

Chairperson
Eduardo Rivera

Vice-Chair
Cara Berg Powers



Members:
Harry Danso
Kathleen Gervais
Edward Kwiyp
Edward G. Robinson

**City of Worcester
Human Rights Commission**

**Meeting Summary
Monday June 3rd, 2013, 6pm
City Hall – Esther Howland Chamber, 3rd Floor**

Members Present: Cara Berg Powers, Harry Danso, Kathleen Gervais, Eduardo Rivera, and Edward G. Robinson

Members Absent: Edward Kwiyp

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

Guests: Miguel Bobadilla

1. Call to Order:

There being a quorum the Chair called the meeting to order at 6:07 pm.

2. Introductions:

The Commission and guest introduced themselves.

3. Approval of April 1, 2013 Minutes:

Commission unanimously voted to approve the minutes as written.

4. New Business:

a) Loving Day (June 12th, 2013)

The Commission agreed to request the annual Mayoral Proclamation declaring June 12th Loving Day in the city of Worcester to commemorate the landmark case Loving v. Virginia that eliminated the ban on interracial marriages. The proclamation is requested to be read at the June 11th city council meeting.

b) African American Juneteenth Celebration (June 22nd, 2013)

The Commission agreed to table at the annual Juneteenth celebration at Institute Park from 1-5pm on Saturday June 22nd. Cara, Harry and Kathy all agreed to volunteer.

c) 50th Anniversary of Dr. King's "I Have a Dream" speech (August 28th, 2013)



c/o JAYNA TURCHEK, ESQ., DIRECTOR
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The Commission would like to commemorate the 50th Anniversary with a community reading of the speech in the city hall common. The Commission requested Jayna to contact the NAACP to invite them to co-partner in organizing the event.

d) Worcester Police Department BOPS quarterly report

The Commission reviewed the 4th quarter 2012 and 1st quarter 2013 reports. The Commission asked Jayna to find out what is the complaint type for the code 1405.1. Cara asked why the city did not have a Citizens Review Board. Jayna responded that her understanding was that the police chief preferred to have a professional internal team of officers review the complaints.

e) Quarterly planning

The Commission added the I Have a Dream Community Reading to the fiscal year 2014 first quarter (July-September). The Commission will discuss at the July meeting whether to take a vacation break in August.

f) Annual Report of the Commission

The Chair drafted an introduction for the annual report. Members offered edits. Jayna will also contribute edits and submit for the Commission's review at the July meeting. Cara volunteered to draft the body of the report and will submit it to Jayna for distribution and review at the July meeting.

5. Old Business:

a) LGBTQ education and awareness

Edward Robinson reported that he is making progress in developing a directory for colleges and high schools with Gay Straight Alliances. He has also been working with MCPHS and UMass to draft a resource guide that could be ready for the PRIDE celebration in September. He is also working on gathering a list of faith communities that are open and affirming to LGBTQ persons. Harry expressed interest in outreaching to faith communities in the African community to add to the list.

b) Mediation video

Harry met with Joan Webster of the Center for Nonviolent Solutions and a script is ready. He spoke with some people who would be willing to be videotaped. Jayna added that she has spoken to cable services and they are available in the beginning of August for filming. Their schedules become a lot busier as September approaches so it is advisable to try to get the script and rehearsals and taping schedule in time for early August.

The Chair motioned to take the agenda items out of order

6. Commissioners' Report:

Due to one member having to leave early, the Commission motioned to continue the Commissioners' report in the July meeting.

7. Office of Human Rights Director's Report:

Jayna reported that her office is advertising for the Human Rights Specialist position and that members and the public can view the job listing on the city of Worcester website under

employment opportunities. She also reported that she hired a summer intern to assist with the work of the Office.

8. Next meeting: July 1st, 2013

9. Public Comment

No public comment

10. Adjournment:

On a motion the meeting was adjourned at 6:50pm.

**City of Worcester
Human Rights Commission
Planning Calendar**

1st Quarter (July- September)

1. I Have A Dream Community Reading

**Monthly Meeting – Monday June 3rd, 2013, 6pm
Worcester City Hall, Esther Howland Chamber (3rd floor)**

AGENDA

1. Call to Order
2. Introductions (Commission Members and Guests)
3. Approval of April 1st, 2013 Meeting Minutes
4. New Business:
 - a) Loving Day (June 12th, 2013)
 - b) Juneteenth (June 19th, 2013)
 - c) 50th Anniversary of Dr. King’s “I Have a Dream” speech (August 28th, 2013)
 - d) Worcester Police Department BOPS quarterly report
 - e) Quarterly planning
 - f) Annual Report of the Commission
5. Old Business:
 - a) LGBTQ education and awareness
 - b) Mediation video
6. Commissioners’ Report
7. Office of Human Rights Director’s Report
8. Location of Next Meeting (July 3rd, 2013)
9. Public Comment (3 minutes per individual)
10. Adjournment

The City of Worcester does not discriminate on the basis of disability. The Human Rights Commission will provide auxiliary aids and services, written materials in alternative formats, and reasonable modifications in policies and procedures to persons with disabilities upon advance request. Please contact Jayna Turchek at 508-799-1152 or humanrights@worcesterma.gov

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.



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GARY J. GEMME
 CHIEF OF POLICE

TO: Captain Jeremiah O'Rourke	UNREPLY: BOPS
FROM: Sergeant John J. Cronin Jr.	UNREPLY: BOPS
DATE: April 7, 2013	SUBJECT: B.O.P.S. 4th Quarter Report (Calendar 2012)

The following report is prepared for the Human Rights Commission detailing the case flow of the Bureau of Professional Standards for the fourth quarter of calendar year 2012, for the period October 1, 2012, through December 31, 2012. The data presented in this report are simply rote numbers gleaned from the individual cases received during the third quarter.

The Bureau of Professional Standards received a total of 14 individual complaints for investigation, from sources both internal and external to this department during this period of time. Each of these 14 individual complaints was assigned for investigation to one or more police officials assigned to the Bureau of Professional Standards.

Further analysis of the 14 complaints received, reflects a total of 24 separate allegations which were received according to the following most frequent occurrences:

Complaint Type	Frequency
1406.1 Knowledge of Laws	12
1503.1 Unnecessary Force	3

The other 9 allegations occurred 1 or fewer times, there was no violation, or did not involve the Worcester Police Department.

The racial breakdown¹ of the 14 complainants were determined to be as follows:

White	7
Unknown, N/A (internally generated)	3
Hispanic	0
African-American	3
Asian	1

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.

Complaint findings were distributed among the 24* allegations as follows:

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Pending /Open	8**
Sustained	8
Exonerated	4
Unfounded	2
Resolved at Intake	1*
Not Sustained	1
Exceptional Cleared	0
Withdrawn	0
Invalid	0

Total: 24 Allegations*

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

** Open allegations that are listed, are in their concluding stages, awaiting court dispositions, or are open due to circumstances beyond the control of the Worcester Police Department.

The gender breakdown² of the 14 complainants were determined to be as follows:

Male	9
Female	2
Unknown/ Other/ Internal	3

Respectfully submitted:

SGT. JOHN J. CRONIN JR.
Bureau of Professional Standards

² As a matter of unit policy, no complainant is asked to identify his or her Gender. For the most part, this information is obtained from existing departmental data.

Worcester Police Dept BOPS 4th Quarter Report Calendar Year 2012

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<u>Seq Status</u>	<u>Acc #1</u>	<u>Acc #2</u>	<u>Acc #3</u>	<u>Acc #4</u>	<u>Finding #1</u>	<u>Finding #2</u>	<u>Finding #3</u>	<u>Finding #4</u>	<u>Age</u>	<u>Race</u>
1 Closed	1404.1	1406.1	1407.1	1514.1	Sustained	Sustained	Sustained	Sustained	int	int
2	1406.1								22	White
3 Closed	1406.1				Exonerated				65	White
4 Closed	1406.1				Unfounded				25	White
5	1406.1								21	Asian
6 Closed	1405.1				Sustained				int	int
7	1503.1								34	Black
8	1503.1								48	White
9 Closed	1406.1				Exonerated				50	Black
10 Closed	1504.1	1410.1			Exonerated	Not Sustained			32	White
11 Closed	1406.1				Unfounded				70	White
12	1406.1								45	Black
13 Closed	Not W/PD				Resolve/intake				41	White
14 Closed	1406.1				Sustained				int	int



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GARY J. GEMME
 CHIEF OF POLICE

TO: Captain Jeremiah O'Rourke	UNIT: BOPS
FROM: Sergeant John J. Cronin Jr.	UNIT: BOPS
DATE: May 26, 2013	SUBJECT: B.O.P.S. 1st Quarter Report (Calendar 2013)

The following report is prepared for the Human Rights Commission detailing the case flow of the Bureau of Professional Standards for the first quarter of calendar year 2013, for the period January 1, 2013, through March 31, 2013. The data presented in this report are simply rote numbers gleaned from the individual cases received during the first quarter.

The Bureau of Professional Standards received a total of 14 individual complaints for investigation, from sources both internal and external to this department during this period of time. Each of these 14 individual complaints was assigned for investigation to one or more police officials assigned to the Bureau of Professional Standards.

Further analysis of the 14 complaints received, reflects a total of 18 separate allegations which were received according to the following most frequent occurrences:

Complaint Type	Frequency
1406.1 Knowledge of Laws	7
1504.1 Discourtesy	4
1503.1 Unnecessary Force	3
1514.1 Conduct Unbecoming	2

The other 2 allegations occurred 1 or fewer times, there was no violation, or did not involve the Worcester Police Department.

The racial breakdown¹ of the 14 complainants were determined to be as follows:

White	7
Unknown, N/A (internally generated)	2
Hispanic	0
African-American	5
Asian	0

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.

Complaint findings were distributed among the 18* allegations as follows:

Pending /Open	5**
Sustained	1
Exonerated	5
Unfounded	4
Resolved at Intake	0*
Not Sustained	2
Exceptional Cleared	1
Withdrawn	0
Invalid	0

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Total: 18 Allegations*

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

** Open allegations that are listed, are in their concluding stages, awaiting court dispositions, or are open due to circumstances beyond the control of the Worcester Police Department.

The gender breakdown² of the 14 complainants were determined to be as follows:

Male	7
Female	6
Unknown/ Other/ Internal	1

Respectfully submitted:

SGT. JOHN J. CRONIN JR.
Bureau of Professional Standards

² As a matter of unit policy, no complainant is asked to identify his or her Gender. For the most part, this information is obtained from existing departmental data.

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Worcester Police Dept BOPS 1st Quarter Report Calendar Year 2013

<i>Seq Status</i>	<i>Acu #1</i>	<i>Acu #2</i>	<i>Acu #3</i>	<i>Acu #4</i>	<i>Finding #1</i>	<i>Finding #2</i>	<i>Finding #3</i>	<i>Finding #4</i>	<i>Age</i>	<i>Race</i>
1 Closed	1406.1				Not Sustained				28	White
2 Closed	0.00	0.00	1504.1		Unfounded	Unfounded	Sustained		int	int
3 Closed	1406.1				Exonerated				53	White
4 Closed	1504.1				Not Sustained				52	White
5 Closed	1514.1				Unfounded				unk	White
6 Closed	1406.1				Except Cleared				unk	unk
7	1503.1								39	Black
8	1503.1								58	Black
9 Closed	1504.1				Unfounded				27	Black
10 Closed	1406.1				Exonerated				31	White
11	1503.1								35	Black
12	1406.1								46	Black
13	1406.1								24	White
14 Closed	1406.1	1504.1	1514.1		Exonerated	Exonerated	Exonerated		43	White