

**Chairperson**  
Aaron Richman

**Vice chairperson**  
Cara Berg Powers

**Clerk**  
Lillie Williams



**City of Worcester  
Human Rights Commission**

**Members:**

Shawna Curran  
Kathleen Gervais  
Izaida Gonzalez  
Robyn Kennedy  
Ike McBride

**Meeting Summary for November 2<sup>nd</sup>, 2015**  
YWCA of Central MA (members lounge), 1 Salem Square

**Members Present:** Aaron Richman, Cara Berg Powers, Lillie Williams, Shawna Curran, Kathleen Gervais, and Izaida Gonzalez  
**Members Absent:** Ike McBride and Robyn Kennedy  
**Staff:** Jayna Turchek

- 1. Call to Order:** A quorum was established and Human Rights Commission Chair, Aaron Richman, called the meeting to order at 6:16 pm. The Chair welcomed the Commissioners.
- 2. Approval of October 5<sup>th</sup>, 2015 minutes:** Unanimously approved as written.
- 3. Old Business**

**A. Report back on review of Worcester Dialogues on Race notes**

The Chair gave a clear overview of the discussion from last month's meeting. Robyn submitted an email in her absence tonight giving support of a sub-committee. Shawna and Izaida are also in support. There was a motion made by Izaida to create a three person subcommittee to review the Worcester Dialogues on Race notes and determine next steps forward; the motion was passed unanimously.

An agenda has to go through Jayna so that it can be posted prior to the 48 hour deadline before the meeting. The subcommittee will be comprised of Shawna, Izaida and Robyn. The Commission chose Shawna as the Chairperson. The subcommittee can not make decisions without approval of the full commission. Any of the commissioners can attend to observe as members of the public.

Shawna shared a summarized report of the race dialogues notes and recommendations that she compiled; others joined in on the conversation as well.



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**B. Review of shelter surveys**

There are a few surveys that still need to be submitted hopefully by the coming month. Cara reported on Abbey's House.

**C. Status report regarding policy development related to human trafficking/ sexual exploitation:** Tabled

**D. Review of online social media policy:**

The city manager requested that we review the city's online social media policy and offer any recommendations for edits and additions so that the policy is current and in line with our human rights policy. Each Department is responsible for assigning staff as the administrator of their facebook and/or twitter accounts. The Department of Technical Services has a list of all of those individuals in addition to the administrator user names and passwords. The responsibility to monitor and abide by the policy resides with each department but Technical Services can step in if a concern or problem comes to their attention. Aaron shared the social media policies from Cambridge and Boston for comparison. Cara and others offered a number of comments for consideration in future discussions:

- What is the threshold for a violation and standard for what is appropriate?
- List place/person to report when a comment/content is offensive or discriminatory. Screen capture and report to the city.
- Include broader definitions of what is social media, refer to Cambridge's policy.
- Social media as mass media v. moving comments to dialogue (if we want to proactively communicate with community). Ie. Opportunities to build engagement
- Expand introductory paragraph/mission statement: why do we want a social media presence? What is objective of each Department with access to these sites?
- Item 5 statement should be on all sites with links to policy
- Add additional line: Policy can and will be changed at any time at discretion of the city manager
- Do city employees (teachers, policy officers etc) have rights to have individual social media sites? Concern for someone in official capacity blurring lines of using sites in official capacity.
- List of protected classes should align will all groups as outlined in the human rights ordinance
- How frequently are Departments monitoring their sites?
- Think about using social media to create more ways to open lines of communication. For example, twitter sessions with city manager or things participants in the clergy/civilian police academy learned.

Commissioners agreed to do a quick audit of the social media sites listed online to check their links and review content before the next meeting.

**4. Commissioners' Reports:** Tabled

**5. Location of Next Meeting( December7th, 2015):** to be determined

**6. Public Comment (3 minutes per individual)**

Michael Alden, representing Ascentria Care Alliance, came to share information about their language bank. They train refugees as interpreters and translators and offer over sixty different languages. They are now collaborating with the Worcester Public School System and hope to collaborate with the City, saying: “There are a lot of language needs in the city”.

**7. Adjournment: 8:08pm**