



City of Boston, Massachusetts  
Office of Police Accountability and Transparency  
**Stephanie Everett, Executive Director**

**OPAT COMMISSION**  
**March 16, 2023**  
**PUBLIC REPORT**

**1) BPD Policy Investigations and Policy Recommendations**

As part of OPAT's FY23 investments, we received funding to retain a consultant to look into the hiring, retention, and promotion of Black, Indigenous, and People of Color sworn and civilian employees at the Boston Police Department (BPD). Policy and Data Analyst, Mariah Sabir, is continuing to work with Conan Harris & Associates and Strategy Matters to develop clear pathways to increase the hiring, promotion and retention of both sworn and civilian BIPOC and women personnel at the Boston Police Department. We have received interim recommendations that we are reviewing and will provide an update on these recommendations at the next meeting.

Over the next several months, OPAT will begin taking a closer look at the Boston Police Department's Rules and Procedures with an eye toward strengthening policies and looking at ways to bring about transparency and accountability as we continue building trust within our communities. This month, our office alongside the Office of Equity and Inclusion worked together to update Rule 317, Missing Person and Children.

**2) OPAT Case Activities for FY23 Quarter 2 (October-December 2022\*):**

*\* Please note that case data is updated monthly and is available on OPAT's Website<sup>1</sup>*

- a) Disposition of cases referred by OPAT to the CRB:
  - i) On November 15, 2022, voted on 6 cases
    - Insufficient Evidence: 3
    - Not Sustained: 2
    - Pending: 1
- b) Disposition of cases referred by OPAT to IAOP:

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<sup>1</sup> The complaint data reported here does not include any appeals that may later be heard by the IAOP due to confidentiality requirements.



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- i) On October 20, 2022, the IAOP board voted 4-0 on two cases where they agreed with IAD's findings
  
- c) Number of complaints received, type of misconduct alleged, and the investigatory status of those complaints<sup>2</sup>
  - i) OPAT has received 14 complaints as of October 2022-December 2022. Complaint reports are down 3.1% from the last quarter (23.1% FY23 Q1 and 20% FY23 Q2 ). The types of misconduct alleged in these cases for this quarter are: unprofessionalism, excessive force, and civil rights violations. The investigatory status of the 14 complaints are pending.
  
- d) Race, ethnicity, gender, sexual orientation, and age of complainants:
  - i) Black/African American, Cape Verdean, Native Indian, White, Black/Native Indian, Asian, Decline to answer
  - ii) 5 Males, 9 Females
  - iii) Straight/Heterosexual, Decline to answer
  - iv) Ages 31-64

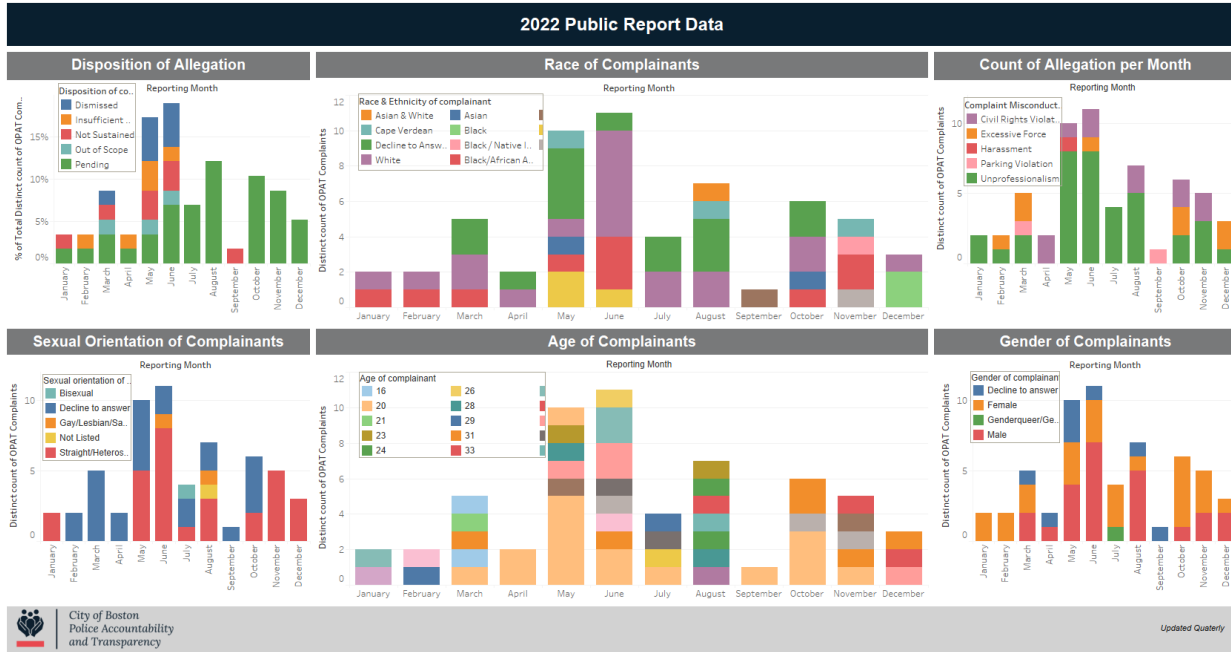
**OPAT FY23 Q2 Complaints Data:**

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<sup>2</sup> Per Section 12-16.7 b. in the ordinance establishing OPAT, OPAT Staff review and may classify certain complaints as dismissed at intake prior to reaching the investigative step in our office. Cases that receive this designation include those whose allegations are out of scope of what our office investigates (such as allegations regarding other police departments), as well as those that have insufficient evidence to establish an allegation of police misconduct.



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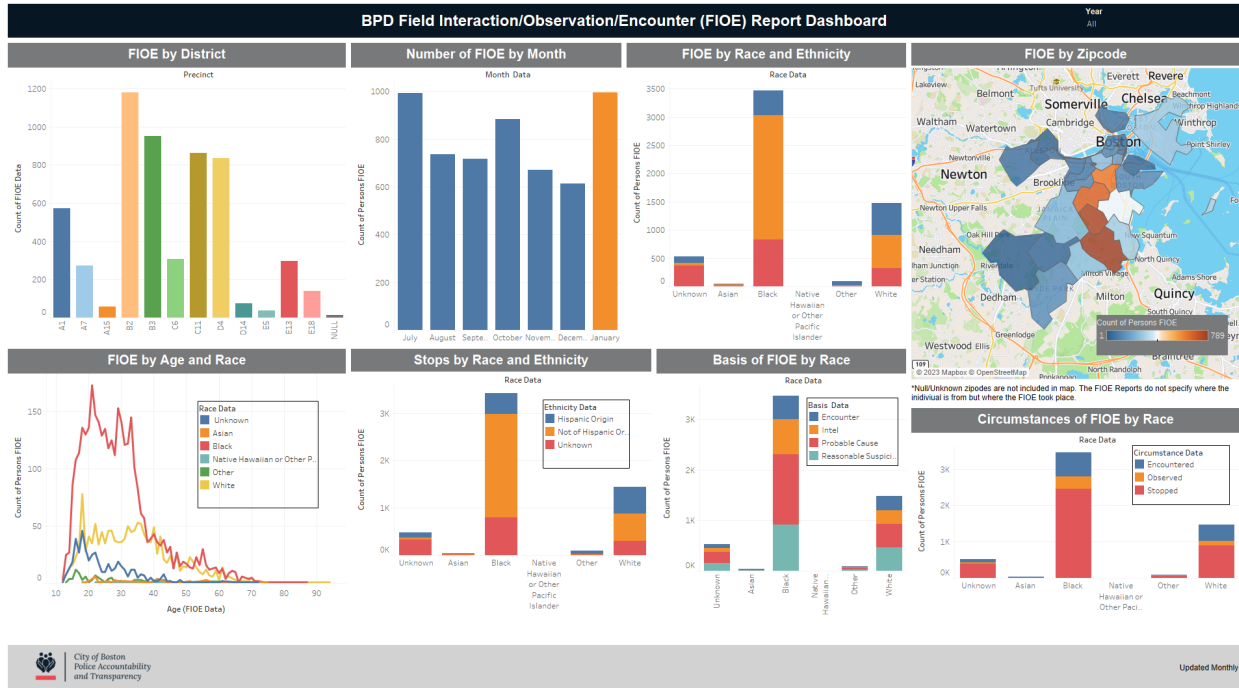
**OPAT FY23 Q2 Field Interaction / Observation / Encounter (“FIOE”) Data:**

- a) FIOE Definitions:<sup>3</sup>
- i) Sec. 3.1 Encounter: Defined as an agreed upon interaction with an individual that does not lead to an official stop and/or frisk. If you encounter an individual with the reason for gathering information, you must document the interaction.
  - ii) Sec. 3.5 Observation: Defined as a direct viewing of an individual by an officer that does not include actual contact with the individual. Reasonable suspicion is necessary when conducting an observation of an individual, but the purpose of documenting the observation must be to gather information to justify documenting the observation.
  - iii) Sec. 3.2 Field Interaction/Stop: Defined as holding an individual in custody briefly, whether on foot or in a vehicle, based on reasonable suspicion. This is to determine the individual’s identity and settle the officer’s suspicions.

<sup>3</sup> <https://www.boston.gov/departments/police-accountability-and-transparency#dashboards>



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b) Stops by Race

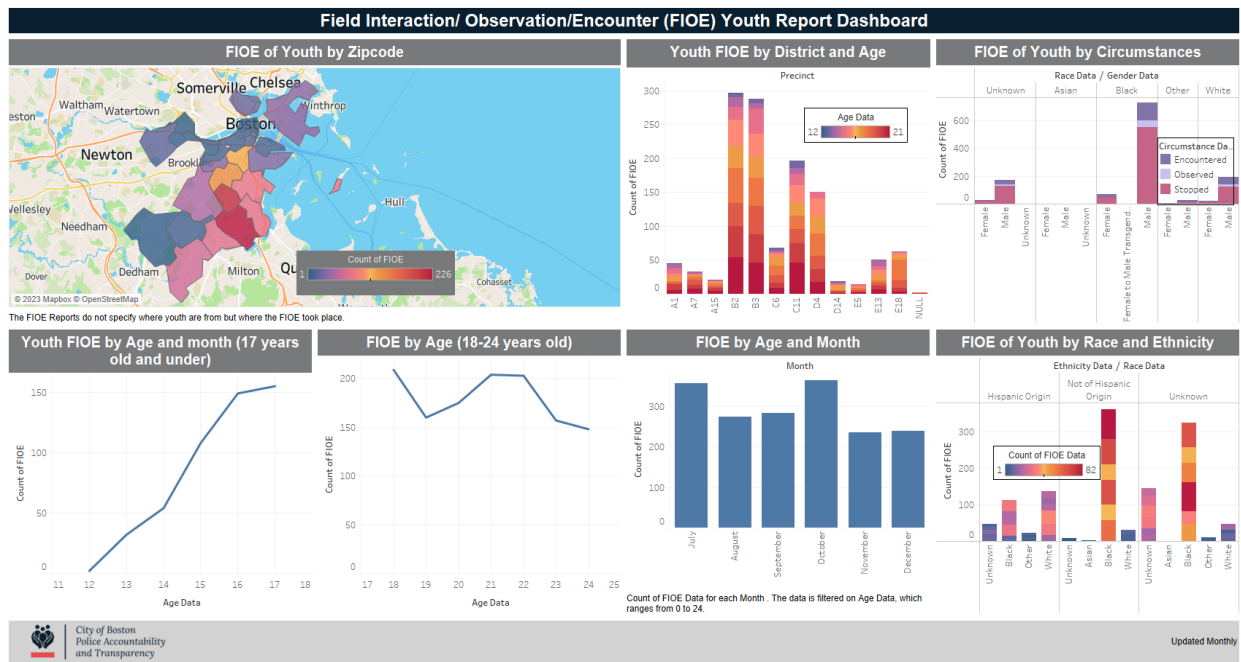
- i) 64.28 % of Stops by BPD in Boston were of the Black race
  - 1) 40.87% were of Black Non-Hispanic Ethnicity
  - 2) 8.38% were of Black Hispanic Ethnicity
  - 3) 15.03% were Black and Unknown Ethnicity
- ii) This is compared to White individuals at 24.95%
  - 1) 10.08% White Non-Hispanic
  - 2) 9.65% White Hispanic
  - 3) 5.22% White Unknown Ethnicity
- iii) Unknown Race 8.42%
  - 1) 1.98% Hispanic Ethnicity and Unknown Race
  - 2) 0.82% Not Hispanic Ethnicity and Unknown Race
  - 3) 5.62% Unknown Ethnicity and Unknown Race
- iv) and Asian individuals at 1.35%
  - 1) 0.7% Asian Hispanic
  - 2) 0.49% Asian Non-Hispanic
  - 3) 0.16% Asian Unknown



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- c) FIOE by Race and Age
  - i) 147 Black 21 year olds experienced an FIOE compared to 31 White
- d) FIOE by District
  - i) B2 (Roxbury) documented the highest FIOE at 21.67% compared to E5 (West Roxbury) at 0.76%
  - ii) 10.26% of FIOE by B2 were in 02119
  - iii) 38.97% of the FIOE by B2 were Male of all races (24.8% are Black Males, 14.17% are White Males).

**OPAT FY23 Q2 Youth Field Interaction / Observation / Encounter (“FIOE”) Data<sup>4</sup>**



- e) Report Youth FIOE by Zipcode (Ages: 0-24)
  - i) 02124 had the highest number of FIOE
  - ii) 76% of these FIOE in 02124 are conducted by B3
  - iii) Youngest FIOE was reported by District A1 as a 12 Hispanic Female and the encountered took place in 02108 (Beacon Hill Neighborhood)

<sup>4</sup> The entire Youth FIOE Dashboard is provided on our OPAT website at [Police Accountability and Transparency | Boston.gov](https://www.boston.gov/police-accountability-and-transparency)



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- f) Youth FIOE by Month (Ages: 0-24)
  - i) 385 Youth FIOE in October
  - ii) 249 Youth FIOE in November
  - iii) 248 Youth FIOE in December

**3) OPAT Promotion of Function, Availability, and Processes to the Public:**

- a) In February 2023, OPAT held three (3) listening sessions. These sessions were an opportunity for the community to learn more about OPAT and hear about ongoing police reform efforts. The first listening session was held virtually via Zoom on Wednesday, February 8. The second listening session was held in-person at the Boston Centers for Youth and Families (BCYF) Roche Branch on February 16. And the final listening session was held in-person at the OPAT office (2201 Washington Street, Roxbury, MA 02119) on Wednesday, February 22.

The takeaways from the sessions included providing more time for the community to engage in board meetings outside of the OPAT Commission Community Meetings; ensuring more people have access and knowledge about data collected and available on our website; and developing ways to engage the community in policy discussions.

Over the next several weeks, we will look into ways that we can address these takeaways. We look forward to continuing to engage the community and finding ways to communicate our role in the City of Boston as we keep our feet moving.

- b) The OPAT Youth Advisory Council (YAC) held its second meeting on February 27, 2023. YAC currently has 12 youth, representing 6 Boston neighborhoods. The youth have set their calendar for the year and are ready to begin their work to build structure within themselves.

In order to ensure that all interested youth have a voice, OPAT is still accepting applications from interested Boston residents between the ages of 14 and 19. Youth can find more information and the application form on OPAT's website: [boston.gov/opat](https://boston.gov/opat).

- c) OPAT recently hired a second Administrative Intake Specialist, Tyesha Marius, who joined the office in February 2023.