

City of Keene
New Hampshire

AD HOC RACIAL JUSTICE & COMMUNITY SAFETY COMMITTEE
MEETING MINUTES

Thursday, September 3, 2020

5:00 PM

Remote Meeting via Zoom

Members Present:

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

Staff Present:

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

Members Not Present:

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

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

1) Minutes of Last Meeting

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

2) KPD Review of Use of Force Training

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

8) Plan for Public Input

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

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

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

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

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

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

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

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

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

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

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

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

9) Next Meeting – Agenda Items and Schedule

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

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

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

Respectfully submitted by,
Britta Reida, Minute Taker

Edits submitted by,
Rebecca Landry, IT Director/ACM