

Chairperson
Ellen Shemitz

Vice-chairperson
Elizabeth O'Callahan

Clerk
[vacant]



Human Rights Commission

Members:
Robert Bilotta
Guillermo Creamer Jr.
Randy Feldman
Charles Hopkins
Bernard Reese
Jacqueline Yang

MEETING AGENDA

Monday, August 26, 2024, 6:00-8:00pm

THIS WILL BE A VIRTUAL MEETING ALL VOTING SHALL BE TAKEN BY ROLL CALL OF THE MEMBERS PRESENT

Virtual meeting link: https://teams.microsoft.com/l/meetup-join/19%3ameeting_ZDFIOTM3MjEtY2JIOS00NWFkLWE4OWEtMTQ3NTg4OTVmYjNm%40thread.v2/0?context=%7b%22Tid%22%3a%22f25998dd-1be6-42c6-a44c-8785f3e6deb6%22%2c%22Oid%22%3a%228ca16f13-c319-48d7-9d76-877dbb5506ea%22%7d.

Meeting number: 288 954 899 121 Password: BHttC8 Phone: [+1 469-998-7682](tel:+14699987682), [176135745#](tel:+176135745#)

To request a reasonable accommodation or interpretation or to submit written comments or questions in advance of the meeting, please contact the Human Rights and Accessibility Office by email at humanrights@worcesterma.gov. Please note that interpretation requests must be received no later than 48 hours in advance of the meeting.

Note: Participants on Teams may select to view closed captioning (via artificial intelligence) in a variety of languages.

Para solicitar interpretación o una adaptación razonables o para enviar comentarios o preguntas por escrito antes de la reunión, comuníquese con la Oficina de Derechos Humanos y Accesibilidad por correo electrónico a humanrights@worcesterma.gov. Tenga en cuenta que las solicitudes de interpretación deben recibirse a más tardar 48 horas antes de la reunión. Nota: Los participantes en Teams pueden seleccionar ver subtítulos (a través de inteligencia artificial) en una variedad de idiomas.

AGENDA

1. Call to order, introductions, instructions for public participation and reading of the HRC traditional opening which includes the mission, associated terms and acknowledgement of the Nipmuc/First People of Worcester: Approximately 6:00 – 6:10p.m.

Public Comment (Time will be allotted for each item as it is introduced or at Chairperson's discretion)

2. Commission Business

Approximately 6:10-8:00 p.m.

- a. Approval of Minutes from May, June and July HRC meetings (Approximately 6:10-6:15)
- b. Follow Up discussion of Cultural Flag Program (Approximately 6:15-6:30)
- c. Review/update on outstanding WPD requests (Approximately 6:30-6:40):
 - i. Disaggregated Data for Background Check Passage Rates for Recruits who pass civil service exam
 - ii. ShotSpotter data

- iii. Update on policies under review by WPD (Juvenile/Language/Use of Force)
- iv. Information about the end of Community Health Link/WPD collaboration
- c. Update re: HRC Directives re: WPD disciplinary records and hate crimes (Approximately 6:40-6:50)
 - i. June motion for Director to make formal request to CM to supply the previously requested investigative materials that have not been supplied to HRC (for copies of all internal disciplinary action reports from the prior two years for all disciplinary action involving criminal conduct, unnecessary force, discourtesy, improper dissemination of information, improper associations and dealings, conduct unbecoming, bias free policing, use of force, handcuffs and restraints, K9 guidelines, handling evidence/property, racial profiling, handling of prisoners)
 - ii. June motion for Director to file public record request for full WPD investigation records (per above) and reports for 17 hate crimes in 2022 and 2 hate crimes and 2023
- d. Update on HRC POST records (re: officer misconduct complaints and investigations) (Approximately 6:50-6:55)
- e. Discussion on the HR&A investigative process contained in the CoW ordinance (Approximately 6:55-7:25)
 - i. Mandate of Ordinance (Duties and Responsibilities of Commission)
 - ii. 1973 SJC Decision (Bloom v. Worcester) and 1976 SJC Decision (HRC V. Assad) - upholding broad investigatory powers of the HRC
- f. Director update re: Washington Heights Fire (Approximately 7:25-7:30)
- g. Discussion on the US Supreme Ct case eliminating AA at colleges/universities and the reach of this into DEI generally and more specifically the city as an employer/workplace. (Approximately 7:30-7:40)
- h. Comm Bilotta-presentation regarding recent pedestrian accidents in the CoW and supporting the city's work on street safety as this is an urgent community issue. (Approximately 7:40-7:55)
- i. Update on Outreach to Worcester Fire Department (Approximately 7:55-8:00)

3. Adjournment (8:00 p.m.)

Next monthly meeting of the Human Rights Commission is Monday, September 23, 2024, 6:00 p.m. at City Hall

Information relied upon for this meeting:

- a. May, June and July Minutes (pdf of racial equity PowerPoint that will be posted on the website)
- b. Copy of Director memo to HRC re: request to CM for internal disciplinary data for prior 2 years, and public record request for full WPD investigation records for prior 2 years and for hate crimes in 2022/23
- c. POST letter re: request for disciplinary data dated 7/31/24
- d. WPD ShotSpotter data dated 8/1/24
- e. Memo to HRC re: WPD decisions on policy recommendations from HRC

- f. KP Law Summary of the law on flag raisings
- g. 8/12/24 Patch News article on motor vehicle deaths
- h. 2 court cases on investigatory powers of HRC (HRC v. Assad and Bloom v. Worcester)
- i. Current Affirmative Action Policy for City of Worcester
- j. Pdf from Commissioner Bilotta related to traffic safety
- k. Pdf from Chair Shemitz related to traffic safety