

;;; BCC A 10AM-12:30PM 180614

>> GOOD MORNING, I AM JOINED BY THE PRESIDENT OF THE CITY COUNCIL AND CO-SPONSOR OF THIS ORDER NUMBER.

DOCKET 0625, COUNCILOR CAMPBELL. AND JOINED BY MY COLLEAGUE FROM SOUTH BOSTON, COUNSELL ED FLYNN. I REMIND EVERYBODY THIS IS A PUBLIC HEARING, BEING RECORDED AND BROADCAST ON COMCAST 8 AND RCN 82, VERIZON 864 AND STREAMED LIVE ON BOSTON.GOV.

SILENCE CELL PHONES AND DEVICES AND WE WILL TAKE PUBLIC TESTIMONY.

WE APPRECIATE IF YOU SIGN AND CHECK THE BOX OVER TO MY LEFT, YOUR RIGHT.

AND I'LL OPEN WITH JUST A QUICK STATEMENT AND WELCOME EVERYBODY AGAIN TO THE CHAMBER.

AND ALSO JOINED BY COUNCILOR KIM JANEY.

AND I WELCOME ALL OF THE STAFF, FIRST RESPONDERS FROM BOSTON, WHICH ARE SECOND-TO-NONE IN MY OPINION.

AS WE CONTINUE ON, I JUST WANT TO SHARE THAT GREETING.

WITHOUT FURTHER ADO I WILL INTRODUCE CO-SPONSOR OF THIS, ANDREA CAMPBELL.

>> THANK YOU COUNCILOR MCCARTHY AND THANK YOU FOR YOUR PARTNERSHIP ON THIS.

I ALSO WANT TO THANK THE AGENCIES THAT ARE REPRESENTED TODAY, THE CHIEF AND COMMISSIONER.

I KNOW COMMISSIONER EVANS COULDN'T WITH US HERE TODAY, AND THANK YOU FOR BEING HERE, THE DIVERSITY.

AND THE WORK THAT YOUR DEPARTMENT DOES.

AND JUAN THANK YOU FOR BEING HERE AND STAFF IN THE CHAMBER.

AND THANKING THE ADVOCATES REPRESENTING VARIOUS ORGANIZES THAT ARE ALSO HERE, THE COMMITTEE FOR CIVIL RIGHTS,

REPRESENTING MANY OF THE  
VETERANS NOT JUST IN THE CITY OF  
BOSTON BUT MASSACHUSETTS.  
THE GOAL OF THIS HEARING IS TO  
INCLUDE AS MANY FOLKS AS  
POSSIBLE AND TO MAKE SURE WE'RE  
NOT FRAMING THIS AS AN ISSUE OF  
PEOPLE OF COLOR VERSUS VETERANS,  
OR PEOPLE OF COLOR VERSUS WOMEN.  
THE GOAL IS QUITE SIMPLE, TO  
MAKE SURE IT IS A SERIES OF  
CONVERSATIONS, HEARINGS, POLL  
BRIEFINGS TO CHANGE THE NUMBERS  
IN THE AGENCIES TO MAKE SURE  
THEY ARE REFLECTIVE OF THE  
DEMOGRAPHICS OF THE CITY OF  
BOSTON.

I KNOW THERE ARE A LOT OF  
PROTECTIVE CATEGORIES, AND  
FRANKLY I AM FOCUSING ON TWO FOR  
NOW TAKING ON SPECIFICALLY WOMEN  
AND FOLKS OF COLOR.

AND HOW DO WE DEVELOP SHORT-TERM  
AND LONG-TERM SOLUTIONS TO  
CHANGE THE NUMBERS IN THE PUBLIC  
SAFETY AGENCIES.

THIS CONVERSATION, THIS FIRST  
HEARING IS AN OPPORTUNITY ONE,  
TO HEAR FROM THE AGENCIES.  
ONE, WHAT THE NUMBERS ARE, WHAT  
DIVERSITY MEANS.

I SORT OF SUBMITTED SOME  
QUESTIONS YOU CAN LOOK AT.  
WHAT IT MEANS TO YOUR AGENCY.  
WHAT INITIATIVES YOU HAVE BEEN  
WORKING ON, SOME OF WHICH I  
THINK AREN'T KNOWN TO THE  
PUBLIC.

MANY FOLKS DON'T KNOW ABOUT.  
WHAT YOU THINK THE BARRIERS ARE  
AND THAT WILL HOPEFULLY SET THE  
CONTEXT FOR FURTHER  
CONVERSATIONS ON DEVELOPING  
SOLUTIONS THAT ARE SHORT-TERM,  
LONG-TERM, AND DEFINING  
SOLUTIONS IN A CERTAIN WAY.  
SOME OF THESE MAY BE IN THE  
POWER OR THE CONTROL OF THE CITY  
OF BOSTON, AND OTHERS MAY BE  
WITHIN THE POWER AND CONTROL OF  
THE STATE.

WE WANT TO MAKE SURE WE DEFINE  
THAT, OBVIOUSLY WE HAVE THE  
AUTHORITY AT THE CITY LEVEL, DO

NOT HAVE THE AUTHORITY AT THE STATE LEVEL.

WE CAN ADVOCATE, SOMETIMES WE SEND THINGS UP THERE AND THEY JUST GUY.

HOW CAN WE, AS A COLLECTIVE, MAKE THIS ISSUE A PRIORITY? AND ALSO, WORK ON THINGS AS A COLLECTIVE TO MAKE SURE THE NUMBERS CHANGE AND AREN'T THE SAME SAY IN TWO, THREE, FIVE OR 10 YEARS.

I LOOK FORWARD TO BEING A PARTNER IN THIS WORK.

I AM ONLY IN MY SECOND TERM BUT BUILT GREAT RELATIONSHIPS WITH THE FOLKS HERE, AND MANY OF YOUR TEAM MEMBERS, AND I APPRECIATE THE WORK YOU DO EVERY DAY.

AND I THINK WHEN SOMETHING HAPPENS IN THE CITY OF BOSTON THAT IS HEINOUS OR DISTURBING THEY DON'T CALL ME THEY CALL YOU ON THE FRONT LINES AND I RESPECT AND APPRECIATE YOUR SERVICE AND LOOK FORWARD TO THE CONVERSATION TODAY.

AND ALSO BEING RESPECTFUL OF FOLKS' TIME, THANK YOU FOR BEING HERE.

>> COUNCILOR FLYNN OPENING STATEMENTS?

>> THANK YOU COUNCILOR MCCARTHY. AND THANK YOU TO COUNCILOR CAMPBELL AND MCCARTHY SPONSORING THIS HEARING.

BOSTON HAS DIVERSITY AND WORKING TOGETHER TO SEE HOW TO ENSURE EMERGENCY AND GOVERNMENT SERVICES CAN BEST WORK TOGETHER.

I ALSO KNOW THAT UNDER MAYOR WALSH THAT PROGRESS HAS BEEN MADE AND I'M LOOKING FORWARD TO BEING PART OF THE DIALOGUE.

I ALSO WANT TO THANK OUR FIRST RESPONDERS FOR WHAT YOU DO EVERY DAY AND EVERY NIGHT.

BOSTON HAS SUCH A GREAT AND DEDICATED DIVERSE GROUP OF PEOPLE THAT SERVE OUR CITY EVERY DAY, AND I'M FAIRLY NEW TO THE CITY COUNCIL BUT I KNOW THE GREAT WORK THAT YOUR ORGANIZATIONS HAVE DONE FOR SO

MANY YEARS ACROSS THE CITY.  
SO I'M LOOKING FORWARD TO  
LEARNING MORE ABOUT THE ISSUES  
AND HOW WE ALL CAN WORK  
TOGETHER, THANK YOU.

>> THANK YOU COUNCILOR.  
COUNCILOR JANEY.

>> YES, THANK YOU MR. CHAIR, AND  
THANK BOTH, COUNCILOR CAMPBELL  
AND MCCARTHY FOR RESPONSORING  
THIS HEARING, AS WELL AS FOR  
YOUR LEADERSHIP ON THIS  
COMMITTEE.

I CERTAINLY WANT TO THANK THE  
PANEL, CERTAINLY OUR FIRST  
RESPONDERS FOR ALL OF THE WORK  
THAT YOU DO.

I, TOO, AM NEW TO THE CITY  
COUNCIL BUT NOT NEW TO THE  
ISSUES OF RACIAL JUSTICE.  
AND LIKE COUNCILOR CAMPBELL,  
VERY CONCERNED ABOUT HOW  
WE -- HOW OUR CITY IS DOING IN  
TERMS OF BEING INCLUSIVE AND  
MAKING SURE THAT OUR CITY  
DEPARTMENTS REALLY REFLECT THE  
RICH DIVERSITY OF OUR CITY IN  
TERMS OF MAKING SURE THAT  
THERE'S GENDER EQUITY, AS WELL  
AS MORE DIVERSITY IN TERMS OF  
PEOPLE OF COLOR.

SO I'M INTERESTED IN LEARNING  
MORE ABOUT WHAT IS HAPPENING  
NOW, WHETHER OR NOT THAT IS  
YIELDING RESULTS, AND WHAT IDEAS  
WE HAVE ON MOVING FORWARD.  
SO THANK YOU FOR BEING HERE.

>> THANK YOU VERY MUCH  
COUNCILOR.

WE WILL OPEN IT UP TO THE PANEL.  
START THIS WAY AND GO DOWN.  
INTRODUCE YOURSELF, YOUR  
AFFILIATION, AND YOUR OPENING  
STATEMENT AND WE'LL MOVE ALONG.

>> GOOD MORNING MR. CHAIR.

I AM THE CHIEF DIVERSITY  
OFFICER.

MY ROLE IS SIMPLY ENSURING THE  
CITY OF BOSTON WORK FORCE IS IT  
AS REFLECTIVE OF THE PEOPLE WE  
SERVE.

AND ROUGHLY 37% OF OUR WORK  
FORCE WERE PERSONS OF COLOR,  
STARTED BY ADMINISTRATION IN

2014.

AND SINCE THEN ABOUT 44% OF OUR HIRES HAVE BEEN PEOPLE OF COLOR. SO I THINK WE'RE DOING PRETTY WELL WHEN IT COMES TO DIVERSITY. I THINK WE STRUGGLE IN SPECIFIC AREAS.

I KNOW THERE ARE SOME AREAS WHERE WE HAVE DONE BETTER THAN OTHERS.

FOR EXAMPLE, THE PUBLIC SAFETY OFFICES HAVE ITS CHALLENGES AS THE COUNCILOR MENTIONED, HAVING STATE HURDLES WE NEED TO SORT OF GET AROUND.

WE DO RECOGNIZE THERE ARE CHALLENGES.

WE HAVE BEEN PRO ACTIVE IN THOSE AREAS, FOR EXAMPLE IN THE BOSTON POLICE DEPARTMENT WE DISLODGED OUR SECOND CADET PROGRAM.

THE FIRST WAS ROUGHLY 67% KIDS OF COLOR, AND I NO WE HAVE A RECRUIT CLASS WHICH IS ONE OF THE LARGEST CLASSES WE HAD WHEN IT COMES TO DIVERSITY FOLLOWED BY A SECOND CADET CLASS THAT WILL BE COMING IN.

WE FEEL WE HAVE A GOOD PIPELINE COMING INTO BPD, BUT THERE ARE STILL SOME AREAS THAT WILL CONTINUE TO SORT OF THINK ABOUT HOW DO WE CONTINUE TO DIVERSIFY. ONE OF THE QUESTIONS IS SIMPLY HOW YOU DEFINE "DIVERSITY" AND FOR ME I THINK IT IS THE RECOGNITION THAT EVERY INDIVIDUAL IS DIFFERENT AND THAT'S NOT JUST SORT OF ON RACE, IT CAN BE ON ETHNICITY, SEXUAL ORIENTATION, SOCIO-ECONOMIC STATUS, PHYSICAL DISABILITIES, ABILITIES TO POLICE.

WE ARE SORT OF ALWAYS KEEPING THAT IN MIND AS WE SORT OF DEVELOP OUR POLICIES.

ONE THING WE HAVE DONE TO SORT OF ENSURE WE INCREASE DIVERSITY, WE ARE ONE OF THE FIRST CITIES TO HAVE A PUBLIC-FACING DASHBOARD, BEING ABLE TO ACCESS OUR DEMOGRAPHICS.

CITY OF BOSTON.GOV YOU SEE HOW WE BREAK DOWN.

AND THAT IS AUTO-GENERATED AND YOU CAN ALWAYS SEE HOW WE ARE IN TERMS OF DIVERSITY.

THE OTHER THING WE HAVE DONE IS LAUNCHED QUARTERLY REPORTS THAT SIMPLY STATES IN THE LAST 90 DAYS HERE IS HOW YOUR DEPARTMENT HAS DONE IN TERMS OF DIVERSITY. WE FOUND THAT KEEPING THIS FOCUS FORCED COLLEAGUES WHEN THEY ARE REACHING OUT IT CREATED THIS PARTNERSHIP.

THAT'S WHAT WE HAVE DONE WITH NUMBERS, BUT WE HAVE TO FIGURE OUT HOW WE HAVE A CONVERSATION AROUND WHAT IT MEANS TO HAVE AN INCLUSIVE WORK FORCE.

A DIVERSE WORK FORCE.

HOW DO WE MAKE SURE OUR MANAGERS UNDERSTAND THE CHALLENGES THAT ARE SORT OF WORK FORCE DEALS WITH EVERY DAY.

A QUICK SORT OF ANNOUNCEMENT, I AM HAPPY TO ANNOUNCE THIS MORNING THE MAYOR ANNOUNCED A \$500,000 PLAN TO HAVE WORK FORCE SENSIBILITY TRAINING IN NEXT YEAR'S BUDGET FOR EXPANDED TRAINING ON RACIAL AND GENDER BIAS, SEXUAL HARASSMENT AND EMPLOYEE AWARENESS, WORKSHOPS FOR EMPLOYEES AND MANAGERS. HIRING FACILITATORS TO LEAD DISCUSSION ON THE ISSUES AND UPDATED POLICIES AND TRAINING MANUALS.

THANK YOU.

>> THANK YOU MR. CHAIR.

COUNCILOR CAMPBELL, COUNCILOR JANEY, COUNCILOR FLYNN.

CHIEF DIVERSITY OFFICER AND CHIEF, IT IS A PLEASURE TO BE HERE.

I AM MICHAEL, THE NEW DIVERSITY RECRUITMENT OFFICER FOR THE BOSTON POLICE DEPARTMENT AND EXAM ADMINISTRATOR.

MY JOB IS SOLELY TO RECRUIT OFFICERS AND CADETS FOR THE BOSTON POLICE DEPARTMENT.

THIS IS THE FIRST TIME THE DEPARTMENT HAD A DEDICATED POSITION IN RESPONSE TO THE COMMUNITY'S CRY OR NEED FOR

DIVERSITY.

WE DO A LOT OF OUTREACH.  
WE WORK WITH OUR PARTNERS,  
INCLUDING THE BOSTON FIRE AND  
WORK FORCE DEVELOPMENT.

WE MEET REGULARLY WITH THE  
CITY'S DIVERSITY OFFICE ON  
SEVERAL INITIATIVES.

WE ARE PLEASED, AS MENTIONED, TO  
BE LAUNCHING OUR SECOND CADET  
POOL COMING UP THIS SUMMER.

THE CADET PROGRAM IS A TWO-YEAR  
PROGRAM, PAID TRAINING FOR YOUNG  
MEN AND WOMEN, CIVILIAN  
POSITIONS WITHIN THE CITY.

UPON COMPLETION OF THE TWO YEARS  
AND SUCH SAYSFUL PASSING OF THE  
CIVIL SERVICE EXAM, THE  
COMMISSIONER HAS THE ABILITY TO  
ADD CADETS UP TO 1/3 OF A  
RECRUIT CLASS GOING FORWARD  
AFTER THE TWO YEARS OF SERVICE.  
IT GIVES US A GREAT OPPORTUNITY  
TO ADDRESS CERTAIN NEIGHBORHOODS  
THAT MIGHT BE UNDERSERVED IN  
TERMS OF REPRESENTATION WITHIN  
THE FORCE, AS WELL AS WORK  
DIRECTLY WITH SOME OF OUR  
PIPELINE PROGRAMS, LIKE ENGLISH  
HIGH IN MADISON PARK WHERE THEY  
HAVE EXPLORE PROGRAMS AND LAW HE  
FORCEMENT CURRICULUM SPECIFIC TO  
THE DEPARTMENT.

AND I HAVE BP AT THE DEPARTMENT  
A LITTLE BIT OVER A YEAR.

I SAT WITH THE COMMISSIONER AND  
ASKED HIM CAN WE CHANGE THE  
MISSION STATEMENT, AND WHAT  
WOULD IT TAKE?

WHETHER WE NEED TO CONVENE THE  
BOARD, WHAT DO WE NEED TO DO?  
HE TOLD ME MICHAEL, WRITE IT AND  
WE WILL MAKE IT OUR MISSION  
STATEMENT.

I ENHANCED TO SAY THE BOSTON  
POLICE DEPARTMENT IS DEDICATED  
TO WORKING IN PARTNERSHIP WITH  
THE COMMUNITY TO FIGHT CRIME,  
REDUCE CRIME AND IMPROVE THE  
QUALITY OF LIFE IN OUR  
NEIGHBORHOODS.

COMMUNITY POLICING WITH DESIRE  
AND COMMITMENT TO A REFLECTION  
OF THE RESIDENTS WE SERVE,

ACKNOWLEDGING COLLECTIVE POWER  
AND RESPONSIBILITY TO CREATE  
CULTURE AND INCLUSIVE  
ENVIRONMENT THAT MIRRORS THE  
BEST OF US ALL.

WE DO HAVE A DESIRE TO BE A  
REFLECTION OF THE PEOPLE WE  
SERVE, AND WE LOOK FORWARD TO  
SPEAKING MORE AND SHARING ABOUT  
THE STRATEGIC INITIATIVES WE  
HAVE TAKEN IN THE LAST YEAR OR  
SO, THANK YOU.

>> THANKS VERY MUCH, MICHAEL.

COMMISSIONER, WELCOME.

>> CERTAINLY THE FIRE DEPARTMENT  
SHARES THE VALUES AND WE NEED TO  
BE REPRESENTATIVE OF THE  
COMMUNITY WE SERVE.

DIVERSITY IS THE NUMBER ONE  
PRIORITY WITH US ON A HUMAN  
RELATIONS STANDPOINT.

WE HAVE HIRED A CHIEF DIVERSITY  
OFFICER, JUAN SANCHEZ, AND I AM  
GOING TO GO THROUGH A LITTLE BIT  
AND THEN I WILL TURN IT OVER TO  
JUAN AND HE CAN TALK MORE  
SPECIFICALLY ABOUT THE SPECIFIC  
PROGRAMS WE HAVE UNDERWAY AND  
WHAT WE ARE LOOKING TO  
ACCOMPLISH WITH THESE PROGRAMS.  
BUT I WANT THE COUNCIL TO  
UNDERSTAND MY POSITION ON THIS.  
I CERTAINLY HAVE DIVERSITY,  
GENDER EQUALITY, CERTAINLY ARE  
PRIME CONCERNS OF MINE.

I KNOW WE WANT TO BE AND WE WANT  
TO BE THE DEPARTMENT THAT IS  
COMPLETELY REFLECTIVE OF THE  
COMMUNITY WE SERVE.

WE DO HAVE COME CHALLENGES  
AROUND STATE LAW AND THINGS  
AROUND THINGS THAT PUT US A  
LITTLE MORE UNIQUE THAN THE  
POLICE DEPARTMENT.

AND THERE ARE BARRIERS, IF YOU  
WILL, TO SOME PROGRAMS AND WE  
NEED TO START THINKING OF HOW  
BEST WE DO THAT.

COUNCILORS I WANT YOU TO KNOW I  
AM TRULY COMMITTED TO THE  
DIVERSITY OF THE DEPARTMENT AND  
WE WILL BE WORKING DILIGENTLY  
OVER THE COURSE OF TIME TO MAKE



SURE THAT OCCURS.

AND WE DO HAVE SOME REAL LITTLE  
GROUND-BREAKING INITIATIVES THAT  
ARE UNDERWAY RIGHT NOW THAT I  
WILL LET CAN EXPLAIN COME AND  
BRING YOU THROUGH THAT.

JUAN?

>> GO DOWN THE LINE?

>> NO, WE CAN JUMP.

>> GOOD MORNING COUNCILORS, .  
JUST REALLY BRIEFLY JUST TO GO  
OFF OF WHAT THE COMMISSIONER  
SAID.

WE DEFINITELY FEEL THE SAME AND  
HAVE THE SAME VALUES OF THE  
POLICE DEPARTMENT AND THE CHIEF  
OF DIVERSITY OFFICE HERE.  
YOU KNOW, BEING THE FIRST  
POSITION IN THE BOSTON FIRE  
DEPARTMENT, YOU KNOW, AND IT  
BEING SUCH A NEW POSITION  
RESOURCES WERE VERY LIMITED AT  
THE BEGINNING.

MOVING FORWARD I THINK  
COMMISSIONER FLYNN MADE A  
XHISMENT TOWARDS -- COMMITMENT  
TOWARDS DIVERSITY BY INCREASING  
THE DIVERSITY ELEMENT, AND ALSO  
WE HAVE DIFFERENT THINGS TO KIND  
OF INCREASE AND BE ON THE  
COMMUNITY, BE MORE VISIBLE  
STARTING WITH OUR TEEN ACADEMY.  
YOU KNOW, THOSE ARE ONE OF THE  
THINGS, REALLY ONE OF THE MAIN  
FOCUSES WE ARE FOCUSING ON,  
BECAUSE WE FEEL REACHING OUT TO  
OUR YOUTH ARE IMPORTANT,  
ESPECIALLY WHEN WE HAVE SUCH I  
WOULDN'T SAY RESTRICTIVE, BUT WE  
HAVE REALLY TOUGH REQUIREMENTS  
TO GET ON THE JOB AS FAR AS  
MILITARY PREFERENCES AND THIS  
AND THAT.

WE FEEL IF WE REACH THEM AT A  
YOUNGER AGE WE CAN REALLY REACH  
OUT AND MAKE AN EFFECT, AND I  
FEEL LIKE IT WOULD BENEFIT US  
MOVING FORWARD IN THE FUTURE.  
AND THAT'S KIND OF OUR LONG-TERM  
STRATEGY FOR US.

SHORT-TERM, I THINK BEING  
VISIBLE, BEING OUT IN THE  
COMMUNITY FOR US IS IMPORTANT.  
I THINK PARTNERING UP WITH

COMMUNITY, COMMUNITY FACILITIES THROUGH YOUTH DEVELOPMENT, YOUTH ENGAGEMENT THROUGH SPORTS IS IMPORTANT.

AND MOVING INTO THE SCHOOL YEAR WE HAVE A YOUTH PROGRAM THAT IS DEVELOPING, SOMETHING WE HAD IN THE PAST.

WE'RE WORKING WITH BOSTON POLICE TO KIND OF INCREASE AWARENESS AND VISIBILITY IN THE SCHOOL, BECAUSE THEY ARE PRETTY ACTIVE IN THE SCHOOLS.

WE FEEL LIKE THAT'S ANOTHER PLACE WHERE WE CAN DO SOME GREAT RECRUITMENT FOR US.

MOVING FORWARD, AGAIN WE HAVE A LOT OF PARTNERSHIPS WITH MILITARY PERSONNEL, DIFFERENT MILITARY BRANCHES, RECRUIT MILITARY, THE NEXT BUILDING PROCESSING.

AND WE FEEL THOSE ARE SHORT-TERM BECAUSE WE ARE REACHING OUT TO BASICALLY NEW RECRUITS COMING OUT GOING INTO THE MILITARY.

WE FEEL IF WE REACH THEM AT THAT POINT, WE HAVE A QUICKER TURN-AROUND AS FAR AS THE RETURN OF OUR RECRUITMENT STRATEGY.

AND THAT'S PRETTY MUCH, WE HAVE SEVERAL OTHER THINGS, BUT I CAN CUT IT SHORT AND WE CAN GET INTO IT.

>> WHATEVER YOU FEEL COMFORTABLE WITH.

>> OK.

WE HAVE A PARTNERSHIP WITH THE ABDC AND BDYF, WHICH IS OUR ACADEMY.

THIS IS THE SECOND YEAR.

LAST YEAR THE PILOT PROGRAM.

WE STARTED OFF WITH 22 STUDENTS, ALL FROM INNER CITY, ALL WITH ABCD, ALL WITH OUR PARTNERSHIP WITH ABCD.

WE ARE ADDING ANOTHER 20 STUDENTS UP TO 40, PARTNERING WITH BDYF.

AND AGAIN, THE COMMISSIONER HAS KIND OF MADE A COMMITMENT TO THE TEEN ACADEMY AND FEELS THIS IS A GREAT RECRUITMENT TOOL FOR US.

AND WE HAVE A COMMUNITY  
ENGAGEMENT ELEMENT TO IT WHERE  
WE HAVE KIDS GO OUT INTO THE  
COMMUNITY, THE GREATER BOSTON  
FOOD BANK AND GIVE BACK TO THE  
COMMUNITY.  
THEY GET A FEEL FOR WHAT IT IS  
LIKE TO BE ON THE FIRE  
DEPARTMENT.  
DO FUNCTIONAL SKILLS TRAINING.  
AND WE PARTNER WITH THE RED  
CROSS AND GET THEM CPR  
CERTIFICATES.  
AND THE RED CROSS PARTNERSHIP IS  
NEW THIS YEAR.  
AND THEN WE GET TO TAKE THEM OUT  
INTO THE MARINE UNIT AND GET TO  
SEE ALL DIFFERENT ELEMENTS OF  
WHAT IT'S LIKE TO BE ON THE JOB,  
INCHEWEDING A MILITARY WEEK.  
SO WE HAVE DIFFERENT BRANCHES OF  
MILITARY COME IN AND SPEAK WITH  
THE KID, TALK ABOUT JOB  
OPPORTUNITIES THAT COULD NOT  
NECESSARILY -- THAT COULD  
TRANSLATE INTO CIVILIAN, WE FEEL  
THAT'S IMPORTANT.  
A LOT OF THE KIDS WE REACH OUT  
TO AREN'T REALLY AWARE OF THE  
JOB OPPORTUNITIES IN THE  
MILITARY, AND WE FEEL THAT'S  
REALLY IMPORTANT TO GET AN IDEA  
THAT IF THEY DO GET A JOB IN THE  
MILITARY, IT CAN TRANSLATE INTO  
CIVILIAN LIFE.  
AND THAT'S PRETTY MUCH, THAT'S  
ALL I HAVE FOR NOW.  
>> THANKS.  
>> GOOD MORNING EVERYONE.  
THANK YOU, COUNCILOR CAMPBELL,  
COUNCILOR MCCARTHY, COUNCILOR  
JANEY AND COUNCILOR FLYNN FOR  
BRINGING US TOGETHER TO TALK  
ABOUT THIS VERY IMPORTANT ISSUE.  
AND WHILE THE CITY IS NOT  
PERFECT AND ARE ALL OF THE WORK  
WE DO IS NOT PERFECT, I THINK  
IT'S REALLY IMPORTANT TO  
CONTINUE THE DIALOGUE TO MAKE  
SURE THAT THIS IS A PRIORITY AND  
WE CAN ALSO COMMUNICATE BACK TO  
YOU ON SOME OF THE EFFORTS THAT  
WE'RE DOINGçó WITHIN THE CITY  
DEPARTMENTS AND MAYOR WALSH'S

ADMINISTRATION AT THE SAME TIME.ñr  
THANK YOU FOR COORDINATING THIS.  
I AM THE DIRECTOR OF THE MAYOR'S  
OFFICE OF WORK FORCE  
DEVELOPMENT.

I KNOW I'M SURE I HAVE SPOKEN TO  
MANY OF YOU DID OUR DEPARTMENTS  
AND OUR WORK, SO I DON'T WANT TO  
TAKE TIME TO TALK ABOUT THE  
OVERALL GENERAL MISSION OF OUR  
OFFICE.

I ALSO WANT TO THANK MIME -- MY  
PANELISTS WHO ARE ALSO HERE.  
JUST BECAUSE WE WORKED CLOSELY,  
OUR TEAM HAS WORKED CLOSELY WITH  
EVERY DEPARTMENT THAT YOU SEE  
HERE, AND OTHERS WHO ARE NOT  
HERE AS WELL.

AND THERE'S NO  
ONE-SIZE-FITS-ALL, SO WE WORK  
WITH AN APPROACH AND I THANK THE  
LEADERSHIP AND MEMBERS OF THE  
DEPARTMENT WHO WORKED WITH US  
AND ROLLED UP THEIR SLEEVES TO  
DEVELOP VARIOUS, YOU KNOW,  
CAVEATS, POLICIES, AND EVEN  
INFORM US IN HOW THEIR  
DEPARTMENTS WORK SO WE CAN WORK  
TOGETHER ON A MORE TAILORED  
APPROACH.

OUR OFFICE IS UNIQUE IN A SENSE  
THAT WE ARE MORE -- OUR GOAL IS  
MORE OF A PPRETRAINER, OUTREACH  
AND PRECALLIFIED AGENCY AND WE  
THINK WE FIT WELL IN THIS  
CONTINUUM.

WITHIN THESE PARTNERS ALSO PLAYS  
THAT ROLE.

WE ARE THE FISCAL AGENT OF TWO  
MAJOR ONE-STOP CAREER CENTERS IN  
THE CITY OF BOSTON, AND THOSE  
CAREER CENTERS HAVE ABOUT 14,000  
RESIDENTS ENTERING THOSE  
COMMUNITY CENTERS.

WE ALSO HAVE SOME VERY STRONG  
PARTNERSHIPS AND FUNDING  
PARTNERSHIPS WITH 65 COMPETITIVE  
NON-PROFIT AGENCIES THAT PROVIDE  
WORK FORCE TRAINING SO WE CAN  
RECRUIT FROM THAT BASE AS WELL.  
WE WORK VERY CLOSELY WITH OVER  
320 EMPLOYERS SO THAT WE KNOW  
WHERE THE LOW-WAGE WORKERS ARE  
AND WE CAN GET THEM INTO THESE

PIPE LINES IF THEY HAVE THE  
TECHNICAL ASSISTANCE,  
RELATIONSHIP AND DISTRICT  
PIPELINES INTO THE INDUSTRIES  
AND THE DEPARTMENTS THAT YOU SEE  
AND HEAR HERE.

AND SO THE ROLE WE PLAY IS THAT  
KIND OF PARTNERSHIPS.

FOR EXAMPLE, WE JUST LAUNCHED  
THE CITY ACADEMY, WHICH YOU  
PROBABLY HEARD ABOUT.

AND SOME SPECIFIC EXAMPLES IS  
THAT WE HAVE BEEN WORKING WITH  
THE CHIEF'S OFFICE, THE EMTS TO  
DO A PREAPPRENTICESHIP AND  
APPRENTICESHIP PROGRAM INTO THAT  
PIPELINE SO THE CHIEF CAN GET  
THE TALENT HE NEEDS, MORE  
IMPORTANTLY THE RATIO AND  
RELATIONSHIP HE NEEDS IN THAT  
DEPARTMENT AS WELL.

AND WORKING WITH THE DEPARTMENT  
OF PUBLIC WORKS TO UNDERSTAND  
THEIR WORK FORCE NEEDS.

FOR EXAMPLE, IN HEAVY EQUIPMENT  
OPERATORS AND COMMERCIAL  
LICENSES.

AND SO WE PROVIDE THAT TECHNICAL  
ASSISTANCE AND THAT FUNDING FOR  
BOSTON, PRE-QUALIFIED BOSTON  
RESIDENTS WHO ARE INTERESTED IN  
THAT INDUSTRY.

PREQUALIFY THEM WITH THE  
NECESSARY LICENSURE, AND THEN  
DISTRICT THEM INTO THAT PIPELINE  
TO BE ABLE TO COMPETE FOR THE  
OPENINGS ONCE THEY OPEN UP.

SO THOSE ARE SOME EXAMPLES IN  
WHICH WE HAVE A MORE TAILORED  
APPROACH THAT PROVIDES QUALIFIED  
TALENT POOL FROM BOSTON'S  
NEIGHBORHOODS AS WELL.

ONE LAST THOUGHT IS WE ARE  
WORKING WITH THE FIRE DEPARTMENT  
AND THE BOSTON POLICE DEPARTMENT  
ON WE KNOW THAT THEY HAVE CADET  
TRAINING.

AND SO WHAT WE THINK OUR ROLE  
COULD BE IS TO WORK WITH BOSTON  
PUBLIC SCHOOLS, MIDDLE SCHOOLS  
AND HIGH SCHOOLS, TO DO THE  
CAREER EXPLORATION AND ALSO  
STIPENDS IN THESE -- PROVIDE  
PAID INTERNSHIPS IN THESE AREAS

AS A LEARNING TOOL TO GET THEM INTERESTED IN THIS FIELD. AND SO THAT WILL HELP WITH THE PRE-PIPELINE INTO THE CADET AND OUTREACH PROGRAMS AS WELL. AND LAST, BUT NOT LEAST, THIS WORK IS VERY HARD WORK. IT'S LONG-TERM. BUT WE WANT SHORT-TERM GAINS, TOO, AS YOU CAN SEE SOME OF THE EXAMPLE WORK WE'VE BEEN ON THE GROUND. BY NO MEANS THIS IS THE ANSWER AND THE SOLUTION, BUT THIS IS A GLIMPSE TO LET YOU NO HE THAT WE ARE WORKING VERY HARD ON THE GROUND TO MAKE SHORT-TERM AND LONG-TERM GOALS MATTER AND HAPPEN FOR THE CITY OF BOSTON. THANK YOU.

>> THANK YOU VERY MUCH.

>> CHIEF, GOOD TO SEE YOU AGAIN AND I WAS AT THE SWEARING IN AND PROMOTION CEREMONY MONDAY AND THE CLASSES LOOKED VERY DIVERSE FROM WHAT I COULD SEE. CONGRATULATIONS AND CONGRATS ON THE NEW CLASSES AS WELL. CHIEF?

>> THANK YOU. AND THANKS FOR YOUR ATTENDANCE. AND COUNCILOR CAMPBELL AND I CERTAINLY RELAYED YOU WISHED YOU COULD BE WITH US. AND I AM SORRY, MADAM PRESIDENT AND THE REST OF THE COUNCILORS, GOOD MORNING. AND WHAT YOU WERE SAYING IN THE OPENING STATEMENT ABOUT GETTING THE CONVERSATION GOING. AND EVEN JUST GETTING THE REQUESTS FOR INFORMATION AS YOU AND COUNCILOR MCCARTHY WERE PUTTING THE ORDER TOGETHER. AND THE INFORMATION YOU ASKED FOR DURING THE BUDGET HEARING WAS AS GOOD PLACE TO GET THE CONVERSATION CONTINUING. HOWEVER, I WILL SAY IT DID START A LONG TIME BEFORE THAT, BUT IT IS GOOD TO KEEP US ON POINT, TO KEEP US FOCUSED ON THAT. SO WE WELCOME THAT. I AM JIM HOOLEY THE CHIEF IN

BOSTON, MASS AND NEXT WEEK MARKS  
MY 40TH YEAR.  
APPROVED RECENTLY FOR 395  
UNIFORM POSITIONS.  
AND SUPPORT HOSPITAL CARE FOR HE  
IS INCIDENTS.  
AND 13% BLACK, 7% HISPANIC, 1%  
ASIAN.  
AND 32% PERSONNEL FEMALE, AND  
NOT A SPECIFIC FIGURE, BUT WE  
HAVE A LARGE NUMBER OF MEMBERS  
BILINGUAL.  
IT IS IMPORTANT TO NOTE ALL  
UNIFORMED PERSONNEL STARTED  
EMPLOYMENT AT EMERGENCY MEDICAL  
TECHNICIAN RECRUITS, BUT THEY  
MUST FOLLOWED E.M.T.  
CERTIFICATION PRIOR TO APPLYING.  
ALL RANKS FILLED THROUGH  
INTERNAL PROMOTION.  
THE ABILITY OF THE DEPARTMENT TO  
HIRE THE DIVERSE WORK FORCE IS  
CON TRAINED BY THE DEMOGRAPHICS  
OF THE APPLICANT POOL.  
THE FIRST CHALLENGE IS GETTING  
YOUNG PEOPLE INTERESTED IN  
BECOMING E.M.T.S AND WE FOCUSED  
ON THAT IN A NUMBER OF WAYS.  
ONE, WE DEVELOPED OUR IN-HOUSE  
COMMUNITY E.M.T. CLASS, A PRETTY  
SUCCESSFUL -- PROBABLY THE MOST  
SUCCESSFUL MOVE GETTING YOUNG  
PEOPLE FROM BOSTON'S  
NEIGHBORHOODS TO GET CERTIFIED  
AS AN E.M.T. AND COME AND APPLY  
WITH US.  
AND WORKED WITH MANY OF THE  
COMMISSION PROGRAMS.  
A LOT OF THEIR SUMMER PROGRAMS  
AT BOSTON PUBLIC HEALTH  
COMMISSION.  
WE WORK WITH A CITY PROGRAM RUN  
IN CORPORATION WITH THE TRANSIT  
POLICE IN OUR DEPARTMENT,  
COMMUNITY SERVICES.  
WE OFFER SHORT CLASSES, MAYBE 19  
HOURS, BASIC FIRST AID, C.P.R.,  
A FEW THINGS TO JUST GIVE -- WE  
STILL HAVE LESSONED BEFORE THEY  
ARE READY FOR DISCUSSIONS LIKE  
THIS.  
BUT TO GIVE THEM A TASTE, MAYBE  
SOME INSENTENCE ACTIVE TO  
-- INCENTIVE TO COME ON WITH

US.

AND WE BROUGHT ON INTERNS WHEN THE BUDGET ALLOWS.

LAST YEAR AN INTERN, A YOUNG AFRICAN-AMERICAN WOMAN WHO WAS A 17 YEAR OLD HIGH SCHOOL LOOKING AT PROFESSIONAL MATERIAL, WHAT ARE WE LOOKING OUT?

WHAT ARE WE MISSING?

WHAT WILL CATCH THE EYE OF SOMEBODY HER AGE, HER RACIAL BACKGROUND?

TRYING TO LOOK AT EVERYTHING TO TRY TO ATTRACT PEOPLE FIRST. AND WHEN IT COMES TO OUR TESTING AND RECRUITING, WE POST EXAMINATIONS AND GIVE SUFFICIENT NOTICE OF THAT.

WE SET UP REQUIREMENTS, WHAT PEOPLE HAVE TO DO.

FOR EXAMPLE, THE WRITTEN SCORE YOU NEED TO MOVE ON TO THE PRACTICAL.

WHAT IS REQUIRED IN THE PRACTICAL EXAM.

AND THEN WE OFFER REVIEW SESSIONS FOR THE WRITTEN, FOR THE PRACTICAL.

IT'S NOT REQUIRED, BUT WE ENCOURAGE PEOPLE TO COME BECAUSE WE WANT THEM TO DO WELL.

I WOULD RATHER BE HAVING AN INTERVIEW 170 PEOPLE FOR 20 POSITIONS THAN INTERVIEWING 30, AS CRAZY AS THAT SOUNDS.

I WOULD RATHER HAVE THAT DIVERSE GROUP IN FRONT OF US.

SO WE DO THAT.

AND WHEN WE DO GET TO THE INTERVIEW PROCESS, I DO PRIORITIZE IT AND TRY TO MAKE EVERY E.M.T. CANDIDATE INTERVIEW PERSONALLY, ALONG WITH OUR TEAM. OUR TEAM ALWAYS INCLUDES SENIOR PERSONNEL, BUT THE LAST GROUP THREE AFRICAN-AMERICAN FROM THE INTERVIEW TEAM, LATINO AND TWO WERE WOMEN.

IT'S IMPERATIVE WE SELECT CANDIDATES WITH EXCELLENT CLINICAL SKILLS AND CAN RELATE TO THEIR PATIENTS, WHETHER THAT IS SHARING THE SAME RACE, GENDER, AGENTIC BACKGROUND,



LANGUAGE OR JUST HAVING A  
COMPASSIONATE NATURE.  
MEDICAL EMERGENCIES CAN BE  
SCARY, AND THEY ARE VERY  
HIGH-STRESS OCCASIONS.  
THE ABILITY FOR OUR MEMBER OF  
THE DEPARTMENT TO ALAY THE  
PATIENT'S FEARS AND RAPIDLY  
ADDRESS THE SITUATION AT HAND IS  
ESSENTIAL.  
WE PRIORITIZE CANDIDATES THAT WE  
THINK CAN DO THAT AT THE  
INTERVIEWS.  
UNDERSTANDING THE PERSONS OF  
COLOR HAVE A DISPROPORTIONATE  
MORALITY FOR MEDICAL CONDITIONS  
WE HAVE THE WORK FORCE FOR  
IMPROVING ETHIC EQUITY.  
AND THAT IS A PRIORITY FOR OUR  
DEPARTMENT AND THE PUBLIC HEALTH  
COMMISSION.  
THE GOAL OF HEALTH AT ALL  
POLICIES.  
AND GETTING INTO THAT MUCH LATER  
IF YOU LOOK.  
THROUGH WORK FORCE DIVERSITY WE  
ARE ABLE TO PROVIDE LINGUISTIC  
AND CULTURAL CARE FOR PATRONS.  
AND MORE IMPORTANT EDUCATE EACH  
OTHER.  
SPEAKING FROM EXPERIENCE,  
SITTING WITH A PARTNER IN EIGHT  
HOURS IN A TRUCK WHOSE FAMILY  
CAME FROM CAPE VERTE, AND ABLE  
TO TRANSLATE, IN THE EIGHT HOURS  
EVEN IF YOU WERE NOT TAKING CARE  
OF A PATIENT, YOU ARE LEARNING  
FROM EACH OTHER.  
THE SAME AS IF YOU ARE  
ASIAN-AMERICAN OR ANYBODY ELSE  
YOU ARE WORKING WITH, OR THE  
FACT THAT YOU ARE A PARTNER.  
LEARNING THE PERSPECTIVES THAT  
THEY ARE BRINGING ON EVERY  
SINGLE CALL, WHEN THEY TELL YOU  
STORIES OF THE FAMILIES AND  
DIFFERENT THINGS, THAT HELPS US  
WHEN WE'RE IN SITUATIONS AND  
TRYING TO RELATE TO PEOPLE WHO  
MAY BE RELUCTANT TO OPEN UP TO  
US, TO THE PEOPLE IN UNIFORMS.  
SO THROUGH WORK FORCE DIVERSITY,  
WE'RE ABLE TO PROVIDE -- I'M  
SORRY, I AM REPEATING IT.

WE ARE ABLE TO ENGAGE DIVERSE COMMUNITIES EFFORTS TO IMPROVE CHILD CARE SEATBELT SAFETY AND OTHER AWARENESS.

AND THE TRUST WE BUILD WITH COMMUNITIES ACROSS THE CITY IS VERY MUCH INFLUENCED BY OUR TIES TO THE PERSONNEL WHO LIVE IN THOSE COMMUNITIES.

WE NEED PEOPLE TO BE ABLE TO TRUST US.

SOME CASES ARE VERY OBVIOUS, BUT SOME CASES WHERE THERE MAY BE SUBTLE SIGNS THAT PERHAPS THERE HAS BEEN ABUSE GOING ON OR NEGLECT, OR MAYBE SOMETHING A VICTIM OF HUMAN TRAFFICKING. TO GET THEM TO OPEN UP THEY HAVE TO TRUST US.

AND YEARS AGO THE COST OF THE E.M.T. CERTIFICATION WAS A BARRIER FOR RESIDENTS, AND INSTITUTED A COMMUNITY E.M.T. TRAINING THAT I SPOKE OF EARLIER.

THE COURSE, WHICH IS OFFERED TWICE A YEAR, HAS BEEN OUR MOST AFFORDABLE OPTION IN THE AREA. AND JUST COVER THE BOOKS AND INSTRUCTOR'S TIME.

AND CONSISTENCY OF NEW HIRES.

IN THE HALF 15 YEARS, THE PERCENTAGE OF PERSONNEL WHO IDENTIFY AS ASIAN, BLACK OR HISPANIC HAS RISEN FROM 16% TO 22%, WHICH IS A 37% INCREASE. THE NUMBER OF WOMEN HAS INCREASED BY OVER 18% DURING THIS TIME PERIOD.

I AM PROUD TO SAY 9 OUT OF OUR 20 E.M.T.S THAT YOU SAW GRADUATE ARE FEMALE, ONE SHY OF 50/50, AND THE DEPARTMENT RECOGNIZED THERE IS MORE TO DO TO ENHANCE DIVERSITY IN OUR DEPARTMENT. THIS LAST YEAR WORKING WITH THE MAYOR'S OFFICE OF WORK FORCE DEVELOPMENT TO ASSIST IN STRENGTHING THE THOSE WORKING WITH E.M.T.

AND THE WORK FORCE DEVELOPMENT, SUPPORTING AN E.M.T. PATHWAY FOR RESIDENTS, ACTIVELY PRESSCREENING RESIDENTS INTERESTED IN

EMPLOYMENT WITH BOSTON E.M.T.  
WHO NEED BASIC HIRING  
REQUIREMENTS.  
WITH APPROXIMATELY OVER 300  
APPLICANTS NOW, THE DIFFICULT  
TASK AHEAD SELECTING 25 TO  
PARTICIPATE IN THE UPCOMING  
BOSTON E.M.S. E.M.T. CLASS WITH  
COSTS WAIVED AND A COURSE PRIOR  
TO THE START OF THE CLASS, AND  
OPTION FOR AN INTERNSHIP AFTER  
THE COURSE.  
THROUGHOUT THE PROCESS,  
CANDIDATES ARE OFFERED  
MENTORSHIP AND SUPPORT, HELPING  
THEM PASS THE COURSE AND EXAMS  
AND THE HIRING PROCESS.  
AS A MATTER OF FACT, DOING  
PHYSICAL TESTING QUALIFICATION  
TODAY WHERE WE SAW THEM IN MY  
HEADQUARTERS IN THE ACADEMY ON  
MY WAY HERE TODAY.  
AND THE CANDIDATES WILL BE  
SUBJECT TO THE SAME E.M.T.  
HIRING STANDARDS WE ARE  
CONFIDENT THEY HAVE EVERY  
RESOURCE AVAILABLE TO OPTIMIZE  
THEIR SUCCESS.  
THE E.M.T. COURSE STARTS ALL 14  
AND I WILL BE HAPPY TO REPORT  
BACK WITH THE DEMOGRAPHIC BREAK  
DOWN OF THE PARTICIPANTS IN THE  
CITY AND ACADEMY PROGRAM AND WE  
ALSO HAVE ROUGHLY 30 PAYING  
PARTICIPANTS IN THE CLASS WHO,  
FOR THE FIRST TIME, WILL BE  
PRIORIZED FOR ADMISSION BASED ON  
BOSTON RESIDENCY.  
AS PART OF THE PARTNERSHIP OF  
THE WORK FORCE DEVELOPMENT,  
SECURED APPROVAL FROM THE  
DEPARTMENT OF LABOR AND WORK  
FORCE DEVELOPMENT FOR THE E.M.T.  
COURSE, THE TRAINING PROGRAM TO  
BE RECOGNIZED AS  
PREAPPRENTICESHIP AND THE BOSTON  
E.M.T. ACADEMY CERTIFIED AS  
APPRENTICESHIP.  
AND THIS MAKES US ABLE FOR  
FUNDING SOURCES AND HELP US  
ESTABLISH AGREEMENTS WITH LOCAL  
COLLEGES.  
IN ADDITION TO EFFORTS FOR  
STRENGTHENING DIVERSITY OF THE

E.M.T. POLE, LOOKING AT THOSE WE PROMOTE.

THE LAST TRAINING CAPTAIN, PARAMEDIC AND PROMOTIONS WE SEE STEPS IN INCREASING WOMEN AND NUMBER OF PERSONS OF COLOR IN THE SENIOR RANKS AND THREE DEPARTMENT SUPERINTENDENTS, TWO TRAINING CAPTAINS AND AS WELL AS OUR FEMALE MEDICAL DIRECTOR. ADDITIONALLY ONE SUPERINTENDENT, TWO DEPARTMENT SUPERINTENDENTS, TWO CAP CONTINUES, ONE TRAINING CAPTAIN, SIX LIEUTENANTS AND SIX PARAMEDICS FROM RECENT PROMOTIONS IDENTIFY AS PERSONS OF COLOR.

I AM CONFIDENT AS WE INCREASE THE DIVERSITY AT THE RANK OF E.M.T., WE WILL CONTINUE TO SEE IMPACT IN THE MOST SENIOR RANKS. I APPRECIATE YOUR TIME AND INVESTMENT IN THIS IMPORTANT TOPIC, AND AM HAPPY TO ANSWER ANY QUESTIONS YOU MIGHT HAVE.

>> THANK YOU VERY MUCH CHIEF. WE ARE ALSO JOINED BY COUNCILOR EDWARDS.

DID YOU HAVE AN OPENING STATEMENT OR ANYTHING?

>> NO.

>> ALL RIGHT, GOOD TO GO, ALL RIGHT.

COUNCILOR CAMPBELL.

>> ALL RIGHT THANK YOU COUNCILOR MCCARTHY AND I THANK THE PANELISTS.

JUST FOR THE RECORD AND FOLKS WHO MAY NOT ACTUALLY HAVE THESE NUMBERS IN FRONT OF THEM, I QUICKLY WANT TO GO THROUGH FOR THE RECORD.

THE CITY OF BOSTON'S POPULATION, BASED ON BPD'S RECENT DATA.

46.3% WHITE, 22.8% BLACK, 19% HISPANIC, 9.3 ASIAN.

52% OF RESIDENTS FEMALE, AND 37.1% OF THE RESIDENTS SPEAK A LANGUAGE OTHER THAN ENGLISH AT HOME.

FOR THE 2073 POLICE OFFICERS, 67% WHITE, 22% BLACK, 9% HISPANIC, 2% ASIAN AND 13% FEMALE.

FOR THE 1,511 FIREFIGHTS E-72%  
WHITE, 19% BLACK, 8% HISPANIC,  
LESS THAN 1% ASIAN AND 1%  
FEMALE.

AND THE E.M.T.S I THINK YOU SAID  
THE NUMBERS INTO THE RECORD AND  
I WILL NOT REPEAT THEM.

AND THE TOP-TIER RANKS, REALLY  
ALSO A FOCUS THAT WE ALSO NEED  
TO MAKE SORT OF SHINE A LIGHT  
ON.

THE NUMBERS GO DOWN.

FOR THE POLICE DEPARTMENT, 121  
LAWSUITS, CAPTAINS AND  
SUPERINTENDENTS, 86% WHITE, 12%  
BLACK, 2% HISPANIC 1% ASIAN, 7%  
FEMALE.

367 OR SO FIRE DEPARTMENT  
DEPUTIES, DISTRICT CHIEFS,  
CAPTAINS AND LAWSUITS 83% WHITE,  
12% BLACK, 5% HISPANIC, 0 ASIAN  
AND .3%, LESS THAN 1% FEMALE.

THE 44 OR SO BOSTON E.M. IS  
CHIEFS, SUPERINTENDING AND  
LIEUTENANTS 17% WHITE, 18%  
BLACK, 9% HISPANIC, 0% ASIAN AND  
20% FEMALE.

I JUST WANT TO STATE THE NUMBERS  
AND THANK THE DEPARTMENTS FOR  
GETTING THOSE NUMBERS TO US.

STARTING WITH THE CHIEF OF  
DIVERSITY, I KNOW YOU MENTIONED  
THE DASHBOARD AND QUARTERLY  
REPORTS.

RIGHT NOW IF YOU LOOK AT THE  
DASHBOARD OR QUARTERLY REPORTS  
YOU DON'T SEE THOSE BREAK DOWNS.  
YOU SEE THE ENTIRE DEPARTMENT,  
INCLUDING CIVILIANS.

IS THERE A WAY IN WHICH TO  
INCLUDE THESE NUMBERS,  
SPECIFICALLY PULLING OUT THE  
UNIFORMED OFFICERS?

>> YES, ABSOLUTELY.

>> I EMAILED AND THE DEPARTMENTS  
ARE RESPONSIVE IN GETTING THE  
INFORMATION, BUT IF WE TRULY  
HOLD OURSELVES ACCOUNTABLE WE  
SHOULD MAKE IT ACCESSIBLE.

WE CAN GO ON THE WEBSITE AND  
FIND THE QUARTERLY REPORTS ON  
THE DASHBOARD BUT IF WE MAKE  
THESE NUMBERS MORE TRANSPARENT I  
THINK IT DEMONSTRATES THIS IS A

PRIORITY, THAT WE HAVE WORK TO DO.

>> AND INITIALLY YOU SAW THAT, THAT IS A RECOMMENDATION ALSO MADE BY OTHERS.

SO THERE HAS BEEN SPECIFIC REQUESTS TO UPGRADE THE DASHBOARD TO INCLUDE ADDITIONAL INFORMATION, INCLUDING WHAT YOU REFERENCED.

YES, WE COULD POTENTIALLY DO THAT AND I WILL LOOK INTO IT.

>> IS THERE A REASON WE WOULDN'T NECESSARILY MAKE IT AVAILABLE ON THE DASHBOARD?

>> I THINK WHEN IT WAS CREATED WE FOCUSED ON GENERAL NUMBERS. AND WE ARE SPECIFICALLY THINKING ABOUT OUR LEADERSHIP, BUT THAT IS SOMETHING WE CAN ADD, I DON'T SEE A REASON WHY NOT.

>> THANK YOU.

I THINK HAVING THE NUMBER OF UNIFORMED NUMBERS IN THE TOP TWO POSITIONS IS HELPFUL.

IT PUTS THE BALL ON THE SAME PAGE AND WE KNOW WHAT WE ARE TALKING ABOUT AND YOU DON'T HAVE TO SEARCH OR TALK TO EVERYONE IN THE DEPARTMENT TO GET THE NUMBERS READILY AVAILABLE.

MOVING ON TO MICHAEL OBVIOUSLY, JUST SOME -- JUST TO GIVE YOU ANOTHER OPPORTUNITY TO ADD SOME MORE, I'D LOVE TO HEAR FROM YOU, OUTSIDE OF YOUR HIRING, OF COURSE, AND YOUR FREEDOM TO DO RECRUITMENT AND OTHER THINGS, AND I WANT TO APPLAUD YOU PARTICULARLY FOR THE CADET PROGRAM, OUTREACH AND EVEN THE FLYERING LOOKS DIFFERENT.

AND PEOPLE ARE APPLYING FOR HIGHER NUMBERS, SPECIFICALLY THE CITY OF BOSTON, SO THANK YOU. TALK ABOUT OTHER INITIATIVES THE DEPARTMENT IS WORKING ON TO CHANGE THE MEETINGS.

IF OUR MEETINGS WE TALKED ABOUT LANGUAGE PREFERENCE, THE CADET PROGRAM, AND OTHER THINGS YOU ARE WORKING ON.

AND THE SECOND QUESTION TO THAT IS, WHAT DO YOU THINK ARE SOME

OF THE BARRIERS FOR YOU?  
AND THE THIRD PIECE IS, HOW DO  
WE MEASURE -- OR WHAT METRICS DO  
WE USE FOR INITIATIVES WE ARE  
DEPLOYING TO SEE IF THEY  
ACTUALLY HAVE AN IMPACT ON THESE  
NUMBERS.

AND SOME OF THOSE METRICS MIGHT  
HAVE TO -- IT MIGHT TAKE A  
LITTLE BIT MORE TIME, THE CADET  
PROGRAM HAS OBVIOUSLY BEEN  
REINSTATED RECENTLY, RIGHT?

>> THANK YOU VERY MUCH.

SO I'LL START IN TERMS OF WHAT  
WE'RE DOING.

WE DEFINITELY HAVE STRATEGIC  
INITIATIVES FOR OUTREACH.  
THAT INCLUDES PARTNERSHIPS WITH  
COMMUNITY PROGRAMS.

WE'RE DOING A LOT OF OUTREACH  
AND INFORMATION SESSIONS WITHIN  
THE COMMUNITY ORGANIZATIONS.

BCYF, YMCA, BOYS AND GIRLS  
CLUBS.

ALSO PARTNERING WITH THE CITY ON  
THE CAREER SERIES.

WE PARTICIPATED PRETTY MUCH IN  
EVERY ONE OF THEIR NEIGHBORHOOD  
CAREER FAIR SERIES.

AND AGAIN OUTREACH, MAKING SURE  
PEOPLE UNDERSTAND THE PROCESS.

WE WORK WITH THE CITY'S DO IT  
TEAM TO HAVE OUR OWN WEBSITE,  
WHICH IS [BOSTON.GOV/POLICE](http://BOSTON.GOV/POLICE).

NOW YOU CLICK THERE AND YOU CAN  
GET MORE INFORMATION ON THE  
PROCESS, TAKING THE CIVIL  
SERVICE EXAM.

THE NUMBER OF WEEKS IN THE  
ACADEMY.

WE EVEN HAVE LINKS AND RESOURCES  
BACK TO CIVIL SERVICE TO PREPARE  
FOR THE ACTUAL EXAM.

AND YOU CAN ALSO CLICK ON THE  
CADET PROGRAM, TOO, TO GIVE YOU  
A GOOD OVERVIEW.

SO OUR OUTREACH DEFINITELY  
INCLUDES PARTNERSHIPS AS I  
MENTIONED BEFORE, WITH THE  
DIVERSITY OFFICE, AS WELL AS  
WORK FORCE DEVELOPMENT.

WE LOOK FORWARD TO DEVELOPING  
PROGRAMMING THAT MIGHT HELP WITH  
PEOPLE PREPARING FOR THE CIVIL

SERVICE EXAM.

MAYBE EVEN TO OFFSET SOME OF THE EXPENSES THAT A CADET WOULD OCCUR IN TERMS OF TUITION REIMBURSEMENT AND THINGS OF THAT NATURE.

WE LOOK FORWARD TO THOSE TYPES OF DISCUSSIONS.

FOR OUR MOST RECENT CLASS THAT GRADUATED IN APRIL, WE DID A LOT OF OUTREACH PRIOR TO THE EXAM, AS WELL AS MAKING SURE THAT THE PEOPLE THAT TOOK THE EXAM UNDERSTOOD THE PROCESS, THE HIRING PROCESS FOR THE FIRST TIME IN A LONG TIME WE PARTNERED WITH CIVIL SERVICE AND BA TRANSIT AND A JOINT SESSION TO GO OVER THE PROCESS.

OFTEN THEY DON'T UNDERSTAND YOU TAKE THE TEST IN 2018, YOU MAY NOT GET A CALL UNTIL FEBRUARY OF 2019.

AND WHAT THAT ENTAILS,ING YOU GET AN EMAIL FROM THE CIVIL SERVICE TO LET YOU KNOW THAT BOSTON POLICE IS HIRING, AND THEN YOU'RE REQUIRED TO COME AND SIGN THE LIST.

IF YOU MISS THAT, YOU FAIL TO RESPOND TO THE VACANCY, AND ESSENTIALLY YOU HAVE TO WAIT ANOTHER TWO YEARS TO TAKE THE EXAM AND GET BACK ON THE CYCLE.

SO I THINK ONE OF THE THINGS WE'RE TRYING TO DO IS GET THE COMMUNITY MORE INFORMATION ABOUT THE APPLICATION PROCESS.

WHAT WE'VE ALSO DONE IN TERMS OF PARTNERSHIPS, WE RECEIVED DATA FROM THE OFFICE OF IMMIGRATION ADVANCEMENT, AS WELL AS BOSTON PUBLIC SCHOOLS.

WE LOOKED AT 911 CALLS THAT ARE REQUIRED AN OFFICER TO COME WITH A LANGUAGE TO TRANSLATE.

AND WE GATHER THAT DATA AND SHARE THAT INFORMATION AND MADE OUR CASE WITH THE CIVIL SERVICE. AND WE WERE ABLE TO GET LANGUAGE CERTIFICATION, WHICH ALLOWS US TO ADD VALUE TO OUR EXISTING APPLICANT POOL.

THE MOST RECENT POOL THAT WE HAD



FOR 2017, WE STARTED WITH 130 APPLICANTS.

24 -- EXCUSE ME 74 IDENTIFIED AS WHITE AMERICAN CONSTITUTING 67.9%.

29 AFRICAN-AMERICAN, 22.3%.

21 HISPANIC AMERICAN, 16.2%.

AND 6 ASIAN-AMERICAN, WHICH WAS 4.6%.

FOR THIS PARTICULAR POOL, WE ALSO HAD 27 FEMALE RECRUITS, WHICH WAS 20% OF OUR PROGRAM.

OUR RECRUIT CLASS LANGUAGE INCLUDE ALBANIAN, CAN'T -- CANTONESE -- AND WE RECEIVED THE LANGUAGE CERTIFICATION FOR CANTONESE, VIETNAMESE, HAITIAN CREOLE AND SPANISH.

AND WE ASKED FOR OTHERS AND WERE DENIED, AND WE WILL CONTINUE TO ASK FOR THOSE AS THE CAPE VERDIAN POPULATION IS APPARENT.

AND THIS YEAR WE ARE IN THE PROCESS NOW DEVELOPING OUR RECRUIT APPLICANTS AND DEVELOPING THOSE PROFILES.

WE WERE GRANTED THE SAME NUMBER, 130.

MIND YOU, WE GRADUATED 97 OF THE 130 LAST YEAR, SO WE HOPE TO IMPROVE ON THAT NUMBER.

BUT THE NUMBERS WERE PRETTY MUCH THE SAME, 59%, ALMOST 60% WHITE AMERICAN, 29%, ALMOST 22% AFRICAN-AMERICAN.

-- 3% ASIAN-AMERICAN.

WE WERE GRANTED PERMISSION TO HAVE A CLASS OF 130 IN YEAR AS WELL.

WE WERE ALSO GIVEN PERMISSION FOR THE LANGUAGE CERTIFICATION. WHAT'S ALSO IMPORTANT TO NOTE, OUR CADETS ARE UP ON THEIR TWO-YEAR COMPLETION.

SO THEY'LL BE ABLE TO BE ADDED UPON THE COMMISSIONER'S CONSENT TO ANY UPCOMING CLASS.

SO WE'LL HAVE ANOTHER DIVERSE POOL.

WHAT'S IMPORTANT TO NOTE AS WELL, IS OF THE 130, WE ONLY HAD SIX VETERANS THAT RECOGNIZED BY SIMPLE SERVICE IN THE LAST

CLASS.

SO I THINK SOMETIMES OUR RECRUITS -- THE SITUATION MIGHT BE CON FLATED WHERE WE HAVE A LARGER WHERE FIRE OR OTHERS HAVE A SMALLER CLASS, MORE DISABLED VETERANS AND VETERANS.

THIS IS THE LAST OF THE 2015 TEST, AND IT IS IMPORTANT TO NOTE THAT AS WELL.

THE NUMBERS CAN FLIP.

WE IN NO WAY FEEL THAT OUR VETERANS SHOULD BE DISPLACED IN ANY WAY, AND WE DO A LOT OF OUTREACH AND APPRECIATE THEIR SERVICE AS THE COMMISSIONER WAS A MARINE AND MY FATHER A VIETNAM VET FOR THE AIR FORCE.

WE LOOK TO OUTREACH AND PARTNER WITH ARMY PAYS AND OTHER PROGRAMS THAT CAN HELP US CONTINUE TO GET OUR VALUED APPLICANTS FROM THE SERVICE.

SOME OF THE BARRIERS, I THINK, FOR OUR DEPARTMENT REALLY HAVE TO DO WITH COMMUNICATION AND INFORMATION AND RESOURCES IN TERMS OF MAKING SURE THAT THE COMMUNITY IS AWARE OF THE PROCESS, AS WELL AS BEING FISCALLY FIT.

WE LOSE ABOUT 20% OF OUR APPLICANTS IN THE ACADEMY. ONCE THEY GET INTO THE ACADEMY, ABOUT 80% OF THOSE THAT AREN'T ABLE TO COMPLETE, AREN'T ABLE TO HANDLE THE FISCAL RIGORS OF THE ACADEMY.

I AM 47, AND I SAY IT I HAVE NO PROBLEM PASSING THE P.A.T. TODAY.

I AM NOT AN ATHLETE, BUT I MAY BE ABLE TO PASS THE P.A.T., THE PHYSICAL ABILITY TEST BY THE STATE.

AND I WOULD PROBABLY LAST A DAY OR TWO IN THE ACADEMY.

WHAT WE ARE DOING IS TRYING TO DEVELOP PROGRAMS WITH CIVIL SERVICE AND INFORMATION WITHIN OUR DEPARTMENT.

AS SOON AS YOU TAKE THE TEST WE WANT TO DO AN INFORMATION SESSION THAT SAYS OK, YOU HAVE

TAKEN THE STEPS, WHAT IS WHAT TO EXPECT.

THE TIME LINES WHERE YOU CAN EXPECT TO BE CALLED, BUT GET IN SHAPE.

AND MAYBE HAVE A WEEKLY CHECK-IN WITH SOME OF THE FOLKS THAT HAVE TAKEN THE TEST SO THAT WAY THEY HAVE WEEKLY GOALS AND ARE READY.

NOT THINKING I GET TO THE ACADEMY AND I WILL GET IN SHAPE, BUT RATHER I CAN -- CAN MEET THE STANDARD OF THE ACADEMY DAY ONE.

>> AND I WILL TURN IT OVER SO IF I HAVE QUESTIONS I CAN COME BACK IN THE NEXT ROUND.

DO YOU HAVE A SENSE THAT DON'T MAKE IT THROUGH THE PHYSICAL HOW MANY ARE PEOPLE OF COLOR OR WOMEN, IN TERMS OF THOSE NUMBERS.

IN SUPPORT, OUTSIDE OF CHECKING IN WITH THEM OR MAKING SURE THEY WILL UNDERSTAND THE RIGORS AS YOU'RE COMING IN AS AN APPLICANT, ANY SUPPORTS OFFERED BY THE DEPARTMENT IN ACTUALLY HELPING PEOPLE BECOME MORE PHYSICALLY FIT TO PASS SOME OF THESE?

RESOURCES FOR THAT?

>> WE DO KEEP A WEEK-BY-WEEK TALLY.

WE HAVE NOT SEEN A DESPERATE IMPACT IN TERMS OF ONE AGREE OVER ANOTHER.

BUT YOU HAVE SIX ASIAN AMERICANS IN THE CLASS AND YOU LOSE ONE, THAT'S A GREATER IMPACT.

SO WE CAN LOOK AT THAT, AND I THINK WE CAN LOOK AT THAT AND IN THE NEXT THREE TO FIVE YEARS TO SEE IF THERE'S ANY TRENDS IN THAT SO WE CAN SPEAK TO THAT.

AGAIN, WE HAVE 27 WOMEN INTO THE CLASS, 19 FINISHED.

SO THAT WAS A PRETTY GOOD NUMBER IF YOU'RE LOOKING AT COMPARING MEN-TO-WOMEN.

>> DID THE OTHERS NOT FINISH BECAUSE OF THE PHYSICAL PIECE?

>> I HAVE -- I CAN BREAK DOWN THAT DATA WITH YOU, BUT 80% OF THOSE THAT DROPPED OUT DUE TO

FISCAL.  
AND 20% WAS ACADEMIC.  
THE ACADEMY DOES A GREAT JOB AT  
ASSESSMENT, AND THEY CAN  
ACTUALLY TELL ON THE FIRST DAY  
IF YOU ARE IN A CRITICAL AREA  
WHERE YOU'RE NOT ABLE TO HANDLE  
THOSE REQUIREMENTS.  
SO I WOULD LOOK AT MAYBE SOME  
OTHER WAYS WE CAN DO SOME  
SCREENING WITHIN OUR OWN  
DEPARTMENT PRIOR TO THAT.  
AGAIN, IF WE CAN DO SOMETHING  
RIGHT AFTER THE TEST TO SAY OK,  
HERE'S WHERE YOU ARE RIGHT NOW,  
A YEAR FROM NOW YOU NEED TO  
IMPROVE, OTHERWISE YOU WILL BE  
AT RISK FOR FAILING OUT.  
IN TERMS OF METRICS, WE ARE  
LOOKING AT SURVEYING PEOPLE AS  
THEY COME IN, THE FINALISTS, HOW  
THEY PREPARED FOR THE TEST.  
AS WELL AS THEIR WORKOUT  
ROUTINES AND THINGS OF THAT  
NATURE.  
THINGS THAT THEY ARE DOING THAT  
MIGHT HELP THEM GAIN ADVANTAGE  
IN THAT AREA.  
>> THANK YOU.  
>> I THINK YOU ARE SELLING  
YOURSELF SHORT, MICHAEL, I THINK  
YOU ARE IN PRETTY GOOD SHAPE.  
>> THANK YOU.  
>> AND ONE QUICK QUESTION TO  
MICHAEL AND JUAN, IT IS MORE OF  
YOUR OPINIONS AND THOUGHTS  
BEHIND THIS.  
AS THE POLICE AND FIRE IN  
PARTICULAR, AND E.M.S. AS WELL  
ARE RECRUITING, IT ALWAYS COMES  
BACK TO ME LIKE THE DESIRE.  
LIKE THE DESIRE IN THAT  
COMMUNITY, WHETHER IT'S THE  
BLACK COMMUNITY, ASIAN  
COMMUNITY, THE GAY COMMUNITY,  
WHATEVER COMMUNITY, THE DESIRE  
TO WANT THAT JOB MORE THAN  
ANYTHING ELSE.  
SO WHETHER IT'S THE DESIRE TO  
MAKE SURE THAT YOU'RE PHYSICALLY  
FIT SO YOU DON'T WASH OUT, THE  
DESIRE TO STAY OFF DRUGS SO YOU  
DON'T WASH OUT BECAUSE OF THE  
DRUG TEST.

MENTALLY THAT YOU DON'T BREAK  
DOWN BECAUSE YOU'VE GOT A  
SERGEANT YELLING AT YOU.  
AND THEN THERE'S ALSO THE  
MILITARY ASPECT.

WHERE I KNOW I CAN NAME 10  
FOLLOWLIES -- FAMILIES WHERE  
THE KIDS SURPASSED COLLEGE, WENT  
TO COLLEGE AND JOINED THE  
MILITARY BECAUSE OF THEIR DESIRE  
TO JOIN THE POLICE FORCE OR FIRE  
DEPARTMENT WAS THAT GREAT.  
THE SACRIFICE THEY WERE WILLING  
TO MAKE, WHETHER IT IS JOINING  
THE MARINES, ARMY, WHATEVER,  
THEY HAD THAT DESIRE WHERE THEY  
WANTED TO FOLLOW DAD.  
THEY WANTED TO FOLLOW THEIR  
UNCLE, WANTED TO FOLLOW  
SOMEBODY, AND THEY PUT  
EVERYTHING ASIDE FOR THAT  
DESIRE.

DO YOU FEEL THERE'S A BURNING  
DESIRE IN THE COMMUNITIES YOU  
ARE WORKING PARTICULARLY WORKING  
FOR, WITH, IS THERE A DESIRE  
THAT WE ARE TURNING PEOPLE AWAY  
BECAUSE OF JUST THOSE LISTS?  
BASICALLY WHAT I AM SAYING, YOU  
ARE IN MADISON PARK AND ENGLISH,  
HOW DO YOU GET THE JOBS TO SAY  
THIS IS THE JOB I WANT.

I WANT TO BE A FIREFIGHTER MORE  
THAN ANYTHING IN THE WORLD AND  
IF I HAVE TO JOIN THE ARMY THREE  
YEARS I AM GOING TO DO IT.

JOIN, GET OFF DRUGS, GET IN  
SHAPE, BE READY TO GO.

HOW DO WE DO THAT?

CAN YOU TALK ME THROUGH THAT?

>> I FEEL LIKE THE DESIRE IS  
DEFINITELY THERE.

WHEN I GO TO THE HIGH SCHOOLS  
AND I DO HAVE SOME OF THE KIDS  
IN THE ACADEMY, LIKE LAST YEAR,  
A LOT OF KIDS ARE REALLY  
INTERESTED IN THE BOSTON FIRE  
DEPARTMENT.

WE'RE RESTRICTED IN HOW WE HIRE.

I THINK THE PRESS BEING SO  
PUBLIC, THE NEGATIVE PRESS,  
REALLY PUTS A NEGATIVE SPIN ON  
OUR RECRUITMENT AND HIRING  
PROCESS, WHERE IT IS REALLY

FOCUSED ON MILITARY.

SO A LOT OF THE KIDS GET DISCOURAGED BECAUSE WHEN I SEE IS JUST THERE'S A LACK OF REPRESENTATION AS FAR AS VETERANS IN THE MINORITY COMMUNITY, SO THERE'S NOT THAT MANY VISUALS FOR THEM IN TERMS OF VETERANS.

SO I FEEL LIKE A LOT OF THESE KIDS DON'T REALLY UNDERSTAND AND GRASP THE BENEFITS OF THE MILITARY IN A LOT OF WAYS.

BECAUSE THERE'S NOT THAT MANY VISUALS, AND THERE'S NOT THAT MANY VETERANS THAT ARE GUNG-HO OF THE FIRE DEPARTMENT OUT IN THE COMMUNITY.

THOSE ARE THINGS WE ARE TRYING TO CHANGE AND CREATING A MORE MENTOR PROGRAM THAT IS ON THE JOB CURRENTLY TO SHOW AND DIRECT SOME OF THESE KIDS THAT HAVE THAT DESIRE.

LIKE THIS IS THE CLEAREST PATH FOR YOU. JOINING THE MILITARY IS THE ABSOLUTE DEFINITIVE WAY OF YOU GETTING A STRONG CHANCE OF GETTING OFF.

BECAUSE OF THE CIVILIAN, BECAUSE WE HAVE SUCH A HIGH NUMBER MUCH VETERANS AND DISABLED VETERANS TAKING THE EXAM, IT'S REALLY TOUGH TO GET DOWN TO THE CIVILIAN NUMBERS WHERE WE WANT TO BE.

BUT IN ORDER TO KIND OF YOU HAVE TO JOIN THE MILITARY.

I FEEL LIKE PUSHING THAT AGENDA IN SOME OF THESE COMMUNITIES IS THE KEY WAY TO KIND OF INCREASE THAT FOR US.

BUT THE DESIRE, LIKE I SAID TO ANSWER YOUR QUESTION, THE DESIRE IS DEFINITELY THERE, AND I THINK THE NEGATIVE PRESS AND RECENTLY JUST AROUND OUR RECRUITMENT PROCESS, DEFINITELY HE IS ENCOURAGES -- AND ALSO THE FEE, IT ALSO DISCOURAGES A COUPLE OF KIDS FROM GETTING ON, LIKE THE 18- OR 19-YEAR-OLD KIDS THAT ARE REALLY DESIRING.

>> WHAT IS THE FEE?

>> IT'S \$200.  
>> BUT THAT INCLUDES THE ALPAT  
AS WELL IF YOU SIGN UP AFTER THE  
DATE LISTED ON THE FILE IT IS AN  
ADDITIONAL \$50.  
>> WE DO HOST INFORMATIONAL  
SESSIONS, LIKE THE PAST YEAR  
DURING RECRUITMENT PROCESS WE  
HELD SEVERAL INFORMATIONAL  
SESSIONS AND OFFER WAIVERS.  
THE STATE DOES OFFER A WAIVER,  
BUT YOU HAVE TO HAVE A  
SPECIFIC -- THERE ARE CERTAIN  
REQUIREMENTS IN ORDER TO QUALIFY  
AND I THINK IT IS A FORM OF  
GOVERNMENT ASSISTANCE WITHIN A  
YEAR.  
AND IT IS VERY SPECIFIC  
GOVERNMENT ASSISTANCE PROGRAMS  
LISTED IN THE WAIVER REQUEST.  
SO YOU HAVE TO FILL THAT OUT  
PRIOR TO THE DEADLINE.  
>> OK.

MICHAEL, WHAT DO YOU THINK?  
>> I DEFINITELY THINK IT IS A  
MUCH LARGER CONVERSATION AS IT  
RELATES TO GOING INTO A  
COMMUNITY AND TALKING ABOUT  
MILITARY SERVICE IN TERMS OF  
WE'RE JUST A FEW GENERATIONS  
AWAY FROM PEOPLE COMING HOME  
FROM SERVING THEIR COUNTRY AND  
NOT NECESSARILY BEING ELIGIBLE  
FOR A G.I. BILL IF YOU WERE A  
PERSON OF COLOR.  
AND SO IF I TALK TO MY  
GRANDFATHER WE CAN HAVE THAT  
CONVERSATION AS AN ARMY VET.  
WHERE COMING HOME AND NOT HAVING  
AN OPPORTUNITY TO BUY A HOME FOR  
HIS FAMILY, WHEREAS HIS WHITE  
COUNTERPARTS WOULD ACTUALLY HAVE  
THAT.  
SO WHEN WE TALK ABOUT THAT  
SOCIAL ECONOMIC IMPACT IT CAN  
HAVE OVER GENERATIONS, IT IS  
DIFFICULT TO GO INTO A HOME AND  
SAY MAYBE THINK ABOUT JOINING  
THE SERVICE.  
AND THAT'S JUST A CHALLENGE THAT  
WE CAN FIND.  
AGAIN, OUR DEPARTMENT ISN'T AS  
IMPACTED, BECAUSE WE HAVE LARGER

CLASSES WHERE WE CAN HAVE CIVILIANS THAT GET ON THE JOB, SO IT'S A MATTER OF HOW YOU PREPARE FOR THE TEST AND HOW YOU RANK.

I AM SAY THAT WHEN I AM AT COMMUNITY CAREER FAIRS OR A SCHOOL, I MIGHT HAVE A TEACHERES -- TEACHER ESCORTING TO MY TABLE.

I'M TELLING THE STUDENT IT IS VERY DIFFICULT UNLESS YOU GO INTO THE SERVICE YOU ARE NOT GOING TO GET ONTO THE BOSTON POLICE DEPARTMENT.

AND I HAD TO TELL THEM THE DISABLED VETERAN PREFERENCE, VETERAN PREFERENCE, THOSE WHO LOST AN IMMEDIATE FAMILY MEMBER IN THE LINE OF DUTY, BUT IT'S POSSIBLE.

IT'S JUST A MATTER OF HAVING THE 3- TO 5-YEAR PLAN UNDERSTANDING AND THAT.

YOU MIGHT NOT GET THE FIRST SWIPE, BUT MIGHT THE SECOND OR THIRD SWIPE.

IT IS GIVING THEM THAT INFORMATION.

BUT I THINK IN OUR COMMUNITY THERE ARE CHALLENGES IN TERMS OF INFORMATION AND HOW THINGS ARE SHARED.

A KID CAN SAY I AM INTERESTED IN BEING A POLICE OFFICER.

IF THEY HAVE SOMEONE THAT'S INFLUENTIAL IN THEIR LIVES THAT SAYS DON'T DO IT BECAUSE YOU'RE WASTING THAT TIME, IT HAS A SIGNIFICANT, LONG-TERM IMPACT ON US.

NOW WE DO HAVE OUR CADET PROGRAM.

WE DID RECEIVE OVER 350 APPLICATIONS FOR 33 SLOTS THIS MOST RECENT TIMEFRAME.

AND AGAIN, WE DO A LOT OF OUTREACH INFORMATION SESSIONS AND I THINK PEOPLE ARE AWARE. BUT THERE ARE SOME CHALLENGES. THERE ARE CHALLENGES IN TERMS OF PEOPLE JUST TAKING THE POLICE EXAM.

I AM TALKING TO OFFICER THAT



HAVE BEEN ON THE JOB FOR 20 YEARS AND THEY SAY THERE WERE 2,000 PEOPLE, LINES AROUND THE CORNER, PEOPLE SIGNED UP TO TAKE THE EXAM.

NOW WE HAVE MAYBE LESS THAN 2,000.

THAT ISN'T SO MUCH OF A CONCERN FOR ME BECAUSE I AM NOT SO MUCH CONCERNED WITH 10,000 PEOPLE, I AM CONCERNED WITH THE 130 WE ARE PUTTING IN THE RECRUIT CLASS.

WE ARE STILL LOOKING AT QUALITY, STILL LOOKING AT THE PEOPLE WHO HAVE THE INTEREST AND DESIRE.

THIS IS A SPECIAL CALLING, WHETHER YOU'RE GOING TO BE A POLICE OFFICER OR FIREMAN, A FIREFIGHTER IT IS A SPECIAL QUALITY.

I DON'T THINK THAT EVERYONE IS NECESSARILY MENTALLY PREPARED IN A LOT OF CASES, PHYSICALLY PREPARED IN A LOT OF CASES.

BUT THOSE THAT, WE WANT TO MAKE SURE WE PROVIDE THE INFORMATION AND RESOURCES TO PUT THEM IN A PLACE TO BE SUCCESSFUL.

>> ALL RIGHT, THANK YOU MICHAEL. COUNCILOR FLYNN.

>> THANK YOU COUNCILOR MCCARTHY AND I AGAIN SAY THANK YOU TO THE PANELISTS FOR BEING HERE.

I ENJOYED LEARNING MORE ABOUT THE ISSUES THAT YOU'RE TALKING ABOUT.

I ALSO UNDERSTAND THE -- SOME. ISSUES AS IT RELATES TO VETERANS PREFERENCE HAVING SERVED 25 YEARS IN THE NAVY AND HAVING SERVED OVERSEAS AS WELL.

I HAD A CONVERSATION WITH COUNCILOR EDWARDS A COUPLE OF WEEKS AGO AND WE WERE TALKING ABOUT THE JUNIOR ROTC PROGRAM IN THE HIGH SCHOOLS.

AND I HAVE THE OPPORTUNITY TO VISIT THESE HIGH SCHOOLS FREQUENTLY.

AND WHEN I DO VISIT THEM, THAT'S WHERE I LOVE TO VISIT, IS TALKING TO THE YOUNG KIDS AND MOST OF THE YOUNG KIDS, THE YOUNG STUDENTS THERE, KIDS FROM

THE COMMUNITY OF COLOR.  
MAYBE WE CAN DO MORE OUTREACH  
INTO THE JUNIOR ROTC PROGRAM IN  
THE HIGH SCHOOLS.  
THAT'S SOMETHING I WOULD LOVE TO  
HELP OUT WITH AND BE PART OF  
THAT.  
AND I HEARD THE OPENING COMMENTS  
YOU MADE ABOUT THE \$500,000 THAT  
WOULD BE PUT IN THE BUDGET,  
MOSTLY FOR TRAINING.  
AND I THINK THAT'S A GREAT STEP  
AT -- AS WELL.  
CAN YOU GIVE US MORE SPECIFICS.  
>> IT WAS AN ANNOUNCEMENT MADE  
TODAY, I AM SURE SPECIFICS WILL  
FOLLOW.  
AND THIS IS PIGGYBACKING THE  
QUESTION ASKED ABOUT DESIRE AND  
WANT TO PROVIDE CONTEXT THERE.  
I DON'T THINK DESIRE IS AN  
ISSUE, I THINK REALISM HAS SET  
IN THAT THIS IS THE PROCESS TO  
GET INTO THE BOSTON FIRE  
DEPARTMENT OR BOSTON POLICE  
DEPARTMENT.  
THE KIDS I TALK TO, SUE NO NEED  
OF PAYING THE \$200 FEE IF THEY  
HAVE NO CHANCE OF GETTING  
THROUGH THE DEPARTMENT.  
THE OTHER POINT I WILL MAKE, IS  
TELLING -- KIDS IN THE PAST TO  
JOIN THE MILITARY, THAT DOESN'T  
ALSO GUARANTEE THEIR SLOTS INTO  
THESE DEPARTMENTS.  
IF YOU LOOK AT THE FACT THAT  
GENERALLY THE NORTHEAST, THE  
APPLICANT POOLS ARE DOMINATED BY  
WHITE APPLICANTS, SENDING A FEW  
KIDS AND SAYING THIS IS THE PATH  
GETTING INTO THE DEPARTMENT  
GUARANTEES THE NUMBERS ARE GOING  
TO MOVE THE WAY WE WANT, THE WAY  
THE PREFERENCES WITH THE D.A.V.S  
AND VETERANS.  
I THINK WE NEED A MORE STRATEGIC  
PLAN TO GET TO WHERE WE GET TO,  
BUT I DON'T THINK THE NOTION OF  
SENDING A FEW KIDS, PATH FOR THE  
MILITARY, AND YOU ALL OF A  
SUDDEN GIVE US THE DESIRED  
OUTCOMES THAT WE WANT.  
>> I THINK THAT'S A GOOD STEP  
THOUGH.

THE FUNDING THAT YOU ARE GOING TO INCLUDE, I WANT TO ACKNOWLEDGE THE MAYOR'S LEADERSHIP ON THAT.

I ALSO WANT TO ACKNOWLEDGE COMMISSIONER FLYNN, I DO SEE HE IS DOING A LOT OF GREAT OUTREACH THROUGHOUT THE CITY.

HE WORKS HARD AND IS DETERMINED TO MAKE SURE THAT BOSTON FIRE IT'S A GREAT DEPARTMENT AND WILL BE A MORE DIVERSE DEPARTMENT.

AND I AM THANKFUL FOR THE LEADERSHIP OF THE FIRE COMMISSIONER.

ON ONE ISSUE, IF SOMEONE DOESN'T HAVE THE \$200, IS THERE ANY OTHER OPTION FOR THAT PERSON? THIS CITY IS VERY WEALTHY, WE ARE DOING A LOT OF ECONOMIC DEVELOPMENT THROUGHOUT THE CITY. THERE ARE SKYSCRAPERS GOING UP EVERY DAY.

CAN WE FIND THE MONEY FOR PEOPLE THAT DON'T HAVE THE ABILITY TO TAKE THE TEST?

CAN WE HELP THEM OUT SOMEHOW? BECAUSE THAT SHOULD NOT BE A REASON SOMEONE SHOULD NOT GET ON THE PLACE.

>> THERE ARE ORGANIZATIONS THAT DO SPONSOR SOME TEST PREPS FOR THEIR MEMBERS, AND I KNOW OTHERS DO THE SAME THING ON BOSTON POLICE AND THERE ARE OR RESOURCES OUT THERE.

AGAIN IT POINTS TO THE FACT THAT BEING ABLE TO TAKE THE EXAM IS GREAT, BUT, YOU KNOW, IT ALMOST DOESN'T MATTER IF YOU HAVE NO SHOT AT GETTING IN.

RIGHT NOW IF YOU ARE NOT A VETERAN, UNFORTUNATELY IT'S POINTLESS TO TELL THE KIDS TO TAKE THE EXAM IF WE'RE NEVER MAKING IT THROUGH CIVILIAN LIFE. I THINK THAT'S ONE ISSUE.

>> ONE FINAL QUESTION.

I KNOW YOU MENTIONED THAT WHEN THERE IS SOME COMMUNICATION FROM HUMAN RESOURCES, THERE IS THE EMAIL THAT GOES OUT TO THE APPLICANT, THEY MAY OR MAY NOT GET THAT EMAIL.

IS THERE ANOTHER SYSTEM WE CAN USE TO, YOU KNOW, FOLLOW-UP WITH THAT PERSON?

I WOULD HATE TO SEE SOMEONE LOSE A JOB BECAUSE OF, YOU KNOW, MISCOMMUNICATION IN AN EMAIL. BUT CAN WE HAVE A GOOD CONTACT INFORMATION FOR POTENTIAL APPLICANT AND GIVE THEM A CALL, VISIT THEIR HOME, JUST DON'T RELY ON AN EMAIL AND SAY, YOU KNOW, WE TRIED.

LET'S TRY A COUPLE OF DIFFERENT TIMES, WHETHER IT IS A KNOCK ON THE DOOR OR PHONE CALL, GIVE THAT PERSON AS MUCH OPPORTUNITY TO GET ON THE FIRE OR GET ON THE POLICE.

I WOULDN'T WANT TO SEE SOMEONE NOT GET ON BECAUSE OF A MISSED EMAIL.

>> AND I CAN SPEAK TO IT THROUGH MY PERSPECTIVE WORKING ON SORT OF JOBS.

GENERALLY THE WAY I DO OUTREACH, WE USE EVERY CONTACT INFORMATION THAT'S PROVIDED, MEANING WE USE THE PHONE NUMBER, USE EMAIL. IF WORSE COMES TO WORSE, THERE ARE A LOT OF RELATIONSHIP OF FOLKS BEING RECOMMENDED, AND WE REACH OUT TO A THIRD PARTY, MAYBE A SPONSOR OR FAMILY MEMBER.

AND I THINK HAVING THOSE RELATIONSHIPS ARE IMPORTANT. SO WE TRY AS BEST WE CAN TO MAKE SURE THAT, YOU KNOW, NOT GETTING THAT PHONE CALL OR EMAIL IS A BARRIER I KNOW IT HAPPENS AT TIMES BUT WE GO THE EXTRA STEP, REACHING OUT TO A MENTOR OR SPONSOR, ONE WHO MAY KNOW THE CANDIDATE, TO MAKE SURE THE CONTACT IS BEING MADE.

AND THAT'S SOMETHING.

AND MIKE CAN SPEAK A LITTLE BIT MORE TO BPD'S PROCESS.

>> IF THERE IS ABSOLUTELY NO WAY TO REACH A PERSON, WOULD YOU NOTIFY THE CITY COUNCIL AND WE COULD ALSO REACH OUT TO THEM? WE ARE IN THE NEIGHBORHOOD EVERY DAY AND I WOULD LOVE TO, IF AN

APPLICANT IS IN MY DISTRICT I WOULD MOVE TO KNOCK ON THEIR DOOR AND TRY TO GIVE THEM SOME GOOD NEWS AND I AM SURE MY OTHER COLLEAGUES WOULD DO THE SAME.

>> YOUR COLLEAGUES HAVE BEEN GREAT.

COUNCILOR CAMPBELL, ANY TIME SHE RECOMMENDED A CANDIDATE AND WE HAD ISSUES, I CAN PICK UP AND CONTACT THE COUNCILOR AND WE HAD THAT WORKING RELATIONSHIP WITH OTHER COUNCILORS, ABSOLUTELY.

>> THANK YOU FOR TAKING MY QUESTIONS.

>> HRD IS REALLY AT THE CENTER OF THIS IN TERMS OF THE TESTERS, THE PEOPLE TAKING THE TEST. THEY HAVE THEIR INFORMATION, THEY DON'T SHARE THE INFORMATION UNTIL THE CALL FOR THE LIST, BUT WE ARE LOOKING FORWARD TO HAVING AN INFORMATION SESSION JOINTLY WITH HRD, WITH CIVIL SERVICE TO MAKE SURE RIGHT AFTER SOMEONE TAKES A TEST WE CAN HAVE THEM COME TO AN EVENT.

THEN AT THAT POINT WE CAN GET SEVERAL CONTACT POINTS FOR THEM. GET THE EMAIL, THE TELEPHONE NUMBER.

WHEN THE CALL FOR THE LIST DOES HAPPEN, WE CAN COMMUNICATE TO THEM AS WELL, AS WELL AS PUBLIC SIZED THROUGH PARTNERS.

AND THE CALL LIST WAS MADE, IF YOU TOOK THE TEST CHECK TO SEE IF YOU GOT THE NOTIFICATION.

IF NOT, YOU CAN CALL CIVIL SERVICE AND FOLLOW-UP.

>> THANK YOU.

>> THANK YOU VERY MUCH COUNCILOR FLYNN.

WE ALSO HAVE BEEN JOINED BY COUNCILOR PRESSLEY.  
COUNCILOR JANEY.

>> THANK YOU SO MUCH.

THANK YOU AGAIN.

AND I CERTAINLY WANT TO THANK YOU, CHIEF, AND MICHAEL AND JUAN EARLIER FOR REALLY CLARIFYING AND PUTTING OUT THERE THESE ARE STRUCTURAL BARRIERS WE ARE DEALING WITH.

AND I KNOW YOU WANTED TO HIGHLIGHT THE IMPORTANCE OF HARD WORK, AND CERTAINLY HARD WORK AND REALLY WANTING THIS IS IMPORTANT.

BUT IT IS EASY TO FALL INTO THIS TRAP OF IF WE DON'T HAVE ENOUGH, IT'S BECAUSE PEOPLE DON'T WANT IT.

PEOPLE ARE HOMELESS, IT IS BECAUSE THEY DON'T WORK HARD. IF PEOPLE ARE NOT SUCCEEDING IN SCHOOL, IT IS SOMEHOW THEIR OWN FAULT.

IF PEOPLE ARE POOR.

SO I THINK IT'S REALLY PORPOISE -- IMPORTANT TO DEAL WITH THE STRUCTURAL BARRIER AND TALK ABOUT HOW WE HELP PEOPLE WHO HAVE THE DESIRE, WHO CERTAINLY WANT TO WORK HARD, KIND OF OVERCOME THAT.

AND HOW WE DECONSTRUCT THOSE BARRIERS.

I'M INTERESTED IN KIND OF GETTING A LITTLE MORE INTO THE DETAILS AROUND THE AFRICAN POOLS.

WHETHER OR NOT WE SEE A DROP WHEN PEOPLE APPLY TO TAKE THE EXAM, COMPARED TO THOSE WHO ACTUALLY SIT FOR THE EXAM. WHAT HAPPENS?

WHAT LIST DID THEY GET ON? YOU MENTIONED WE HAVE THE VETERANS PREFERENCE LIST, THE CIVILIANS LIST.

I AM ALSO INTERESTED IN WHAT IS HAPPENING IN TERMS OF RETENTION. HOW WE'RE DEALING WITH WORKPLACE ENVIRONMENT.

I KNOW WHEN WE HAVE INCIDENTS OF JUST LOOKING AT THE NUMBERS -- IF I AM LOOKING AT THESE NUMBERS, AND I THANK YOU FOR PUTTING THAT INTO THE RECORD, LOOKING AT HISPANIC AND ASIAN, RESIDENTS IN THE CITY OF BOSTON AND COMPARED TO BOSTON POLICE, FIRE AND E.M.T., HUGE GAPS.

THERE ARE GAPS ALL ACROSS, BUT I MEAN LIKE DOUBLE, YOU KNOW, IT'S CRAZY.

AND SO WHEN YOU HAVE A SMALL NUMBER OF PEOPLE REPRESENTED IN ANY PARTICULAR DEPARTMENT, THERE CERTAINLY IS OPPORTUNITY FOR FOLKS TO FEEL VERY ISOLATED. THERE IS CERTAINLY, YOU KNOW, ISSUES AROUND IMPLICIT AND EXPLICIT BIAS THAT HAPPENS IN THE WORKPLACE AND WE THINK ABOUT THE WOMEN WHO ARE NOT BEING HELPED.

AND WE HAVE SEEN THE INCIDENTS HAPPENING WITH THE WOMEN ON THE FIRE DEPARTMENT.

AND THAT'S VERY DIFFICULT.

WHAT ARE WE DOING AROUND THE RETENTION PIECE, AND TO DEAL WITH -- I WANT TO HEAR THE APPLICATIONS, THE HIRING, RECRUITMENT.

BUT ALSO THE RETENTION AND THE TRAINING.

SO ANY OF YOU CAN RESPOND TO THOSE, PLEASE.

>> SO APPLICANT POOL DATA IS SOMETHING VERY IMPORTANT TO US. SO YOUR POINT, TALKING ABOUT SORT OF THE BARRIERS TO BEING HIRED.

ONE THING WE HADERED ON IN THE DIVERSITY OFFICE PART OF THE REASON WE ARE NOT HITTING THE NUMBERS WE DON'T WANT TO SEE, WE DIDN'T HAVE THE APPLICANTS COMING IN.

WE DID A SIMPLE TEST AND WENT BACK FIVE YEARS AND LOOKED AT THE APPLICANT POOL FOR THEM IN EVERY CITY IN BOSTON AND AVERAGE 35% OF APPLICANTS FOR EVERY SINGLE PROGRAM ARE APPLICANT OF COLOR.

IT DISPELS THE NOTION WE DON'T HAVE APPLICANT APPLYING.

FOR --

>> YOU SAID 35% OF COLOR?

>> YEAH, OF COLOR ON AVERAGE FOR EVERY POSITION POSTED IN THE CITY.

HRD A LITTLE DIFFERENT.

AND WE REQUESTED THE AFRICAN POOL INFORMATION, IT IS A LITTLE DIFFICULT TO GET.

MAYBE MIKE WILL WANT TO SPEAK A

LITTLE MORE TO THAT.  
I DON'T BELIEVE ACTUALLY THE  
CORRECT INFORMATION ON RACE TO  
BE ABLE TO SAY X-PERCENTAGE OF  
PEOPLE ARE PERSONS OF COLOR  
TAKING THE EXAM.  
IT IS DIFFICULT TO DO THE  
ANALYSIS, BUT WE DO KNOW AFRICAN  
POOLS IN THE NORTHEAST ARE  
PREDOMINANTLY WHITE.  
SO TO WHAT EXTENT WE ARE NOT  
SURE, WE DON'T HAVE THAT  
INFORMATION.  
SO MAYBE MIKE OR --  
>> ESSENTIALLY THEY DO  
OFTENTIMES HAVEñi SOME ANECDOTAL  
INFORMATION FOR US, BUT AGAIN WE  
LOOK FORWARD TO PARTNERING WITH  
HRD ON GETTING THE INFORMATION  
PRIOR.  
WHAT WE CAN DO AS A DEPARTMENT  
IS MAKE SURE WE ARE GATHERING  
DATA OF THE PEOPLE WHO COME IN  
AND SIGN THE LIST.  
AND WE CAN GET INFORMATION ON  
WHO THEY ARE IDENTIFYING,  
LANGUAGE, THINGS OF THAT NATURE.  
THE PARTNERSHIP WITH HRD NEEDS  
TO BE STRENGTHENED TO PROVIDE  
THAT DATA.  
THE TEST TAKERS, THEY GIVE US  
THAT INFORMATION.  
OFTENTIMES IT IS A MATTER OF  
WHAT THE APPLICANT IS INPUTTING  
INTO THE HRD SYSTEM.  
>> I DO HAVE OUR NUMBERS.  
HRD PROVIDED OUR NUMBERS ON  
APPLICANT POOLS FOR THE LAST  
THREE EXAMS.  
I CAN DO --  
>> WHAT ARE THEY SAYING?  
THE NUMBERS GOING UP?  
GOING DOWN?  
STAYING FLAT?  
>> YOU SEE OVERALL THE NUMBERS  
ARE COMING DOWN.  
IN THE CITY OF BOSTON FOR THE  
BOSTON ELIGIBLE IN 2012 IT WAS  
967 APPLICANTS.  
THE ENTIRE POOL WAS 967.  
IN 2014 THE NUMBER DROPPED TO  
736.  
AND IN '16 IT DROPS TO 641.  
>> DO YOU HAVE THE BREAK DOWN?



>> I DO HAVE THE BREAK DOWN.  
>> IF YOU COULD.  
>> SO IN '12 THOSE IDENTIFIED AS  
ASIAN PACIFIC ISLANDER FEMALE  
1, MALE 17.  
BLACK OR AFRICAN-AMERICAN, 227.  
FEMALE 20, MALE 205.  
NON-SPECIFIED 2.  
CHOOSE TO NOT IDENTIFY, 84.  
3 FEMALE, 58 MALES, 23 NOT  
SPECIFIED.  
>> IF WE ARE LOOKING AT 2012  
COMPARED TO 2016, DO WE  
SEE -- IF WE JUST LOOK AT  
BLACKS, AFRICANS AS AN EXAMPLE,  
ARE WE SEEING THE NUMBERS GOING  
UP OR GOING DOWN?  
>> THEY ARE GOING DOWN.  
THEY ARE GOING DOWN FROM OVERALL  
MALE AND FEMALE ON THE 2012  
BLACK, THOSE IDENTIFY AS BLACK  
OR AFRICAN-AMERICAN, 227.  
AND FOR THE '16 TEST 117.  
>> LATIN --  
>> THAT WAS IN 2012, 111.  
AND IN '16, 77.  
>> AND SO WHAT ARE THE -- WHAT  
ARE WE SAYING ABOUT THIS?  
WHAT ARE THE LESSONS?  
WHAT ARE WE DOING DIFFERENT SO  
THAT WE CAN BRING THOSE NUMBERS  
BACK UP?  
WHAT SHOULD WE TAKE AWAY FROM  
THIS?  
>> MY TAKE AWAY I THINK WE NEED  
MORE COMMUNITY INVOLVEMENT, NEED  
TO BE OUT THERE.  
AND I THINK THE IMPORTANT PIECE  
I THINK HAS BEEN TALKED ABOUT BY  
A NUMBER OF DIFFERENT PANELISTS  
IS IT THE EDUCATION OF THOSE  
COMMUNITIES THAT ARE  
UNDERREPRESENTED, THAT THEY  
UNDERSTAND THE PATHWAY TO THESE  
JOBS.  
TO INCREASE THE OPPORTUNITY IS  
BY VETERANS PREFERENCE AND I  
THINK THAT'S THE MESSAGE.  
LOOK, LACK OF SOME LEGISLATIVE  
CHANGE TO VETERANS PREFERENCE  
LAW FROM THE STATE HOUSE THAT IS  
YOUR PATHWAY.  
>> HOW MANY VETERANS ARE LOCAL  
RESIDENTS OF BOSTON FOR THE LAST

FIVE YEARS, VERSUS ARE COMING  
FROM OUTSIDE OF THE CITY?  
OR OUTSIDE OF THE STATE?  
>> I COULDN'T TELL YOU DISTRICT,  
BUT COUNCILOR --  
>> DO YOU HAVE A REPORT ON THAT  
ON THE CITY?  
>> I WILL WALK YOU THROUGH THE  
PROCESS, IF I CAN, OK.  
SO REQUIREMENTS FOR THE CIVIL  
SERVICE FIREFIGHTER YOU LIVE ONE  
YEAR PRIOR TO THE DATE OF THE  
EXAM WITHIN THE CITY OF BOSTON.  
TO HAVE REFERENCE.  
>> IS THAT THROUGH THE CITY OR  
STATE?  
>> STATE, OK.  
RETURNING VETERANS, IF THEY  
ENLISTED IN THE STATE OF  
MASSACHUSETTS, AND WERE  
DISCHARGED TO THE STATE OF  
MASSACHUSETTS, HAVE 90 DAYS TO  
ESTABLISH  
PREFERENCE -- RESIDENCE I SHOULD  
SAY IN THE MUNICIPALITY THEY ARE  
SPEAKING EMPLOYMENT.  
THAT'S STATE LAW.  
THAT'S CIVIL SERVICE.  
I KNOW THERE IS A NOTION OUT  
THERE THAT THERE'S A LOT OF  
PEOPLE FROM DIFFERENT AREAS OF  
COUNTRY COMING TO BOSTON TO, IF  
YOU WILL, BE EMPLOYED AS  
FIREFIGHTERS.  
I WILL SPEAK FOR FIREFIGHTERS, I  
DON'T SPEAK FOR POLICE.  
IF THEY FALL UNDER STATE LAW, I  
THINK THEY'RE APPLICANTS.  
BUT, YOU KNOW, THE 90-DAY PIECE  
I FIND THERE HAS BEEN A LOT OF  
MISREPRESENTATION AROUND THAT.  
THAT PEOPLE ARE DISCHARGING,  
ENLISTING IN ALABAMA SAY THEY  
CAME AND GOT A JOB.  
THEY HAD TO ENLIST IN THE STATE  
OF MASSACHUSETTS TO RECEIVE THE  
PREFERENCE.  
AND THEY HAVE 90 DAYS TO  
ESTABLISH THE RESIDENCY.  
SO THOSE APPLICANTS FOLLOW THE  
RULES.  
AND THOSE ARE THE RULES OF CIVIL  
SERVICE.  
AND THOSE ARE STATE LAW.

SO I THINK IF YOU'RE LOOKING TO CHANGE THE PREFERENCE, AND I THINK THERE IS A PIECE OF LEGISLATION AROUND THE THREE-YEAR PIECE THAT IS RESIDING AT THE STATE HOUSE NOW ON RESIDENCY, THINK THAT'S SOMETHING THAT SHOULD BE PURSUED.

BUT I CAUTION YOU ON THAT, BECAUSE IT CUTS BOTH WAYS. I THINK IT CUTS BOTH WAYS IN THE FACT YOU CAN ENDS UP ELIMINATING THE RETURNING MINORITY VETERANS IF THEY SAY THEY RESIDE FROM FROM ANOTHER PART OF THE STATE, BEING, IF YOU WILL, ELIMINATED FROM THE SELECTION AS THE POTENTIAL IN BOSTON.

AND I DON'T HAVE THOSE NUMBERS AS FAR AS ANY -- I DON'T HAVE THOSE NUMBERS BUT I WILL SEE IF WE CAN EXTRACT THOSE NUMBERS FOR US.

>> THAT WOULD BE REALLY HELPFUL. I CAN COME BACK.

>> GREAT.

>> FOR THE SECOND ROUND, THANK YOU SO MUCH.

>> THANK YOU COUNCILOR EDWARDS.

>> THANK YOU.

[SPEAKING AWAY FROM MIC] -- MY MOTHER IS A VETERAN AND SHE IS AFRICAN-AMERICAN, IN CASE YOU DIDN'T KNOW.

NO, NO, IT HAPPENS, BUT JUST WANT TO MAKE SURE.

SO KNOWING I COME FROM THAT BACKGROUND I COME FROM GROWING UP ON MILITARY BASES THAT ARE DIVERSE, AND SO, YOU KNOW, I SIT HERE AND HEARING ABOUT THE VETERANS PREFERENCE AS AN IMPEDIMENT TO DIVERSITY, AND CERTAINLY I AM TORN.

AND THAT REALLY CONCERNS ME, BECAUSE MY MOTHER WOULD HAVE BEEN ONE OF THOSE FOLKS PROVIDED SHE WAS INTERESTED OR RECRUITED OR TALKED TO ABOUT BEING A FIREFIGHTER THAT MAY HAVE HAPPILY TAKEN THAT OPPORTUNITY, SHE WAS NOT.

THAT'S WHERE WE TIRED OVER IN

MICHIGAN, BUT THAT LED ME TO AN IMMEDIATE QUESTION. THAT WOULD HAVE HELPED US A GREAT DEAL FINANCIALLY IF MY MOTHER HAD EVEN BEEN TALKED TO ABOUT WORKING THIS THESE KINDS OF FIELDS. NO ONE DID. NO ONE REACHED OUT TO HER. WE CERTAINLY STRUGGLED. I WAS ON FREE LUNCH EACH THOUGH SHE WAS A VETERAN AND I LOOK AT THE BENEFITS WELL-EARNED AND HARD-FOUGHT FOR, I AM NOT QUESTIONING THEM AT ALL. I AM THINKING WHERE YOU ARE WHEN THERE ARE WOMEN, PEOPLE OF COLOR ABOUT TO RETIRE AND GETTING OUT OF THE MILITARY? WHAT ARE YOUR RECRUITMENT SERVICES THERE? >> AGAIN WORKING WITH THE RECRUITER. SO WHEN THEY ARE GOING INTO THE MILITARY, TO BE ABLE TO HAVE A CONVERSATION WITH THEM AND TO SAY ONCE YOU'RE INTERESTED INCOMING BACK TO MASSACHUSETTS, AGAIN WE'RE NOT GETTING VETERANS FROM OKLAHOMA COMING IN AND TAKING PEOPLE'S JOBS. BUT IF YOU'RE FROM MASSACHUSETTS, WE GO TO THOSE POINTS OF ENTRY WHERE THEY'RE GOING INTO THE SERVICE AND TALKING TO THEM ABOUT THE OPPORTUNITY. THE INFORMATION SESSIONS FOR THE RECRUITERS AS WELL. SO AGAIN, TAKE CARE OF YOUR MILITARY SERVICE. WHEN YOU COME BACK, HERE'S A NUMBER YOU CAN CALL TO MAKE SURE YOU CAN TAKE A MAKE-UP EXAM. AND DO OUTREACH THAT WAY. ARMY PAYS IS ONE OF THE BETTER PROGRAMS NOW WHERE THEY WORK WITH A NUMBER OF CORPORATIONS, AS WELL AS AGENCIES, TO MAKE SURE THEIR RECRUITS ARE ABLE TO GET INTERVIEWS, THINGS OF THAT NATURE. WE ARE WILLING TO PARTNER TO MAKE SURE THEY GET RESOURCES AND

INFORMATION SAYING THIS IS WHAT VETERANS PREFERENCE IS, HOW YOU TAKE A MAKE-UP EXAM.

WORK WITH HRD IN THE OUTREACH. WE LOOK AT THIS AS A FULL-COURT PRESS.

AND AGAIN ONLY 1 IN 10 OF VETERANS IN MASSACHUSETTS ARE PEOPLE OF COLOR.

WE ABOUT TALK TO THAT ONE, BUT TALKING TO THE OTHER NINE AS WELL THAT CAN PROVIDE GREAT LEADERSHIP.

AND I THINK PEOPLE FELL SHORT WITH THE DIVERSITY AND INCLUSION THAT HAPPENS, THE VARIOUS VULTURES AND CELEBRATING AND WORKING WITH THE MEN AND WOMEN IN YOUR UNIT AND THOSE ARE THE TYPES OF THINGS WE LOOK FOR, AND JUST OFFICERS AND SO WE ARE GOING TO CONTINUE TO DO THAT TYPE MUCH -- OF OUTREACH AS WELL.

AND WE WORK WITH THE JUNIOR ROTC PROGRAMS IN THE CITY, ESPECIALLY AS IT RELATES TO OUR CADET PROGRAM.

AND I MENTIONED WE WORK WITH ENGLISH HIGH AND MADISON MARK, CHARLESTOWN, ANY HIGH SCHOOL THAT HAS ANY TYPE OF LEADERSHIP PROGRAM AND LOOK TO PLANT SEEDS AND THEM THEM KNOW THESE OPPORTUNITIES ARE AVAILABLE TO THEM.

>> OK.

SO JUST TO TOUCH ON THE ROTC ELEMENT YOU HAD BROUGHT UP. AND WE DEFINITELY HAVE HAD PERSONNEL UNTIL THERE PREVIOUS. WE'RE ACTUALLY GOING TO BE REVAMPING, TALKING ABOUT REVAMPING OUR EXPLORER'S PROGRAM.

AND PART OF THAT IS KIND OF RESTRATEGIZING AND GOING OUT INTO THE ROTC AT MADISON AND ENGLISH ISLE AND WORKING WITH THOSE.

AND WE HAD A PREVIOUS PROGRAM WE WORKED WITH THOSE PROGRAMS AND UNDER THE NEW POSITION, MY JOB AS DIVERSITY OFFICER I WANTED TO

REVAMP TO MAKE SURE THAT THERE WAS SOMETHING THERE WE COULD ACTUALLY USE AND MOVE FORWARD, AND GIVE THEM THE PROPER INFORMATION THEY NEED.

THAT PAID PROGRAM I INTRODUCED MICHAEL TO IT AT THE BOSTON POLICE AND WE HAD THE PROGRAM I WANT TO SAY A COUPLE OF YEARS NOW.

IT IS DEFINITELY A BENEFICIAL PROGRAM.

IT LOCATES BOSTON-SPECIFIC VETERANS RETURNING HOME IDENTIFY PHONE NUMBERS AND EMAILS, CAN TALK TO COUNSELORS DIRECTLY AND IT BREAKS IT DOWN MONTH-BY-MONTH WHEN VETERANS ARE COMING HOME, WHAT YEAR.

YOU CAN SPECIFY APRIL 2018 WE HAVE 34 RETURNING VETS FROM BOSTON.

>> THIS IS JUST FOR THE ARMY?

>> JUST FOR THE ARMY.

SO THAT'S BEEN, YOU KNOW, WE UTILIZE THAT AS A RECRUITMENT TOOL THIS PAST RECRUITMENT EFFORT, BACK FROM NOVEMBER TO JANUARY -- NOVEMBER TO FEBRUARY. AND WHEN YOU HAVE SOME SUCCESS, SOME OF THE INFORMATION IS OUTDATED, BUT AGAIN THAT GOES WITH WORKING WITH TRANSITION, REVAMPING THE PROGRAM, WORKING WITH POLICE STATION AND HOPEFULLY CAN COLLECTIVELY COME UP WITH SOMETHING TOGETHER AND INCREASING AND MAKING IT MORE OF A SOLID RECRUITMENT TOOL FOR US. AND I THINK THAT WAS IT.

>> VETERANS --

>> WE'RE ALSO WORKING CLOSELY WITH THE OFFICE OF VETERAN SERVICES, RETURNING VETS. WE WORK VERY CLOSELY WITH HER, AND ARE ASSOCIATED WITH MULTIPLE JOB FAIRS WITH HER AND RECRUIT MILITARY AND THOSE MILITARY JOB FAIRS AS WELL.

>> COUNCILOR, WHAT JUAN MENTIONED, I JUST MENTIONED IT CUT BOTH WAYS.

IF YOU HAVE DISCHARGING VETERANS FROM ANY BRANCH OF SERVICE, OF

COLOR OR FEMALES, COMING,  
DISCHARGING, IF THE THREE-YEAR  
PIECE COMES IN WHEN IT CUTS THAT  
WAY, THEY HAVE TO RESIDE THREE  
YEARS PRIOR.

I BELIEVE YOU MENTIONED  
DISCHARGING FROM THE ARMY, IN  
PARTICULAR SOME REMOTE LOCATION  
OTHER THAN MASSACHUSETTS OR  
BEING A VETERAN FROM THE STATE  
OF MASSACHUSETTS, SAY YOU ARE A  
VETERAN FROM MICHIGAN AND YOU  
THOUGHT BOSTON FIRE WOULD BE A  
GREAT OPPORTUNITY FOR YOU AND  
YOU ARE A PERSON OF COLOR.  
THE THREE-YEAR RULE KIND OF  
LEADS WITH THE ONE-YEAR PIECE.  
IF IT GOES TO THREE YEARS IT  
ELIMINATES THE CANDIDATE AND YOU  
ARE BASICALLY WASTING YOUR TIME  
BECAUSE MOST PEOPLE WILL NOT  
MAKE AN INVESTMENT FOR THREE  
YEARS.

AND THE POTENTIAL, NO GUARANTEE.  
>> ALL RIGHT, RIGHT.

I APPRECIATE THAT PERSPECTIVE IN  
TERMS OF HOW THAT, HOW ANY KIND  
OF LIMITATION IS GOING TO BE  
LIMITING THE VERY FEW, THE  
1-IN-10 VETERANS THAT ARE PEOPLE  
OF COLOR AS WELL.

BUT THE OTHER QUESTION I GUESS  
IS PART OF YOU HAD MENTIONED MY  
COLLEAGUE, COUNCILOR MCCARTHY  
MENTIONED DESIRE.

AND SO I'M CURIOUS THAT WHEN YOU  
DO HAVE RECRUITS, WHO ARE THE  
VETERANS?

WHO HAVE MADE IT THROUGH WHO ARE  
PART OF YOUR EACH INDIVIDUAL  
AGENCIES.

THE WOMEN, THE PEOPLE OF COLOR.  
THEY DEMONSTRATED DESIRE,  
QUALIFICATIONS, THERE ARE THERE  
WORKING FOR THE PEOPLE OF  
BOSTON, TRYING TO SAVE THEIR  
LIVES.

AND THEM ME WHAT YOU ARE DOING  
TO KEEP THEM THERE AND KEEPING  
THEM SAFE?

>> OUR AVERAGE AGE OR TIMEFRAME  
FOR OUR OFFICERS IS ABOUT 25  
YEARS.

SO YOU GET THE JOB, YOU KEEP THE

JOB AND YOU LOVE THE JOB.  
WE ARE EXCITED ABOUT PROGRAMMING  
THE MAYOR ANNOUNCED TODAY WITH  
TRAINING AND DIVERSITY.  
AND WE HAVE BIAS TRAINING IN THE  
ACADEMY AND IN-SERVICE TRAINING  
FOR OFFICERS WHO GRADUATED  
DECADES AGO THAT CAN NOW GO  
ONLINE AND GET THAT TRAINING.  
WE DO A LOT OF BIAS-FREE  
TRAINING AND CULTURAL AWARENESS  
WITHIN THE ACADEMY.  
OUR SUPERINTENDENT, LISA HOLMES  
JUST RETIRED AND BROUGHT IN A  
NUMBER OF COMMUNITY  
ORGANIZATIONS TO THE ACADEMY AS  
PART OF THE TRAINING, INCLUSIVE  
INCLUSIVELY THERE AS WELL.  
I THINK OUR RETENTION FOR THE  
MOST PART IS REALLY GOOD.  
AND PEOPLE THAT WISH TO SERVE IN  
THIS WAY, CONTINUE TO LEARN,  
CONTINUE TO GROW.  
ONE THING WE ARE TRYING TO DO IS  
TO MAKE SURE THAT THE  
PROMOTIONAL EXAMS ARE AVAILABLE  
TO THEM ON A PRETTY REGULAR  
BASIS.  
WE JUST FINISHED OUR DETECTIVES  
EXAM IN JUNE.  
AND WE HAD A GOOD TURN-OUT WEAVE  
HAD A TOTAL OF 652 APPLICANTS  
SIGN UP FOR THAT EXAM.  
YOU HAD TO HAVE A MINIMUM OF  
THREE YEARS TO BE ELIGIBLE FOR  
THIS EXAM.  
ABOUT 3% ASIAN, 23%  
AFRICAN-AMERICAN, 10% LATINO AND  
64% WHITE.  
AND 223 WOMEN SAT FOR THAT  
PARTICULAR EXAM.  
WE LOOK FORWARD TO BEING ABLE TO  
DRAW FROM THAT LIST TO BE RATED  
AS DETECTIVE AS WELL OVER THE  
NEXT COUPLE OF YEARS.  
>> ANYONE ELSE WANT TO SPEAK TO  
RETENTION?  
>> OUR RETENTION, I DON'T THINK  
WE REALLY HAVE A PROBLEM WITH  
RETENTION AS FAR AS KEEPING  
PEOPLE ON.  
WE HAVE A PRETTY SOLID TRACK  
RECORD OF PEOPLE, ONCE THEY STAY  
ON.



IT IS A PRETTY DESIRABLE JOB.  
PEOPLE JUST DON'T WANT TO LEAVE.  
>> I DON'T THINK ANYBODY JUST  
WANTS TO LEAVE.

SOMETIMES THEY ARE FORCED OUT OR  
CAN'T TAKE WHAT THEY ARE DEALING  
WITH ON AGGRESSION OR -- I WANT  
TO BE CLEAR, I AM NOT JUST  
TALKING ABOUT PEOPLE LEAVING.

>> UNDER MY KNOWLEDGE NOBODY  
LEFT BECAUSE THEY FELT PRESSURED  
OR ANYTHING LIKE THAT, NO.  
OUR RETENTION IS GOOD SO FAR.

>> YOUR RETENTION --

>> UNDER MY KNOWLEDGE, YES.

>> AND UNDER THE TOPIC OF  
DESIRE, I GUESS I'M NOT  
REALLY -- YOU CAN SPEAK TO YOUR  
OWN DESIRES I SUPPOSE ABOUT  
LEADERSHIP AND PUSHING AND  
MOVING SOMETHING AT THE STATE  
LEVEL TO DO SOMETHING ABOUT  
THIS.

IF YOU ALL CAME AND TESTIFIED  
AND SAID DIVERSITY IS A PRIORITY  
AND THIS IS SOMETHING YOU WANT  
TO SEE HAPPEN.

AND THEN SAY AT THE SAME TIME  
WELL THERE IS THAT LIST BUT OH,  
WELL THERE IS NOTHING WE CAN DO  
ABOUT IT.

TELL ME ABOUT YOUR OWN DESIRES.  
WHAT WOULD YOU LIKE TO SEE THE  
STATE VETERAN PREFERENCE LOOK  
LIKE.

I AM A DAUGHTER OF A VETERAN AND  
SHE CERTAINLY WAS ABLE TO LOOK  
AT THE V.A. AND OTHER  
INSTITUTIONS WHEN SHE DID GET  
WORK.

HOW WOULD YOU DESIGN THE

VETERANS PREFERENCE TO BALANCE  
VETERANS COMING HOME, BUT THE  
DESIRE TO HAVE THE BOSTONIAN  
AGENCIES, THE STATE AGENCIES  
LOOK LIKE BOSTON?

>> SO I AM A VETERAN MYSELF, AND  
I ALSO GREW UP IN THE CITY AS  
WELL.

SO I SEE IT FROM BOTH ENDS, AND  
I AM ALSO A MINORITY.

I SEE IT FROM ALL DIFFERENT  
ANGLES.

YOU KNOW, VETERANS DESERVE AN OPPORTUNITY TO GET ONTO THESE JOBS.

I THINK WITH THE VETERANS PREFERENCE IT ALLOWS THEM TO GET THOSE JOBS BECAUSE THEY DO SERVE THEIR COUNTRY, THEY DO MAKE THAT EFFORT, DO SIGN THE POLICE AND DO PUT THAT IS LIVES ON THE LINE.

BUT AGAIN, I'D LOVE TO SEE CITY RESIDENTS ON THERE AS WELL.

YOU KNOW, YOU JUST HAVE TO FIND A BALANCE.

AND I THINK THAT COMES WITH WORKING WITH THE VETERAN GROUPS AND GETTING THOSE GROUPS TOGETHER IN THE SAME ROOM AND FIGURING OUT A WAY THAT WE CAN MAKE ALL PARTIES HAPPY.

SO I'VE HAD THESE CONVERSATIONS WERE REPRESENTATIVE HOLMES.

I HAVE GONE UP THERE AND SPOKEN TO STATE SENATOR NICK COLLINS. ON SEVERAL OCCASIONS BASED AROUND THE LEGISLATION ON THESE SPECIFIC ISSUES.

AND THE PROBLEM IS, TO GET EVERYBODY ON THE SAME PAGE TO GO AGAINST VETERANS IS JUST NOT REALISTIC.

A LOT OF THESE PEOPLE JUST EITHER DON'T WANT TO GO AGAINST THE VETS, OR THEY JUST HAVE A PROBLEM MOVING FORWARD.

SO IT NEVER -- HOLMES FOR INSTANCE CAME UP WITH A PIECE OF LEGISLATION.

I THINK IT WAS TO CHANGE I THINK EITHER THE PREFERENCE ON THE POLICE, I FORGET EXACTLY WHAT IT WAS.

BUT THAT NEVER EVEN MADE IT TO THE HOUSE FLOOR, I DON'T THINK.

IF IT DID, I THINK IT DEPOSIT VOTED DOWN PRETTY QUICKLY.

AND I THINK IT WAS TO HELP SOME OF THE PUBLIC AGENCIES IN THE CITY.

I AM NOT SURE IF YOU ARE FAMILIAR WITH THAT, YOU CAN MAYBE LOOK AT IT AND PICK APART.

--

>> I AM SURE REPRESENTATIVE

HOLMES -- TRY NOT TO DISCUSS A PERSON'S EFFORT ABOUT WHAT HAPPENED.

THE QUESTION I HAD, WHAT WOULD YOU DO DIFFERENTLY?

IF IT'S NOTHING, THEN THAT'S FINE.

BUT RIGHT NOW ACCORDING TO THE NATIONAL PEW CENTER, 77% WHITE -- THIS PREFERENCE IS GOING TO BE CONTINUING IF NOT ACTUAL LITTLE MAKING USELESS DIVERSE.

THE NUMBERS ARE LESS THAN WHAT WE HAVE RIGHT NOW.

SO THE QUESTION IS HOW DO YOU BALANCE BOTH?

I MENTIONED BEFORE AGAIN, AND I DON'T WANT THIS TO BE INTERPRETED AS COMING OUT AGAINST THE VETS AND I THINK YOU SAID THAT, AND I AM NOT.

I'M ASKING FROM YOUR CREATIVITY, YOUR EXPERIENCE AND ACTUALLY FROM YOUR LEADERSHIP AND PLEASE DEMONSTRATE SOME DESIRE WHAT WOULD YOU DO DIFFERENTLY IN THE STATE LEGISLATION TO HELP US REFLECT BOSTON?

>> [SPEAKING AWAY FROM MIC] -- I THINK THE CONVERSATION UNFORTUNATELY HAS PITTED VETERANS AGAINST DIVERSITY AND I THINK IT IS THE WRONG WAY TO LOOK AT THIS CONVERSATION, I THINK.

IT IS A QUESTION OF EQUITY AND FAIRNESS, AND I THINK WHETHER YOU ARE A WHITE KID FROM SOUTH OR BLACK KID FROM ROXBURY YOUR CHANCES OF GETTING INTO THE DEPARTMENT IS THE SAME.

SO I THINK THERE IS A QUESTION --

>> IF YOU ARE NOT A VETERAN.

>> SO I THINK THE QUESTION SHOULD NOT BE AROUND VETERANS, AND WE ALSO HOLD OUR VETERANS TO HIGHEST ESTEEM.

AND FOR EXAMPLE STATE POLICE HAS TWO POINTS TO VETERANS, THAT'S NOT ABSOLUTE PREFERENCE.

I THINK THERE ARE SYSTEMS AND EXAMPLES WHERE YOU CAN HAVE

VETERAN PREFERENCE AND GIVE PREFERENCE TO VETERANS, BUT ALSO THINK ABOUT SORT OF DIVERSITY AND INCLUSION.

SO I THINK THERE ARE EXAMPLES OUT THERE OF HOW TO DO THIS.

>> I THINK FROM THE BOSTON POLICE STANDPOINT WE'VE SEEN SOME SUCCESS AGAIN WITH THE LANGUAGE PREFERENCE WE'RE GETTING THROUGH AGAIN PARTNERSHIPS WITH THE VARIOUS AGENCIES IN THE CITY TO GET THE APPROPRIATE DATA.

AT THE END OF THE DAY WE WANT TO SERVE OUR POPULATION, AND WE WANT TO BE A REFLECTION OF THAT. BEING ABLE TO GIVE THE RIGHT INFORMATION AND UTILIZE RESOURCES.

AND I WILL ALSO SAY THE CADET PROGRAM.

THAT PROGRAM IS IT A CIVILIAN POSITION WE HAVE A LOT MORE CONTROL OVER APPLICANTS. WE STILL INTERVIEW AND MAKE IT ACROSS THE BOARD, BUT WE DEFINITELY ADDRESS THE SOCIO-ECONOMIC ISSUES, AGAIN THE POOR WHITE KID FROM SOUTH BOSTON SHOULD HAVE THE SAME OPPORTUNITY AS THE KID FROM MATTAPAN.

AND THE CADET PROGRAM WE TRY TO GET THAT BALANCE AND FEEL WE ARE WORKING TOWARD THAT END.

THE COMMISSIONER AGAIN HAS THE ABILITY TO PUT CADETS INTO A CHASE REQUIRED THEY PASSIVELY SERVICE WHERE THEY GET THEIR OWN KIND OF PREFERENCE.

DRAWING FROM THE VARIOUS BASKETS I THINK GIVES US SOME KIND OF BALANCE AND DOESN'T NECESSARILY DISPLACE ANY VETERANS OR HAVE ISSUES WITH THE VETERANS PREFERENCE.

I WANT TO EMPHASIZE, WE HAVE LARGER CLASSES THAN THAT OF OUR BROTHERS AT THE FIRE DEPARTMENT.

SO WE HAVE A LITTLE BIT MORE FLEXIBILITY IN THAT AREA.

BUT IF WE HAD SAY 40 PEOPLE COMING IN, WE WILL PROBABLY BE IMPACTED BY THAT VETERAN

PREFERENCE AS WELL.  
>> SUGGESTIONS?  
>> I WILL DUMB IT DOWN A LITTLE FOR THIS CONVERSATION.  
THERE'S A COUPLE OF THINGS.  
FIRST OFF, THERE'S A NUMBER OF FEDERAL LAWS THAT WILL COME INTO PLAY.  
USARA PROEXPECTS VETERANS LAW IN EMPLOYMENT.  
AND THE ADA, THE DISABILITY ACTS AND VETERANS ARE NOW A PROTECTED CLASS IN MASSACHUSETTS.  
GOVERNOR BAKER SIGNED THAT IN 2016.  
THEY JUST STRENGTH ED IT WITH THE BRAVE ACT, WHICH WAS I BELIEVE NOT PASSED YET, BUT I BELIEVE IT IS READY FOR SIGNATURE.  
THERE'S A LOT THERE THAT NEEDS TO BE DISCUSSED OTHER THAN JUST DESIRE.  
THERE'S A LOT OF LEGAL CHALLENGES IN MY OPINION THAT WILL BE BROUGHT FORWARD WITH ANYTHING THAT LOOKS LIKE IT IS DILUTING OR DISADVANTAGES OR DISCRIMINATING AGAINST VETERANS.  
THAT'S NOT JOE'S OPINION IT IS THE OPINION OF A LOT OF PEOPLE LOOKING AT THE TOPIC.  
SO I THINK THAT DISCUSSION HAS THOUGH BE ON THE TABLE.  
PEOPLE NEED TO KNOW THAT THOSE HAVE SOME SIGNIFICANT HURDLES THAT PEOPLE HAVE TO UNDERSTAND AND EMBRACE.  
AND THEY HAVE TO UNDERSTAND THIS COULD BE WHAT COULD POTENTIALLY COME OF THIS.  
SO I JUST THOUGHT THAT PEOPLE NEED TO UNDERSTAND THOSE DIFFERENT AREAS AROUND THE TOPIC.  
>> YES.  
BUT I THINK MY QUESTION WAS NOT ABOUT THE HURDLES, AND I DON'T THINK -- I AM CONFUSED THERE ARE ISSUES I ASKED ABOUT WHAT IS IN YOUR MIND AND THOUGHTS ABOUT LOOKING AT THE STATE, VETERAN PREFERENCES.  
IS THERE A BALANCE AND WHAT

BALANCE WOULD YOU LIKE TO SEE IN THE LAW?

NOW, LEAVE ALL OF THE LEGAL ISSUES ASIDE, THERE IS NOT ONE WHERE WE'RE NOT DOING ANYTHING, I AM JUST WANTING TO SEE THAT LEADERSHIP AND DESIRE IN YOU, AND TO TELL ME LOOKING AT THE LAW AND VETERAN PREFERENCES IF THERE IS NO DESIRE TO MOVE WHO ARE CHANGE IT, THAT'S FINE, I CAN ACCEPT THAT.

I WANT TO KNOW LOOKING AT THIS LAW, ONE SUGGESTION WAS MAYBE HAVE A POINT SYSTEM.

TWO WOULD BE THE LIST REALLY HAS TO BE AS FIRM AS IT IS.

I AM WONDERING IF YOUR OWN MIND AND CREATIVITY, LEAVE THE LEGALESE ASIDE, WHAT'S THERE? >> LISTEN, I THINK THE SYSTEM IS FAIR AS FAR AS VETERANS, OK. WHEN YOU ASK ME MY OPINION, I WANT TO BE VERY CAREFUL HOW I ANSWER THAT QUESTION AROUND A COUPLE OF REASONS.

BECAUSE I KNOW MCAD, I CAN BE PERSONALLY LIABLE IF I AM VIEWED AS, IF YOU WILL, PURPORTING A POSITION THAT WOULD DISCRIMINATE AGAINST ANOTHER CLASS, AND VETERANS IS A PROTECTED CLASS AND THAT HAPPENED IN 2016.

SO I THINK RECERTAINLY WANT TO BE DIVERSE AND REPRESENTATIVE OF THE COMMUNITIES WE SERVE.

IT IS HOW DO WE STRIKE THAT BALANCE?

>> I KNOW.

>> AND I THINK A NUMBER OF INITIATIVES, AND I THINK AND I BELIEVE THAT THE POINT OF THESE HEARINGS ARE TO GET EVERYBODY AT THE TABLE AND DISCUSS HOW BEST WE DO THAT.

AND THERE ARE SHORT-TERM GOALS AND LONG-TERM GOALS.

I THINK THAT THE LONG-TERM GOALS WE HAVE TO BE THINKING ABOUT IS THREE- TO FIVE-YEAR WINDOW.

THAT'S THE REALITY.

I DON'T THINK IT DOES ANYBODY ANY GOOD TO SIT HERE AND SPECULATE ON WHAT COULD POSSIBLY

OR NOT BE POSSIBLY DONE IN THE  
NEXT YEAR, 12 MONTHS, 18 MONTHS.  
PEOPLE HAVE TO UNDERSTAND THIS  
IS A LONG-TERM STRATEGY WE NEED  
TO BE WORKING ON.

>> I WAS BRIEFLY GOING TO ANSWER  
YOUR QUESTION ABOUT WHAT WOULD I  
LIKE TO DO TO SEE A BALANCE OF  
VETERANS AND PEOPLE OF COLOR AND  
WOMEN.

AND THIS DOESN'T HAVE ANYTHING  
TO DO WITH STATE LAW PER SE, MY  
COMMENT, BUT ONE OF THE THINGS  
THAT WE FIND COULD BE USEFUL IS,  
FOR EXAMPLE, EARLIER SOMEONE  
HERE SAID, YOU KNOW, SOME PEOPLE  
JUST DON'T HAVE \$200 TO PAY FOR  
THAT FEE, OR \$750 TO PAY FOR THE  
APPRENTICESHIP GOING INTO THE  
E.M.T. ROUTE OR TRANSPORTATION.  
AND SO WE WOULD LIKE TO FILL  
THAT GAP, FOR EXAMPLE, YOU KNOW,  
FOR A SINGLE WOMAN WHO IS A  
PERSON OF COLOR WHO IS A  
VETERAN, AND WHO IS ELIGIBLE FOR  
THESE PATHWAYS.

IF THEY NEEDED THOSE MINOR  
SERVICES, OR MAJOR SUPPORTIVE  
SERVICES, THAT I WOULD LIKE TO  
SEE THAT ECOSYSTEM WORK TOGETHER  
AND ALIGNED TO FILL THOSE GAPS  
SO THAT WE CAN INCREASE  
VETERANS, PEOPLE OF COLOR AND  
WOMEN EQUALLY INTO THESE  
PIPELINES.

>> I AM JUST GOING TO QUICKLY  
TAKE THIS OVER AND COUNCILOR  
EDWARDS, THANK YOU.

WE ARE GOING TO KEEP GOING  
THROUGH SOME ROUNDS.

I WANT TO GIVE COUNCILOR  
PRESSLEY AN OPPORTUNITY TO SPEAK  
AND WE HAVE ONE SOMEONE FROM  
HUMAN RIGHTS WHO HAS TO LEAVE AT  
NOON.

WHAT IS CLEAR FROM THIS  
CONVERSATION THUS FAR WE NEED A  
STRATEGIC PLAN WITH SHORT-TERM  
AND LONG-TERM GOALS TO CHANGE  
THESE NUMBERS.

I HEAR YOU COMMISSIONER, THERE  
ARE MANY PROTECTIVE LAWS,  
VETERANS, PEOPLE OF COLOR,  
DISABLED.

AND WE CAN CHANGE THE LAWS, THAT IS THE ONLY WAY WE CAN CREATE THIS BALANCE IN CIVIL SERVICE. I THINK ONE OF THE EXAMPLES MENTIONED EARLIER ABOUT STATE POLICE, I HAVE STATE POLICE THAT LIVE IN MY DISTRICT AND THIS CONVERSATION AROUND DIVERSITY AROUND THE CITY HAS PROMPTED THEM TO WANT TO TALK TO ME ABOUT THE STATE.

YOU HAVE THE 2-POINT SYSTEM BUT THEY HAVE THEIR OWN STRUGGLES WITH DIVERSITY.

AND ONE QUESTION I HAVE, HAS THE CITY OF BOSTON EVER STUDIED -- THIS CAME UP FROM SOMEONE WHO'S HERE, STUDIED THE CIVIL SERVICE?

WE'RE TALKING ABOUT IT, BUT ACTUALLY STUDIED IN AN OBJECTIVE, MEANINGFUL WAY TO LOOK AT THE APPLICANT POOLS, LOOK AT THE NUMBERS AND SAY WHAT HAPPENED TO THE 77 LATINO FOLKS ON THE HRD LIST, THE 117 BLACK FOLKS.

WERE SOME THOSE VETERANS? IF THEY WEREN'T, IF THEY WERE, WHAT HAPPENED THERE?

HAS THE CITY OF BOSTON STUDIED THE CIVIL SERVICE, THE BENEFITS THE CITY GETS?

AND WHAT WE DON'T GET OUT OF IT? I THINK THAT IS A MEANINGFUL STEP WE SHOULD TAKE, AND EVERYONE HAS DIFFERENT PERSPECTIVES AND I LEAVE YOU WITH THAT QUESTION CHIEF, AND THEN COUNCILOR PRESSLEY.

>> NOT IN THE COMPREHENSIVE WAY YOU DESCRIBED IT.

AND WHEN WE REACHED OUT THE DATA IS DIFFICULT.

I THINK THAT WILL TAKE SOME COLLABORATION.

I THINK WE CAN WORK WITH THEM MORE TO SHARE AND ANALYZE DATA AND SEE WHERE THE

START -- SHORTFALLS ARE.

I DON'T THINK WE HAVE DONE IT IN A COMPREHENSIVE MATTER.

>> [SPEAKING AWAY FROM



MIC] -- FOR SPEARHEADING THIS CONVERSATION AND I THANK YOU FOR YOUR TESTIMONY THIS FAR THAT SIN FORM ACTIVE AND THANK MY COLLEAGUES FOR THE ROBUST LINE OF QUESTIONING. AND PICKING UP FROM COUNCILOR CAMPBELL -- DID YOU HEAR ALL OF THE THANK YOU?

OK.

AND THANK YOU FOR WHAT YOU DO EVERY DAY.

PICKING UP ON THE POINT INITIATIVE BY COUNCILOR CAMPBELL RELATIVE TO DATA.

I DO THINK IT IS SO CRITICAL, WE'RE KEEPING A MASTER LIST, SO ONE PERSON COMES TO MIND IN PARTICULAR.

A CONSTITUENT WHO SHAVED THE BEARD, CUT OFF LOCKS, BROKE A RECORD FOR THE PHYSICAL TEST AND WRITTEN TEST HAD A 98 AND NEVER EVEN GOT A CALL.

AS MUCH AS THIS IS ABOUT PROTOCOLS AND PRACTICES, IT'S ALSO ABOUT CULTURE AND ENGAGEMENT.

SO I WANT THAT DATA AND I WANT US KEEPING TRACK OF THAT.

BECAUSE, YOU KNOW, SOMEONE SHOULD HAVE REACHED BACK OUT TO THAT PERSON, REALIE OR SOMETHING.

BASED ON THEIR ONE EXPERIENCE, AND I DON'T BELIEVE THEY ARE AN ANOMALY I THINK IT IS A SYSTEMIC ISSUE.

THE OTHER THING I WANT TO SAY IT IS MY FUNDAMENTAL BELIEF, AND I KNOW MANY MUCH MY COLLEAGUES SHARE THIS, SOLUTIONS REST WITH THOSE WHO WALK THIS WALK.

I AM WONDERING HOW OFTEN YOU ARE CONFERRING WITH AND ACTIVELY LISTENING TO AND INTEGRATING THE RECOMMENDATIONS OF THE VULCANS OR ANY OF THE ADVOCACY ORGANIZATIONS, OR INTERNAL ORGANIZATIONS THAT SUPPORT THESE COMMUNITIES THAT ARE IN THE MINORITY.

AND WOULD YOU SPEAK TO THAT? WHAT IS YOUR PARTNERSHIP?

WHAT COLLABORATIVE EFFORTS AND STRATEGIES, RECOMMENDATIONS HAVE COME OUT OF MAMIO AND HAVE ANY OF THOSE BEEN IMPLEMENTED.

>> I THINK THE ENCOURAGING THING GOING FORWARD WE HAVE SORT OF CULTIVATED SOME RELATIONSHIPS. WE SAT DOWN WITH THE COMMISSIONER, THE VUL VANS AND SOME OF THE RECOMMENDATIONS IS HAVING THE LANGUAGE REFERENCE. AND THE LAST CLASS, IT WAS A RECOMMENDATION FROM THEM. WE GOT 12 SPANISH SPEAKING AND I BELIEVE 3 ASIAN CREOLE.

AND THAT WAS A RECOMMENDATION. AND ANOTHER RECOMMENDATION IS MOVING FROM 1- TO 3-YEAR RESIDENCY REQUIREMENT.

AND WE HAVE BEGUN TO TAKE SOME OF THE RECOMMENDATIONS.

>> I AM SORRY TO INTERRUPT, WAS THIS A FORMAL REPORT? IS THERE A FORMAL DOCUMENT THAT CAME OUT OF THESE DISCUSSIONS IN THE SENSE OF THEIR RECOMMENDATIONS?

I CAN'T CONTEXTUALIZE WHETHER 10 RECOMMENDATIONS DID THEY COME OUT OF A SERIES IN MEETINGS? OVER WHAT PERIOD OF TIME?

>> THOSE WERE FROM ONGOING CONVERSATIONS AND THE CONVERSATIONS CONTINUE.

SO I AM SPEAKING ABOUT MEETING WITH THE VULCANS ALMOST WEEKLY. AND THE RECOMMENDATIONS WERE COMMUNICATED TO MYSELF, JUAN, THE COMMISSIONER.

AND I BELIEVE THOSE FIVE RECOMMENDATIONS THREE HAVE BEEN IMPLEMENTED ALREADY.

THEY ARE SMALL BUT GOOD STEPS. HAVING FOLKS THEY TABLE, HEARING CONCERNS IS IMPORTANT AND MAKING THEM FEEL THEY ARE PART OF THE PROCESS, I WITH I THINK FOLKS HAVEN'T FELT IN THE PAST.

AND I THINK THOSE ARE POSITIVE STEPS GOING FORWARD.

BUT STILL, IT'S HOW DO WE DO MORE?

A LOT OF THE THINGS ARE BAND-AIDS.

THE CADET PROGRAM, LANGUAGE PREFERENCE, IT DOESN'T ADDRESS THE OVERARCHING ISSUES. WE FEEL OUR HANDS ARE TIED, RIGHT.

>> LET ME ASK, ARE THESE LIMITATIONS, THESE SORT OF LEGAL STATUTES, IF YOU WILL, THAT HAVE CREATED SOME INHERENT CHALLENGES OVER TIME THAT LEAD US TO WHERE WE ARE TODAY?

THAT GET IN THE WAY PERHAPS OF DESIRE AND WILL AND THE OPPORTUNITY TO REALLY LEAD ON THIS IN THE WAY WE WOULD LIKE. WE CAN'T BE THE ONLY MUNICIPALITY THAT IS IN THE SAME CROSS HAIRS LEGALLY.

AND YET, THERE ARE MUNICIPALITIES WHO ARE BUSTING US IN THIS SPACE.

AND I AM CURIOUS, FROM THE SPACE OF RESEARCH, HAVE WE LOOKED AT BEST PRACTICES IN OTHER CITIES? HAVE WE FIGURED OUT WHY CHICAGO IS DOING SUCH AN EXCELLENT JOB ON THIS FRONT?

OR WHY PHILADELPHIA IS DOING SUCH AN EXCELLENT JOB ON THIS FRONT?

WHAT'S THE CLOSEST APPLES-TO-APPEAR -- APPLES DEMOGRAPHICS COMPARISON IN THE SAME STATES THAT WE CAN LOOK TO?

>> SO MY OFFICE DOES DO THAT. AS A MATTER OF FACT WE HAVE ONE THAT FOCUSED ON LOOKING AT CITIES ACROSS THE COUNTRY TO FIGURE OUT WHAT THEY ARE DOING. FOR EXAMPLE, CHICAGO HAS A PROGRAM WHERE 50% OF THE ALMRA CAN'T ARE RESERVED FOR VETERANS AND I THINK 25% RESERVED FOR THE PUBLIC SCHOOL SYSTEM GREAT -- GRADUATES.

AND DIFFERENT CITIES HANDLED IT DIFFERENTLY.

I THINK BOSTON IS A LITTLE UNIQUE IN SOME OF THE CHALLENGES THAT WE FACE.

>> THE FORM OF GOVERNMENT, WE HAVE SOME AUTONOMY AND IT SOUNDS LIKE BEST PRACTICES, THAT WE

WOULD NOT HAVE TO GO THROUGH TOO MANY, YOU KNOW, MANEUVERINGS TO JUST DO.

>> I AGREE, WE SHOULD BE DOING MORE IN THIS SPACE.

>> A QUICK FOLLOW-UP POINT, THANK YOU FOR THAT.

AND I APPRECIATE HAVING THOSE BEST PRACTICE EXAMPLES ON THE RECORD AND WE WILL CERTAINLY CIRCLE BACK ON THOSE THINGS. MY OTHER QUESTION IS, I DO THINK A LOT OF THIS COUNCILOR EDWARDS RAISING THE POINT ABOUT MAYBE PEOPLE LEAVE BECAUSE THEY FEEL

UNCOMFORTABLE, MARGINALIZED OR WHATEVER.

THOSE THINGS ARE OFTEN HARDER TO QUANTIFY.

IT IS LIKE PUBLIC SAFETY WORK. WE COUNT THE CASUALTIES, BUT YOU CAN'T SPEAK TO THE LIVES YOU SAVED ALWAYS, OR THAT YOU CHANGED OR INFLUENCED, RIGHT.

I THINK THE SAME IS TRUE ON THE FLIP SIDE IN TERMS OF WHERE PEOPLE FEEL MARGINALIZED AND PERHAPS THAT IS NOT ALWAYS CAPTURED.

WE CAN PURSUE THE BEST PRACTICES, BUT IT IS STILL GOING TO COME BACK TO CLIMATE.

AND TALKING ABOUT NEGATIVE PRESS SOURCE, BUT A LOT OF THE PRESS STORIES ARE BORNE OUT OF REAL EXPERIENCES FOR PEOPLE.

WE CAN CHANGE ALL THE POLICIES AND THE PRACTICES, BUT IF PEOPLE, YOU KNOW, STILL QUESTION WHETHER OR NOT THIS IS A CLIMATE, WHETHER IT WOULD BE WELCOME AND WHETHER THEY WOULD BE RECEIVED, IT IS REALLY ALL IN VAIN.

SO LOOKING FOR SOME ACKNOWLEDGMENT THAT THERE ARE CHALLENGES WITHIN THE CLIMATE, AND THERE IS WORK WE NEED TO DO TO BE MORE THAN JUST TOLERANT. BECAUSE NOBODY WANTS TO BE TOLERATED.

THEY WANT TO BE WELCOMED. THEY WANT TO FEEL INCLUDED AND

IT DOESN'T HAPPEN ORGANICALLY WE  
HAVE TO BE INTENTIONAL.  
AND I WANT TO EXPLORE LEGAL  
AVENUES AND CAN YOU SPEAK TO  
CULTURE AND CLIMATE AND WHAT WE  
CAN DO TO ADDRESS THAT.  
THAT'S OUR BEST CALLING CARD,  
OUR BEST ADVERTISEMENT.  
>> THAT IS DEFINITELY AN ONGOING  
CONVERSATION.

ONE OF THE FIRST CONVERSATIONS  
THAT I HAD WHEN I CAME ONTO THE  
DEPARTMENT IN FEBRUARY WAS WITH  
OUR PRESIDENT OF MAMLIO, AND HE  
IS PHENOMENAL AT SHARING HIS  
EXPERIENCE AS AN  
AFRICAN-AMERICAN OFFICER.  
I GET AN OPPORTUNITY TO TALK TO  
WOMEN THAT HAVE BEEN ON THE JOB  
AND TALK ABOUT THEIR EXPERIENCE,  
HOW WE CAN IMPROVE UPON THEIR  
EXPERIENCE.

I THINK WE COULD PROBABLY DO A  
BETTER JOB AT PROFILING OFFICERS  
AND TELLING THEIR STORY ABOUT  
HOW THEY GOT TO WHERE THEY ARE.  
WE WILL BE WORKING WITH OUR  
GRAPHICS TEAM AND THE YOUTUBE  
CHANNEL I THINK IS HELPFUL NOT  
ONLY TO SHOW THE PUBLIC, BUT  
INTERNALLY THE STRUGGLES THAT  
SOMEONE MIGHT COME UP AGAINST.  
AGAIN, I WILL USE SUPERINTENDENT  
HOLMES, LISA HOLMES WHO HAS JUST  
RETIRED, CAME FROM ACADEMY  
HOMES, WHICH IS A PROJECT IN  
BOSTON.

AND TO THE HELM OF THE ACADEMY  
AS SUPERINTENDENT, THAT IS A  
TREMENDOUS STORY AND ONE WE CAN  
SHARE WITH THE PUBLIC SO THEY  
ARE AWARE.  
AND ALSO DIG INTO THE ISSUES SHE  
MAY HAVE AS AN AFRICAN-AMERICAN  
WOMEN IN A PREDOMINANTLY-WHITE  
DEPARTMENT.

AND WHAT THAT MEANT IN TERMS OF  
GOING UP THE RANKS AND SOME OF  
THE CHALLENGES.  
I THINK I LOOK FORWARD TO SOME  
OF THE TRAINING THAT WILL COME  
FROM THE MAYOR'S ANNOUNCEMENT IN  
THE TRAINING.  
AND I THINK CIVILIAN PERSONNEL

AND OFFICERS WILL BENEFIT.  
>> YOU KNOW WE CARE ABOUT THIS  
NOT SIMPLY FROM A PLACE OF  
FAIRNESS AND REPRESENTATION THIS  
IS ALSO ABOUT TWO THINGS AND I  
WILL BE INTERESTED IN THE  
PROJECTIONS.

HOW MANY FIREFIGHTERS AND POLICE  
OFFICERS ARE UP FOR RETIREMENT?  
YOU KNOW, THIS IS AN ISSUE THE  
TRADES ARE DEALING WITH THIS, WE  
HAVE A NUMBER OF FORCES THAT ARE  
AGING OUT.

SO, YOU KNOW, YES, IT'S  
FRUSTRATING THEY ARE NOT  
REPRESENTING THE DIVERSIST CITY,  
IT IS ALSO PEOPLE ARE AGEING  
OUT, WE NEED TO ONBOARDING  
PEOPLE.

IF WE ARE SERIOUS ABOUT  
ADDRESSING THE ECONOMIC AND  
EQUALITY OF THE WEALTH AND WAGE  
GAP THESE ARE GOOD JOBS.  
AND I WANT AS MANY BOSTONIANS AS  
POSSIBLE TO HAVE ACCESS TO THESE  
JOBS.

IN ORDER TO ADDRESS THOSE LARGER  
GOALS, FOR ONBOARD AS WE ARE  
LOSING, AND ALSO TO ADDRESS  
ECONOMIC INEQUALITY IN THE  
WEALTH AND WAGE GAP, WHAT ARE  
YOUR PROJECTIONS?

THAT'S THE OTHER REASON WE HAVE  
TO ACCELERATE WHAT WE ARE DOING  
HERE.

CAN YOU GIVE AN ACCEPTS OF HOW  
MANY PEOPLE ARE UP FOR OR  
ELIGIBLE FOR RETIREMENT?

>> ON AVERAGE, SOMEONE COMING  
INTO A PEAK PERIOD OF TIME  
COUNCILOR BECAUSE OF THE HIRING  
THAT WENT ON SAY POST-VIETNAM.  
A LOT OF THOSE GENTLEMEN ARE  
RETIRING WITH YEARS OF SERVICE.  
PROBABLY AVERAGING IN TRAINING  
60 FIREFIGHTERS A YEAR AT THIS  
POINT.

AND THAT FLUCTUATES.  
IT IS USUALLY 50 TO BETWEEN 60.  
I THINK THE NEXT TWO YEARS  
SEEING IN THE NEIGHBORHOOD OF 60  
TO 65.

AND THAT IS BASED  
STRICTLY -- WELL I SHOULDN'T SAY

STRICTLY.

>> IN TOTAL FOR TWO YEARS OR EACH YEAR?

>> EACH YEAR.

PROBABLY GOING TO HAVE 60 TO 65. AND OF THAT 60, 65, THERE IS PROBABLY 35 MANDATORIES, MANDATORY RETIREMENT, 65. AND THEN WE HAVE DISABILITY RETIREMENTS AND CANCER CASES AND CARDIAC CASES AND THINGS LIKE THAT.

ON AVERAGE.

IF YOU LOOK AT RAW NUMBERS ON AGE YOU CAN COME TO A NUMBER, BUT I THINK THAT'S NOT TRULY TRANSPARENT BECAUSE WE DO HAVE THE DISABILITY SIDE WHICH IS SIGNIFICANT.

THAT WE HAVE MEMBERS RETIRING EARLY WITH --

>> COMMISSIONER, ON THE POLICE SIDE WE KNOW THAT IMPACT, WE ALREADY DON'T HAVE ENOUGH OFFICERS.

WE KNOW WHAT THE IMPACT IS IN TERMS OF COMMUNITY POLICING, BOTH IN NUMBERS AND IN LACK OF DIVERSITY.

WHAT IS THAT IMPACT FOR YOU?

>> I HAVE TO SAY THE MAYOR HAS BEEN REALLY GREAT RECOGNIZING

THAT.

USUALLY THE TYPICAL CLASS IS 50 IS WE HAD CLASSES OF 60.

WE HAVE CLASSES GETTING READY TO GRADUATE IN A COUPLE OF WEEKS, A CLASS OF 60, AND WE WILL PROCESS ANOTHER CLASS OF 60.

IN THAT CLASS OF 60 THAT WE WILL GRADUATE WE USED THE LANGUAGE PREFERENCE, AND WE WERE ABLE TO ATTRACT 11 CANDIDATES TO LANGUAGE.

AND WE FILED FOR THE NEXT CLASS LOOKING TO ACQUIRE 15 TO 20.

AND WE ARE ACTUALLY GOING TO BE ADDING THE FEMALE COMPONENT TO IT SO SEE IF WE CAN, WHICH IS DIFFICULT -- LISTEN.

IF THE COMMISSIONER WANTED TO FIRE FIVE FEMALE FIREFIGHTERS OFF THE LIST I NEED THE APPROVAL

OF HRD.

I HAVE TO SHOW THE NEED, WHY THEY BRING A CERTAIN SKILL SET, A SPECIFIC JOB-RELATED TASK TO THE TABLE THAT IS NOT PROVIDED BY ANYBODY ELSE ON THE LIST.

>> I WOULD SAY WE ARE STRONGER. YOU NEED IT FOR THAT.

WE GIVE BIRTH TO HUMANITY, WE ARE STRONGER, AN ARGUMENT RIGHT THERE.

>> I AM A MARRIED MAN OF 34 YEARS, I AM NOT GOING TO ARGUE.

[LAUGHTER]

>> BUT WE JUST FILED, IF YOU WILL, WITH CIVIL SERVICE YESTERDAY, WHICH WAS MENTIONED TODAY THE ASIAN PART OF THE DEPARTMENT IS LACK ASKING WE WEPT THROUGH AND LOOKED AT THE EDGEABLE LIST WITH THE ASIAN POPULATION IN THE CITY AND FILED TO HIRE THREE CHINESE CANTONESE SPEAKERS AND TWO VIETNAMESE SPEAKERS.

AND WE ARE GOING TO TRY TO CAPTURE THOSE POPULATIONS.

>> THANK YOU, I APPRECIATE COUNCILOR CAMPBELL'S LINE OF QUESTION TALKING ABOUT DIVERSITY.

PEOPLE CAN'T JUST DEFINE IT BY RACE, NOT CONSIDERING GENDER. AND TALKING ABOUT RACE, ONLY TALKING ABOUT LATINOS AND AFRICAN-AMERICANS.

AND I APPRECIATE TALKING ABOUT ASIANS AS WELL.

IN CHARLESTOWN HOW LIVES WERE SAVED THREE YEARS AGO BECAUSE YOU HAD A CANTONESE-SPEAKING FIREFIGHTERS.

IT DOES MAKE A DIFFERENCE AND I THANK YOU FOR THAT.

AND THE TURNOVER, CAN YOU TALK TO ME ABOUT PROJECTIONS IN TERMS OF RETIREMENT AND WHAT THAT IMPACT IS ON POLICING.

>> ABSOLUTELY.

OUR NUMBERS WILL FLUCTUATE BETWEEN 80 AND 90 THE NEXT THREE TO FIVE YEARS.

THE MAYOR IS GREAT OF GIVING US THE BUDGET OF 130 WITH THE CLASS



OF 2013 CANDIDATES.  
AND GIVEN ANOTHER 130.  
AND I WOULD LIKE TO GO ON RECORD  
TO SAY IF WE HAD A LARGER  
ACADEMY THAT WAS NOT IN HYDE  
PARK LIKE A WEST ROXBURY HIGH  
SCHOOL THAT MIGHT BE CLOSING,  
THAT WOULD BE PHENOMENAL AND I  
THINK WE WOULD EVEN BE ABLE TO  
SHARE RESOURCES WITH THE FIRE  
AND OTHER AGENCIES THAT NEED  
THAT TYPE OF TRAINING.

A GREAT FACILITY AND WE WOULD  
PROBABLY BE ABLE TO HAVE EVEN  
LARGER CLASSES PROVIDED THE  
BUDGET IF IT CAN MATCH THAT OUR  
RESTRICTION IS DIRECTLY RELATED  
TO CLASSES UP FOR RETIREMENT.  
WE HAD LARGER CLASSES IN THE  
LATE '80S AND '90S AND COMING UP  
ON THAT TIMEFRAME.

AND THE NEXT THREE TO FIVE  
YEARS, CLASSES OF 130 EACH YEAR.  
>> THANK YOU VERY MUCH.

>> I THINK YOU JUST CHECKED THE  
BOX, CHIEF NOW OWES YOU LUNCH.  
AND I LIKE HOW YOU PUT THAT IN  
THERE.

GOING QUICKLY TO PUBLIC  
TESTIMONY TO RESPECT PEOPLE'S  
TIME.

TWO PEOPLE, SOPHIA HALL AND  
MICHAEL DEVELOP -- DEVON.  
WE WILL ACTIVATE THE  
MICROPHONES.

NAME AND AFFILIATION FOR THE  
RECORD.

>> GOOD AFTERNOON NOW.

MADAM PRESIDENT, MR. CHIEF,  
COUNCILORS.

FOR THOSE OF YOU THAT HAVE I  
HAVE NOT HAD COLLABORATED  
WITH SOPHIA HALL ATTORNEY  
WITH CIVIL RIGHTS AND ECONOMIC  
JUSTICE.

THOSE OF YOU NOT FAMILIAR, WE  
ARE A 50-YEAR-OLD NON-PROFIT  
NON-PARTISAN LEGAL ORGANIZATION  
PROVIDING PRO BONO FREE LEGAL  
ADVOCACY AND REPRESENTATION TO  
COMMUNITY MEMBERS WHO EXPERIENCE  
DISCRIMINATION AND RACIAL  
INJUSTICE TO NATIONAL RACE AND  
ORIGIN.

I WANT TO SAY IN CONTEXTUALIZING COMMENTS, HE COMMENTS COME FROM THE ORGANIZATIONAL CLIENTS AND HUNDRED DOLLARS -- HUNDREDS OF COMMUNITY MEMBERS THAT HAVE OPINIONS THAT GO TO THE HEART OF THE ISSUE.

I ENJOY LISPING TO -- LISTENING TO THE CONVERSATION, ONE I HAVE BEEN PART OF FOR YEARS, TO BE FRANK THIS IS ONE OF THE MOST HELPFUL CONVERSATIONS I HAVE HEARD.

AND PART OF IT BECAUSE WE ARE GETTING INFORMATION THAT DON'T COME TO ME AS PART OF MY REQUESTS.

AND FINALLY BECAUSE IT FINALLY FEELS THAT IT IS TIME TO MAKE MOVEMENT.

I DON'T INTEND TO PLAY DEBBY DOWNER, THIS IS NOT A NEW PROBLEM.

WHAT I APPRECIATE ABOUT HOW WE HAVE FRAMED THE CONVERSATION TODAY, IT IS NOT JUST A PROBLEM IN TERMS OF RECRUITMENT AND NOT JUST A PROBLEM IN TERMS OF RETENTION, IT IS A REALLY SEVERE PROBLEM IN TERMS OF PROMOTION.

I WANTED TO SHARE A LITTLE BIT ABOUT MANY SO OF THE LOW HOSPITAL -- THE LOW-HANGING FRUIT OR SOLUTIONS WE HAVE HAD OVER THE LAST COUPLE OF YEARS, THE CONVERSATIONS THE LAWYERS GROUP IS HAVING WITH PARTNERS THAT MAY NOT BE PRESENT.

AND ALSO SHARING INFORMATION FROM A COMMUNITY MOVE LAST JUNE WITH MORE THAN 100 PEOPLE PRESENT, AND SOME OF THE PEOPLE ON THE PANEL WERE PRESENT FOR THAT.

SOME OF THE INITIATIVES THAT WE HAVE REQUESTED IN THE PAST, THE ONE THING I WANT TO SAY TO THE COUNCIL IS THAT NOBODY'S HAND ARE TIED.

THESE ARE NOT IMPOSSIBILITIES, WHAT THEY REQUIRE IS A DEDICATION AND THE TIME AND THE RESOURCES TO TAKE ON THIS ISSUE. WHAT I CAN TELL YOU, IS THAT

WHAT I SEE FROM OTHER  
COMMUNITIES THROUGHOUT  
MASSACHUSETTS, IS THAT THEIR  
LEADERSHIP FROM THE TOP ENGAGES  
DAY-TO-DAY IN THESE INITIATIVES.  
FOR EXAMPLE LANGUAGE  
CERTIFICATION, WHILE I RECOGNIZE  
THERE IS SOME PROGRESS, MORE CAN  
BE MADE.  
THOSE REQUESTS CAN BE FOR HIGHER  
NUMBERS, MORE LANGUAGES.  
TO ENSURE YOU CREATE DATA TO  
MAKE SURE THAT HRD DOES APPROVE  
THOSE REQUESTS.  
IT CAN BE A PRIORITY THAT THE  
MAYOR SIGNS OFF ON, WHICH THEY  
DO IN OTHER CITIES WHICH I DON'T  
SEE HERE.  
A PRIORITY THAT THE CHIEF HE IS  
INTRODUCE THE HRD, NOT  
NECESSARILY THE PEOPLE LOWER IN  
THE HIERARCHY.  
THAT IS NOT PERSONAL AGENDAS  
HAVE BEEN STOP BYPASSING  
CANDIDATES WHO ARE QUALIFIED WHO  
ARE OF COLOR, WHO HAVE TAKEN THE  
TIME AND ENERGY AND MONEY TO  
TAKE THIS TEST THREE AND FOUR  
TIMES.  
AND THEN TO BYPASS ON AN  
ARBITRARY BASIS.  
AGAIN NOT ONLY DO I TALK TO  
HUNDREDS OF PEOPLE A YEAR ABOUT  
THE ISSUE, A LOT OF THOSE PEOPLE  
ARE BLACK VETERANS.  
THEY ARE PEOPLE THAT HAVE TAKEN  
THIS TEST TWO OR THREE TIMES.  
THEY ARE MARINES LIKE YOURSELF  
THAT HAVE NEVER GOTTEN A CALL.  
YOU KNOW, I RECOGNIZE THERE ARE  
ISSUES, BUT AS A LAWYER I ALSO  
BELIEVE THERE ARE ALWAYS  
SOLUTIONS, EVEN IF THEY REQUIRE  
US TO BE LITIGOUS, SOMETIMES  
THAT'S WHAT IT TAKES.  
I REQUEST AS YOU ENGAGE IN THE  
CONVERSATIONS, USE YOUR WEIGHT  
AT BEACON HILL.  
THERE IS NOT ENOUGH AT THE STATE  
HOUSE.  
THERE ARE CASE WHERE THE MAYOR  
OR HIGH-RANKING OFFICIALS GET  
INVOLVED AND THEY SEE CHANGE.  
WE NEED THAT TO BE DONE FOR

DIVERSITY.  
WE NEED THE COMMITMENT WE SEE IN  
OTHER AREAS TO PEOPLE OF COLOR  
AND TO WOMEN.  
THE REALITY IS THAT WE DO NOT  
SEE THAT.  
AND THEN YOU TALKED A LITTLE BIT  
ABOUT YOUR ENGAGEMENT WITH THE  
COMMUNITY.  
I HAVE TO SAY COUNCILOR CAMPBELL  
YOU HIT THE NAIL ON THE HEAD  
WHEN YOU STARTED TALKING ABOUT  
MY PARTNERS.  
THESE ARE PEOPLE THAT OUGHT TO  
HAVE A MEANINGFUL SEAT AT YOUR  
TABLE.  
SHOULD BE GIVEN PART OF YOUR  
BUDGET AND RESOURCES TO HELP YOU  
RECRUIT.  
THEY SHOULD BE PEOPLE AT THE  
ROUND TABLE HELPING YOU MAKE  
DECISIONS ABOUT WHO YOU HIRE.  
PART OF THE DECISION PANELS TO  
DETERMINE WHO YOU PROMOTE THAT  
IS MEANINGFUL ACCESS AND  
SOMETHING THEY COULD NOT  
CURRENTLY HAVE.  
THESE ARE ORGANIZATIONS THAT  
COME FROM THE COMMUNITY TO SPEAK  
WHO, WHOSE OFFICES ARE IN THE,  
AND THAT'S THE DIRECT GATE.  
NO MONEY REQUIRED TO MAKE THEM A  
MORE MEANINGFUL PLAYER IN THE  
DECISIONS.  
IN FACT ALL OF THE THINGS I JUST  
TALKED ABOUT REQUIRE LITTLE TO  
NO MONEY WHATSOEVER.  
AND THEY ARE THE THINGS THAT  
EVEN IF THERE ARE BAND-AIDS OVER  
BIGGER PROBLEMS, DOING THEM  
MEANINGFULLY CAN MAKE REAL  
CHANGE.  
AND I MENTIONED TO YOU WE HAD A  
FORUM JUNE OF LAST YEAR AT  
MAMEO'S OFFICE ON COLUMBUS  
AVENUE AND PARTNERED WITH THEM  
AND THE OFFICE OF THE NAACP.  
MORE THAN 100 PEOPLE TURNED OUT.  
WHEN YOU START ASKING QUESTIONS  
ABOUT DESIRE IN THE COMMUNITY,  
PEOPLE WANT THESE JOBS, PEOPLE  
WANT THE SECURITY.  
PEOPLE WANT TO HAVE CHILDREN  
THAT CAN BE PROUD OF THEM

BECAUSE OF WHO THEY SERVE, THE POSITION THEY HOLD IN BOSTON. INSTEAD WHAT THEY FEEL, AND I WILL SAY THIS ON THEIR BEHALF BECAUSE THOSE PEOPLE ARE NOT HERE TODAY, THEY ARE AT JOBS SO CAN'T OFFER THIS THEMSELVES, IS THAT THE FAILURE TO DIVERSIFY THE REALLY IMPORTANT DEPARTMENTS TO THEM SENDS THE MESSAGE THAT THEY ARE NOT AN IMPORTANT PART OR MEANINGFUL PART OF THIS COMMUNITY.

IT SENDS THE MESSAGE THAT THEIR DIGNITY IS NOT RESPECTED. SENDS THE MESSAGE THAT CONCERNS IN THEIR COMMUNITY, WHERE PEOPLE OF WHITE DISSENT DON'T LIVE, THEY ARE NOT IMPORTANT.

IT IS NOT JUST ABOUT ENSURING THAT WE ARE P.C., KEEPING UP IN THE TIMES WITH DIVERSITY, BUT ENSURING THAT WE HAVE THE EMPLOYMENT VALUE OF DIVERSITY. BUT IT'S ABOUT MEANINGFULLY UNDERSTANDING WHAT THIS COMMUNITY LOOKS LIKE AND WHO OUGHT TO BE A PART OF IT. WHAT I WILL SAY AND END WITH, AND WITH HOW I END ALL MIGHT HAVE LAWYERS, THE ANNOYING LETTERS TO ALL OF THE DEPARTMENTS HERE, WE CONTINUE TO STAY COMMITTED TO THESE ISSUES. WE COMMIT TO BEING A MOUTHPIECE FOR THE PEOPLE WHO CAN'T BE HERE.

AND I COMMIT TO BEING A PARTNER IN SOME OF THE LOW-HANGING FRUIT.

SOME THINGS ARE LETIGIOUS, BUT NOT EVERYTHING IS. IF YOU CALLED ME OR SENT ME INFORMATION ABOUT A LANGUAGE CERTIFICATE AS I ASKED, I WOULD WRITE A LETTER TO HRD AND PUSH FOR THAT.

YOU TALK ABOUT CREATING SURVEYS, OR GETTING THE DATA YOU NEED OR INITIATIVES TO MOVE FORWARD I WOULD RALLY COMMUNITY MEMBERS TO GET YOU THE FOCUS FOR THAT DATA. AND I THINK THAT THE ORGANIZATIONS WOULD BE VERY

HAPPY TO DO THOSE THINGS FOR YOU, BUT WE DON'T GET ASKED. SO AS YOU CONTINUE THESE CONVERSATIONS WE HOPE WE ARE A MEANINGFUL PARTNER HERE. I WANT YOU TO KNOW THAT THIS ISN'T NEW AND REALLY HOPE THIS IS NOT A ONE-OFFERING. THANK YOU.

>> THANK YOU.

MICHAEL DEVON.

>> THANK YOU FOR THE OPPORTUNITY TO BE HERE TODAY. AND I REQUEST IN THE FUTURE BUDGET IF WE CAN HAVE BETTER SEATS FOR THE AUDIENCE -- JUST KIDDING.

SO COUNCILOR JANEY THE DATA YOU REQUESTED ON APPLICANT POOLS FOR PRIOR YEARS I HAVE THAT. WHEN I WAS LAST TIME IN THE CHAMBER I NOTE THE STATISTICS BUT I WILL FOLLOW-UP WITH AN EMAIL TO COUNCILORS AND PROVIDE THAT.

IF YOU CAN JUST SHARE IT WITH THE COMMISSIONERS OF EACH DEPARTMENT.

MOVING FORWARD, I KNOW THIS IS A THREE-PART SERIES.

MADAM PRESIDENT, THANK YOU FOR KEEPING ME UPDATED ON THAT. I THINK FOR DIVERSITY WE SHOULD ALSO START ASKING OUR DIVERSITY OFFICERS WHAT ARE THE NUMBERS OF LGBTQ WITHIN THEIR DEPARTMENTS. WHAT ARE THE VETERANS? THE RELIGIOUS BREAKS DOWNS? AND THE PERSONS WITH DISABILITIES IN THEIR STATISTICS?

AS THIS BEING PRIDE MONTH, OBVIOUSLY IT'S SOMETHING WE TAKE SERIOUSLY IN THIS CITY. THE FIRST CITY IN THE UNITED STATES TO ADOPT GAY MARRIAGE, AND WE SHOULD BE PROUD OF THAT. LET'S KEEP PUSHING DIVERSITY ACROSS ALL MEMBERS.

AND THEN I'D ALSO ASK WHAT ARE THE LANGUAGE NUMBERS? THOSE ARE COMMON THEMES WE HAVE SEEN THROUGHOUT. THE SAFETY OF OUR COMMUNITIES IS

NOT BEING REPRESENTED BY THE  
PEOPLE OF THE COMMUNITY.  
I AM OF THE BELIEF AS A  
BOSTONIAN, NO MATTER WHO THEY  
IDENTIFY AS, HOWEVER I CERTAINLY  
UNDERSTAND WHERE SOMEBODY WOULD  
DISAGREE AND WHY THEY WOULD.  
WHAT SOLUTIONS TO WE HAVE?  
CONTINUED PUBLIC DISCOURSE LIKE  
THIS IS GREAT.  
A GREAT STEP IN ACHIEVING  
SOLUTIONS.  
PUBLIC DISCOURSE ON KEY ISSUES  
OF THE BEDROCK OF THIS COUNTRY,  
SHOULD BE PROUD TV AND -- PROUD  
OF IT AND KEEP PUSHING FOR IT.  
AND RACE AND GENDER DISPARITY  
ARE ISSUES PRESENTED TODAY, AND  
THEY EXIST.  
IT IS MY BELIEF LONG-TERM  
SOLUTIONS REQUIRE MORE ANALYSIS  
FROM THE KEY STAKEHOLDERS.  
PUBLIC HEARINGS ARE NOT ENOUGH.  
NEED CLOSED-DOOR MEETINGS WITH  
FRANK CONVERSATIONS, SIT-DOWNS,  
COFFEE CHATS, EVERYTHING FROM  
EVERYBODY, ESPECIALLY OUR KEY  
LEADERS.  
I'D ASK THE COUNCILORS DON'T  
ACCEPT THE EASY ANSWERS OR EASY  
SOLUTIONS.  
AS A VETERAN ADVOCATE, WHICH I  
AM NOT HERE TODAY, I AM HERE AS  
A CITIZEN, ASK A STUDY OF THE  
COST OF THE CIVIL SERVICE IN THE  
CITY AND ANALYZE FINDINGS AND  
COME TO A CONSENSUS.  
THERE ARE SIGNIFICANT COSTS THAT  
CIVIL SERVICE TAKES ON.  
BUT AS WE HEAR FROM THE  
DIVERSITY AND THE LAW ISSUES  
PRESENTED THERE'S ALSO BURDENS.  
RECRUIT BETTER AND SMARTER USING  
OUR TECHNOLOGICAL ADVANCES.  
WE SHOULD KNOW THE PEOPLE OF  
DIVERSITY, WHO THE VETERANS ARE.  
THE PEOPLE WHO TOOK THE TEST  
FOUR YEARS AGO AND ARE TAKING IT  
AGAIN.  
THE MARINE JUST MENTIONED, HE'S  
A FRIEND OF MINE.  
HE GREW UP IN BOSTON, AND HE  
WENT TO SCHOOL IN BOSTON,  
DEPLOYED TO AFGHANISTAN, TO

IRAQ.

CAME BACK AND GOT BYPASSED FOR  
TICKETS WHEN HE WAS IN HIGH  
SCHOOL.

IT DOESN'T MAKE SENSE.

MAKING IT SO OUR VETERAN  
POPULATION, THOSE CURRENTLY  
SERVING IN THE MILITARY, THE  
VETERAN'S OFFICE SHOULD BE TIED  
IN IN RECRUITMENT OFFICES AND HE  
GAUGED IN FINDING THE CITY'S  
VETERANS AND MILITARIES OF COLOR  
AND THE FEMALE VETERANS.

AND MILITARY MEMBERS COME FROM  
EVERY NEIGHBORHOOD.

THE TWO MILITARY MEMBERS FROM  
THE CITY OF BOSTON THAT WERE  
ADDED TO THE MEMORIAL AND THE  
SEAPORT DISTRICT COMMISSIONED BY  
THE MASSACHUSETTS FALLEN HEROES  
WERE PEOPLE OF COLOR.

CITIZENS FROM ROXBURY AND  
CITIZENS FROM THE CITY AND THEY  
WERE OF COLOR.

SO I DON'T ACCEPT THAT VETERANS  
ARE NOT PEOPLE OF COLOR AND  
AREN'T PEOPLE OF LANGUAGE.

MILITARY JUST PUBLISHED A STUDY  
WE HAVE THE MOST DIVERSE  
MILITARY IN OUR HISTORY.

I HEAR OF ISSUES THAT PRESENTED  
BEFORE WITHIN THE COMMUNITY AND  
UNDERSTAND THAT THOSE ARE  
ISSUES.

NOT GETTING THE G.I. BILL,  
THAT'S A SHAME.

IF YOUR GRANDFATHER IS STILL  
ALIVE AND HE WANTS TO USE HIS  
G.I. BILL, COME TALK TO US.  
I AM NOT SURE IF HE IS, BUT HE  
NEEDS TO.

HE NEEDS TO GET THOSE BENEFITS  
AND THAT APPLIES TO EVERYBODY.  
WE NEED TO BREAK THOSE BARRIERS  
WITHIN OUR VETERAN POPULATION  
AND WITHIN OUR CITY'S  
POPULATION.

SHORT-TERM SOLUTIONS, I'D  
SUGGEST MORE COPS ON THEIR FEET  
WALKING THE BEAT.

I WALK, RUN AND BIKE ALL OVER  
DORCHESTER AND I CAN'T REMEMBER  
THE LAST TIME I SAW A POLICE  
OFFICER WALKING, EXCEPT FOR



ANSWERING A CALL OR ON DETAIL.  
IT IS SUMMERTIME AND CITIZENS  
ARE OUTSIDE.  
POLICE SHOULD BE OUT OF THEIR  
CARS AND TALKING TO PEOPLE.  
IT IS HEALTHIER FOR THE POLICE  
OFFICER, HEALTHIER FOR OUR  
ENVIRONMENT, AND NOWADAYS WITH  
TRAFFIC IN THE CITY IT IS  
PROBABLY EVEN FASTER.  
AND I KNOW BUDGET SEASON IS UPON  
US, AND I WOULD EXPLORE WHETHER  
THE CITY CAN START UTILIZING  
THE V.A. FUNDS TO GO THROUGH THE  
VARIOUS FIRE AND POLICE  
ACADEMIES.  
WE CAN SET UP A WAY TO CHARGE  
THE FEDERAL GOVERNMENT IN ORDER  
TO TRAIN INDIVIDUALS TO GO  
THROUGH THOSE ACADEMIES.  
THANK YOU MADAM PRESIDENT.  
I SAID I WOULDN'T SPEAK TODAY,  
BUT AS YOU HAVE SEEN BEFORE WHEN  
YOU SEND ME AN INVITATION EMAIL  
I SEND BACK TWO PAGES.  
>> STATE YOUR NAME AND  
AFFILIATION.  
>> MICHAEL, FOR CITIZENS IN  
DORCHESTER.  
>> I THINK A QUICK COUPLE OF  
FOLLOW UP WITHES  
AND -- FOLLOW-UPS AND WRAP IT UP  
QUICKLY.  
MY QUICK COMMENT, THANK YOU FOR  
EVERYBODY FOR COMING HERE.  
COMMISSIONER FINN, IT IS A  
LONG-TERM SOLUTION.  
A 3- TO 5-YEAR PLAN WHERE WE  
NEED TO GET BETTER.  
AND I CONGRATULATE MAYOR WALSH  
FOR HIRING THE TWO DIVERSITY  
OFFICERS I MET WITH ALREADY AND  
ARE MOVING IN THE RIGHT  
DIRECTION.  
AND MICHAEL, I APPRECIATE YOU  
GETTING BACK TO ME RIGHT AWAY.  
AND I WILL CONTINUE TO MAKE SURE  
WE MOVE TO FORWARD AND CONTINUE  
TO ROLL IN THE SAME DIRECTION.  
I APPRECIATE ALL YOUR COMMENTS,  
THANK YOU.  
COUNCILOR CAMPBELL.  
>> SO FIRST ONE TO THANK YOU,  
MICHAEL, FOR THAT VERY

THOUGHTFUL TESTIMONY.

IF YOU HAVE IT IN WRITING, I CERTAINLY WOULD APPRECIATE SEEING IT.

I ALSO WANT TO THANK SOPHIA HALL, AND I KNOW SHE HAD TO LEAVE, FOR HER VERY THOUGHTFUL TESTIMONY.

A QUICK FOLLOW-UP QUESTION OR TWO, IF I MAY.

COMMISSIONER, YOU MENTIONED THAT THERE ARE 60 FIREFIGHTERS RETIRING EACH YEAR AND THAT YOU NOW HAVE A CLASS OF 60 COMING THAT ARE BEING ONBOARDED.

AND I AM REALLY INTERESTED IN THE DIVERSITY NUMBERS OF THOSE 60.

HOW MANY PEOPLE ARE WE LOSING?

I FEEL A DEEP SENSE OF URGENCY KNOWING THAT WE ARE LOSING LARGE NUMBERS OF PEOPLE OF COLOR, AFRICAN-AMERICAN, WOMEN, WHOEVER HAS COME ON WHO ARE NOW RETIRING AND ARE NOT DOING ENOUGH TO RECRUIT.

IF YOU CAN QUICKLY BREAK IT DOWN.

>> I DON'T HAVE THEM WITH ME TODAY, BUT I WILL GET THEM TO YOU.

>> THAT WOULD BE VERY HELPFUL. TO COUNCILOR PRESSLEY POINT AROUND ECONOMIC JUSTICE ISSUE, I AM WONDERING IF YOU COULD EACH QUICKLY STATE THE STARTING SALARIES AND AVERAGE SALARIES, AND THEN HOW MUCH OF THAT IS INCLUDED WHEN WE TALK ABOUT OUTREACH TO YOUNG PEOPLE, TO DIFFERENT GROUPS.

SO STARTING SALARY, AVERAGE SALARY, AND HOW MUCH WE KIND OF TALK ABOUT THAT THESE ARE REALLY GOOD JOBS.

>> YOU ARE REFERRING TO OFFICERS, NOT MY SALARY, RIGHT?

>> OF COURSE, NOT YOURS.

THE INTERESTS OF TIME WE HAVE ANOTHER HEARING AND I WILL REQUEST IT AS A FOLLOW-UP, IF YOU COULD GET ME AGAIN.

STARTING SALARIES, AND AVERAGE

SALARIES WOULD BE HELPFUL.  
AND THEN FINALLY JUST AGAIN  
WANTED TO SAY THANK YOU.  
I THINK REALLY IMPORTANT  
CONVERSATION.  
CLEARLY NOT THE END OF THIS  
CONVERSATION.  
AS YOU HAVE ALREADY NOTED, CHIEF  
THIS IS AN ISSUE OF EQUITY AND  
FAIRNESS, NOT ABOUT PITTING  
VETERANS AGAINST PEOPLE OF  
COLOR, OR PEOPLE OF COLOR  
AGAINST WOMEN, ET.  
I THINK IT IS IMPORTANT TO LOOK  
AT DIVERSITY WIDELY, BUT TO  
REALLY PAY ATTENTION TO THE  
NUMBERS WE V. -- WE HAVE.  
AND I APPRECIATE YOU BEING HERE  
AND WOULD LIKE TO HEAR MORE  
ABOUT WHAT WE ARE DOING TO RAMP  
THINGS UP WHEN WE CONVENE.  
>> THANK YOU.  
COUNCILOR PRESSLEY?  
ALL SET.  
COUNCILOR CAMPBELL?  
>> THANK YOU COUNCILOR MCCARTHY.  
THANK YOU FOR YOUR PARTNERSHIP  
IN THIS, AND THANK YOU TO MY  
COLLEAGUES AND COUNCILOR  
PRESSLEY IN PARTICULAR FOR THE  
CONTINUING WORK SHE HAS BEEN  
DOING WITH THIS BEFORE I EVEN  
GOT TO THE COUNCIL.  
I THANK SO FEE -- SOPHIA, AND  
HERE BECAUSE SHE IS DEDICATED  
AND MAKING IT CLEAR SHE WANTS TO  
BE A PARTNER IN THE GROUP.  
AND TALKING ABOUT THE OTHER  
GROUPS, BUT AVERAGE CITIZENS WHO  
WANT TO BE A PART OF THE  
CONVERSATION.  
WHAT I COMMIT TO, AND I  
COMMITTED TO WHEN FILING THE  
HEARING ORDER WITH COUNCILOR  
MCCARTHY WAS TO HAVE A SERIES OF  
CONVERSATIONS.  
SOME OF THEM WILL BE PUBLIC LIKE  
THIS, BUT FRANKLY I THINK THE  
NEXT ONE WILL BE AROUND THE  
TABLE.  
WHEN WE'RE TALKING NOT SORT OF  
LIKE THIS, BUT WITH EACH OTHER  
AND TO EACH OTHER.  
AND I ALSO WANT TO THANK

MICHAEL, TOO, FOR COMING.  
I MET MICHAEL A D4 RESIDENT AND  
FORMER MARINE AND REPRESENTS IN  
A FORMAL CAPACITY A LOT OF  
VETERANS.  
AROUND THE TIME HAVING A  
CONVERSATION ABOUT THE CADET  
PROGRAM FOR THE FIRE DEPARTMENT.  
IN THE MEDIA SPACE PROBABLY ON  
THE OPPOSITE SIDE.  
AND GREW TO RESPECT AND ADMIRE  
ONE ANOTHER AND TO LEARN FROM  
ONE ANOTHER.  
AND WHAT WE HAVE COME TO SEE IS  
THAT THIS IS A CONVERSATION THAT  
REQUIRES EVERYONE TO BE AT THE  
TABLE, EVERYONE TO FEEL THEY ARE  
A PART OF THE CONVERSATION.  
AND THAT WE DEVELOP A STRATEGIC  
PLAN THAT HAS SHORT-TERM  
SOLUTIONS AND LONG-TERM  
SOLUTION.  
AND I THINK WE ALREADY  
ARTICULATED SHORT-TERM  
CONVERSATIONS AT THIS HEARING WE  
CAN DO, AND BIGGER  
CONVERSATIONINGS ABOUT HOW TO  
INTERFACE WITH THE STATE HOUSE  
AND WHAT TO DO IN THAT SPACE.  
AND THE CHIEF I WANTED TO BE  
PART OF THE CONVERSATION, WHAT  
THEY DO AS A PUBLIC SERVICE  
AGENCY IS OFTEN IMPORTANT AND  
OFTEN LEFT OUT OF THE  
CONVERSATION.  
AND YOU DIDN'T GET A LOT OF  
CONVERSATIONS, MAKE YOUR NUMBERS  
ARE LITTLE BETTER, BUT I  
APPRECIATE YOUR COMMITMENT AND  
CONTINUING TO KEEP YOU AND  
LAURA, WHO IS HELPFUL AS WELL,  
AND THE NEXT STEP IS A  
CONVERSATION AROUND A DIFFERENT  
TABLE.  
AND WE WILL CONTINUE THIS AND I  
COMMIT TO THAT.  
AND LASTLY I WANT TO MAKE TWO  
DISTINCTIONS.  
ONE IS, THERE VERY MUCH IS STATE  
LAW HERE THAT WE HAVE TO DEAL  
WITH.  
EVEN TO CREATE A CADET PROGRAM  
FOR THE FIRE DEPARTMENT REQUIRES  
US TO GO TO THE STATE HOUSE.

AND DOING INNOVATIVE THINGS THEY  
ARE DOING IN CHICAGO AND OTHER  
PLACES WE DON'T HAVE THE  
AUTHORITY AT THE CITY LEVEL AND  
THE MAYOR DOESN'T EITHER TO  
CHANGE THOSE THINGS.

SO THE CONVERSATIONS WE CONTINUE  
TO MAKE THE DISTINCTION BETWEEN  
CITY AND STATE LAW, WHAT WE HAVE  
POWER AND CONTROL OVER AND WHAT  
WE DON'T.

AND WHAT WE WANT TO ADVOCATE  
TOGETHER TO DO TO CHANGE THESE  
NUMBERS.

I AM COMMITTED, I AM EXCITED FOR  
THESE CONVERSATIONS.

I THOUGHT THIS WAS A GREAT FIRST  
STEP AND I THANK YOU GUYS AGAIN.  
I THANK THE FOLKS WHO SHOWED UP.  
I ALSO WANT TO THANK COUNCILOR  
MCCARTHY FOR YOUR PARTNERSHIP.  
I APPRECIATE CONTINUING DIALOGUE  
AND IN CONTACT SOONER THAT YOU  
KNOW THINK FOR ANOTHER DATE TO  
SIT DOWN.

>> AS WE WRAP IT UP, THANKS FOR  
EVERYBODY.

DOCKET 0625, A CONTINUING  
DIALOGUE AND POLY BRIEFING TO  
EXPLORE THE INITIATIVES IN THE  
CITY OF BOSTON FOR PUBLIC SAFETY  
INITIATIVES.

DOCKET 0625 IS ADJOURNED.