



**YARMOUTH POLICE DEPARTMENT**  
**POLICY AND PROCEDURE**  
**DRAFT**  
**COMMUNITY RELATIONS TEAM**  
**2020-03**

Date of Issue:	Issuing Authority:
Review Date :	
Revised:	Chief Frank G. Frederickson
Certification Standards: Accreditation Standards: Optional Accreditation Standards:	

**Purpose**                      **Mission Statement**

The CRT strives to build and maintain relationships, transparency and trust between the Department and the diverse communities in Yarmouth while leveraging best practices in community outreach and 21<sup>st</sup> Century Policing.

As our community demographics constantly change, so does the Yarmouth Police Department's strategies and methods of engagement. The Yarmouth Police Department will use this policy in order to stay connected with Yarmouth's diverse groups.

**Community Relations Team Members**

There will be a Lieutenant In charge of the CRT who will use Sergeants and Patrol Officers and Patrol Officers to accomplish the team's goals. The Lieutenant will report to the Deputy Chief of Police and the Chief of Police. A written report on the CRT activities and will be submitted to the Chief of Police in January and July of each year.

**Identifying Minority Groups**

The CRT will identify the extent of minority groups within our community. They will use census materials, school, housing, homeless, church and any other information available. Established groups such as the NAACP and the Barnstable County Human Rights Commission should also be included. While doing so, the CRT will seek to identify individuals and groups who can help foster engagement with the Yarmouth Police Department. The CRT will also use social media, public television, print media and open public forums to help with group identification.

Community Engagement	The CRT will develop a consistent engagement plan that may use in person open meetings, individual meetings, ride-a-longs, citizen academy's, training zoom meetings, church gatherings and any other method available. The intention will be to listen to concerns, share information, educate on police policy & operation, encourage interactions and develop ways to improve police operations.
Policy Review	The CRT will be responsible to review all policies related to bias, use of force, community relations and any other policy that may impact minority relations. The CRT will provide a summary of the review and include any modifications or recommendations to ensure that the Yarmouth Police Department employing best practices. This will be completed by January 1st of each year.
Recruitment	The CRT will identify sources available that will assist the department in becoming representative of the community we serve. The CRT will provide an annual report on department demographics and suggestions for recruitment initiatives on January 1st of each year.
Elected Officials	The CRT will develop communications with local, county, state and federal elected officials. The CRT will establish an annual meeting with these officials or their representatives in order to listen to their concerns and share information about department activities.
School Engagement	The CRT will communicate with local school administrators and the School Resource Officers in order to identify areas of concern and to develop methods to engage minority students beyond the SRO
Training	The Lieutenant in Charge of the CRT will make recommendations for training of Yarmouth Police members in order to improve the ability to professionally respond to and communicate with specific populations and to address their specific concerns.