

IT IS VOTED that the Arlington Select Board rejects writings of Lieutenant Richard Pedrini in *The Sentinel* that assault human dignity and contravene the policies and decisions of the Arlington Select Board, Arlington Police Department, Arlington Town Meeting, and other applicable municipal authorities; and

IT IS FURTHER VOTED that the Arlington Select Board acknowledges the Town Manager's legal authority to make personnel decisions and fitness-for-duty determinations, in conjunction with responsible members of his management team and in conformance with applicable provisions of collective bargaining agreements and governing statutes, policies, and regulations; and

IT IS FURTHER VOTED that the Arlington Select Board supports efforts by the Town Manager and Arlington Police Department to communicate and engage with the public to the greatest extent practicable and appropriate, utilizing a variety of means, including, without limitation: written communications, third-party mediation, and outreach initiatives like the Citizens Police Academy; and

IT IS FURTHER VOTED that the Arlington Select Board advocates for staff training in areas including bias identification and mitigation and de-escalation; and

IT IS FURTHER VOTED that the Arlington Select Board urges maximal effort to extend communication and engagement initiatives to all protected classes enumerated in Title II, Article 9, Section 2.C. of the Town Bylaws and that training initiatives likewise address the discrete needs of said classes; and

IT IS FURTHER VOTED that the Arlington Select Board encourages all residents to avail themselves of engagement opportunities with the Arlington Police Department and other Town authorities and to assist in making these known and available to marginalized populations; and

IT IS FURTHER VOTED that the Arlington Select Board fully supports the Town Manager's actions and good faith efforts to steer the Town through the difficult issues of race and equality.