

The Weston Board of Police Commissioners and the Weston Police Department are firmly committed to fair and equitable treatment of all citizens and have zero tolerance for any form of discriminatory conduct by the department.

The Police Commission and Police Department have put in place a number of initiatives in the past, present and future to address racial disparity, overly aggressive policing, and fair treatment policies that consistently evaluate and adapt to meet the needs of all people regardless of race or gender.

#### Past Initiatives:

- The Fair and Impartial Policing Policy was adopted in 2019
- A Hiring and Retention Policy of Minority Officers Policy was adopted in 2019
- A new Citizen Complaint Policy was adopted in 2016 and is updated yearly.
- Weston Police joined a diversionary Juvenile Review Board in 2018 to keep juveniles out of the criminal justice system when possible.
- The Police Department began having minority police officer representation on hiring panels starting in 2017.

#### Present and Future Initiatives:

- August 2020 – continued anti-bias and verbal de-escalation training for all officers.
- Continued Critical Incident Training is being developed to specifically address police interactions with people of color. Weston Police members continually receive this training and the department is working to improve it.
- August 2020 - Use of Force Policy and annual training. Special focus will be on airway issues during an arrest.
- Department participation in Weston Public Schools coalition for a safe and healthy community.
- The Police Chief and Captain meet regularly with members of the NAACP task force for justice and also with numerous community groups to discuss policing concerns.
- Increased advertising when recruiting new officers.