

**BOARD OF SELECTMEN**  
**Monday, July 20, 2020**  
**5:00 pm**  
**Wayland Town Building**  
**Council on Aging Room**  
**41 Cochituate Road, Wayland, MA**

**SUPPLEMENTAL CORRESPONDENCE**

1. Correspondence from Judy Ling, Wayland resident to Board of Selectmen, dated July 20, 2020 re: letter signed by 17 Town residents to Board of Selectmen regarding Town Administrator and Police Joint Statement.

Dear Board of Selectmen:

July 20, 2020

We understand that the Board of Selectmen is working on revising the recently published Wayland Police statement. We are very happy to hear this, since we are aware of a significant number of Wayland residents who found the original letter fell short of what is needed to truly represent our town's ideals.

We want to first emphasize that our Wayland Police Department is a valued part of our community and well-respected by towns people. We believe that recent events have created a critical opportunity for our community to undertake meaningful change together to address unconscious bias and help all members of our community feel welcome. We can all aim to do better.

In the spirit of continuous improvement, we propose that the following revisions be made to the Wayland Police statement:

- Clearly list Black Lives Matter as a core value embraced by our Police. This assertion should be made without the inclusion of other statements designed to detract from its value (e.g., "All Lives Matter").
- List specific training that help members of our Police department identify implicit bias and methods for de-escalation.
  - Set goals and metrics for what percent of Police are trained on these topics each year.
  - Make the goals (e.g. what % trained per year) and progress transparent. Publish the results on the website to the Wayland community.
- List specific police activities where data are collected and publicly reported, such as:
  - **Traffic stops:** Keep records on the race/ethnicity of drivers pulled over in traffic stops as well as reason for stopping the car.
  - **Calls to the police about a person of color:** Document the number of such calls and whether the police discovered a crime or not.
  - **Make the aggregate totals of such calls transparent** – perhaps as part of our Town website, the Wayland Town Crier, and/or a report read out during Annual Town Meeting. No need to publish names or streets.
- Make it clear who is responsible to Wayland residents to create these metrics, collect the data, and report on the progress to the public. Is it the Town Administrator? The Wayland Police Chief? One of the five Selectmen?

We are all well aware that the Covid-19 pandemic has reduced our Town revenue and our Town budget will need to be carefully scrutinized for potential areas for cost reductions. We hope that any costs related to these suggestions would be within approved training budgets and on-going record keeping.

Sincerely,

Kris Aleksov, Esq., Affirmative Action and Outreach Officer of the Wayland Dem. Town Committee,  
30A Bradford Street

Rabbi Katy Allen, 237 Old Connecticut Path

Ann Baker, 3 Waltham Road

Paul Doerr, 58 River Road

Elaine Donnelly, Chairperson of the Wayland Dem. Town Committee, 36 Hampshire Road

Steve Garone, 39 Lakeshore Drive

J. Michael Gilbreath, 7 Jennison Avenue

Adam Gutbezahl, Treasurer of the Wayland Dem. Town Committee, 48 Rice Spring Lane

Steven Klitgord, 274 Concord Road

Karen Kelly Krowne, 45 Woodridge Road

Judy Ling, 274 Concord Road

Kamal Namou, 2 Meadowview Road

Hope G. Podell, 7 Jennison Avenue

Nora Rothschild, Co-Chairperson of the Wayland Dem. Town Committee, 150 Concord Road

John Sax, 203 Willow Brook Drive

Abbie Wonderly, Secretary of the Wayland Dem. Town Committee, 33 Lakeshore Drive.

Robi Zallen, 130 Draper Road