

# Town of East Windsor

## Diversity Council

### Special Meeting Minutes

Monday, May 10, 2021

Location: Meeting held via Zoom

#### TIME AND PLACE OF MEETING

Monday, May 10, 2021 at 6:00 p.m. via ZOOM

Join Zoom Meeting: <https://zoom.us/j/3326833563>

Meeting ID: 332 683 3563

#### CALL TO ORDER

The meeting was called to order at 6:01 pm by Richard LeBorious, vice-chair.

#### PLEDGE OF ALLEGIANCE

Council member Natasha Holmes led the council in the pledge of allegiance.

#### ATTENDANCE

Members present: Ana Rivera (chair), Richard LeBorious (vice-chair), Natasha Holmes (secretary), Jonathan Wyse, Gabriela Resto, and Narda Nadeu; Quorum Established

Member(s) absent: Joseph Blackwood

Member(s) of BOS: First Selectman Jason Bowsza, Selectmen Charlie Nordell and Sarah Muska

Special Guest(s) of EWPD: Chief Ed DeMarco, Deputy Chief Officer Roger Hart, and Administrative Lieutenant Officer Matthew Carl

Guest(s)/Public: Robert Leach, Denise Menard, Tom Lansner, \*Noreen and \*Marie  
\*last names not provided

#### PRESENTATION & OPEN DISCUSSION WITH EWPD CHIEF DeMARCO

After official introductions of our Special Guests, Chief DeMarco spoke on their 6 pillars:

1. Building Trust and Legitimacy between Officers and the community they serve
2. Policy and Oversight
3. Technology and Social Media
4. Community Policing
5. Training and Education
6. Officer Wellness

He also spoke on their [Use of Force Policy](#) and De-escalation Training

Deputy Chief Hart covered areas surrounding the Police Reform and Accountability Bill, including but not limited to:

- police certification and de-certification,
- behavioral health assessments that they have started and are targeting 20% coverage/year for 5 year period,
- crowd management,
- implicit bias training which is already built into the EWPD certification already,
- collective bargaining and records,
- recruitment of minority officers to close the gap on ratio of the community they police,
- policy transparency and task force,
- number and changes post membership (Police Officer Standards Training),
- Name tags and Badge visibility (fully implemented Jan 1, 2021),
- Civilian review board which is covered under our town's police commission (looking for more diverse membership),
- Adding a social worker to the team that will be deployed to pertinent calls surrounding mental health concerns and the like,
- Requiring body cams and dashboard cams – fully implemented,
- Discussed the citizen's right regarding consent to search and no longer mandating non-driving persons identification during traffic stops,
- mentioned potential for discriminatory 911 calls based on race where the caller could be fined,
- banning of choke holds (already changes in use of force policy);
- discussed the mandate of the duty to intervene (when another officer is observed using excessive force);
- records keeping on the before mentioned annually;
- elimination of the police use of military equipment (EWPD had 24 military rifles; returned 12 and are looking to return the remaining and replace with patrol rifles),
- and wrapped up discussion their police licensing accreditation – Tier 1 currently; heading to Tier 2

Lieutenant Matthew Carl spoke briefly on organizational clarity and how 42% of EWPD has completed de-escalation training (week long training) and spoke on Human Trafficking training (bias, fairness in policy, etc.)

Following the presentation, the Council members and Community guests were able to engage in much needed dialogue surrounding policing practices of the EWPD, building trust amongst minority residents given world events and systematic racism, inclusiveness of diversity, amongst other questions.

There was also supportive feedback provided on the growth and betterment of the EWPD over the years.

We look forward to more conversations like this and to build on an open and transparent partnership between the EWPB and EW Diversity Council to collectively serve our diverse community as a whole.

**ADJOURNMENT**

Council member Holmes moved to adjourn at 7:20pm, seconded by Council Chair Rivera. Motion passed unanimously.

Respectfully submitted,

Natasha Holmes  
Secretary, East Windsor Diversity Council