

Boston Police Reform Task Force Recommendations Scorecard

Boston Human Rights Commission

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On June 12, 2020, Mayor Martin Walsh signed the Obama Foundation's "My Brother's Keeper Alliance Pledge." As part of this pledge, the Mayor convened the [Boston Police Reform Task Force](#) ("Task Force"), an 11-member group composed of community leaders, advocates, members of the legal profession, and law enforcement officers. The mayor accepted the Task Force recommendations on October 13, 2020. This scorecard shows the implementation status of each recommendation set out by the Task Force.

To date, most of the recommendations related to the internal policies of the Boston Police Department (BPD) have been implemented to ensure compliance with "[An Act Relative to Justice, Equity and Accountability in Law Enforcement in the Commonwealth](#)" (adopted on December 31, 2020). Many of the recommendations related to hiring practices, diversity, equity, and inclusion, and training are either "in progress," or their status could not be determined based on the publicly available data. Furthermore, a recent BPD [community update](#) stated that the [Peace Officer Standards and Training](#) (POST) commission will be issuing standards on training and police certification that may overlap with the Task Force recommendations.

The following sources were used in determining the status of each recommendation:

- [BPD Policies and Procedures](#)
- [BPD News](#)
- [Boston Police Accountability And Transparency Data](#)
- [City of Boston News](#)
- [OPAT Ordinance](#)
- [Office of Police Accountability and Transparency](#)

Key

- Completed** - There is clear evidence that the BPD has implemented the recommendation.
- In Progress** - There is evidence that the BPD has implemented some aspects of the recommendation or is in the process of implementing the recommendation.
- Status Unknown** - To date, public evidence that the BPD is implementing the recommendation could not be found.

Recommendation 1 (City Obligation) Create an independent Office of Police Accountability and Transparency ("OPAT") with full investigatory and subpoena power, i.e. the ability to call witnesses and to compel the discovery of documents.	Jurisdiction	Projected Time to Complete Post-Task Force	Status
1.01 Details the creation of a new OPAT office and outlines its roles and responsibilities.¹ Phase 1: Short-term – Initiate Executive Director select process to assist in the creation of the office Phase 2: Mid-term – Select Executive Director	Municipal	30-90 Days	Completed
1.02a-b Specifies the OPAT structure, the Commissioner appointment criteria and their ability to use subpoena power.	Municipal	120-180 Days	In Progress
1.02c Details the reconstitution of the CO-OP into the new IAOP.	Municipal	30 Days	Status Unknown
1.02d Details the creation of a Civilian Review Board. ²	Municipal	30-90 Days	In Progress

Recommendation 2 (BPD Obligation) Formalize and expand the BPD's commitment to diversity and inclusion through the creation of a Diversity & Inclusion unit.	Jurisdiction	Projected Time to Complete Post-Task Force	Status
2.01 Create a formal Diversity Policy and Inclusion policy	Municipal	60-90 Days	Completed
2.02 Details the creation of a Diversity and Inclusion Unit in the BPD. (The BPD is creating a new "DEI Committee.")	Municipal	30-60 Days	In Progress
2.03 Amendments to civil service that prioritize local hiring, including a BPS/METCO/Compact preference system. ³	State	30-90 Days	Status Unknown
2.04 Prioritize advancing BIPOC sworn and civilian officers.	State	30-90 Days	Status Unknown
2.05 Update BPD's Bias Free Policing Policy.	Municipal	60-90 Days	Completed
2.06 Improve Implicit Bias Trainings with new programming that is expanded to all officers and employees.	Municipal	30-180 Days	Status Unknown
2.07 Establish a Task Force within BPD to Implement Racial Equity efforts. (The Peace Officer Standards and Training (POST) task force will make recommendations to Boston, but that's at the state level and the BPD has a new "DEI Committee.")	Municipal	30 Days	In Progress

Recommendation 3 (BPD Obligation) Expand the BPD's adoption of the body-worn camera program and continue to ban the use of biometrics and facial recognition software.	Jurisdiction	Projected Time to Complete Post-Task Force	Status

¹ Minutes from OPAT's first community meeting (October 4th, 2021) can be found [here](#).

² The Civilian Review Board [application](#) and requirement closed on September 20, 2021. [Four of the nine members have been appointed](#) to the Civilian Review Board, of which three are youth representatives and one was appointed by Mayor Janey.

³ BPD is currently hiring a [consultant](#) to perform a staffing analysis.

3.01 Expand BWC policy to include all BPD uniformed officers.	Municipal / Potential Bargaining	30 Days	Completed
3.02 Require BWCs to be on during all on-duty hours, with exceptions for privacy.⁴	Municipal / Potential Bargaining	30 Days	Completed
3.03 Allow recorded individuals or next of kin unfettered access to BWC footage.⁵	Municipal	30 Days	Status Unknown
3.04 Allow public broad access to footage via MA Public Records Law.	Municipal	30 Days	Completed
3.05 Retain footage for at least 6 months.	Municipal	30 Days	Completed
3.06 Develop clear discipline consequences for violation of the BWC policy.⁶	Municipal	N/A	In Progress
3.07 Maintain BPD ban on biometrics and facial recognition (now state law).	Municipal / Potential Bargaining	30 Days	Completed

Recommendation 4 (BPD Obligation) Enhance the BPD's Use of Force policies (Rule 303, Rule 303A, Rule 303B, Rule 304) so that they articulate clear and enforceable disciplinary code of consequences for violations and infractions and hold the BPD publicly accountable for the violation of these policies.	Jurisdiction	Projected Time to Complete Post-Task Force	Status
4.01 Be required to report use of force data to appropriate State and Federal agencies in a timely manner as described. ⁷	Municipal	30 Days	Status Unknown
4.02 Be required to report Arrest-Related Deaths and Deaths in Custody Reporting Program.	Municipal	30 Days	Completed
4.03 BPD should work to resolve all current cases involving excessive force and wrongful death. Data related to the resolution should be publicly available on the Dashboard, excluding data subject to confidentiality or privacy restrictions. (Might be part of the POST certification process that is being developed at the state level.)	Municipal / Potential Bargaining	60-90 Days	Status Unknown
4.04 BPD should create a list of zero-tolerance offenses for immediate termination and a problem-officer list that is publicly available via the Dashboard, excluding data subject to confidentiality or privacy restrictions.	Municipal / Potential Bargaining	30 Days	Status Unknown
4.05 BPD should review, revise, and update use of force policies in alignment with Use of Force Continuum.⁸	Municipal / Potential Bargaining	30-180 Days	Completed
4.06 Domestic violence by BPD employees should be classified as excessive force.	Municipal	30-90 Days	Status Unknown
4.07 After use of force or instances when a civilian is killed, the Officer should have a psychological exam and submit a drug/alcohol test.	Municipal / Potential Bargaining	30 Days	Status Unknown
4.08 BPD should include language in its policies that directly address race, gender, sexual orientation, youth, advanced age, and other specified identities. ⁹	Municipal	30-90 Days	Status Unknown

Recommendation 5 (BPD Obligation) Adopt practices that maximize accountability, transparency and public access to the BPD.	Jurisdiction	Projected Time to Complete Post-Task Force	Status
5.01 BPD should publish information regarding sensitive officer conduct on a dashboard, excluding data subject to confidentiality or privacy restrictions.¹⁰	Municipal	30-90 Days	In Progress
5.02 The BPD must establish a timeline for the release of BPD records that promotes the release of records as quickly as possible based on contextual factors. ¹¹	Municipal	30-60 Days	Status Unknown
5.03 To facilitate enhanced data collection, reporting and public accessibility, the BPD should create a Public Records Unit. ¹²	Municipal	120-180 Days	Status Unknown

⁴ The Boston Police Patrolman's Association (BPD union) [attempted to enjoin the BWC pilot program](#), which the Suffolk Superior Court rejected. On the Association's website, there is a [BWC footage request form](#). On [June 3, 2019, the BPD began implementing BWCs](#). Whether the police officers on duty comply with the BWC policy and wear their camera equipment requires further investigation.

⁵ [Rule 405](#) outlines a clear procedure for the public to request footage through the "Video Evidence Unit." However, the rule does not explicitly state that the recorded individual or their next of kin would have "unfettered access" to the recorded footage, as is recommended by the Task Force.

⁶ [Rule 405](#) lists BWC violations and restrictions but does not appear to have the "progressive tier system" recommended by the Task Force

⁷ BPD voluntarily [reports "use-of-force" data to the FBI](#).

⁸ BPD's rules pertaining to the "use of force" appear to mirror elements of the ["Use of Force Continuum"](#) recommended by the Task Force.

⁹ [Rule 303B](#) lists pregnant women, people with physical disabilities, children, and the elderly as "vulnerable subjects," but does not mention race, gender, or sexual orientation as is recommended by the Task Force. As of April 12, 2021, the BPD issued a [policy on interacting with transgender individuals](#).

¹⁰ The [Dashboard](#) is missing the following data recommended by the Task Force: a) citizen and internal complaints against BPD, b) use of force incidents, and c) search warrants. The Task Force also recommended that the Dashboard be translated to the languages spoken by Boston residents. It is currently only available in English.

¹¹ BPD's rules have different protocols for the release of records. There is no standardized location where the public is made aware of the collective timelines for record releases. Q&A on information release can be located on the [BPD News website](#). The City of Boston also has a [public record request portal](#).

¹² Reference to the creation of a "Public Records Unit" could not be found.

