

Chairperson
Ellen Shemitz

Vice-chairperson
Elizabeth O'Callahan

Clerk
[vacant]



Human Rights Commission

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

VIRTUAL MEETING AGENDA

Tuesday, April 9, 2024, 6:00pm

Virtual meeting link: https://teams.microsoft.com/l/meetup-join/19%3ameeting_YWQwZTQ3ZDUtN2EzZi00ODY1LWE1NGYtMTMyNTEwNGY0NmI1%40thread.v2/0?context=%7b%22Tid%22%3a%22f25998dd-1be6-42c6-a44c-8785f3e6deb6%22%2c%22Oid%22%3a%2202af705d-5ebe-4000-83cf-64efc45b8c33%22%7d

Meeting number: 267 678 751 717 Password: 36fDrZ Phone: [+1 469-998-7682](tel:+14699987682), [694051078#](tel:+14699987682)

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: Approximately 6:00 – 6:05 p.m.**
Public Comment (*Time will be allotted for each item as it is introduced or at Chairperson discretion*)
2. **Review of HRC Memorandum to the City Manager, dated March 28, 2024: Approximately 6:05 – 6:10 p.m.**
3. **Discussion of Data Requests to the Worcester Police Department: Approximately 6:10 – 6:30 p.m.**
4. **Review of WPD Racial Equity Audit Findings and Recommendations: Approximately 6:30 – 8:00 p.m.**
 - a. Commissioner Bilotta on DEI
 - b. Commissioner Hopkins on Recruitment, Hiring and Promotions
 - c. Commissioner Feldman on Policy and Procedure
 - d. Commissioner Creamer on Community Policing
 - e. Chairperson Shemitz on:
 - i. Use of Force
 - ii. Complaints and Professional Standards

Relevant Links:

[Worcester interim police chief says department has harmed communities of color \(telegram.com\)](#)

[Civil service promotional bias suit, initiated by Worcester officer, settles for \\$40 million \(telegram.com\)](#)

[Worcester Council OKs Civil Service Exit For Chiefs After Union Outcry | Worcester, MA Patch](#)

5. Discussion of Model Juvenile Justice Policies: Approximately 8:00-8:30 p.m.

- a. Draft Motion concerning Privacy of Juvenile Records

Relevant Links:

[Juvenile Law Center National Scorecard on Juvenile Records](#)

[Juvenile Law Center National Review of State Laws on Juvenile Records](#)

Model Juvenile Policy by Strategies for Youth:

- Policy 1: [General Guidelines](#)
- Policy 2: [Investigatory Stops, Non-custodial Interviews, Search and Seizure of Youth](#)
- Policy 3: [Arrest, Transport, Booking and Temporary Custody](#)
- Policy 4: [Miranda Warnings, Waiver of Rights and Youth Interactions](#)
- Policy 5: [Use of Force with Youth](#)
- Policy 6: [Fair and Impartial Policing of Youth: Race, National Origin and Immigration Status](#)
- Policy 7: [Fair and Impartial Policing: LGBTQ+ Youth](#)
- Policy 8: [Policing of Youth with Disabilities, Experiencing Mental Health Crises, or Impaired by Drugs or Alcohol](#)
- Policy 9: [Protection of Youth Who are Vulnerable Due to the Arrest of Parents or Other Caregivers, the Execution of Residential Search Warrants, or Commercial Sexual Exploitation](#)
- Policy 10: [Law Enforcement Interaction with Students](#)
- Policy 11: [Data Collection](#)
- Policy 12: [Transparency and Accountability](#)

6. Other business: Approximately 8:30-8:35 p.m.

- a. Commissioner Attendance for HRC Meetings
- b. Upcoming Leadership Elections – Consider whether you would like to seek a role.

7. Adjournment

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