



# Diversity, Equity, Inclusion, & Anti-Racism: Roundtable #1

*September 22, 2020*

- Use “Q&A” to publicly post a question to the panelists – *may be answered during the roundtable*
  - Use “Chat” to send a private message to the panelists – *for private follow-up after the roundtable*
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# ***POLICING & REFORM***



***Chief A. Kevin Kennedy  
Lincoln Police Department  
September 22, 2020***

# ***Mission***

- Enhance the quality of life in Lincoln to create a safe and secure environment.
- Respect, dignity and compassion for all.
- Enforce the laws in a fair, impartial and professional manner.
- Engage the community so that we remain responsive to its needs.
- Help meet the human and social needs of our teens, families, and seniors.

# *Culture*

## Community Service Oriented Policing

- Connecting individuals to resources and service providers through our partnerships.

# ***Law Enforcement Partnerships***

- Middlesex District Attorney's Office
- State Police Detective Unit
- Hanscom Security Forces – Office of Special Investigations
- Minuteman National Park
- Central Middlesex Police Partnerships
- Northeastern Massachusetts Law Enforcement Council (NEMLEC)
- Massachusetts State Police
  - Concord
  - Hanscom

# *Partnerships*

- Town Departments
- Mental Health
- Substance Abuse
- Domestic Violence
- Hanscom Family Advocacy

# *Programs*

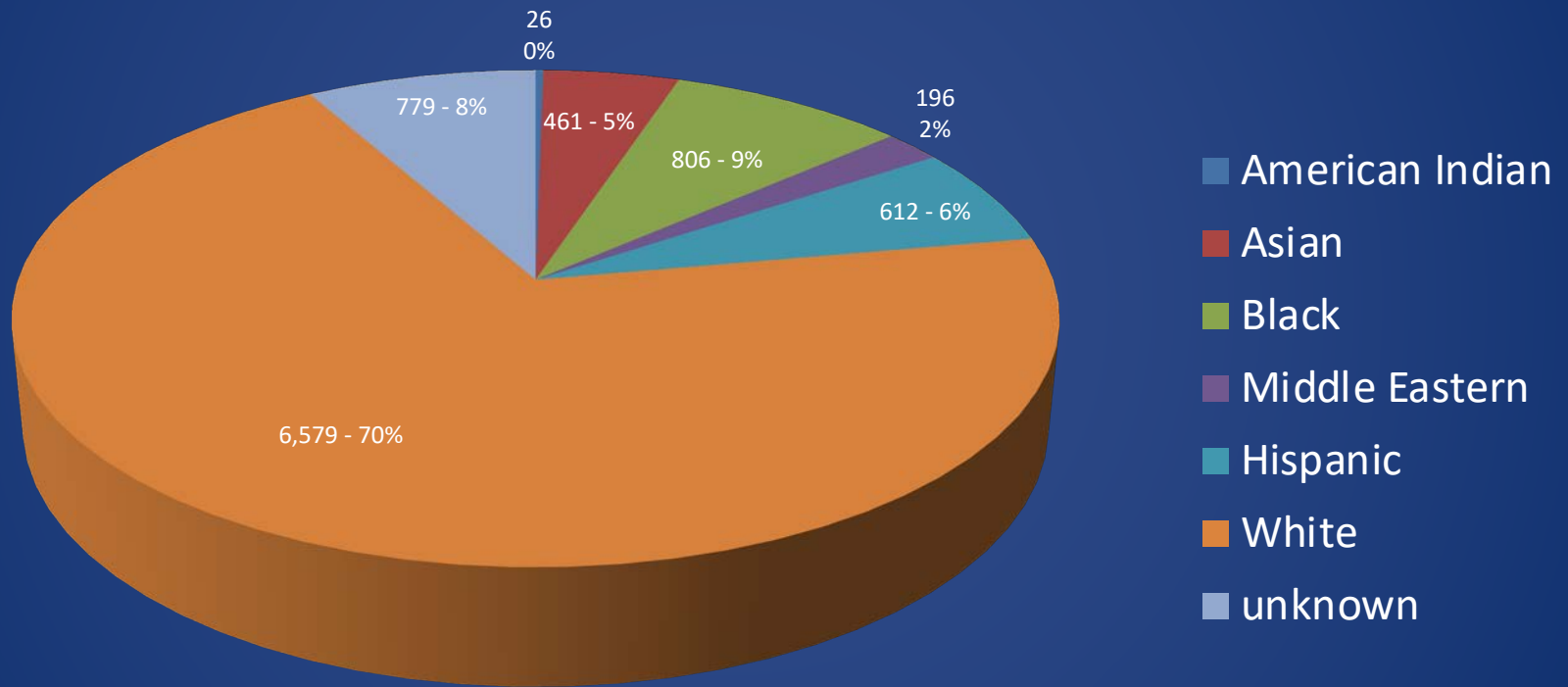
- School Resource Officer
- Lincoln Outreach Program
- COA Talks
- Prescription Drug Disposal
- Domestic Violence Services Network
- Diversion – C4RJ
- Traffic Monitoring Program
- Suburban Middlesex County Drug Task Force
- Northeastern Massachusetts Law Enforcement Council (NEMLEC)

# *Practices*

- Traffic Stops
- Arrest vs. Summons

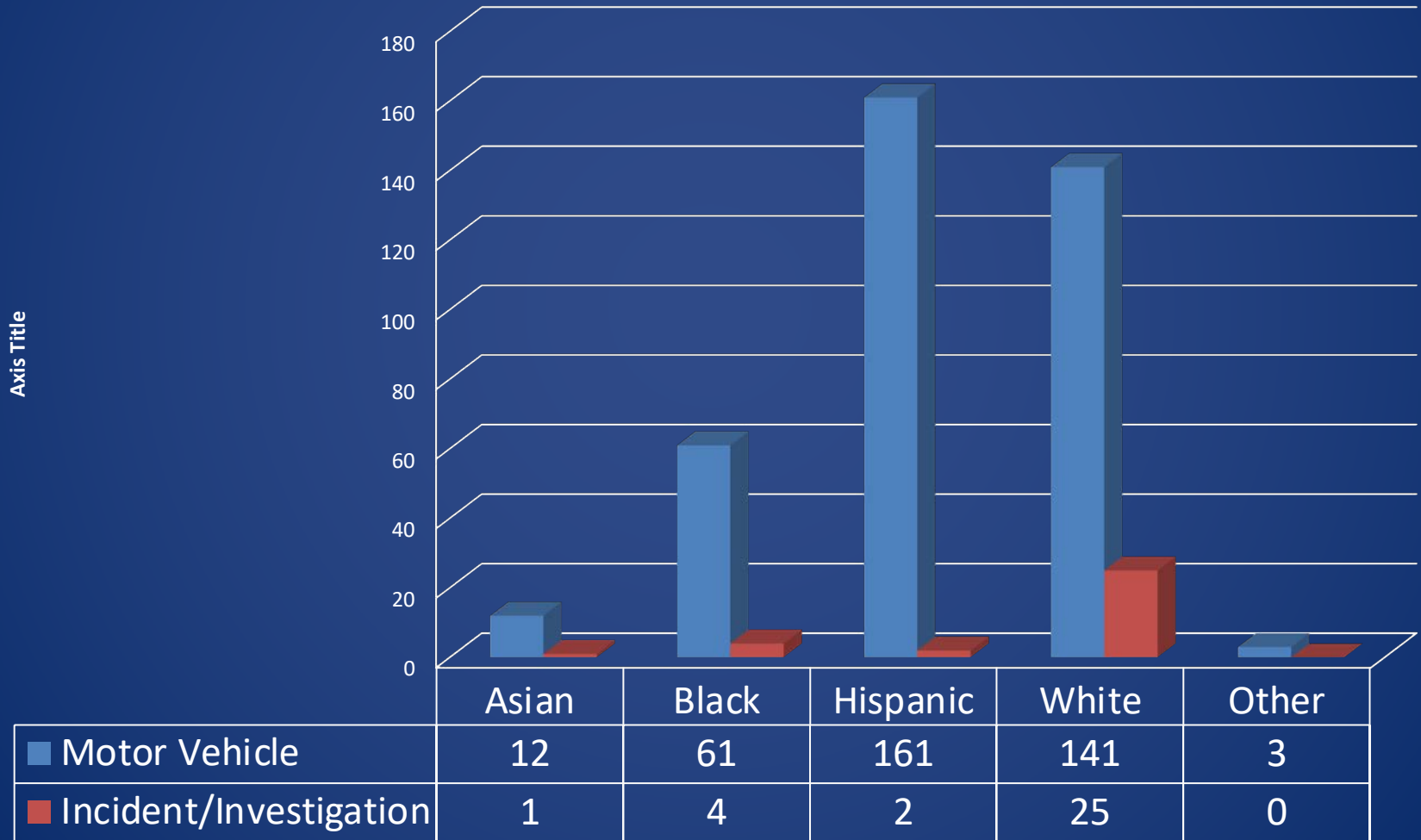


# *Motor Vehicle Stops January 2018 – June 30, 2020*



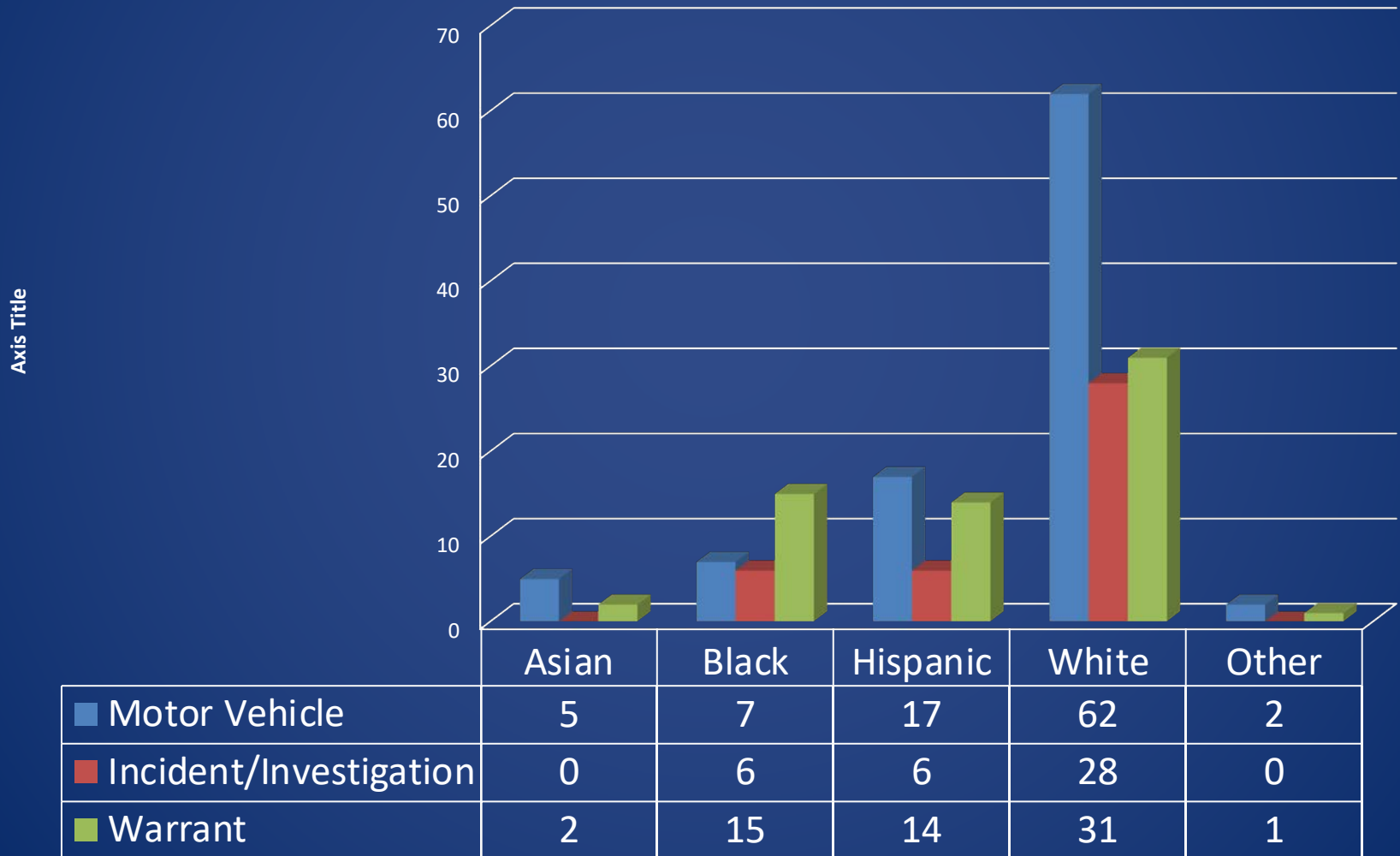
# *Summons Data*

## *January 2018 – June 30, 2020*



# Arrest Data

## January 2018 – June 30, 2020



# *Practices*

## Policy & Procedures – MPAC

- Use of Force
- Duty to Intervene
- Report of Suspicious Persons
- Biased Based Policing

## Legal Updates – MPTC & DA's Office

## Prosecution & Search Warrants – DA Review

# *Trainings*

- MPTC Requirements
- District Attorney's Office
- Fair & Impartial Policing
- Procedural Justice
- Crisis Intervention - PTSD
- De-escalation - ICAT
- Use of Force & Simulator
- Police Interactions with Youth
- Domestic Violence – Advocacy

# *Recent Trainings*

- Netflix: 13<sup>th</sup>
- Racial Profiling
- Fair & Impartial Policing
- Use of Force Policy Review
  - Legal Counsel

# *Future*

- Recruitment
- Community Engagement - Workshops
- Cruiser & Body-Worn Cameras
- Policies & Procedures – Police Practices
  - Best Practices
- Police Reform
- Trainings

# Lincoln Police Budget

- *What is our current Police Department budget?*
  - \$1,784,000 (FY21)
    - Personnel: \$1,665,000 (93%)
    - Expenses: \$118,000 (7%)
- *What are the operational priorities that drive the budget?*
  - Appropriate staffing
    - 13 sworn officers
    - 2 officer shifts
    - Reliance on mutual aid and outside partnerships
  - Training
    - Addressed by Chief Kennedy
  - Proper equipment



# Lincoln Police Budget

- How are budget priorities established?
  - Roles of Chief and his team; Town Administrator; Select Board; Finance Committee and Town Meeting
- To what degree are there discretionary funds in the Police Budget?
  - Very limited.
  - Lion share spent on people, cruisers and training.
- What role does the Lincoln Police Department play in support of the social services agencies of the Town?
  - Integral role, in close partnership with COA, School Department, and various public and private organizations.