

## WHAT ARE WE DOING IN BURLINGTON?

Here in Burlington, I pledge to do everything I can to prevent an outrage like the one seen in Memphis. Our laws, policies, training, and systems of review are all directed toward that.

- We review every use of force via a [multi-part, multi-officer review process](#) that includes trained supervisors and the Deputy Chief of Operations. Whenever a use of force involves a person of color, the Mayor is informed.
- I have created strong policies to guide, delineate, and limit use of force. In 2019, representatives of a wide range of community groups and the public came together as the [Committee to Review Police Practices](#). In July 2020, after the horrific murder of George Floyd, I had the lead of taking that committee's work and writing the [most progressive and forward-thinking use-of-force policy](#) in the state. It contained much stronger rules against excessive force, a far greater emphasis on deescalation and deceleration, and added a duty to intervene, duty of care, and duty to report. It was sufficiently effective that it was largely used as the template for the new, statewide use-of-force policy for all of Vermont. [The statewide policy is now Burlington's](#), as well, and is available online.
- I make [every use of force public](#). On a monthly basis, we present each and every use of force to the Police Commission and the public, so that members of the public can review and evaluate them. No other agency in Vermont does this.
- We have begun to release [body-worn camera footage](#) of uses of force as part of an [agreement with the independent Burlington Police Commission](#), but more importantly because I deeply believe in transparency. No other agency in Vermont does this.
- Our use-of-force tactics training emphasizes both deescalation and Brazilian Jiu Jitsu, which avoids strikes in favor of control holds and grappling, both of which are far safer for subjects and officers alike.
- We have created an entire division of the department dedicated to social services and alternatives to police response, the [Crisis, Advocacy, Intervention Programs, or CAIP](#). This includes resources like our Community Support Liaisons, in-house social workers who help address challenges like substance-use disorder, houselessness, and chronic mental-health issues so that police intervention doesn't become necessary.
- Every officer is trained according to ICAT standards—the Police Executive Research Forum's [Integrating Communications, Assessment, and Tactics](#)—which hinges on decision-making, crisis recognition and response, tactical communications and negotiations, and operational safety tactics, and, most of all, slowing things down.

All of this is done in the name of transparency and public trust. Working together, we can build a stronger and safer community. Every day, our work together must be a rebuttal to the travesty that happened in Memphis. The people who make up the Burlington Police Department are dedicated to that—and to working with and for our neighbors to make Burlington safe and fair, everywhere for everyone.

