on the Keene  
24 Police Department (KPD)'s Use of Force (UOF) policy.

25  
26 Chief Russo shared a PowerPoint slide and stated that they only created one slide, because they  
27 were not sure how much information the committee was looking for and there was a lot of  
28 information in the City Council Workshop, which the committee may have already seen. He  
29 continued that in that workshop they gave information about all of the training the KPD does.

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30 This slide today is just an overview and talking points that will generate questions from the  
31 committee. For starters, every Officer in the state is required to do four hours of UOF training  
32 annually, separate from the eight hours of in-service training. The KPD does 12 hours, which is  
33 an accreditation requirement. De-escalation is an important part of UOF training and has been  
34 included for many years. De-escalation training is done in a variety of ways, such as talking  
35 through it. Part of the 4-hour class that every Officer has to attend annually is scenario-based  
36 training. The KPD also sometimes has Primex come to the KPD with a simulator, which is very  
37 helpful. They also watch a lot of videos that Lt. Maxfield collects all year, with UOF scenarios,  
38 to talk about best practice and learn from others' mistakes. They also talk about characteristics  
39 of armed individuals and safe storage of firearms. They do firing range training quarterly and a  
40 night range. This includes "shoot or don't shoot" scenario-based training, a variety of shooting  
41 positions and techniques, and individual and team training. They do a lot more than most other  
42 departments; it is not a simple, annual training. They do a lot of innovative and advanced  
43 techniques. The majority of the training is about the thinking process, because that is so  
44 important. They do firearms safety training as well, throughout everything they do. They train  
45 in defensive tactics, which is a broad term including soft hand tactics, baton, OC spray, and  
46 handcuffing. Lastly, they included the mobile field force training, which is riot training.  
47 Everyone is trained in mobile field force training, to a certain basic level, and they have some  
48 minimal equipment to accomplish that if needed.

49  
50 Chief Russo stated that that is the UOF training in a nutshell, unless Lt. Maxfield has anything to  
51 add, because he is very knowledgeable in this area and the go-to person for this. Lt. Maxfield  
52 replied that he does not have anything to add but would be happy to answer questions.

53  
54 Co-Chair Morris thanked Chief Russo and asked if anyone had any questions. Ms. Landry asked  
55 him to talk about the report that just came out from the [New Hampshire Commission on Law  
56 Enforcement, Accountability, and Transparency], and whether or not the Commission's  
57 recommendations will change any of this or if KPD is already meeting those training  
58 recommendations.

59  
60 Chief Russo replied that he cannot speak to specifics because the report is longer than 29 pages.  
61 He continued that he has listened to almost a majority of the meetings and thus knew the  
62 direction they were going. The KPD encompasses everything the State's report is asking for,  
63 other than officially doing the ABLE training, which was called EPIC until recently. He  
64 continued that it is Active Bystander training for Law Enforcement, which teaches Officers to  
65 intervene. It keeps Officers from doing something they should not do, in a wide variety of  
66 scenarios. The KPD has that in its trainings but not this official ABLE program, although some  
67 KPD Officers just listened to an hour-long seminar given by the program's founder. The KPD  
68 was familiar with it on a basic level. The KPD's policies incorporate reporting Officers'  
69 misdeeds. Legislation just took effect requiring Officers to report misconduct of other Officers.  
70 Other than not officially having ABLE, the KPD has always been covering everything that was  
71 brought up in the State's report and recommendations. Also, as the committee might already  
72 know, the KPD is looking into the possibility of body cameras. The biggest factor will be the

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73 cost. That is for the City Council to decide. The KPD would be fine with having body cameras.  
74 The State's recommendations will be based around more training at the Academy. There are a  
75 lot of side topics and special interests that got thrown in there, such as [increased training  
76 regarding the] hearing impaired. Various groups and organizations came up with a card for  
77 hearing impaired drivers to give to law enforcement officers [to inform them of their condition].  
78 There will probably be a recommendation for more training around that, as well as training for  
79 interactions with people with disabilities. They are talking about increasing the number of hours  
80 of training, and he is all for that, other than the large financial impact this would have on local  
81 agencies.

82  
83 Chief Russo concluded that he thinks those are the recommendations that would affect the KPD,  
84 and he thinks the KPD is ahead of the game. There are some issues surrounding School  
85 Resource Officers (SROs) and the KPD has been working with the SAU for the past 6-8 months  
86 on some of those issues already.

87  
88 Lt. Maxfield added that some of the more salient subjects like de-escalation and duty to intervene  
89 have always seemed like common sense to him, and the KPD has always had those for as long as  
90 he can remember, and he is surprised that other agencies in the state have not had those  
91 incorporated already. He is surprised that State mandate is what it takes for some agencies to  
92 incorporate those.

93  
94 Mr. Morton stated that given the information he has seen, and the discussions he has been in  
95 about the KPD's history and practices, he thinks the KPD is very progressive. He is heartened to  
96 see all of this information and the data. He continued that the AHRJCS Committee needs to  
97 educate the public about the KPD's very progressive policies. By "progressive" he does not  
98 mean that the policies are liberal or conservative; they are common sense, and that is what he  
99 means. He has looked into this a lot and is amazed, and the KPD is ahead of the pack. The real  
100 power of any police department, he feels, is a compact with the community and its citizens. He  
101 encourages ongoing research and/or deliberations on the type of training that goes on at the KPD  
102 to really involve the community more because it is about their idea of good policing. He knows  
103 the KPD has already done some of that and he encourages them to continue that.

104  
105 Mr. Morton continued that his question is: What is the difference between proper use of force  
106 versus excessive use of force? He continued that that line needs to be as clear as possible to the  
107 public and to the Police Officers who are acting, so they do not need to make subjective  
108 judgements on a range of issues, so they can narrow the subjectivity for the Police Officers and  
109 educate the public on what that looks like. He wants clarity on the difference between "use of  
110 force" and "excessive use of force." He does not like the term UOF; it should be  
111 "peacekeeping." UOF is a violent term.

112  
113 Lt. Maxfield stated that "response to resistance" is a better term and more realistic. He continued  
114 that Officers do not go out and autonomously start applying force to people. The KPD goes out  
115 and is trying to accomplish lawful objectives: enforcing laws and ordinances as society demands

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116 the Police to do. If any force needs to be applied it is applied in response to the resistance to the  
117 Police accomplishing what they are trying to accomplish. The policy in NH, based heavily on  
118 the NH Use of Force in Law Enforcement statute 627:5, relies heavily on the concept of  
119 “reasonableness.” That is, what is reasonable to the Officer at the time, based on all of his/her  
120 senses and the circumstances at the time. The Officer does not always have to be right, but they  
121 do have to always be reasonable. Oftentimes there is not a cut and dried line between what is  
122 right/wrong or reasonable/unreasonable. It is often a fast, half-second decision based on the  
123 senses of the Officer at the time and the circumstances of the call, prior knowledge, and other  
124 factors.

125

126 Mr. Morton thanked Lt. Maxfield and stated that he gets that. He continued that he is not a  
127 Police Officer and understands. It has to be what is legal versus what is not legal. Lt. Maxfield  
128 replied that that is also based on what is reasonable/unreasonable. He continued that RSA 627:5  
129 is the governing statute in NH that governs the UOF by law enforcement. One of the most  
130 frequent words in there is “reasonableness.” It means that what the Officer may see, hear, and  
131 experience in, say, that rainy back alley at night, is different from what other people know the  
132 following morning in a courtroom. RSA 627:5 covers that and is about reasonableness.

133

134 Mr. Morton stated that he does see that repeated within the statute. He continued that what he is  
135 getting at is maybe they need to educate the public more about what “reasonableness” means. If  
136 someone is approaching him in a dark alley, it might not be unreasonable for him to lash out at  
137 the person approaching. But in the light of day in the courtroom, he would be looked at as the  
138 aggressor. Just like Police Officers are often looked at as the aggressor because they make that  
139 split second decision. He understands this but thinks the public does not. He thinks the public  
140 does imagine that there is this cut and dried line that says “you can do [this], but you can’t do  
141 [that].” He thinks they should concentrate on an educational effort around this so people know  
142 what the law says.

143

144 Co-Chair Morris asked if Mr. Morton is suggested this committee sponsor an educational effort  
145 like that or co-sponsor it with the KPD. Mr. Morton replied yes, he is suggesting they make that  
146 recommendation to the City Council.

147

148 Councilor Workman asked, once there has been an incident where UOF was used, how is that  
149 reviewed to make sure that it was reasonable and the UOF was appropriate in that situation? Lt.  
150 Maxfield replied that after an incident happens there is generally a report that accompanies the  
151 arrest. He continued that it includes a narrative and statistical information regarding the incident,  
152 and the first line supervisor reviews it and reviews the UOF aspects of it. They review it for  
153 policy compliance and to identify possible training deficiencies or equipment deficiencies. Then  
154 the report goes up another level, generally to him, and he reviews it for the same issues. It is a  
155 multi-level approval process. Toward the end of the year there is a general audit of all of the  
156 UOF reports, reviewing the same things and looking for trends. The annual UOF audit is a  
157 public document.

158

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159 Chief Russo stated that he wants to add that they also look at these things during the year and  
160 during Officers' evaluations, and that annual UOF audit is when they graph out every Officer to  
161 see if they see any trends with anyone in particular. They have not found any problematic  
162 things.

163

164 Councilor Workman asked if it is correct that these issues are just reviewed internally by  
165 supervisors, and there is no committee as a whole that involves a civilian. Chief Russo replied  
166 that that is correct. He continued that if she thinks about the education that he and Lt. Maxfield  
167 are trying to give the committee today, think about how long it would take them to educate a  
168 committee [of citizens] on the ins and outs of [analyzing the UOF reports and trends]. It is not  
169 impossible, but it would be time-consuming, and the education piece would be very large for  
170 anyone trying to do that work.

171

172 Co-Chair Morris stated that they have a member of the public wishing to speak.

173

174 Katherine (Katie) Conley, of Evergreen Ave., stated that it sounds like the KPD has annual  
175 training in place. She asked if there is more training for having consistency of response, say, for  
176 training in scenarios that would require a UOF, so that instead of having each Officer going on  
177 their own individual autopilot there is a more consistent autopilot. She understands that  
178 circumstances differ out in the field, but it is about training your body to respond in a certain way  
179 based on certain elements that occur. Is that training done consistently, or just once a year? She  
180 is thinking about events that have sprung all this action; it is about certain Officers that are  
181 obviously not responding in a way that other Officers would, or not in a consistent manner.  
182 What is the thought process about that?

183

184 Lt. Maxfield replied that there are various trainings throughout the year, and certain themes  
185 common to all of them include de-escalation. He continued that the idea that they can have  
186 cookie cutter responses and always have Officers behaving the same way does not mesh with  
187 reality. Every incident is different, even if it looks like they are the same. In every incident you  
188 have one or more Officers there, one or more citizens there, and they are all thinking, acting,  
189 decision-making human beings. It is different each time and thus it is difficult to have cookie  
190 cutter responses. They rely on reasonableness. An Officer may not necessarily make the same  
191 decisions or act the same way from incident A to incident B, but s/he needs to be reasonable.

192

193 Mr. Morton thanked Ms. Conley for her great question. He stated that what comes to mind is  
194 recent events. If someone has a knife, for example, and is reaching on his car floorboard for a  
195 knife, is it reasonable for a Police Officer to shoot him seven times in the back? Certainly it  
196 must be judged from the perspective of a reasonable Police Officer on the scene, not 20/20  
197 hindsight. That is part of the law. If the Officer felt in the moment that the person was reaching  
198 for the knife, that was proper UOF. They seem to hear about this happening too often. Part of  
199 Ms. Conley's point might be that if a citizen has a knife and is six feet away, and an Officer has a  
200 gun, is it reasonable for the Officer to shoot that person? It is incidents like that that they are

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201 trying to get at the crux of. He can feel that he is in danger and not be in danger. They are trying  
202 to stop that from happening.

203

204 Lt. Maxfield replied that he will not address that specific example, but regarding the argument  
205 that “gun trumps knife,” somebody six feet away with a knife can be on an Officer and stab  
206 several times before the Officer can shoot them. He continued that they have gone through this  
207 scenario in simulations. An Officer can be aiming at someone and be that close, and the person  
208 with the knife would still be able to stab the Officer a few times before the Officer can get in an  
209 effective shot. There are a lot of tactical concepts that unfortunately bear out in reality that a lot  
210 of people do not understand. People might think that someone six feet away with a knife cannot  
211 hurt an Officer who has a gun, but they can, and he has real-life training materials showing this,  
212 as well as incidents where someone 30 or 40 yards away was able to get up on the Officer and  
213 get a couple good stabs in. You have to also understand all of the other things that are  
214 happening. It is not a sterile environment where the Officer is there with a gun and ready to go  
215 and the civilian is there with a knife and ready to go when someone with a stopwatch says to.  
216 When the incident is happening the stress is high, the Officer and suspect are both nervous and  
217 scared, and everything is happening at once. Someone with a knife could very easily kill an  
218 Officer.

219

220 Chief Russo stated that he wants to add that what a lot of people do not realize is: say he and the  
221 suspect are looking at each other, and they each know they are going to do something. When the  
222 subject makes a move, he has to see that and decipher it and make a decision about what to do,  
223 which is a second, half a second, or three quarters of a second, depending on his age and training.  
224 He continued that only the person the Officer is chasing knows what he is going to do, so the  
225 Officer is already a step behind. He can give examples of training simulations in which he  
226 wound up getting shot, because his mind said what he was going to do and he and [the suspect in  
227 the simulation] both fired at the same time and both got shot. The KPD brought someone from  
228 the Keene Sentinel into the simulator training once, and it gave that person a different  
229 perspective of what it is really like to face someone like that. He just read an email from Steve  
230 Stewart, who said “Just because something is legal doesn’t mean we should [do it].” That is kind  
231 of what the KPD tries to go by. There are so many news clips you might see where you do not  
232 know what is happening or what is going through someone’s mind. It is very difficult to be one  
233 step behind an armed subject. There are many things that come into play, like Lt. Maxfield said.

234

235 Mr. Morton stated that he understands, and Lt. Maxfield and Chief Russo explained it  
236 beautifully. He continued that this is the type of stuff that needs to be said in more public  
237 forums, so the public understands it better. He would love to have the two of them speak at the  
238 college. His mother grew up in England, where the Police do not have guns. When the Officers  
239 there are confronted with a knife-wielding suspect, they do not have guns, and thus cannot kill  
240 that suspect. Too often in the United States, people’s first instinct is to use the gun. He knows  
241 for a fact that that is not the KPD’s way. They train to use less lethal methods and guns are a last  
242 resort. That is what he loves about the KPD. But not every department is like that; many reach  
243 too quickly for guns. They really need to make the public aware that the KPD does not use their

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244 guns as a first line of defense, which is all in the KPD's documents. He thinks that is what Ms.  
245 Conley was getting to.

246  
247 Ms. Conley thanked Chief Russo and Lt. Maxfield and the committee, stating that that was  
248 essentially the conversation she wanted to hear back and forth. She continued that she  
249 understands that it is really hard to make those spur of the moment decisions and she feels for the  
250 Police Officers she knows who go through this. Also, she has a biracial son, so she sees both  
251 sides. What she tries to focus on is that a "reasonable person" standard seems too gray to her  
252 sometimes. Yes, they are lucky in Keene to have a Police Department that makes reasonable  
253 human choices, but that is not the case in other places. It is important to stay cognizant of biases  
254 so when Police enter an event with, say, her son, their first instinct is not to be scared of him.  
255 The bias might not be there but it might be.

256  
257 Ms. Landry stated that a challenge she has in helping manage the process here is: they need to  
258 make sure that in all of these conversations they come home to what they are doing in Keene.  
259 She continued that there is obviously a much broader conversation going on nationally, which is  
260 really troubling, of course, and they are focusing on the UOF in terms of policies and training,  
261 but then there is also: What is it like in Keene right now? What has it been like in Keene in  
262 recent years? Her sense is that peaceful means are always prioritized by the KPD for resolving  
263 situations. She wants to bring the conversation back home. She appreciates that Mr. Morton did  
264 that.

265  
266 Councilor Workman asked if Chief Russo said that the Keene Sentinel was able to access  
267 simulator exercises. She continued that she wonders if, when they are doing a workshop, and if  
268 it would not put KPD in jeopardy or violate any rules, the community could see a simulated  
269 event. Not enough people realize what it is like from an Officer's perspective. Visually seeing  
270 that would help, even if it was through a website. She personally would be interested in doing a  
271 simulator exercise to see what her instincts would be in a situation. Are there exercises that  
272 could be shared in a public forum?

273  
274 Chief Russo replied that about two years ago they invited the Keene Sentinel in for that. He  
275 continued that the KPD does not own a simulator; they have had Primex come with their mobile  
276 simulator before, which has to be scheduled out and will not be happening anytime soon due to  
277 COVID-19. However, they would be able to organize a small event a couple months from now.  
278 They could use simunitions and put on a demonstration involving some members of this  
279 committee, if they are willing to sign waivers and use safety equipment. It would be a video on a  
280 screen, with real guns shooting high velocity paintballs. That is all they could do at this point  
281 because Primex is not currently bringing their mobile simulator anywhere. Maybe that will be  
282 different by February and they could invite one or two people in like they did with the people  
283 from the Sentinel. Councilor Workman replied that she appreciates that information; she was  
284 envisioning more of a virtual reality situation.

285

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286 Lt. Maxfield stated that exercises like that are useful to demonstrate to the public some basic  
287 concepts that the Police have to deal with on a daily basis. They see this in Keene. Every now  
288 and then a KPD Officer will be involved in an incident, and a citizen will walk by and yell,  
289 “Why are you aiming your guns at him?” This sort of exercise would serve to explain why  
290 Officers might be aiming their guns at someone. It is a good dose of reasonable reality for  
291 people.

292  
293 Co-Chair Morris thanked everyone and stated that this was very informative. She asked Mr.  
294 Morton and others in the Police and Policing working group if they feel they have more  
295 information now to start thinking through some of the pieces they brought up last time the  
296 committee met. Mr. Morton replied definitely, and he really thinks these conversations need to  
297 happen in a community space. He continued that he worked for Yale for many years, working  
298 with the New Haven Police Department, and they have good programs with youth – young  
299 people go through some sort of 8-week community Police academy and get a certificate. It has  
300 greatly helped improve the relations between the New Haven community and the police, and  
301 they have actually hired youth who grew up in that program to become Police Officers. He  
302 envisions that for Keene, too, although maybe not so structured. Today’s conversation has  
303 opened his eyes to some of what Police Officers have to look for. He and the Police and Policing  
304 working group are looking at: what does being a Police Officer do to your mental health? For a  
305 Police Officer in those situations hundreds of times, over years, their amygdalas are likely in  
306 overdrive and they are unable to think effectively with their pre-frontal cortexes. They want to  
307 really delve into that. They reached out to the President of Veteran and First Responder  
308 Healthcare (PVF Healthcare), to provide the working group with information about the trauma  
309 effects of Police work, which may impact Officers’ ability to be reasonable. They want to make  
310 sure the KPD has the right outlets and the right mental health resources for free. This is a hazard  
311 for Officers. Next time, they need to delve into the mental health resources that Police Officers  
312 have available to them.

313  
314 Co-Chair Morris asked if Councilor Workman, too, feels that she has enough information, or if  
315 she had anything else to say right now. She continued that when she was 16 or 17, she was a  
316 “Police Explorer,” as it was called at the time. She thanked Lt. Maxfield and Chief Russo for  
317 their presentation/conversation today and stated that the committee may be calling them back  
318 again as the working group delves into things more and seeks additional information.

- 319  
320 **3) Education and Schools Discussion**  
321 **4) Police and Policing Discussion**  
322 **5) Laws and Policy Discussion**  
323 **6) Social and Community Discussion**  
324 **7) Plan for Guest Speakers in Future Meetings**

325  
326 Ms. Landry reminded Co-Chair Morris that at the last meeting the committee talked about  
327 wanting to spend time today deciding on guest speakers to bring in for future meetings. Co-  
328 Chair Morris replied that she was planning on suggesting that the committee bring in a guest



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329 speaker for each working group topic, similar to tonight's informative presentation by Lt.  
330 Maxfield and Chief Russo. The working groups wanted to find out what was being done  
331 already, so they did not reinvent the wheel. The Education working group definitely wants to  
332 have a guest speaker come in.

333  
334 Co-Chair Morris asked if anyone from the third working group (Laws and Policy) has thoughts  
335 about having a guest speaker. Mr. Morton replied that "Policing, Policy, and Law" is the group  
336 name now; the "Police and Policing" and "Laws and Policies" working groups were combined.  
337 Co-Chair Morris asked if they had anything to add. Councilor Workman stated that she agrees  
338 with what Mr. Morton said in an email to her about this. Mr. Morton stated that the guest  
339 speaker they recommend is Eric Golnik, CEO of VFR Healthcare. He presents about how first  
340 responders' (including Police Officers') mental health is affected just by doing the job they do  
341 every day. He would also talk about alternative mental health services for the police force. They  
342 were going to also invite Chief Russo or Mr. James McKim to talk about the type of bias training  
343 available to Police Officers that goes above and beyond the training they currently receive, and  
344 have Chief Russo talk about the use of body cameras. Mr. McKim is the President of the Nashua  
345 NAACP. Those are their recommendations for some of the next meetings.

346  
347 Mr. Morton asked if Chief Russo would be willing at some point to talk with the group about  
348 body cameras. Chief Russo replied yes, but he will soon be taking some time off. He continued  
349 that he also wants the committee to know that regarding these groups and services for mental  
350 health needs of Police Officers, the KPD is already involved. Sometimes he feels like they are  
351 starting at the ground, when people have the opinion that the KPD is not doing some of these  
352 things. Regarding body cameras, the KPD will implement them if the City Council gives them  
353 the money for it. He is not sure how much more they could talk about that. Mr. Morton replied  
354 that he just wanted Chief Russo to give them the data on the benefits of the use of body cameras,  
355 information about how many the KPD needs, how much they cost, and so on and so forth.

356  
357 Ms. Landry stated that the body camera presentation given to the Municipal Services, Facilities,  
358 and Infrastructure (MSFI) Committee last week was recorded. She continued that this committee  
359 could get a wealth of information by looking at that recording. Mr. Morton asked if she would  
360 send that out. Councilor Workman suggested including it in the minutes.

361  
362 Mr. Morton stated that to Chief Russo's point, Mr. Golnik did tell him (Mr. Morton) that he is  
363 involved with many of the police departments here. He continued that the goal of the working  
364 group is to make sure the services offered to KPD Officers are adequate and adequate in many  
365 ways. He would prefer it to be part of Officers' benefits that they get for free, and he wants it to  
366 be comprehensive. It would be great if Chief Russo could talk about that. Chief Russo replied  
367 that he is not the right person to talk to about the cost. Mr. Morton replied that they would make  
368 a recommendation to the City Council that it be free.

369  
370 Co-Chair Morris asked if Mr. Morton and others want those presentations at the next meeting,

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371 for continuity's sake. Mr. Morton replied that he will reach out to those people and let the group  
372 know.

373

374 Chief Russo stated that the body camera presentation was given to the Finance, Organization,  
375 and Personnel Committee (FOP) on Thursday and the recommendation goes to City Council  
376 tonight. Ms. Landry stated that for the sake of the minutes, to get to that FOP Committee  
377 recording, you go to the City's website at [www.ci.keene.nh.us](http://www.ci.keene.nh.us) and go to the "residents" menu at  
378 the top and choose "My City Government." There is a link there to "Meeting Videos," and it is  
379 the August 27 video of the FOP Committee. She continued that she will share that link in the  
380 Zoom chatbox.

381

382 Co-Chair Morris stated that the Education and Schools working group has not met since the last  
383 meeting of the AHRJCS Committee but they will meet again and determine who they want from  
384 the schools to come in and speak about what is happening in the schools related to the work the  
385 committee has been tasked with. She asked the other working group members if that is a good  
386 idea. Ms. Hockett replied yes.

387

388 Co-Chair Morris asked if other group groups have anything to report tonight.

389

390 Councilor Workman stated that the Social and Community working group did not meet yet; they  
391 can reach out. She continued that there were a lot of people they suggested reaching out to.  
392 Maybe as a group they can narrow that down and prioritize. For example - do they reach out to  
393 faith-based groups first? Or mental health groups? They could determine how to prioritize that  
394 and then get presentations set up for the future, for the larger committee.

395

### 396 8) Plan for Public Input

397

398 Co-Chair Morris stated that one of the big things they want to do is determine how to get  
399 community input. She continued that the sequence seems to be that once they figure out what is  
400 already happening, the next step is to get community input. They need to come up with a  
401 process and give enough lead time to let the public know about whatever format it will take.  
402 That is really key to the work the committee is doing, to make sure they are doing their due  
403 diligence to get information for the report to make the best possible recommendations. They can  
404 think strategically about how to do this. They might think of multiple ways of gathering public  
405 input. It is important to think really broadly about how to get this public input.

406

407 Ms. Conley stated that tonight they were talking about police and education. She continued that  
408 when she was a kid, police came in [to schools] and were looked at as heroes. Now they are not  
409 coming into the schools as heroes. Instead they are called into schools because of incidents.  
410 Kids see the emotion that is there, and do not get to spend time with the Police Officers and see  
411 how amazing the police are for the community in Keene. She wonders if, as part of the focus on  
412 education and police, they could do something of that nature. For example, the KPD could talk  
413 with high school students about how they should be responding to the Police when the Police

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414 stop them, and why the Police stop them, so they understand the job that Police are doing. It  
415 would be good to have those tough conversations with kids. She does not know if this type of  
416 thing is possible or what the committee's thoughts are.

417

418 Co-Chair Morris replied that she thinks it is a great idea; it is a connection between the  
419 Education and Schools working group and the Policing, Policy, and Law working group. She  
420 continued that they will definitely make note of that recommendation. Ms. Landry stated that  
421 she wants to second what Ms. Conley said. She continued that they have a hard time getting  
422 qualified people interested in a career with the KPD, so this could help, if community youth are  
423 getting to know and respecting the profession.

424

425 Co-Chair Morris stated that she encourages everyone to think creatively to ensure that they  
426 continue to get great input like they received tonight. They would like to get more  
427 recommendations and insights like this. She asked for the working groups to really think about  
428 creative ways to get public input, and then at the next AHRJCS Committee meeting they can talk  
429 about it in detail and start to plan it out, so they can get the publicity going and get people  
430 involved. If they do an online forum they would need to work out the logistics. They want to  
431 get input from the broadest range of community members as possible.

432

433 Mr. Morton asked Lt. Maxfield and Chief Russo if they do anything for community kids for  
434 Halloween. He continued that he grew up in Phoenix, AZ, and Police Officers there would  
435 escort kids from house to house and give them candy, walk him and other children back to their  
436 doors and interact with their parents. It was great, similar to what Ms. Conley was saying.  
437 Holidays are a great way to connect with youth.

438

439 Chief Russo replied that last year Lt. Maxfield, at his request, bought a bunch of candy for  
440 Halloween and put it in all the cruisers and Officers went around the neighborhoods handing out  
441 candy. During the COVID-19 pandemic they have worked with the Parks, Recreation, and  
442 Facilities (PRF) Department delivering Easter baskets to kids' houses. They probably do not  
443 publicize these things enough; Ms. Landry and the City Manager are always telling them to  
444 [publicize] more. They are trying to get better with that and he is getting better at putting more  
445 things on Facebook. Yes, they could do more, but they do what they can. They participated in  
446 drive-by parades and drive-by birthday parties for kids homebound by COVID-19. It is great  
447 when the PRF Department organizes things like this that the KPD can jump on board with.

448

449 Mr. Morton stated that the colleges have internships for social media, and interns would be able  
450 to help the KPD get those things onto social media. The community needs to see this.

451

452 Lt. Maxfield stated that they also encourage Officers to do individual interactions with the  
453 community. In orientation, he teaches all Police Officers that there are few things more valuable  
454 than connecting with kids in the community. If you are rolling around on a slow Sunday  
455 afternoon and you see a lemonade stand, go ahead and pay the kid a dollar for a fifty-cent cup  
456 and spend some time there, and things like that. Recently, when an Officer was at a gas station,

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457 a family came up and wanted to wash the cruiser. They encourage things like that. He tells new  
458 Officers that if they are driving down the street and someone waves to them, wave back, because  
459 that is an investment right there. There are many small, less organized interactions like this, and  
460 a few organized things during the year, also.

461  
462 Co-Chair Morris thanked Lt. Maxfield and Chief Russo and everyone, stating that the committee  
463 learned a lot tonight. This is why they do this and hope for the same engagement in the topics of  
464 the other working groups, to learn as much as they possibly can. She asked if there were more  
465 questions, comments, or reflections from members of the public.

466  
467 Councilor Johnsen stated that she thanks Keene's Police Officers and Sheriff Rivera. She  
468 continued that she lives in a neighborhood where there have been a lot of Police Officers, and  
469 when her grandson was little, he loved waving to all of them. She appreciates the comments  
470 about all they are doing. Her heart is heavy with what is going on nationally with the happenings  
471 with African American young people. She knows that is not happening in Keene, but racism is  
472 an inherent thing that they each have to take a good look at. She appreciates the work that Keene  
473 law enforcement and this committee are doing. Keene law enforcement is doing a great job and  
474 she thanks them.

475

### 476 **9) Next Meeting – Agenda Items and Schedule**

477

478 Co-Chair Morris stated that the next meeting is September 24. Discussion ensued about the  
479 timing. The group decided on 4:45 to 6:15 PM. Co-Chair Morris thanked everyone and  
480 encouraged them to bring/invite other people to participate in the meeting as well.

481

482 Ms. Landry asked Co-Chair Morris or Mr. Morton to let her know about future presenters. Chief  
483 Russo reminded the group he will not be available on September 24.

484

485 There being no further business, Chair Morris adjourned the meeting at 6:23 PM.

486

487 Respectfully submitted by,

488 Britta Reida, Minute Taker