

This week marks the one year anniversary of the publication of Lt. Pedrini's hate speech. We are here today to formally submit our petition asking the town to develop and announce a plan for repairing community trust by November 1, 2019. We will continue to collect signatures until that date but as of now we have over 1000 signatures, including over 15% of Arlington's TMMs and well over two dozen respected social justice organizations.

It has been one month since residents first came to these chambers to express our concerns about the town's accountability in this case. During that meeting Mr Dunn assured us that the CBI report was just the first step, Mr. Hurd expressed his surprise that you all had not heard from us sooner. Ms Mahon and others emphasized that they could not address this personnel matter in these chambers even as you placed it on your own agenda and proceeded to express full confidence in the Town Manager's handling of the case thus far, despite the serious reservations citizens brought to this very room. It has been three weeks since the CBI report came out and there has been no commentary whatsoever from Town Leadership regarding the report or next steps. It has been one year, one year, since the racist words were published and no attempt has been made to address the populations that Lt Pedrini targeted with his words. Let's move past this forum. Concerned citizens have been provided no other forum but the three minutes each here. We have been provided no avenue for back and forth, no opportunity for Town Leadership to respond to our feedback or to address accountability issues that have arisen in our well documented concerns. I'll remind the audience that the Town Manager did not take part in any of the CBI report discussions. When are he or the Board or any town leaders going to address our questions? This week marks one year.

The CBI report contains fifty suggestions, but fails to prioritize them, potentially enabling the town to cherry-pick easy asks and ignore the harder ones. Over half of the stakeholders involved in the report prioritized five asks that were not highlighted in the report. The primary ask being that Lt. Pedrini remain on permanent administrative assignment if termination is demonstrated to not be possible.

I have heard several of you ask, why aren't we hearing from those targeted in Lt. Pedrini's articles? You won't hear from these vulnerable people until leadership demonstrates they're worthy of hearing those voices. I hope you will listen carefully to some of those voices tonight. Many of the people involved in this cause have heard from scared people who don't feel safe going to the police; who've thanked those who've spoken up to say this isn't right; who've said, I don't feel safe coming forward but thanks for being an ally. These residents NEED TO HEAR FROM TOWN LEADERSHIP that Arlington has their back, that they're safe.

The town's message has consistently been, we want this to go away so we can be perceived as a good place again; let's get rid of the division. Our message to you today is we don't want to look good, we want to do good and stand by all Arlington's citizens. Silence creates division, action creates healing.

Please take action and stand by the side of those who were harmed. Please do not let the heinous words of one police officer ruin the reputation of many fine Arlington Police Officers. I was at Coffee with a Cop last week, one of the officers asked me if I was prejudiced against all of our officers, if the crimes of one doctor would keep me from returning to all doctors to get treatment. My response to that officer was absolutely not, I would continue to trust doctors but I would certainly not return to a medical practice that let that individual doctor, that committed a crime keep his license. I would not return to the practice if they let this doctor return to treating patients whom the doctor expressed a clear hatred of. If however, the medical practice named the doctor's crime, censured that doctor and either fired them or guaranteed targeted patients would never have to interact with that doctor again, then I would respect the organization for their strong stance and support them for their bravery.

Please take action and stand by the side of those who were harmed. Please do not let the heinous words of one police officer ruin the reputation of many fine Arlington Police Officers.

I hope you have been grappling with this as deeply as we have. I want to tell you where we are coming from because from some of the comments we have heard from town leaders we are being labeled divisive. But in fact we have been nothing but respectful in all our attempts to communicate the urgency we feel to you and other town leaders. Please understand that people become angry when an injustice has occurred, it is not divisive to express anger, rather it is a plea to be heard. What becomes divisive is when the voices expressing opposition or outrage are silenced or pushed aside or otherwise labeled in a negative way. You are sitting in a seat of power. I'm afraid I am feeling like the people in power in Arlington are more concerned with avoiding being vulnerable along with the rest of us by not admitting mistakes, or sincerely seeking to work with us to set things right. Decisions have been made and conversations have been had behind closed doors. We have an openly racist police officer in the heart of our town which must surely taint the reputation of not only the APD but also the town leadership. And we are supposed to accept that a very inadequate letter of apology is enough to get back to business as usual. We are left in the dark about what restorative therapy or steps are being taken to address Pedrini's particular brand of hate and anger. Who are you leaders protecting? Pedrini and his family, yourselves, an image or are you able and willing to step out of your comfort zone and become a voice with your fellow citizens for justice and integrity by standing for and addressing the concerns of all citizens. Strong leadership demands that each person speak up when an injustice occurs, it is not about standing together or defending your position when your leadership comes into question. It is about having the courage to speak up for what you truly believe is morally right no matter what position your fellow leaders are taking. We need to hear from you publicly as individuals in order to regain our trust in your leadership. We teach our children how not to be a bystander when bullying occurs. Racism and hate towards people for belonging to a particular group is a systemic form of bullying. We are seeing it at the highest echelons of our government so little wonder we are seeing it here. Facing our own biases and racism is hard work but an essential piece of work that each person, in particular those in leadership, needs to do in order to achieve justice and embrace the values this town claims to stand for. Not only Pedrini and the police force but you and I need to do this work too. We are sincerely seeking to do the right thing for our community and would like to see you do that too.

Lynette Culverhouse

Greetings. I am Rev. Marta Flanagan. I have written the Selectboard. I have met with Adam Chapdelaine. I am grateful and impressed by those of you who have taken the time to respond.

The congregation I have served these ten years is one of the most active in town. First Parish is self supporting and self governing. It runs much like town meeting. It is cumbersome. There is dissent. There are multiple interests and worthy concerns. You know the drill. The elected governing board of First Parish voted to sign the petition you are receiving tonight. They voted unanimously. That means something.

I am here as a religious person. I traverse the world of confession and repentance, of forgiveness and repair. Here is what I know. Forgiveness requires at least 3 things. When we have done wrong we need to:

1. Hear the other out. Come to an understanding of the damage we have done.
2. acknowledge the damage of our words of actions.
- and 3. engage in some reparational act.

I do not make light of what Lt. Richard Pedrimi wrote.

He wrote of "maggot criminals."

He wrote: "It's time we forget about 'restraint,' 'measured responses,' 'procedural justice,' 'de-escalation,' 'stigma-reduction,' and other feel-good BS ... Let's meet violence with violence and get the job done."

Since he posted those words and worse, Lt. Pedrini has listened to a few people in a closed restorative justice process. He then wrote a letter that did not convey enough understanding of the harm caused by his words. And he has yet to engage in actions that repair the damage done. This is reason enough to restrict his work as a police officer.

But the matter has grown larger than one officer. You and I are leaders in our town. We are implicated in this as well. *In the last year*
--We have not listened enough or in enough venues to those harmed by his words.
--We have not done enough to acknowledge the damage done. Expressing exasperation in word or facial expression, ~~or looking down at our papers~~ when people speak does not help heal the wound.
--And we have not engaged in enough actions to repair what has been done.

In addition to a community dream,
But I believe some good can come from all this. I ask you to set reforms in place. I have given Adam and Joe copies of a US presidential commission on policing with numerous recommendations. You also have the CBI Report.

My time is up. Thank you.

47 COMM. ~~DATE~~ DATE?

SHARE WITH YOU

TESTIMONIALS FROM OUR PETITION

1. Experts on bias will tell you that we all have bias. The first step to overcoming it is to admit that it's there. The next step is to put practices in place that help us be more aware and to mitigate against its effects. The worst thing we can do is to not acknowledge it and not make an effort to change.
2. I live in Arlington, and I'm worried and scared
3. Risk for violence is best dealt with by a forensic evaluation not restorative justice .
4. ""maggots", "animals", 'putting *people* down'?!? A US Army veteran and former corrections worker, I'm appalled by this officer's apparent repeat history of vile, dehumanizing screed.
5. My father was born and raised in Arlington and the son of first generation Armenian Americans. I am adopted and of English and French descent and struggle with Bipolar Disorder. My wife is a Jewish American. We love Arlington and want to call it our home. We will not stand for the blatant ignorance displayed by Lt. Rick Pedrini and the apparent lack of accountability during the RJ process.
6. While I am generally supportive of our Town government, I find the Town's treatment of Pedrini to have been ill-advised, counterproductive, and lacking in transparency; and I feel strongly that it needs to be revisited with input from the Town's residents.
7. A police officer's role involves protecting people and keeping people safe. This seems to be missing in the actions and words of Lt. Rick Pedrini.
8. It's concerning to me that police officers around this country are allowed to act with impunity, and I expected much better from Arlington, which I view as a progressive neighbor. I'm also struck by the irony of Sgt. Pedrini being allowed to complete ""Restorative Justice"" when he derided it multiple times in the articles he published
9. This individual's behavior is deeply concerning and affects how safe anyone living or traveling in Arlington feels.
10. I believe this case, and its final outcome, have implications far beyond the town of Arlington. If the town fulfills the requests contained in this petition, Arlington may become a model for other communities facing similar situations. I urge the town to stand on the right side of history and set a positive example.
11. I commend this group for speaking out.

12. Pedrini's words affected much more than just one town-- and risk more than just his own actions going forward. His words affected communities across the Commonwealth and influenced police in heavily POC communities.
13. Because I know that the town officials may see signatures from non-Arlington residents as less valid, let me offer this. I live in Massachusetts. I travel to and through Arlington. What your police officers do, and whether they are dangerous to people is of my own immediate concern. This is in addition to my very strong feelings that the larger community needs to be accountable to stop the spread and acceptance of white supremacy. And white supremacy is very much the correct term for this man's beliefs. Arguably, our constitution guarantees even malevolent men like him the right to hold and share his poisonous propaganda. But it doesn't ensure him the right to share them in his position of armed authority. It is terrifying that this man is allowed to continue to be on our streets, given authority to carry a weapon, and to potentially hurt people. The steps that Arlington has supposedly taken are meaningless, empty gestures and it tells the world, and your neighbors here in Massachusetts that Arlington is ok with this. That you support and condone white supremacy and an officer who, given the combination of his virulently racist views and his views on disabled people, is pretty much a recipe for harm to vulnerable residents. Shame on Arlington, get it together and take effective action to address the harm he has already done.
14. Since moving to Arlington 4 years ago I have been proud of the sustained commitment to racial justice in the face of disturbingly racist actions in schools and on public property. Acceptance of the proposals in this petition would restore my wavering faith in the potential of our town to chart a firm and clear path for inclusive justice that addresses the needs of all marginalized citizens.
15. Across the nation, it is obvious that more precise psychological screening needs to be administered to applicants for law enforcement positions. Lt. Pedrini would seem to have the kinds of issues that should bar him from a career in law enforcement, let alone being authorized to carry a gun.
16. This process of restorative justice was misused in this case. Whatever process was used under the umbrella of "RJ" was inappropriate and neither restorative for those hurt by this police officer, nor did it do justice for those hurt or for the Arlington Police Dept and other groups working hard to promote human rights in Arlington and surrounding towns. Further, those hurt by this officer's words and the public at large are being kept in the dark about what actually happened in the "restorative justice" process for this officer. How can we then expect to trust that our police forces are really fair and committed to unbiased protection of ALL citizens? If a more comprehensive, fair process of investigation and reparation is not made, this miscarriage of justice will stain Arlington indefinitely and have a lasting chilling effect on people in surrounding communities. This

must be addressed in a way that preserves the RJ process as it is meant to work (for those who have committed a crime and not those who have not committed a crime!).

17. Hate-based words lead to hate-based action which makes Arlington unsafe for everyone.
18. The actions and racist statements by this Arlington police office negatively impact all of our communities.
19. I plan to boycott all Arlington stores and restaurants until this matter is resolved to my satisfaction.
20. My biggest concern is that after the RJ process Lt. Pedrini was returned to the SAME job as before with no consequence other than an "apology". How is that right and what message does that send to Lt. Pedrini and the Arlington community?
21. Threats of violence should be evaluated by forensically trained mental health providers.
22. Thanks to all who are working to reverse the misuse of restorative justice. Officer Pedrini is not fit to serve the town of Arlington because of his discriminatory views and his call for violence against people he is supposed to serve and protect.
23. I hope Arlington will heed this petition and set the example for other towns and small cities (like mine) in MA.
24. Racism in any form should not be tolerated and this person's actions should not be excused.
25. I like both the wording and the tone of this petition. Do I see any Select Board Members on this list of signers, ahem?
26. I work in Arlington. I don't feel that Arlington's actions to discipline Lt. Pedrini for his racist actions go far enough. I don't feel safe in a community that sends a message to Arlington residents and business operators that actions like Lt. Pedrini are in line with our values as American citizens.
27. The dehumanization of human beings in his writings is alarming, as is his understanding of immigration law and international treaties. He has strong opinions about "liberals," and (especially offensively) "illegals," and his habit of lumping everyone together into groups that he believes are monolithic and sub-human makes it concerning that he can be impartial in his policing. My hope is that this issue can be investigated further and, if found necessary, the individual in question can undergo further evaluation and training.

42. I have friends who live in Arlington, I used to visit Arlington frequently for meals and strolls through the bike lane, but knowing the city's stance on this case with officer Pedrini, I can't justify spending any time in Arlington that I can spend in neighboring towns where people's safety isn't as much of a question.
43. I want very much to believe in restorative justice and Lt. Pedrini's apology, but this new information has me concerned, especially as a citizen of Arlington.
44. "I'm just tired of hateful rhetoric against people we disagree with. I except from people but from leaders within the community is not acceptable. We can be critical while being positive and constructive. Help by condemning this type of language from community leaders and public servants.
45. The decision to apply RJ in the case of Officer Pedrini was made [inappropriately] by town officials and the APD. Accordingly, I believe that the petition to conduct a review of the APD for bias should be extended to other town government entities, not only the APD.
46. Protecting the APD and the officer in question at the expense of the community itself is shameful. The misuse of restorative justice is shameful and harmful to the very concept of restorative justice.
47. I am disgusted by the racist propaganda the Massachusetts Police Association publishes. It scares me to think that not only is the person writing this offensive, white supremacist rhetoric a police officer, he is also on the executive board of their union. I am afraid for all of us.
48. This man should not be in a position of power in our town. His language and behavior is completely unacceptable. Please protect our town by taking all legal measures to take him out of public life in Arlington.
49. I think Pedrini should be terminated. Or at the very least if that is not possible, demoted and put on permanent desk duty without access to a firearm.
50. As a previous resident of Arlington, this saddens but does not surprise me. I'd thought about moving back when I can afford a house, but this kind of behavior doesn't represent a community I'd want to raise children in.
51. I am particularly concerned about Lt. Pedrini being on the force with a firearm.
52. This officer should not be on the street with a weapon

53. NO self-respecting officer should EVER behave in that manner

54. I have been a resident and homeowner in Arlington for over twenty-one years, and I am appalled by the Arlington Police Department's lack of transparency and regard for the safety of all our citizens. I strongly urge the town to follow the recommendations outlined in this petition.

55. He needs to be fired. He has the ultimate power to take someone's life and get away with it! He shouldn't have this ability or job given his racist rants.

56. I have very high regard for police officers—who deal with the very tough stresses and daily potential for being attacked and killed through all available decent, humane means. The language and sentiments here are not suitable for a public employee in America—or anyone else, anywhere. We're clearly at a point globally where we need 'all hands on board' for safety of everyone, not dehumanizing rhetoric against even those who commit heinous acts.

57. 'Putting down' "animals", "maggots"? Really? This by a public employee?!?"

58. The intemperate, toxic, and, indeed, violent language of Lt. Pedrini, his gross exacerbation of Us-Them ideation amongst his fellow officers whose essential role is to "protect and serve" all citizens, his stigmatizing of others, defined both politically and socially, accomplish nothing but sowing discord and increasing the likelihood of police malfeasance. The killing of officers acting in the line of duty is tragic. Lt. Pedrini's language does not serve them or the broader society in Massachusetts well.

59. It's important for both the police and the people it serves to trust one another. The comments from Lt. Rick Pedrini break that trust. In order to take steps to rebuild it, the above steps must be taken, and Lt. Pedrini held accountable.

60. Please make sure Lt. Pedrini stays on desk duty for the rest of his tenure.

On Mon, Oct 7, 2019, 12:08 PM Kathleen Lentz <KLentzMD@hotmail.com> wrote:

I too am concerned about the reinstatement of Lt. Pedrini. Clearly, many citizens are uncomfortable with this decision--and they should be. As a psychiatrist, I know that people who harm others *can* change, but I also know that none of us change quickly, also that being *required* to change often results in a superficial appearance of change.

The Restorative Justice (RJ) process was inappropriate for this situation. RJ is an innovative and idealistic approach to wrongdoing in a community--but its application is not appropriate for all situations. As with mediation--another alternative to traditional legal procedures--there must be **no significant power differential** in the picture; for example, domestic violence is never referred to mediation. RJ can work well for teens charged with vandalism or shoplifting, or even in some cases of adult wrongdoings of a similar nature. But in the case of a police officer who has written materials threatening to the public, the power differential is huge. Also, the threat is a serious one. Communities for RJ (which I understand supported this process with the lieutenant's threatening writings) should have rejected the use of RJ in this situation.

I believe Mr. Chapdelaine's decision to use RJ was well-intentioned, but it was in fact a poor choice. Oddly, he has stated that he was motivated in part by concerns that if Lt. Pedrini were fired and then sought arbitration, arbitration might not support the town's action. This despite the fact that the town has fired officers, and gone through arbitration successfully twice in the past. The data in fact suggest that Arlington would have been supported in this situation too, if the town had taken an action that again led to arbitration.

Hate speech has been rising in the U.S., and hate crimes have followed. Arlington needs to go back to square one, put the Lieutenant on desk work for now so that residents are not subjected to the fear that the town's police force might mistreat them, and work to find another, better, approach to this situation.

Kathleen Lentz
106 Newport St.
781-316-2066

arrests

1 message

Laura Kiesel <lakiesel@gmail.com>
To: Lynette <lynettemartyn@gmail.com>

Mon, Oct 7, 2019 at 12:51 PM

In September 2018, only a few weeks before Lt Pedrini was suspended for his racist columns, three African American men in their early twenties were detained and arrested by the APD for possession of marijuana and intent to distribute. The car they were driving and their possessions were searched without a warrant. They were detained and frisked at gunpoint and a use of force form had to be completed. The men were initially suspected of having a firearm, but no firearm was ever found. Despite that, a sergeant with the APD still asserted during a live press conference that he believed they had a firearm anyway and called them "dangerous criminals." The names and identities of these men were blasted out across the media which, according to one of their lawyers, has made it extremely difficult for them to get jobs and back on their feet. Contrast that with the young white man who repeatedly vandalized the Black Lives Matter sign at our local UU church and was offered anonymity to protect his identity and job prospects.

These men were not offered diversion or restorative justice, much less anonymity, despite that the Criminal Reform bill that passed last year and that Pedrini criticized in his columns was intended to increase the availability of such program for populations disproportionately targeted by the criminal justice system like these young men. When the APD was asked why RJ or diversion wasn't recommended by them for these men, they said that that was not in their power. Yet, checking with the Cambridge District Court and the Middlesex DA's office, recommendations from arresting police departments can and are considered for cases such as these. Studies have shown that despite the decriminalization and legalization of marijuana in our state, African American men still are vastly over-represented in arrests for possession and distribution of cannabis and are not being offered diversion options such as RJ at competitive rates as their white counterparts as was intended by the CJ Reform bill.

As nationally renowned Restorative Justice scholar Dr. Emily Gaarder responded by emailed when discussing this case with resident reporter Laura Kiesel: "Who is being offered RJ [in Arlington] and who is not given those opportunities? If young men of color in your community don't have restorative opportunities through the program, there is a lack of equity there. I think it is a crucial social justice issue for the RJ movement and any restorative program."

--
Laura Kiesel
Freelance Writer and Editor
www.laurakiesel.com
<http://twitter.com/SurvivalWriter>

Fwd: reading for tonight

Elizabeth Dray <elizabethdray7@gmail.com>
To: <jdray2021@spyponders.com>

Mon, Oct 7, 6:08 PM

----- Forwarded message -----

From: **Lynette** <lynettemartyn@gmail.com>
Date: Mon, Oct 7, 2019 at 5:35 PM
Subject: Re: reading for tonight
To: Kaspar Kasparian <kkasparian@rcn.com>, Elizabeth Dray <elizabethdray7@gmail.com>

Great Kaspar - Im ccing Elizabeth so she can help organize I need to finish my piece if you feel you have enough we can try to shift this to someone else. thanks :)

On Mon, Oct 7, 2019 at 5:29 PM Kaspar Kasparian <kkasparian@rcn.com> wrote:

>
> I'll try to incorporate it into what I planned to say, Lynette, and send you what I put together. OK?
> Kaspar
>
> Sent from my iPhone
>
> > On Oct 7, 2019, at 5:08 PM, Lynette <lynettemartyn@gmail.com> wrote:
> >
> > Hi Kaspar,
> >
> > Laura (cc:d) was hoping someone could read some of the excerpts from
> > the public records. Would you be comfortable reading this?

> >
> > In an exchange dated in early November under a headline forwarded from
> > the Town Manager to then-APD Chief Ryan under the subject line,
> > "Restorative Justice for Pedrini?" asking Ryan his thoughts, Ryan
> > responded:

> >
> > "One critical element of restorative justice is remorse and a
> > willingness to accept responsibility for your actions, and the harm
> > caused by your actions. I don't think [Pedrini] is in that mindset
> > and, although he might be willing to put on a show to save his hide,
> > his views on our community values are in writing and not likely to
> > change in any meaningful way."

> > To which the Town Manager, replied: "I fear you're right about that."

> > On an email dated March 6, 2019, former APD Chief Fred Ryan wrote to
> > the Town Manager citing "two very serious concerns" regarding Pedrini-

> > Rick's [Massachusetts Police Association] work has become a
> > distraction to his duties at APD and the culture of the MPA is not
> > reflective of the culture of the Town of Arlington nor the APD. That
> > is not likely to change anytime in our lifetime. The last time I

I am writing this letter anonymously, because I am not prepared to publicly state my name and address in front of a television camera or a news reporter. I am not prepared to make a target of my family, for the less stable Pedrini supporters in our community to attack. Over the years, we have repeatedly seen that there are people in our town who have no hesitation in targeting minorities for abuse, be it through online harassment, or terrorizing us in our schools and homes. This town is small enough that we don't need to use all 6 degrees to find anyone.

As a long time African American resident of Arlington, I have closely watched how the town leadership has conducted itself regarding the Pedrini matter. What I am left with is the grudging belief that you have neither the inclination nor the ability to protect my family, were I to step forward. And so I don't. Simply, the people of color in this community won't speak out because we don't think we will receive anything beyond reassuring noises, more talk about bringing the community together to heal, at a cost too steep to bear.

Mr. Curro, you spoke quite passionately about how angry you feel. Angry that a person of authority and influence "saw fit to so sully the uniform of the APD." Well sir, I too am angry. But I am angry because I am afraid, which is something else beyond simple indignation. This fear is something that I am forced to feel every day, in my bones, while still having to live in my skin every day. The fear that the racist members of Arlington have been further empowered by this man's words, at a time when our climate is more dangerous than ever for people like me. Mr. Curro, you spoke at length about what you are NOT allowed to do. I ask you to speak now, what WILL you and the Select Board do to make Arlington a safe place for people like me to call home?

Select Chair, you spoke of the deep frustration you feel, particularly for a group of people whose actions you find "divisive". I too wish to express my frustrations, because language like that which you employed is materially responsible for people of color not feeling safe enough to speak out. It is precisely the kind of response we expect from white people unwilling to face difficult truths like systemic racism, coded violence, microaggressions and white privilege. This group of people that you would shame and deride, I hold up to praise for their acts conscience, their willingness to place themselves in the line of fire before me, as true allies will do. These people are the best tool in your arsenal on how get to the point said you wanted: moving past this. So I ask, how will you act now, to show yourself an ally for the people of color in this community?

Town Manager, I really feel for you, that you found yourself thrust so sudden and unwilling into a position no one would wish for, that of tackling overt white supremacy from a town employee in a position of trust and power. You attempted to act quickly, in a manner you felt would best protect the town, for which you are to be commended. Unfortunately, your decision to prioritize the possible anger of one white man, effectively dismissed the very real and justified concerns of thousands of people of color and their allies in and around our town. Worst still is that I expected nothing else; I expected you to fail us, because it is so rare that anyone answers such questions the

right way, the first time. Sadly for all of us, the second time is usually the result of a far more tragic event. Let us all hope your prior decisions do not lead us to it. The choice before you now is how to redress past harms, so that ALL of us feel we can move forward. I offer this suggestion for you: the first step to solving any problem, is admitting that you have one. You cannot heal an illness you will not name. Your condemnation for the Lieutenant's words you've made plain, but I have yet to hear you call it what it is in any public manner. That makes me mistrust your sincerity.

Through my lifelong exposure to racist thoughts and racist acts, I have been forced to learn many things. Chief among them is this: no racist will speak their mind freely and openly, unless they first believe themselves in a place where their words will be welcomed. Whether the Lieutenant believes the words he wrote or not is irrelevant. The fact remains that he did so because he believed others would accept them, not chide him for them. His words were written for those who believe them. Thirteen years ago, the FBI issued a warning about the infiltration of white supremacist groups in policed departments across the nation, to which African Americans responded, "Tell us something we don't know."

The question before the town is not IF there are any white supremacist in the APD, but how many. Is this a case of "one bad apple" as many would like to believe, or is it "the fruit of the poison tree"? This may feel harsh to you, but that is the source of the fear in my bones, that like mice, the one you see hides the dozen more you don't. Dealing with that question honestly, in an open and public manner, is necessary to the healing our community so dearly needs.

Please, for all our sakes, move past your fear of calling the racist things people say and do racist, and we will follow you. Show us that the Lieutenant is no longer a threat to our community, is genuinely reformed and not just passing lip service. Adopt the civilian review board. Seek full bias evaluation and remediation from outside, unaffiliated resources, that are run by people of marginalized communities. And above all, stop using words that leave people of color feeling locked out of the conversation. There are many resources out there to help you, several of whom now sit before you, in this room.

Yours, in love and peace

June Rutkowski Alpine Terrace

Comments to the Select Board at the SB meeting on 10/7/19.

I am deeply disappointed and kind of shocked that the Town Manager did not do the right thing in Lt. Rick Pedrini's case - that he did not attempt to terminate him. Mr. Chapdelaine explained his reasoning in an open letter. I appreciate this effort, but I believe that offering Pedrini a smooth return to the APD, via restorative justice, was the wrong thing to do.

I am also deeply disappointed and shocked that the Select Board, at their September 9th meeting, unanimously approved the Town Manager's handling of the case.

There are glaring contradictions between what the Town Manager and the Select Board have said and what they have done.

In his open letter, the Town Manager called Pedrini's words xenophobic and vile, and inconsistent with what the APD stands for. But he didn't try to remove him from the APD.

Some Select Board members have spoken forcefully about how unacceptable, untrue and reprehensible Pedrini's published opinions are.

But, they gave their fawning full support to the Town Manager's decisions. Decisions that let Pedrini avoid any real consequences for his far-reaching, hateful calls for violence.

You cannot say you deplore racism and calls for violence AND support the decisions that returned an outspoken racist to the police force.

You cannot expect people to trust your leadership when you dismiss their concerns about how this situation was handled.

You cannot expect people to forgive and feel safe when you have put one man's security above the security of many.

That the Town Manager and Select Board might not see the contradictions between their words and their actions is cause for great concern. That they do see the contradictions, but chose to ignore them for the sake of expediency is just plain wrong.

The Town Manager made a mistake in offering Pedrini restorative justice; and the Select Board compounded his error by supporting his decision to do so. I would like to see them all admit their mistakes -- to the town -- especially to the marginalized people who were targeted by Pedrini.

That would be a real start in the healing process that we all want.

If it is really too late to terminate Pedrini I call on the Town Manager to do everything in his power to keep him and his gun away from people, until his contract with the town expires. That is the very least that should be done.

Sample of Petition Testimonials

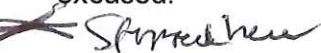
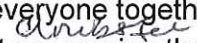
Louise
Popkin

1. Experts on bias will tell you that we all have bias. The first step to overcoming it is to admit that it's there. The next step is to put practices in place that help us be more aware and to mitigate against its effects. The worst thing we can do is to not acknowledge it and not make an effort to change.
2. I live in Arlington, and I'm worried and scared
3. Risk for violence is best dealt with by a forensic evaluation not restorative justice .
4. ""maggots", "animals", 'putting *people* down'??? A US Army veteran and former corrections worker, I'm appalled by this officer's apparent repeat history of vile, dehumanizing screed.
5. My father was born and raised in Arlington and the son of first generation Armenian Americans. I am adopted and of English and French descent and struggle with Bipolar Disorder. My wife is a Jewish American. We love Arlington and want to call it our home. We will not stand for the blatant ignorance displayed by Lt. Rick Pedrini and the apparent lack of accountability during the RJ process.
6. While I am generally supportive of our Town government, I find the Town's treatment of Pedrini to have been ill-advised, counterproductive, and lacking in transparency; and I feel strongly that it needs to be revisited with input from the Town's residents.
7. A police officer's role involves protecting people and keeping people safe. This seems to be missing in the actions and words of Lt. Rick Pedrini.
8. It's concerning to me that police officers around this country are allowed to act with impunity, and I expected much better from Arlington, which I view as a progressive neighbor. I'm also struck by the irony of Sgt. Pedrini being allowed to complete ""Restorative Justice"" when he derided it multiple times in the articles he published
9. This individual's behavior is deeply concerning and affects how safe anyone living or traveling in Arlington feels.
10. I believe this case, and its final outcome, have implications far beyond the town of Arlington. If the town fulfills the requests contained in this petition, Arlington may become a model for other communities facing similar situations. I urge the town to stand on the right side of history and set a positive example.
11. I commend this group for speaking out.

12. Pedrini's words affected much more than just one town-- and risk more than just his own actions going forward. His words affected communities across the Commonwealth and influenced police in heavily POC communities.
13. Because I know that the town officials may see signatures from non-Arlington residents as less valid, let me offer this. I live in Massachusetts. I travel to and through Arlington. What your police officers do, and whether they are dangerous to people is of my own immediate concern. This is in addition to my very strong feelings that the larger community needs to be accountable to stop the spread and acceptance of white supremacy. And white supremacy is very much the correct term for this man's beliefs. Arguably, our constitution guarantees even malevolent men like him the right to hold and share his poisonous propaganda. But it doesn't ensure him the right to share them in his position of armed authority. It is terrifying that this man is allowed to continue to be on our streets, given authority to carry a weapon, and to potentially hurt people. The steps that Arlington has supposedly taken are meaningless, empty gestures and it tells the world, and your neighbors here in Massachusetts that Arlington is ok with this. That you support and condone white supremacy and an officer who, given the combination of his virulently racist views and his views on disabled people, is pretty much a recipe for harm to vulnerable residents. Shame on Arlington, get it together and take effective action to address the harm he has already done.
14. Since moving to Arlington 4 years ago I have been proud of the sustained commitment to racial justice in the face of disturbingly racist actions in schools and on public property. Acceptance of the proposals in this petition would restore my wavering faith in the potential of our town to chart a firm and clear path for inclusive justice that addresses the needs of all marginalized citizens.
15. Across the nation, it is obvious that more precise psychological screening needs to be administered to applicants for law enforcement positions. Lt. Pedrini would seem to have the kinds of issues that should bar him from a career in law enforcement, let alone being authorized to carry a gun.
16. This process of restorative justice was misused in this case. Whatever process was used under the umbrella of "RJ" was inappropriate and neither restorative for those hurt by this police officer, nor did it do justice for those hurt or for the Arlington Police Dept and other groups working hard to promote human rights in Arlington and surrounding towns. Further, those hurt by this officer's words and the public at large are being kept in the dark about what actually happened in the "restorative justice" process for this officer. How can we then expect to trust that our police forces are really fair and committed to unbiased protection of ALL citizens? If a more comprehensive, fair process of investigation and reparation is not made, this miscarriage of justice will stain Arlington indefinitely and have a lasting chilling effect on people in surrounding communities. This

Betty →?

must be addressed in a way that preserves the RJ process as it is meant to work (for those who have committed a crime and not those who have not committed a crime!).

17. Hate-based words lead to hate-based action which makes Arlington unsafe for everyone.
18. The actions and racist statements by this Arlington police office negatively impact all of our communities.
19. I plan to boycott all Arlington stores and restaurants until this matter is resolved to my satisfaction.
20. My biggest concern is that after the RJ process Lt. Pedrini was returned to the SAME job as before with no consequence other than an "apology". How is that right and what message does that send to Lt. Pedrini and the Arlington community?
21. Threats of violence should be evaluated by forensically trained mental health providers.
22. Thanks to all who are working to reverse the misuse of restorative justice. Officer Pedrini is not fit to serve the town of Arlington because of his discriminatory views and his call for violence against people he is supposed to serve and protect.
23. I hope Arlington will heed this petition and set the example for other towns and small cities (like mine) in MA.
24. Racism in any form should not be tolerated and this person's actions should not be excused.

25. I like both the wording and the tone of this petition. Do I see any Select Board Members on this list of signers, ahem?
26. I work in Arlington. I don't feel that Arlington's actions to discipline Lt. Pedrini for his racist actions go far enough. I don't feel safe in a community that sends a message to Arlington residents and business operators that actions like Lt. Pedrini are in line with our values as American citizens.
27. The dehumanization of human beings in his writings is alarming, as is his understanding of immigration law and international treaties. He has strong opinions about "liberals," and (especially offensively) "illegals," and his habit of lumping everyone together into groups that he believes are monolithic and sub-human makes it concerning that he can be impartial in his policing. My hope is that this issue can be investigated further and, if found necessary, the individual in question can undergo further evaluation and training.


28. I was appalled when this story broke last year..This is a wake-up call for Arlington to educate law enforcement and others in leadership regarding implicit bias and to ensure that racism and bigotry are not condoned.

*duplicate
#50*
29. As a previous resident of Arlington, this saddens but does not surprise me. I'd thought about moving back when I can afford a house, but this kind of behavior doesn't represent a community I'd want to raise children in.

30. I don't live in Arlington, but close enough that the precedent makes me nervous

31. This man's perspective, which he shares through his writing, reflects the exact attitudes that are cutting up our country right now, and deeply polarizing it. The problem is there's no willingness to really listen, and ultimately, cultivate acceptance and tolerance. Moving towards love is the only way. People get burned when you fight fire with fire. This man is adding to the collective fire. People have already been hurt. And he doesn't get it. Provincial attitudes are part of an old evolutionary trend that we must change if we're to move ahead and effectively take care of each other.

32. Arlington is better than what he has shown. Zero tolerance for this kind of behavior from our police.

33. He should be fired and banned from public service for life.

34. I applaud this community for seeking to restore trust and reconciliation with the police officers. We need them on our side.

35. The first step toward a better future until equity is understood as a human right.

36. Public servants should be held to a higher standard, not given a pass because they risk their lives.

37. This man needs a considerable period of time to demonstrate stability and willingness to tolerate groups of people who are not like him.

38. Given recent national events Arlington needs to step up. We cannot and will not tolerate our police fomenting hatred and division.

39. Support these efforts to improve lives, we all deserve only the best. Diversity makes all of us stronger human beings.

40. How could it be that we have a lieutenant that calls people maggots? I don't understand.

41. Hate-based words lead to hate-based action which makes Arlington unsafe for everyone.

42. I have friends who live in Arlington, I used to visit Arlington frequently for meals and strolls through the bike lane, but knowing the city's stance on this case with officer Pedrini, I can't justify spending any time in Arlington that I can spend in neighboring towns where people's safety isn't as much of a question.

43. I want very much to believe in restorative justice and Lt. Pedrini's apology, but this new information has me concerned, especially as a citizen of Arlington.

44. "I'm just tired of hateful rhetoric against people we disagree with. I except from people but from leaders within the community is not acceptable. We can be critical while being positive and constructive. Help by condemning this type of language from community leaders and public servants." *gms*

45. The decision to apply RJ in the case of Officer Pedrini was made [inappropriately] by town officials and the APD. Accordingly, I believe that the petition to conduct a review of the APD for bias should be extended to other town government entities, not only the APD.

46. Protecting the APD and the officer in question at the expense of the community itself is shameful. The misuse of restorative justice is shameful and harmful to the very concept of restorative justice.

47. I am disgusted by the racist propaganda the Massachusetts Police Association publishes. It scares me to think that not only is the person writing this offensive, white supremacist rhetoric a police officer, he is also on the executive board of their union. I am afraid for all of us.

48. This man should not be in a position of power in our town. His language and behavior is completely unacceptable. Please protect our town by taking all legal measures to take him out of public life in Arlington. *all*

49. I think Pedrini should be terminated. Or at the very least if that is not possible, demoted and put on permanent desk duty without access to a firearm.

disappointed
50. As a previous resident of Arlington, this saddens but does not surprise me. I'd thought about moving back when I can afford a house, but this kind of behavior doesn't represent a community I'd want to raise children in.

51. I am particularly concerned about Lt. Pedrini being on the force with a firearm.

52. This officer should not be on the street with a weapon

53. NO self-respecting officer should EVER behave in that manner
54. I have been a resident and homeowner in Arlington for over twenty-one years, and I am appalled by the Arlington Police Department's lack of transparency and regard for the safety of all our citizens. I strongly urge the town to follow the recommendations outlined in this petition.
55. He needs to be fired. He has the ultimate power to take someone's life and get away with it! He shouldn't have this ability or job given his racist rants.
56. I have very high regard for police officers—who deal with the very tough stresses and daily potential for being attacked and killed through all available decent, humane means. The language and sentiments here are not suitable for a public employee in America—or anyone else, anywhere. We're clearly at a point globally where we need 'all hands on board' for safety of everyone, not dehumanizing rhetoric ~~against~~ even those who commit heinous acts. *Pr*
57. 'Putting down' "animals", "maggots"? Really? This by a public employee?!?"
58. The intemperate, toxic, and, indeed, violent language of Lt. Pedrini, his gross exacerbation of Us-Them ideation amongst his fellow officers whose essential role is to "protect and serve" all citizens, his stigmatizing of others, defined both politically and socially, accomplish nothing but sowing discord and increasing the likelihood of police malfeasance. The killing of officers acting in the line of duty is tragic. Lt. Pedrini's language does not serve them or the broader society in Massachusetts well.
59. It's important for both the police and the people ^{they} ~~it~~ serves to trust one another. The comments from Lt. Rick Pedrini break that trust. In order to take steps to rebuild it, the ~~above steps~~ ^{mentioned in the petition} must be taken, and Lt. Pedrini held accountable.
60. Please make sure Lt. Pedrini stays on desk duty for the rest of his tenure.