



# City of Cambridge

## Executive Department

**YI-AN HUANG**  
City Manager

CMA 2026 #2  
**IN CITY COUNCIL**  
January 12, 2026

To the Honorable, the City Council:

I am writing to recommend **Caleb Zachary Demers** and **Belicia Wilkinson** for appointment to the Police Review and Advisory Board (PRAB) for terms of five years, effective January 12, 2026.

The Police Review and Advisory Board is a volunteer body of five Cambridge residents that provides independent civilian oversight of the Cambridge Police Department. PRAB is responsible for reviewing investigations conducted by the Police Department's Professional Standards Unit and advising on policies and practices to promote accountability, transparency, and public trust. PRAB currently has two vacancies on its five-member board.

Board members must be Cambridge residents and may not hold any other City position, nor may their immediate family members hold another City position while they serve. Members are expected to demonstrate an active interest in public affairs and community service, and to fulfill the goals and objectives of the PRAB Ordinance ([Cambridge Municipal Code Chapter 2.74](https://library.municode.com/ma/cambridge/codes/code_of_ordinances?nodeId=TIT2ADPE_CH2.74PO_READBO) <[https://library.municode.com/ma/cambridge/codes/code\\_of\\_ordinances?nodeId=TIT2ADPE\\_CH2.74PO\\_READBO](https://library.municode.com/ma/cambridge/codes/code_of_ordinances?nodeId=TIT2ADPE_CH2.74PO_READBO)>).

The City Manager's Office posted a request for applications for PRAB on the City's website and through a City news release on October 9, 2025. The posting announced the availability of two vacancies, outlined the qualifications and responsibilities of Board members, and encouraged applications from individuals committed to advancing fairness, accountability, and equity in policing. The application period remained open until November 7, 2025, and the opportunity was shared through City communication channels and through outreach by Board members. To ensure a diverse pool of applicants, PRAB staff conducted targeted outreach to community-based organizations and networks serving historically underrepresented communities, with the goal of ensuring that the applicant pool reflected the City's racial, social, and economic diversity.

There were 15 total applicants, and a subset of applicants was interviewed by a panel consisting of City staff and current PRAB members. Following the interview process, the panel recommends the appointment of the two individuals listed below.



**New Appointments:****Caleb Zachary Demers:**

Mr. Demers is a Licensed Independent Clinical Social Worker with extensive experience in trauma informed care, clinical assessment, and systems level work. He currently works at McLean Hospital, where his professional experience includes direct clinical work, training, and collaboration with first responders and law enforcement professionals. His background provides him with a nuanced understanding of both the operational realities of policing and the impacts of police practices on individuals and communities. Mr. Demers brings strong analytical skills, sound judgment, and a demonstrated commitment to fairness and accountability that will be a valuable asset to the Board.

**Belicia Wilkinson:**

Ms. Wilkinson is a community minded professional with more than a decade of experience in human services, organizational communication, and conflict resolution. She holds a degree in Criminal Justice and a master's degree in Human Services. She currently works in a client facing role at Eastern Bank in Cambridge. Her professional and volunteer experience reflect a strong commitment to equitable service, ethical decision making, and public engagement. Ms. Wilkinson's background positions her well to contribute thoughtfully to PRAB's review processes and to support constructive police community dialogue.

I appreciate the willingness of these community members to serve the City of Cambridge and, with your approval, look forward to their appointment to the Police Review and Advisory Board.

Very truly yours,

A handwritten signature in black ink, appearing to read 'Yi-An Huang', written in a cursive style.

Yi-An Huang  
City Manager