

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

MEETING AGENDA

Monday, May 6, 2024, 6:00pm
City Hall Esther Howland Chamber, 3rd floor,
455 Main Street, Worcester, MA 01608

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: [+1 469-998-7682,694051078#](tel:+14699987682694051078)

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, and the CM's Response: Approximately 6:05 – 6:15 p.m.**
3. **Conversation with the Worcester Police Department: Approximately 6:15 – 8:00 p.m.**
 - a. **Introductions:**
 - i. Interim Chief Paul Saucier
 - ii. Deputy Chief Carl Supernor
 - iii. Deputy Chief Edward McGinn
 - iv. Captain Ken Davenport

- v. Diversity Officers
 - 1. Sgt. Angel Miranda
 - 2. Officer Casey Onuigbo

b. Discussion of WPD Responses to HRC Information Requests (See attached)

- i. Annual Bureau of Professional Standards report and discussion of how BOPS will work with CEO of EODEI
 - ii. Annual hate crime report
 - iii. Early intervention trigger reports
 - iv. DEI discussion, including WPD Diversity Officer outreach and recruitment initiatives, implicit bias, and blue lives matter display
 - v. LEP Discussion, including WPD officer language fluency and access to Language Line
 - vi. Disaggregated data/reports regarding motor vehicle stops, use of force, and pedestrian stops
 - vii. Update on emerging crime trends, predictive policing, shot spotter, and power DMS software
 - viii. Civil rights lawsuit settlements
 - ix. Update on patrol force, grenade use, taser use and use of force
 - x. Update on drone usage
 - xi. Update on Quality of Life Team
 - xii. Update on prostitution, trauma informed policing, human trafficking, domestic violence, and parental kidnapping
- c. Planning regarding potentially outstanding Information Requests

4. Other business: Approximately 8:00-8:10 p.m.

- a. April 2024 Meeting & Commissioner Attendance
- b. Upcoming Leadership Elections in June – Consider whether you would like to seek a role.

5. Adjournment

Next monthly meeting of the Human Rights Commission is Monday, June 24, 2024, 6:00 p.m. at City Hall

Requests to the WPD for Reports to the HRC

1. Annual hate crime statistics for any and all hate crimes investigated in the City of Worcester and full investigation reports for each incident, including indication of the incident type, alleged crime, and disposition. Please indicate for each incident if information regarding the same was provided to the FBI for inclusion in its annual listing of hate crimes.
2. Annual bureau of professional standards report for 2023, including not only the annual chart with listing of each case, incident type, allegation, disposition and demographics of any officers as well as the complainant(s) but also:
 - a. A cross check against POST Commission listing of sustained allegations and disciplinary actions and explanation of any discrepancy between BOPS and POST listings
 - b. A copy of investigation reports for all complaints (regardless of sustained/exonerated/unfounded/not sustained) for all complaints 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.
 - c. For each sustained complaint, please detail every disciplinary action against any police officer(s) and indicate for each case whether criminal prosecution against the officer(s) ensued and the result of any such prosecution
3. Please provide copy of all Early Intervention System (EIS) trigger reports from last two years (note: it is our understanding that 3 or more citizen complaints against officer triggers an EIS report).
4. Annual report on WPD Diversity Officers recruitment, outreach, and initiatives, including
 - a. An updated breakdown of all WPD by race, gender, ethnicity, LGBTQ+, and age;
 - b. A breakdown of all new recruits by race, gender, ethnicity and age;
 - c. A breakdown of passage of police training academy by all new recruits by race, gender, ethnicity, LGBTQ+, and age; and
 - d. A breakdown of passage of background check by all new recruits by race, gender, ethnicity, LGBTQ+, and age.
 - e. Identify the passing rate for 2023 Police Civil Service Exam, broken down by race, gender, ethnicity, LGBTQ+ and age.
5. In the area of implicit bias, please address the following questions:
 - a. What training and professional development programs for WPD employees are in place to address implicit bias?
 - b. In what areas has WPD strategically placed an objective to address implicit bias in policies, procedures and decision making and how will that be accomplished in FY24?

- c. In what ways is WPD partnering with community partners to improve police community relations to challenge implicit bias?
 - d. Number of officers (by division) trained in crisis intervention and name of training program and copy of Curriculum
 - e. Number of officers (by division) trained in trauma informed policing and name of training program and copy of Curriculum
6. Updated report on WPD officers fluent in languages not including English, by language and specification of which officers have been assessed formally for fluency for purposes of providing LEP translation. Please indicate for each officer deemed to be fluent in another language the placement of such officer (for example dispatch, community policing, detective, etc.)
7. Please provide an updated report on how WPD officers are expected to access language translation services while on duty and specify how they are to access Language Line in the absence of a city issued communication device. Please specify how officers are to access translation services for ASL individuals while in the field.
8. Please provide all data on the number of times language line was accessed by police officer on a call, the languages needed/accessed during that call. For any and all interactions with LEP individuals where language line was not access, please indicate how translation services were provided, distinguishing between translation provided during emergency and nonemergency interactions.
9. Share data on motor vehicle stops of city residents as follows:
 - a. Please provide data broken down by race, gender, ethnicity, LGBTQ+ status
 - b. Please include information on the disposition of the stop, including whether a citation was issued, whether the vehicle was searched, and whether an arrest was made.
 - c. Please identify the department, race, gender and ethnicity of the arresting officer.
 - d. Please provide a breakdown of the data by location (zip code or specific intersections).
 - e. Please indicate the highest number of stops and citations by a particular officer for the officers with the top 20% of stops verses the average.
10. Please provide data that identifies the racial, ethnic, gender, LGBTQ+ status and age breakdown of all use of force incidents over the past year.
11. Please provide data that identifies the racial, ethnic, gender, LGBTQ+ status and age breakdown of all pedestrian stops over the past year.

12. Please provide copies of any policies that address display of “blue lives matter” flag or logo or statement on WPD uniforms, undercover clothing, police cars or police facilities bearing or displaying such insignia.
13. Please provide minutes of weekly staff meeting or WPD leadership meetings on emerging crime trends and/or all reports on emerging crime trends.
14. Please provide statement on how the WPD uses predictive policing.
15. Please indicate how many civil rights lawsuits has the WPD settled since January 2023.
 - a. How many of these settlements involved claims of use of excessive force?
 - b. How many of these settlements involved claims of unconstitutional stops or detentions?
 - c. How many of these settlements involved claims of unlawful arrest?
 - d. How many of these settlements involved claims of differential treatment based on race and/or national origin?
 - e. How much money has been paid out per lawsuit and in the aggregate?
 - f. What policy and /or practice changes have been implemented in the wake of these settlements in order to prevent any further charges of civil rights violations?
16. Regarding the WPD Tactical Patrol Force Project 6 (henceforth Patrol Force):
 - a. How many arrests has that patrol force made since January 2023?
 - b. Please break down those arrests by category.
 - c. What percentage of those arrests involved POC?
 - d. What percentage of those arrests resulted in convictions?
 - e. What percentage of those convictions involved POC?
 - f. Have any actions of the Patrol Force been challenged in civil rights lawsuits?
 - g. Have any of those lawsuits resulted in settlements?
17. Please provide detailed inventory of any incident since January 2023 in which any member of the WPD utilized a Safari-Smoke Grenade, including:
 - a. the event at which the grenade was deployed,
 - b. the number of grenades deployed,
 - c. the police officer(s) who deployed the grenade(s), and
 - d. any report(s) filed of injuries sustained by police officers and/or civilians as a result of the use of such grenade(s).
18. Please provide detailed inventory of any incident since January 2023 in which any member of the WPD utilized stinger grenades, sponge X-act impact rounds, triple chaser OC canisters, and/or 40mm eXact impact rounds (henceforth "devices"), including:
 - a. the event at which the device(s) was/were deployed,
 - b. the number of device(s) deployed,
 - c. the police officer(s) who deployed the device(s), and
 - d. any report(s) filed of injuries sustained by police officers and/or civilians as a result

of the use of such device(s).

19. Please detail the number of uses of tasers since January 2023 (providing the state electronic control weapons use reporting form for each such use) and, for each such use please indicate:
 - a. the stated rationale for the use of said taser(s)
 - b. whether the incident resulted in an arrest,
 - c. whether the arrest resulted in charges and the ultimate disposition of such charges, and
 - d. whether the incident involved a person of color.
20. Please list the number of incident reports filed since January 2023 reporting the use of force at a Level Three or higher? For each report please indicate:
 - a. if the subject was a person of color,
 - b. if an actual arrest was made,
 - c. if charges were filed and the disposition of those charges, and
 - d. please indicate the name(s) of the police officers involved.
21. Have there been any complaints since January 2023 for violations of civil and/or constitutional rights related to WPD drone usage? How many? How have they been handled?
22. Has WPD shared drone footage/data with any other local, state or federal departments/agencies? What is the process for sharing drone footage with another local/state/federal agency when requested as a part of an ongoing investigation? Is there a record kept of such requests? Please share.
23. Please identify the number of encounters between the Quality of Life Team and homeless encampments that resulted in the displacement of said encampments in 2023 and identify any reasons for such action.
24. How many times in 2023 did WPD respond to data from shot spotter? How many instances led to arrests and convictions?
25. How many individuals were arrested for prostitution and/or solicitation since January 1, 2023? Please breakdown data by race/gender/ethnicity.
26. In 2021, the WPD informed the HRC that they were aware of the Cambridge Police Department's policy on Trauma Informed Policing and agreed to look into the relevant policy and the possibility of implementing aspects of their policy with the WPD. Was this something that the WPD was able to implement?
27. Do you have any reference to the guiding principles or best practices provided by the AG's Human Trafficking Task Force or other information we can look at about those best

practices?

28. In 2021, the HRC and WPD discussed how the later would ask the training division to include information on procedures about handling domestic violence situations in light of relevant laws. Please described whether/ how this was implemented and/or what relevant trainings the WPD already offers.
29. Please provide an update on Power DMS software and the extent to which it is being used by the WPD.
30. What, if any, training is offered particularly in reference to Chapter 209C regarding custody of children of unmarried parents and the issue of parental kidnapping?
31. Please provide a status report on how the BOPS will work with the Division of Investigations within the EODEI on matters of joint interest and/or oversight. As a part of this report, please provide an explanation and organization chart for reporting/supervision purposes of how the WPD Bureau of Professional Standards will work with the Division of Investigations on complaints regarding city employees employed by the WPD.



The City of
WORCESTER

MEMORANDUM

TO: Eric D. Batista, City Manager

CC: Hung Nguyen, Assistant City Manager

FROM: Victor Perez, Esq., Lead Investigator/ Interim Executive Director of the Human Rights and Accessibility Office on behalf of The Human Rights Commission

DATE: March 28, 2024

RE: The Human Rights Commission's Approved Motion from the Public Meeting on March 25, 2024

A. Background:

On March 25, 2024, the Human Rights Commission (HRC) convened for its monthly public meeting and spoke with Commissioner of Emergency Communications and Management Charles Goodwin about his Department's work relevant to the City of Worcester's homeless population. The HRC also discussed Worcester Police Department (WPD) Policies, per their open invitation in September 2023.

B. Approved Motions:

During this same public meeting, a quorum of the HRC approved the following motions:

- The HRC respectfully advises the City Manager that it has asked that the Executive Director of the POST Commission provide the HRC with all reports, investigatory documents and related materials received from the Worcester Police Department in fiscal years 2022 and 2023 within 14 business days of its meeting held on March 25, 2024.
- The HRC respectfully asks that City Manager direct the Commissioner of Emergency Communications and Management to create a questionnaire for all recipients of emergency services to gather information on who is using services, how they learned of the availability of services, what additional services would be helpful, and to ensure that such questionnaire includes questions that provide for demographic details, including respondent's zip code or neighborhood, race, gender, age and ethnicity.
- The HRC respectfully asks that City Manager direct the Commissioner of Emergency Communications and Management to conduct outreach after any and all declared emergencies to assess if all affected persons were aware of the availability of emergency services, to assess barriers to the utilization of such services and to assess the adequacy of the services provided.



The City of **WORCESTER**

- The HRC respectfully asks that City Manager direct the Commissioner of Emergency Communications and Management to conduct outreach to all public schools and to the Department of Transitional Services on a regular basis to provide information on the availability and ways to access emergency heating and cooling centers.
- The HRC respectfully asks that City Manager provide a written response to all HRC motions that request (a) action or information and/or (b) changes to City policy and/or practice, as voted upon at its monthly meetings.
- The HRC respectfully asks that City Manager resume quarterly meetings with the leadership of the HRC and that he reschedule the January 2024 meeting, which was cancelled due to (now resolved) concerns around Open Meeting Law Compliance at his earliest convenience.
- The HRC respectfully asks that City Manager facilitate direct communications between the HRC and the Worcester Police Department to improve collaborative review and revision of WPD policies.
- The HRC respectfully advises the City Manager that the long delay in fulfilling key staffing positions, particularly the Director of Human Rights and Accessibility, is undermining the ability of the HRC to fulfill its mission and respectfully asks that the City immediately fill all open positions in the EODEL.
- The HRC respectfully asks that City Manager recommend that the WPD make changes to its Limited English Proficiency Policy to incorporate research-based best practices and to address the following concerns:
 - That the current draft, which is based in part on the [model policy from the Denver Police Department](#) (“the Denver policy”), omits and should be edited to incorporate the following language from its statement of purpose: “Under Title VI of the Civil Rights Act of 1964, LEP persons have the right to language assistance that results in accurate, timely, and effective communication with law enforcement at no cost.”
 - That the current draft uses the term “competent bilingual staff,” but fails to provide a definition or objective measurement of bilingual competency and that the draft should be revised to incorporate the language and requirements of the Denver policy, which under “definitions” specifies as follows:
 - For interpretation: “Interpretation is performed by individuals who have been assessed using a highly rigorous, standardized, and professionally validated instrument and who have also been trained in specialized terminology, the ethical canons of interpretation, and other standard requirements. An interpreter can be from an outside agency, company, or service or DPD personnel authorized to perform interpretation in a designated language due to specialized education, training, and assessments. Qualified bilingual personnel cannot serve as interpreters unless they are independently assessed for interpretation skill and approved to do so. Qualified bilingual personnel are typically only approved to communicate directly “in



language” with LEP persons. Bystanders and similar ad hoc sources of language assistance, as further set forth in Part V.G, have usually not been formally assessed or qualified as a departmental resource and, along with qualified bilingual personnel, shall only be used to interpret during exigent circumstances.”

- For qualified bilingual personnel: “DPD personnel who demonstrate competency to communicate orally and/or in writing in English and at least one other language as set forth in Section 120.04 of the DPD Operations Manual. Qualified bilingual personnel are authorized to conduct law enforcement communications monolingually in their non-English language but are usually not authorized to serve as interpreters or translators. Qualified bilingual personnel shall have their oral proficiency, and/or translation skills, in their non-English language(s) initially assessed and reassessed every five years. DPD will provide qualified bilingual personnel with training on appropriate roles and ethics consistent with their approved responsibilities.”
- That the current draft designates that the Deputy Chief of Support Services shall serve as the LEP coordinator, but fails to require that contact information for the LEP coordinator be provided to all LEP individuals and on the WPD website and/or that any changes to the LEP coordinator contact information be provided to the public within a specified period of said change.
- That the current draft requires that only Department employees with “direct contact with LEP persons” be trained in the effective use of an interpreter and that it should be revised to require that all staff and new recruits be trained in LEP and use of interpreter policies and that such training be specifically expanded to include anti-bias training.
- That the current draft has a section on exigent circumstances which fails to incorporate adequate protections and should be revised to include the following language from the Denver Model Policy: “Once the exigency has passed, DPD personnel are expected to adhere to the procedures set forth in this Policy and Plan. Any information obtained through a temporary interpreter must be confirmed as accurate after the exigency ends.”
- That the current draft has a section on vital documents, which should be revised and expanded to:
 - require that the dispatcher inquire if any individual requires LEP services, and
 - specify that the Department shall always err on the side of providing language assistance services
- That the current draft has a section on identifying LEP persons which should be revised and expanded to include traffic forms and citations.



The City of
WORCESTER

- That the current draft has a section on “non-exigent circumstances,” which allows for the use of “bystanders, family members, or others who are present” to assist in communications and that this use of nonqualified translators in non-exigent circumstances is in conflict with the protections afforded in the following section on “restricted language assistance practices absent exigent circumstances” and that therefore the entirety of the second paragraph under “stable scene conditions, non-exigent circumstances” should be stricken in its entirety.
- That the current draft does not reference or require outreach to LEP communities as recommended in the Race Equity Audit and should be amended to reflect the same.
- That the current draft does not reference or require collection or tracking of data on use of LEP services and should be amended to require detailed collection on need for LEP services and use of LEP services in all instances (including all uses of language line with specification of the language utilized) with such data to be made publicly available on a regular basis.
- That the current draft does not reference or require the creation of an LEP committee, to include members of the WPD and community stakeholders, as recommended in the Race Equity Audit and should be amended to reflect the same.
- That the current draft does not specify the need for adequate signage in all public facing facilities and booking rooms providing notice of language assistance services free of charge to all LEP persons, with similar language also posted on the WPD website and appended to handouts and/or mailings of any/all vital documents.
- The HRC respectfully asks that City Manager recommend that the WPD make changes to its draft Juvenile Arrest Policy to incorporate research-based best practices and to address the following concerns:
 - That the current draft does not reference or give preference to juvenile diversion programs as recommended in the Race Equity Audit.
 - That the current draft does not reference or set procedures to ensure the protection of juvenile privacy as recommended in the Race Equity Audit.
 - That the current draft does not require the collection and public posting of disaggregated data on juvenile arrests, to include place of residence, age, race, gender, and ethnicity as recommended in the Race Equity Audit.
 - That the current draft does not require the use of the least restrictive means of restraint.
 - That the current draft does not provide for age-based limitations on the use of force.
- The HRC respectfully asks that City Manager recommend that the WPD make changes to its draft Use of Force Policy to incorporate research-based best practices and to address the following concerns:



The City of **WORCESTER**

- That the current draft does not provide for a focus on preserving human life and dignity in every aspect of the policy, including a statement at the beginning of the policy. The HRC requests that the policy be amended to include language similar to that stated in the policy section of the [IACP National Consensus on Use of Force: that it is the policy of this law enforcement agency to value and preserve human life. Officers shall use only the force that is objectively reasonable to effectively bring an incident under control, while protecting the safety of the officer and others. Officers shall use force only when no reasonably effective alternative appears to exist and shall use only the level of force which a reasonably prudent officer would use under the same or similar circumstances.](#)
- That the current draft does not reflect or address the concerns stated in the Race Equity Audit around the use of force with LEP individuals, specifically that WPD officers used force on individuals who struggled to comprehend commands due to language barriers, and that the policy be amended to incorporate protections around use for force for individuals with LEP and individuals with cognitive deficits and/or language processing delays.
- That the current draft would benefit from an overall revision that looks to and incorporates the best practice language provided in at least three model policies:
 - [The IACP National Consensus Policy and Discussion Paper on Use of Force](#)
 - [The Department of Justice Updated Use of Force Policy](#)
 - [The Town of Needham, MA Use of Force Policy](#)
- That the current draft does not sufficiently emphasize the importance of de-escalation and that it should be revised to incorporate language from the above model policies, including:
 - the full section on de-escalation on pages 3-4 of the Needham use of Force Policy,
 - the sections on de-escalation, use of less-lethal force and use of deadly force on pages 3-4 National Consensus Policy, including language around discontinuation of use of force, focus on minimal amount of force and use of such minimal force only when there is no other way to prevent harm, the consideration of medical conditions that might make use of force particularly dangerous, and the provision of appropriate medical care.
- That the current draft does not make specific reference to the need to take into consideration language barriers and/or processing delays- whether due to limitations of the individual or environmental factors, such as the fact that the person may be experiencing a traumatic event or may have an altered mental status (due to injury, substance, etc.).



The City of **WORCESTER**

- That the current draft does not address the concerns of the Racial Equity Audit around inadequate data collection and that the policy should be revised to require the collection of (and public access to) disaggregated data on the use of force including data on officer and subject race, gender, age, and ethnicity.
- That the current draft does not include and should be revised to incorporate an operational definition for “Totality of Circumstances,” even though that term is mentioned multiple times and that the definition should specifically mention the need to take into account medical conditions, disability, status as a minor, environmental safety, and psychological trauma.
- That the current draft should be revised to incorporate the explicit statement from the DOJ Policy that “deadly force may not be used solely to prevent the escape of a fleeing suspect.”
- That the current draft does not provide sufficient clarity around officer training on use of force and that policy should be revised to adopt language similar to the National Consensus Documents of Use of Force Policy, which recommends annual training on page 4 of that document.
- That the current draft section on debriefing after a critical incident does not include and should be revised to recommend consultation with a mental health professional after the incident.
- The HRC respectfully advises the City Manager that it endorses and supports the call of the Worcester Board of Health for the creation of a safe injection site in the City of Worcester and respectfully asks that the City Manager takes steps to create a new policy in support of the same.
- The HRC respectfully advises the City Manager that it has moved to and agreed to move its April meeting to a later date and to dedicate that meeting to a thorough review and discussion of the Racial Equity Audit.

MEMORANDUM

TO: The City of Worcester Human Rights Commission

CC: Victor Perez, Esq., Lead Investigator/ Interim Executive Director of the Human Rights and Accessibility Office

FROM: Eric Batista, City Manager

DATE: April 18, 2024

RE: Response to HRC's Motions from March 25, 2024

A. Introduction:

It is once again my pleasure to speak directly with the Human Rights Commission ("HRC"). I am writing in response to the motions that the HRC passed on March 25, 2024 during its most recent meeting, which were memorialized in a Memorandum by Staff Liaison Victor Perez, dated March 28, 2024. I hope to provide clarity on HRC's future communications with my Office as well as its work with the Worcester Police Department's ("WPD") Policy Review Committee, and, in turn, ensure the HRC's enduring success.

B. Future Communications with the City Manager's Office:

As the HRC is aware, all Boards and Commissions with the City of Worcester have open communication with the City Manager's Office with the help of their respective Staff Liaisons. As stated in the Municipal Boards & Commissions Guidebook, the Staff Liaison "attends meetings, provides guidance and advice, conducts research and ensures administrative duties are completed." This role traditionally has involved the sharing of communications between the City Manager's Office and the individual Staff Liaison's Board or Commission. This traditionally has not included an *additional* communication in the form of a written response from the City Manager's Office to any City of Worcester Board or Commission, or in-person meetings involving both parties.

One noteworthy and limited exception to the aforementioned practice occurred in late 2023, when I informed HRC leadership that I would provide written responses to the Commission's request for WPD investigations data. As promised, I soon thereafter provided these responses in my *Statement on the Human Rights Commission*, in which I detailed that the City would: 1) publish the Bureau of Professional Standards public records requested on the municipal website, and 2) supply the HRC with statistics and demographics from the hate crime reports so that the HRC could deliberate on this second matter.

Another noteworthy and limited exception to the aforementioned practice occurred throughout 2023, when my Office began holding regular meetings with HRC leadership to help ensure both a smooth merger of the Diversity and Inclusion Advisory Committee with the HRC and a comfortable transition following the departure of the Director of the Human Rights and Accessibility Office. To those ends, I feel that such meetings have been sufficiently effective. I

also feel that the HRC has a clear understanding as to my communicated vision for incorporating diversity, equity, and inclusion initiatives into its ongoing agenda, based on a combination of these meetings and my recent written statements and memoranda on the subject.

Given our past practices, with the reasons for the above exceptions having been fulfilled, and for the sake of uniformity and equity for all of the City of Worcester's Boards and Commissions, my Office will continue to primarily communicate with the HRC through its Staff Liaison.

C. Working with the WPD's Policy Review Committee:

I remain tremendously appreciative of the HRC's ongoing partnership with the WPD and the latter's Policy Review Committee. This Committee, which is made up of a large number of Officer volunteers of assorted rank, reflects an important and tangible effort by Interim Chief Saucier and the WPD to update policies and procedures in a straightforward, ongoing, and transparent manner. I certainly wish to do all that I can to ensure that this cooperative process involving the Policy Review Committee and the HRC is as efficient and productive as possible. Accordingly, I encourage the HRC to work directly with its Staff Liaison and the WPD's Policy Review Committee to review and edit any policies that the Committee has identified for upcoming review, including the policies identified in the Memorandum, dated March 28, 2024.¹

D. Enduring Success

I look forward to the HRC's continued cooperation and partnership, and its enduring success in enforcing the City's human rights policy. My Office and I still remain a resource for you, particularly as you work to implement my previously communicated vision relevant to the restructured Executive Office of Diversity, Equity, and Inclusion.

¹ As always, for any already completed/posted/effective policies for any department, the HRC should continue to follow the process for review of departmental policies, as outlined in the portion of the revised Ordinance relevant to the HRC.