

Chairperson
Eduardo Rivera

Vice-Chair
Cara Berg Powers

Clerk
Jeffrey Miller



**City of Worcester
Human Rights Commission**

Members:
Harry Danso
Kathleen Gervais
Edward Kwiyp
Mable Millner
Edward G. Robinson
Udeme Ukpong

**Meeting Summary
Monday, September 24, 2012
6:00pm to 8:00pm
City Hall – Conference Room 401, 4th Floor**

Members Present: Cara Berg Powers, Harry Danso, Katherine Gervais, Mable Millner, Eduardo Rivera, Edward Robinson & Udeme Ukpong

Members Absent: Edward Kwiyp & Jeffrey Miller.

Staff: Jayna Turchek, Director of the Office of Human Rights and Disabilities

1. Call to Order:

There being a quorum the Chair called the meeting to order at 6:03pm.

2. Introductions:

There being no guests, introductions were skipped.

3. Approval of August 13th, 2012 Minutes:

On a motion that was duly made and seconded, the Commission voted to approve the meeting minutes from the August 13th, 2012 meeting as written, by a vote of 5 to 0. (Mable Millner and Udeme Ukpong arrived after the vote was taken).

4. Old Business:

(a) Bi Annual E. Hawley Award: Report from Subcommittee

The subcommittee minutes and drafts were approved today at 5:45pm.

The theme for the awards reception will be Recognizing Human Rights Achievements and Looking to the Future. The venue has not been confirmed. Cara will contact the Boys & Girls Club as well as the Youth Center. The format of the reception shall be an introduction by an elected official, slideshow presentation, presentation of the 2012 E. Hawley award, video presentation (video to be completed with youth partnership), presentation of the essay contest awards for middle school and high school levels, and then concluding remarks.

The Commission approved the nomination letter and essay announcement. Please distribute throughout the community.



CITY OF WORCESTER HUMAN RIGHTS COMMISSION
c/o JAYNA TURCHEK, ESQ., DIRECTOR
OFFICE OF HUMAN RIGHTS & DISABILITIES, CITY HALL
455 MAIN ST., WORCESTER, MA 01608
TELEPHONE (508) 799-1152 | FAX (508) 799-1208
EMAIL: humanrights@worcesterma.gov



There was a discussion about the selection process and timeline for the essay contest. A motion was carried for the essay contest to be graded on the following criteria: (1) visionary, (2) clarity of writing, (3) understanding of human rights, (4) conciseness, and (5) incorporation of Thurgood Marshall theme.

There was next a discussion on expenditure for the event. The Commission has a balance of \$1,131. The awards will be a plaque for the Hawley Award and framed certificates for the Essay Contest winners. Motion made and carried for the subcommittee to plan on an expenditure threshold of \$600 to be spent on awards, food and drink etc.

Attendance by all members at the December 10th reception is requested.

The next sub-committee's next meeting was scheduled for 5:00p.m., Monday October 1, 2012, at the Worcester Senior Center First Floor Lobby/Library.

(b) Youth and Human Rights: Report from Subcommittee

Meeting did not take place this month. Edward Robinson reported that his homework assignment was to define human rights and how do human rights affect me. Further discussion was tabled until the next meeting.

(c) Foreclosure Complaint Response

There was a discussion about the Commission's response to the WAFT complaint. Jayna Turchek notified the Commission that she mailed a meeting notice for today's meeting to WAFT. No one from WAFT was present at the meeting.

Eduardo Rivera proposed organizing an educational effort to address some of the concerns in WAFT's complaint and it was tabled. There was a discussion about a possible review of the Commission's ordinance which was also tabled.

A motion was made and carried to have the Office of Human Rights communicate through a correspondence and explain position of the Commission based on the City Solicitor's feedback. The communication will be sent to WAFT post haste.

(d) Know Your Rights / Voting Rights

The Know Your Rights event will take place on Monday October 1st at the Worcester Senior Center, 128 Providence St. Panelists are confirmed, the event has been publicized, and preparations are in order. Commission members were asked to select tasks for the evening. Eduardo Rivera will welcome the panelists and audience, Cara will moderate the Q&A session for the first panel and Mable will moderate the second panel. Kathy and Edward Robinson will be official greeters at the door. Ed Robinson will facilitate the use of the audience microphone for Q&A. Udeme will be the timekeeper for the first panel and Harry timekeeper for the second panel. All members are requested to wear/bring their Commission nametags and arrive early.

(e) Worcester Pride Day

Edward Robinson reported on Worcester PRIDE day. He walked in the parade as a representative from the Commission and later tabled the event. There was a great turnout and it was a fun day. The only concern from the community was that the T&G published a controversial picture.

5. Commissioner's Report

Members attended the following community meetings and activities:

- Main South Alliance for Public Safety
- St. John's Church Community Meeting on Unemployment and other public benefits and voter registration and rights.
- Triage Assessment Center groundbreaking ceremony
- Worcester PRIDE
- Massachusetts College of Pharmacy and Health Sciences Student Fair
- Shrewsbury Street Neighborhood Watch
- Four Corners Neighborhood Watch
- Election Commission meeting
- StART on the Street
- Pleasant Street Neighborhood Fire Response Meeting
- YMCA- Conscious Corner Youth Poetry
- Conference on Bullying

Discussion about youth perception that root causes to violence are not addressed.
Discussion about bullying of people of all ages and programs in the state doing anti-bullying work.
Conversation about how the Commission can have more impact in the community tabled.

6. Office of Human Rights Director's Report:

(a) WPD BOPS Quarterly Report

Commission requested the following questions be forwarded to WPD:

- (1) What are the differences between exceptionally cleared and exonerated?
- (2) Is it possible to include the type of case for each finding?
- (3) Are the investigations/reports subject to public records requests?

7. New Business:

(a) Calendar scheduling

Nothing new to add.

8. Location of Next Meeting:

The location for next month's meeting (November 5, 2012) will be at City Hall.

9. Public Comment:

No public comment.

10. Adjournment:

On a motion that was duly made and seconded, the meeting adjourned at 8:00 PM.

**City of Worcester
Human Rights Commission**

Planning Calendar

1st Quarter (July-September)

1. Know Your Rights
2. Youth and Human Rights
3. Bi Annual E. Hawley Award Ceremony
4. Worcester Pride Celebration

2nd Quarter (October-December)

1. Youth and Human Rights
2. Bi Annual E. Hawley Award Ceremony

3rd Quarter (January-March)

4th Quarter (April-June)

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September 2012
To Prospective Nominators:

The City of Worcester's Human Rights Commission is now accepting nominations for the **2012 Eleanor T. Hawley Human Rights Award**. This award will be presented at our annual event to commemorate the United Nation's Universal Declaration of Human Rights, December 10, 2012.

Eleanor T. Hawley was hired in 1969 as a senior clerk and stenographer for Human Relations in the Office of the City Manager. She was appointed secretary of the Human Rights Commission in April 1973 and was promoted to Community Relations Specialist in the Office of Human Rights in 1975. She served as Executive Director of the Office of Human Rights from 1981 until her retirement in 1991. Mrs. Hawley served the City with distinction for 22 years. Following her retirement, the Human Rights Commission established an award in her name.

The Human Rights Commission encourages you to nominate a friend, colleague or group/organization who has made efforts to improve human rights, civil rights, human relations and/or social justice in Worcester. The Human Rights Commission, an appointed group of nine Worcester residents, will select the honoree for the 2012 award.

Nomination Criteria:

- **Demonstrates active involvement (professionally or as a volunteer) in human rights, civil rights and/or human relations issues in the City of Worcester.**
- **Leads by example and "walks the walk, not just talk the talk."**
- **Builds bridges among and between diverse communities in Worcester.**
- **Resident of greater Worcester area.**
- **No age requirement.**

Please complete the attached Nomination Form and return to the Human Rights Commission by **Friday October 12, 2012** via email, fax or mail. We encourage at least one letter of support as part of your nomination. You may contact Jayna Turчек (contact below) with any questions or concerns.

Sincerely,
City of Worcester's Human Rights Commission



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2012 Eleanor T. Hawley Human Rights Award
Nomination Form
Due: October 12th, 2012

Name of Nominee _____

Home Address _____

City _____ State _____ Zip _____

Email _____ Phone _____

Please answer the following questions; use additional paper if needed.

1. How does this nominee meet the criteria listed on the attachment?

2. How has this nominee made an impact in improving the quality of life for residents of Worcester?

(over)

2012 Eleanor T. Hawley Human Rights Award
Nomination Form

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3. If available, please include the nominee's resume.

Nominated by:

Your Name _____

Address _____

City _____ State _____ Zip Code _____

Phone: _____ Email: _____

Thank you for your nomination. A member of the Commission will contact you if we have any further questions.

Please submit your nomination, along with at least one letter of support, and, if available, the nominee's resume to:

Via email: humanrights@worcesterma.gov

Or hard copy:

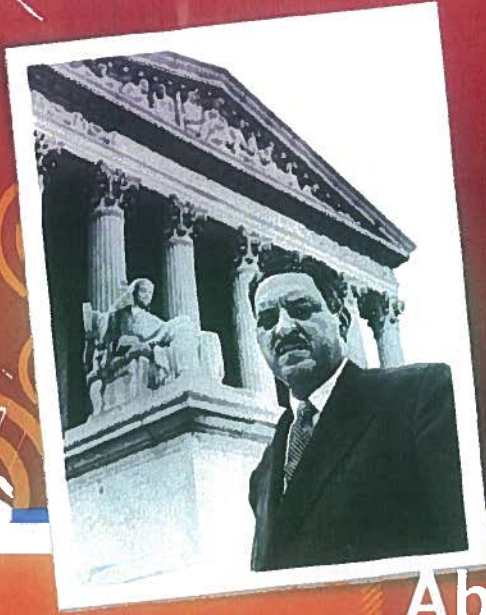
Jayna Turcek
Director, Office of Human Rights and Disabilities
City of Worcester
455 Main Street, Room 311
Worcester, MA 01608

If you have any questions, please contact Jayna at 508/799-1152.

Thurgood Marshall Essay Contest

Thurgood Marshall once said "In recognizing the humanity of our fellow beings, we pay ourselves the highest tribute." Do you have an idea for a project or event to do this in our community?

Share your vision for Worcester recognizing the humanity of all of our residents and you could win this year's Thurgood Marshall Youth Human Rights Award.



About the Contest

Write an essay (500 words or less) telling us about how Worcester can continue the work of Thurgood Marshall for Human Rights.

Contest open to middle and high school aged Worcester residents

Entries due October 22, 2012

Send to Jayna Turcek, Esq.

Director of Human Rights and Disabilities

Office of the City Manager

Worcester City Hall, Room 311

455 Main Street, Worcester, MA
01608

Online application can be found at
<http://www.worcesterma.gov/ocm/human-rights>

Brought to you by the Worcester
Human Rights Commission



About Thurgood Marshall

The first Black Supreme Court Justice, Thurgood Marshall made a name for himself defending critical cases in the history of human and civil rights like *Brown v. Board of Education*. In addition to that landmark decision, overturning the previous doctrine of "separate but equal," he also worked on individual cases to help Black students gain their rightful access to education, including Autherine Lucy (below) at the University of Alabama in 1956.

About the Bill of Rights and other Constitutional amendments, Thurgood Marshall said, "Today's Constitution is a realistic document of freedom only because of several corrective amendments." This tells us that our nation is only made stronger when we question and challenge ways that it may, from time to time, fail to live up to its principles. On December 10, 2012, the Human Rights Commission will celebrate our ongoing work to expand and enforce Human Rights for all of Worcester.





Gary J. Gemme
Chief of Police

DEPARTMENT OF POLICE
CITY OF WORCESTER

MASSACHUSETTS 01608-1172
(508) 799-8800

Bureau of Professional Standards
4/1/2012 thru 7/1/2012

August 13, 2012

The following report is prepared for the Human Rights Commission detailing the case flow of the Bureau of Professional Standards for the second quarter of calendar year 2012, for the period April 1, 2012 through July 1, 2012. The data presented in this report are simply rote numbers gleaned from the individual cases received during the second quarter

The Bureau of Professional Standards received a total of 13 individual complaints for investigation, from sources both internal and external to this department during this period of time. Each of these 13 individual complaints was assigned to one or more police officials assigned to the Bureau of Professional Standards.

Further analysis of the 13 complaints received, reflects a total of 28 separate allegations which were received according to the following most frequent occurrences:

Complaint Type	Frequency
1408.10 Awareness of Activities; Knowledge of Laws, Rules & Regs., etc.	14
1504.10 Discourtesy	6
1503.10 Unnecessary Force	6
1410.10 Giving Identification	1
1502.10 Criminal Conduct	1

The other 0 allegations occurred 0 or fewer times or there was no violation, or did not involve the Worcester Police Department.

The racial breakdown of the 13 complainants were determined as follows:

Race	Count
Unknown, N/A (internally generated)	6
Black	3
Hispanic	3
White	1

As a matter of unit policy, no complainant is asked to identify his or her racial heritage. For the most part, this information is obtained from existing departmental data.

Complainant findings were distributed among the 28 allegations as follows:

Finding	Total
Exceptionally Cleared	18
Pending/Open	4
Sustained	3
Not Sustained	2
Exonerated	1

*All investigations that were determined to have no violations, unknown violations or not to have involved the Worcester Police Department, have been listed as resolved at intake.

** Open includes all complaints/allegations that are in their concluding stages, awaiting court or other judicial dispositions, or are open due to circumstances beyond the control of the Worcester Police Department.

The gender breakdown of the 13 complainants were determined to be as follows:

Gender	Total
Male	8
Unknown	4
Female	1



**DEPARTMENT OF POLICE
CITY OF WORCESTER**

MASSACHUSETTS 01608-1172
(508) 799-8600

Gary J. Gemma
Chief of Police

Bureau of Professional Standards
4/1/2012 thru 7/1/2012

Respectfully Submitted:

A handwritten signature in black ink, appearing to read "Sgt. A.R. Avedian".

Sergeant Andrew R. Avedian
Bureau of Professional Standards

Human Rights Commission
E. Hawley Awards Subcommittee
Meeting September 24, 2012, 5:45-6pm
4th Floor Corridor, City Hall

Minutes

Present: Harry Danso and Cara Berg Powers

There being a quorum of the subcommittee, the meeting was called to order at 5:53pm.

Minutes from August 19th, 2012

Cara motioned to approve minutes, Harry second, so moved. Cara motioned to approve materials, Harry seconded, so moved.

Updates:

Harry reached out to African youth group, awaiting response.

Harry motioned to adjourn at 5:58pm Cara seconded, so moved.

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**DUE TO A LACK OF QUORUM
NO MEETING WAS HELD**

**Subcommittee on Youth & Human Rights
Monday, September 24th, 2012
5:45-6pm
City Hall - Conference Room 401**

AGENDA

1. Call to Order
2. Approval of June 4th & July 2nd minutes
3. Director's update regarding communication with Center for Non-Violent Solutions
4. Review lesion plan
5. Adjournment

**Subcommittee on E. Hawley Awards
Monday, September 24th, 2012
5:45-6pm
City Hall – 4th Floor Corridor**

AGENDA

1. Call to Order
2. Approval of August 19th minutes
3. Adjournment

**Human Rights Commission
Monthly Meeting – Monday, September 24th, 2012
6:00 – 8:00 PM**

Location: City Hall - Conference Room 401, Worcester, MA 01609

AGENDA

1. Call to Order
2. Introductions (Commission Members and Guests)
3. Approval of August 13th, 2012 Meeting Minutes
4. Old Business:
 - a) Bi Annual E. Hawley Award: Report from Subcommittee
 - b) Youth & Human Rights: Report from Subcommittee



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- c) Foreclosure Complaint Response
- d) Know Your Rights / Voting Rights
- e) Worcester Pride Day
- 5. Commissioners' Report
- 6. Office of Human Rights Director's Report
 - a) WPD BOPS Quarterly Report
- 7. New Business:
 - a) Calendar scheduling
- 8. Location of Next Meeting (November)
- 9. Public Comment (3 minutes per individual)
- 10. Adjournment

The Human Rights Commission is dedicated to its service of safeguarding the civil liberties of all persons who live or work in Worcester. May the public kindly take notice to respect the order and decorum of the meeting. Please silence all cell phones and similar electronic devices. Refrain from speaking on cell phones or to others until recognized by the Chair that you have the floor.