

## **Coalition against Bias and Hate Subcommittee Meeting**

11.12.15, 10-11am, Belmont AME Zion Church

### **Attendance**

Pat Yancey, Linda Cavaoli, Clyde Tally – Chair, George Spring, Michelle Smith, Deborah Maddox, Esau Vance, Jayna Turchek, Che Anderson, Jesse Gibson

### **Summary**

The subcommittee convened at Belmont AME Zion to review the conclusions from the meeting on November 2, 2015, receive update/explanation of items listed on the City Manager's September report, and to then select the items from each session that were not addressed by the City Manager's report. The top two items (as listed by each working group) were selected as "phase 2" items to be address by the Coalition against Bias and Hate after they assist the CM with his plans in the aforementioned report. The grid that follows shows the themes that were addressed in some way in the city manager's report.

<b>Representative Government</b>	<b>Public Safety</b>	<b>Youth &amp; Education</b>	<b>Media &amp; Online Social Networks</b>	<b>Economic Development</b>
	Installing cameras to capture police encounters		Installing cameras to capture police encounters will report more objectively rather than subjective feeling of encounter	
	WPD will remove and monitor facebook comments that are offensive		WPD will remove and monitor facebook comments that are offensive	
Working to create a more diverse and culturally competent workforce	Working to create a more diverse and culturally competent workforce	Working to create a more diverse and culturally competent workforce		Working to create a more diverse and culturally competent workforce
				Expand Worcester Jobs Fund
				Promote business ownerships
		Providing opportunities for young people		
				Continue to fund non-profit organizations serving racial, cultural, or ethnic minorities
Establish a Diversity Officer				
	Establish a more diverse police force			
	Institute a stronger police presence			
	Development of more task forces			
Diversity being sought in local government	Diversity being sought in local government			
Expanding efforts to educate and engage the public on the electoral process				
Reestablish Mayor's civic academy				
		Youth summer employment opportunities (Summer YouthCorps)		

## Phase II:

### **1. Media and online social networks**

- a. Themes: Comments & Critiques
  - i. Media sensationalizing negative stories in minority communities
  - ii. Media bias against certain groups

### **2. Economic Development**

- a. Themes: Comments & Critiques
  - i. Lack of transportation for training and work
  - ii. Educators should connect businesses with schools for “real job training” and cultural competency

### **3. Public safety**

- a. Themes: Comments & Critiques
  - i. Profiling and racism needs to be addressed
  - ii. Training courses are needed to educate officers on proper retaliation measures/ tactics

### **4. Representative Government**

- a. Themes: Comments & Critiques
  - i. Elected officials don't work with diverse communities well
  - ii. Councilors at large – what is their role
    - 1. Narrow scope of Community
    - 2. Nepotism within the process – reaching out only to people they know – only reaching out to community when its election time

### **5. Education and Youth Engagement**

- a. Themes: Comments & Critiques
  - i. There are alienating barriers for parents that need to be addressed
  - ii. Diversity of faculty and Administration