



LINCOLN POLICE DEPARTMENT

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TO: Timothy Higgins, Town Administrator
FROM: Chief A. Kevin Kennedy
DATE: August 5, 2020
RE: Police Department Update

In light of community concerns of policing in America and in Massachusetts, I wanted to provide you with the following update.

On June 23rd and 24th, all members of the police and communications departments participated in the following six (6) hours of training.

1. Viewed the Netflix Documentary 13th¹ which explores the history of racial inequality in the United States while focusing on the fact that the nation's prisons are disproportionately filled with African-Americans. This documentary reinforced a previous department training entitled Interactions with Youth which focused on how persons of color are disproportionately represented in the Massachusetts Juvenile Justice System.
2. Racial profiling is a concern in policing as well as in the community when citizens report suspicious behavior. We watched and discussed videos² on racial profiling by police as well as by citizens reporting suspicious behavior to police on persons of color involved in legal behavior. As a result, General Order 20-05: Reports of Suspicious Persons or Motor Vehicles was issued to address concerns of racial profiling by citizens who report such behavior.
3. A few years ago, the department completed training on Fair & Impartial Policing³ which was developed by Dr. Lori Fridell who is an expert on the matter. We watched a training video by Dr. Fridell which reinforced our previous training on this subject matter as well as previous trainings on procedural justice and constitutional policing.
4. We reviewed videos on the deaths of George Floyd in Minneapolis and Rashad Brooks in Atlanta. In addition to the various police tactics, we discussed how the use of force used

¹ 13th <https://www.youtube.com/watch?v=krfcq5pF8u8&t=408s>

² Racial Profiling: <https://www.youtube.com/watch?v=kbzI6Et5EW8>
Living While Black: <https://www.youtube.com/watch?v=o3r3mOo4LmY>
Walking While Black: <https://www.youtube.com/watch?v=JFqRwOiiis>

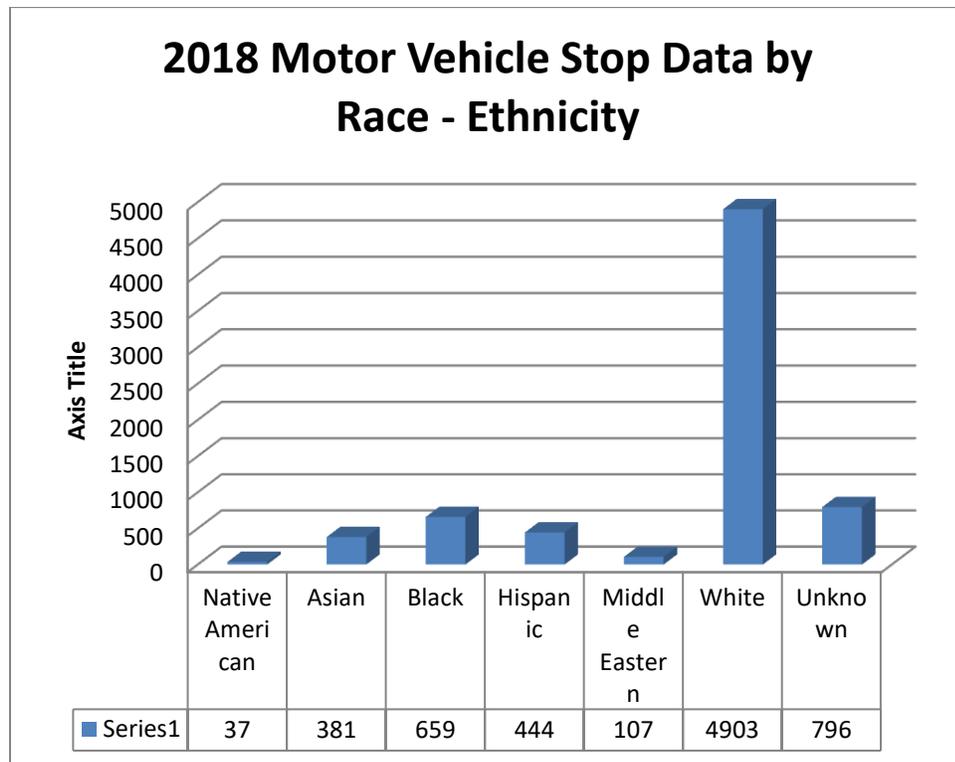
³ Dr. Lori Fridell – Fair & Impartial Policing: <https://youtu.be/qL25kGM-HUw>

in both incidents compares to the department's use of force policy. We also discussed General Order 20-04: Use of Force – Duty to Intervene.

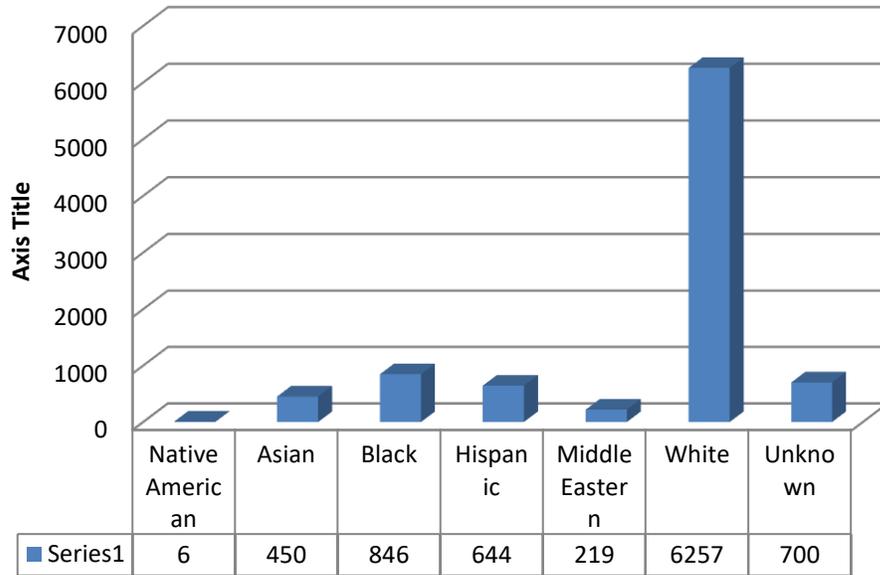
In July, all officers were recertified in the use of the electronic control weapon. During the training, we reviewed the department's use of force policy, the use of force continuum and the use of de-escalation techniques prior to resorting to any level of force provided the situation allows.

Attorney Leonard Kesten and associates from Brody, Hardoon, Perkins, and Kesten, LLC reviewed the department's use of force policy and provided training to all officers on current issues with police use of force reports, excessive use of force, tactics and practices. As you may be aware, Attorney Kesten often represents Massachusetts municipalities and officers in defense of excessive use of force and constitutional violation claims.

The following is a summary of the Department's motor vehicle traffic stop data based on race and ethnicity for 2018, 2019 and from January through June of 2020. It is important to understand that the race and ethnicity reported is based on the officer's perception of the operator. An operator's driver's license will identify the sex of the operator but not the race. Therefore, you will notice an unknown category listed which often represents a situation where the officer cannot determine the individual's race. The data below, is consistent with the Massachusetts Racial Breakdown of Population as updated in 2017.



2019 Motor Vehicle Stop Data by Race - Ethnicity



2020 Motor Vehicle Stop Data by Race - Ethnicity January - June

