



## POLICE ADVISORY COMMITTEE

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Meeting Type: Regular Meeting  
Date: Tuesday, January 26, 2021  
Time: 5:30 p.m.  
Location: ZOOM Teleconference Meeting  
Physical Address: Due to COVID-19, There Is No Physical Location  
Contact: (802) 893-6655  
Website: [www.miltonvt.gov](http://www.miltonvt.gov)

### Meeting Minutes

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**Police Advisory Committee Members Present:** Shoshawna Mastin, Chair; Harjit Dhaliwal, Vice Chair; Kevin Kimball, Clerk; Richard Edwards, Member; Lisa Rees, Member

**Staff Members Present:** Michaela Foody, Director of Public Safety; Stephen Laroche, Chief of Police

**Members from the Public Present:** Unidentified phone attendee (315-439-7873).

#### I. Call to Order

Shoshawna Mastin called the meeting to order at 5:32 pm.

#### II. Flag Salute

Zoom meeting attendants were muted and they recited the Pledge of Allegiance.

#### III. Public Forum

None.

#### IV. Agenda Review

Agenda item 7, Recommendation of Oral Board Interview Questions, was clarified to be both a discussion about which questions the Committee would like to recommend to be added to the Oral Board Interview Questions list and a formal recommendation to the Chief of Police to use these questions.

**Motion made by Richard Edwards to approve the agenda for this meeting as presented with a second by Harjit Dhaliwal. Motion Approved Unanimously.**

#### V. Approval of Minutes

**Motion made by Harjit Dhaliwal to approve the meeting minutes from the January 12, 2021 meeting with a second by Richard Edwards. Motion Approved Unanimously.**

## **VI. Revisitation of the Milton Police Department Hiring Policy**

The Police Advisory Committee and Police Chief Laroche discussed the following points related to the Police Department Hiring Policy:

- How to recruit a more diverse police force;
- If the Police Department would consider asking applicants if they have participated in any training around implicit bias and de-escalation during the hiring process; and
- If the Police Department has accepted the Police Advisory Committee's recommendation that they participate in Oral Board Interviews and what the next steps are.

## **VII. Recommendation of Oral Board Interview Questions**

The Police Advisory Committee and Police Chief Laroche discussed a list of potential questions to recommend to the Police Chief to add to the Oral Board Interview Questions. They discussed, narrow down, and expounded upon a pre-compiled list of questions. They also discussed the kinds of answers or explanations that would be desired from an applicant in response to these questions.

The following is the final list of questions:

- 1) Explain how your career/life has been changed by exposure to diverse people, places or experiences. Please provide a specific example.
- 2) Describe a time when you needed to work cooperatively with someone that did not share the same ideas as you, describe the situation, actions you took and outcome.
- 3) Please describe a situation where a coworker or community member made an insensitive remark and what was your response and the outcome.
- 4) While working in our community you will be interacting with POC (insert explanation or specify) and some of them may be refugees fleeing hardships we may not know about and are fearful of authority figures. What could you do to make them feel more at ease and help change their perception of law enforcement while assuring them that all members of our community are valued?
- 5) Given the current social climate surrounding the BLM movement, how would you explain to a POC that may have had a bad experience with police that you and our department don't have racial bias toward them? What are you willing to do to make them feel safe in their community?
- 6) As a police officer in our community you may be assigned to provide police services at an event such as a demonstration or march for an organization you may not agree with such as

a gay right rally or BLM protest. How would you feel about that? Are you comfortable being around things you may not approve of in your own life and still maintain an objective view on the situation? How would you handle yourself in a situation where your very presence causes tensions?

- 7) Do you believe that POC could have biases against the police? What are the characteristics of unconscious implicit, or confirmation biases?
- 8) What is the difference between race and ethnicity?
- 9) How has race been socially constructed? How has race shaped our nation?
- 10) Why is the term "African American" problematic in describing black people in America?
- 11) What does white privilege mean to you?

**Motion made by Richard Edwards to recommend to the Chief of Police that the questions as edited be used during the Oral Board Interview process with a second by Harjit Dhaliwal. Motion Approved.**

**VIII. Revisitation of Milton Police Department Body Worn Camera Policy**

Chief Laroche told the Police Advisory Committee that he would send the Committee the products of ACT 166 when they are finalized.

**IX. Adjournment**

**Motion made by Lisa Rees to adjourn the meeting with a second by Richard Edwards. Motion Approved.**

Shoshawna Mastin adjourned the meeting at 7:00 pm.

Respectfully Submitted,  
Michaela Foody

APPROVED MINUTES:

\_\_\_\_\_ *Kevin Kimball* \_\_\_\_\_ Date: 2/10/2021

Kevin Kimball, Clerk

Filed with the Milton Town Clerk's Office on this \_\_\_\_\_ day of \_\_\_\_\_, 2021.

ATTEST: \_\_\_\_\_, Milton Town Clerk