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**CHARLES D. BAKER**  
GOVERNOR

**KARYN E. POLITO**  
LIEUTENANT GOVERNOR

November 19, 2018

Dear Chief,

We all agree that hate crimes have no place in our Commonwealth and that we must do all we can to combat them. In support of our joint work, on November 6, 2017, I signed Executive Order Number 578 "Reaffirming and Restructuring the Governor's Task Force on Hate Crimes" to advise our administration on the best practices for combatting hate crimes and supporting citizens who are victims of hate crimes.

The task force, the members of which are copied on this letter, was charged with recommending appropriate legislation, regulations, policies and procedures to promote the full and effective cooperation and coordination among law enforcement agencies to improve the prevention, investigation and prosecution of hate crimes.

Over the past few months we have been meeting with the members of the task force to review their recommendations. Even as these meetings were taking place, there were disturbing incidents of hate crimes in Massachusetts and nationwide. While the task force continues its work, their early efforts have resulted in four recommendations which we strongly urge you to adopt as soon as possible.

First, we suggest that all law enforcement agencies designate at least one officer to serve as a point-person on hate crimes. The Civil Rights Officer's function would be to serve as a community liaison and to participate in appropriate community outreach, to review incident reports for potential hate crimes, and to serve as a resource for your agency on any issues related to hate crimes.

Second, ensuring that hate crime data is transparently reported, publicly available, and easily accessible is essential to ensuring the public's confidence in law enforcement's response to hate crime incidents. To that end, in the next three months, the Executive Office of Public Safety and Security will be completing the development of a website that will allow end-users to cross reference hate crime data across jurisdictions and time periods.

To ensure the robustness of this data, we therefore urge you to consider requiring your agency's designated Civil Rights Officer to report each criminal act that appears to be motivated by bias because of the presence of one or more bias indicators, regardless of whether hate crime or civil rights charges are referred or prosecuted. While this additional responsibility may exceed the current reporting requirements of G.L. c. 22C, § 33 and 501 CMR 4.00 et. seq., accurate statistical data on the incidence and nature of all biased based incidents must be a necessary component of any strategy to confront and overcome hate violence. Similarly, to ensure the uniform and accurate reporting of data across all jurisdictions, we encourage all law enforcement agencies that have not already done so to utilize the National Incident Based Reporting System (NIBRS) as their primary mechanism for reporting incidents of hate crime to both state and federal authorities.

Third, to assist your agency and designated Civil Rights Officers, our administration has directed the Municipal Police Training Council to prepare a specialized training for Civil Rights Officers. This comprehensive training will be made available to any designated officer, at no charge to your agency, and we encourage you to make full use of these materials. I have also asked the MPTC to develop enhanced training for new police recruits on these issues.

Fourth, the specialized training course for Civil Rights Officers is based, in large part, on the suggested best practices contained in the International Association of Chiefs of Police Model Policy (IACP) on the Investigation of Hate Crimes. Accordingly, we urge you to review this policy when considering your designation of a Civil Rights Officer and to consider adopting it as your agency's official policy with respect to hate crimes.

The relationship between local law enforcement agencies and the communities they serve is a key component to the effective prevention, investigation and prosecution of hate crimes and, most importantly, to supporting and aiding a victim's recovery. We urge you to consider adopting these four recommendations of the Hate Crimes Task Force outlined in this letter. We are grateful for the strong partnership your agency has formed with our administration over the last four years, and we look forward to continuing to work with you and other law enforcement leaders on this and many other issues.

Sincerely,



Charles D. Baker  
Governor



Karyn E. Polito  
Lieutenant Governor

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