

When I proposed a motion at the October 17th meeting my hope was quite literally to create motion, following months of inaction, and recognizing that we are in conflict as a Council and as a community about how to resolve this incident. While I wasn't sure what the ideal approach was, I had some goals:

The first goal was to move the matter out of the Town Council, so that deeper, more meaningful discussion could occur.

The second was to defer to committees that were charged with issues related to human rights, public safety, social justice, and repair, all germane to this incident. Committees that are composed largely of Black and Brown residents in a community in which an overwhelmingly disproportionate level of power is in the hands of white people.

The third was to create a process that, in my heart and mind, gave the community the best opportunity to heal and repair the harm that this incident has caused. In Ms. Romney's words, to engage in dialogue focused on bridging differences in the interest of community and justice. I believe in the process of reconciliation..of consensus building.. Of wading through the layers of complexity necessary to create meaningful and sustained change. I believe that repair is possible, even in response to the darkest of matters.

Tonight, I'm proposing a new motion that honors the spirit of my original motion and fleshes out what I see as a healthy and powerful pathway forward. This does not and SHOULD NOT preclude the Council or the Town Manager from taking immediate and direct action on the recommendations made by the CSSJC, such as the creation of a resident oversight board, a justice compensation fund, and an immediate review of police policies, in their July 29th letter. In fact, many of my colleagues have suggested such actions in their draft motions, which I'm looking forward to hearing more about tonight. While I wholeheartedly believe in this approach, I'm open to other approaches that will bring justice and healing, and that will honor the committee that was put in place to advise on these matters.

Before I read my motion, I want to clarify two things:

1. Establishing consensus about what has transpired is the first step in a reconciliation process. Consensus does not mean we will all agree on all things. It helps us to navigate through our conflict and differences in an intentional way. It helps us to build trust and creates space for listening to diverse perspectives. From that space, the group can develop a proposal that honors the deeper wisdom of the community.
0. The purpose of my proposed committee is not to re-investigate the matter, to cross over into executive roles, or to violate the privacy of a staff member. It is about creating a democratic process, guided by committees that were created to address such matters, made up largely of Black and brown people, to develop a recommendation that can repair and heal our community.

With that, I will read my motion:

MOTION:

Move to create the Ad Hoc Committee to Develop a Proposal for Repair as presented.

To refer the matter of the incident occurring on July 5th involving two police officers and 9 youths to the CSSJC (Community Safety and Social Justice Committee), HRC (Human Rights Commission), and the AHRA (African Heritage Reparation Assembly) to collaboratively review the incident with the input of the DEI department and other appropriate staff, and in consultation with the town attorney, for the purposes of making a recommendation to the Town Council to repair the harm and reconcile the incident by November 21, 2022.

The Ad Hoc Committee shall consist of nine (9) voting members, appointed by the President of the Town Council, and one non-voting member of the APD, as follows:

- Three (3) Councilors
- Two (2) Members from the Community Safety and Social Justice Committee (CSSJC); Two (2) Members of the Human Rights Commission (HRC); Two (2) Members of the African Heritage Reparations Assembly (AHRA) *
- One (1) non-voting community liaison member of the APD

The purpose of the committee is to Develop a Proposal for Repair and Reconciliation with a focus on the incident occurring on July 5, 2022, between two police officers and nine youths. The proposal shall be in accordance with Massachusetts General Law and other laws, regulations, and policies.

The Committee shall:

- Clarify definitions and establish a shared language
- Establish consensus on the factual record of what transpired during the incident on July 5 between the police and 9 youths
- Establish consensus on the factual record of follow-up regarding the incident on July 5, through the present
- Identify and recognize specific harms caused from the incident, through the present
- Research and explore models for repair including procedural, policy, and compensatory options
- Develop a proposed plan for repair, including a concrete process for handling future similar incidents, for consideration by the Town Council
- Town Manager, APD, and the DEI and CRESS Director to participate in relevant discussions as needed
- If needed, obtain legal review by the Town Attorney
- Report back to the Town Council no later than the February 6, 2023 Council Meeting

Reports:

The Ad Hoc group shall provide a proposed plan including actions, definitions, a timeline, and item(s) requiring funds to the Town Council. The Chair of the Ad Hoc group shall be prepared to present the Plan to the Town Council for consideration at the Council February 6, 2023 meeting.

* CSSJC, HRC, and AHRA Committee Chairs shall recommend representatives to the Council President