

Chairperson
Ellen Shemitz

Vice-chairperson
Elizabeth O'Callahan

Clerk
[vacant]



Human Rights Commission

Members:
Robert Bilotta
Guillermo Creamer
Randy Feldman
Charles Hopkins
Jamaine Ortiz
Bernard Reese
Jacqueline Yang

VIRTUAL MEETING MINUTES

Monday, November 13, 2023, 6:00pm

- **Call to order, introductions, instructions for public participation**

- **Call to order at 6:03**

- **Roll Call:**

- **Present: Chair Ellen Shemitz, Vice Chair Liz O'Callahan, Robert Bilotta Guillermo Creamer, Randy Feldman, Charles Hopkins, Jacqueline Yang, Dr. Bernard Reese,**
- **Absent: Jamaine Ortiz**

- **Mission of the Human Rights Commission:**

The Human Rights Commission was established to promote the city's human rights policies. It is the policy of the City to assure every individual equal access to and benefit from all public services, to protect every individual in the enjoyment and exercise of civil rights and to encourage and bring about mutual understanding and respect among all individuals in the city. Our work requires us to address institutional racism so that as a community we can achieve racial equity. Our work also requires us to make visible the unheard, unearned, and unquestioned privilege enjoyed by some member of our community to the detriment of others. We take time to make this acknowledgment, to educate so a path can be cleared for healing.

- **Terms:**

The term "institutional racism" refers specifically to the ways in which institutional policies **create** different outcomes for different racial groups. The institutional policies may never mention any racial group, but their effect is to create advantages for whites and the oppression and disadvantage for people from groups classified as people of color. The term "racial equity" is the active state in which race does not determine one's livelihood or

success. It is achieved through proactive work to address root causes of inequalities to improve outcomes for all individuals. That is, through the elimination or shifting of policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race or fail to eliminate them. The term “privilege” describes the unearned social power and informal institutions of society to all members of a dominant group. For example: “white privilege” and “male privilege.” Privilege is usually invisible to those who have it because we are trained not to see it but nevertheless it puts them at an advantage against those who do not have it.

- **Statement Honoring the Nipmuc People:** We acknowledge the traditional and ancestral territory of the Nipmuc, the first people of Massachusetts whose lands we are convening on tonight. While the Nipmuc history predates written history, records from the 1600’s inform us that the original inhabitants of Worcester dwelled principally in three locations: Pakachoag, Tatesset (Tatnuck) and Wigwam Hill (N. Lake Ave). It is important to make this acknowledgement and to honor the ancestors that have come before us. It is all too easy to live in a land without ever hearing the traditional names and the history of the people who first resided and prospered in these lands and continue to reside and prosper.

- **Public Comment** (Time will be allotted for each item as it is introduced or at Chairperson discretion)
- **Approval of meeting minutes from June 12, 2023, and October 2, 2023 by quorum**
- **Discussion of the Human Rights Commission’s Priorities**

Summary of the meeting on October 20, 2023, involving City Manager Eric Batista, Assistant City Manager Hung Nguyen, Chairperson Ellen Shemitz, Esq., Vice-chairperson Liz O’Callahan, Commissioner Guillermo Creamer, Assistant City Solicitor Janice Thompson, Esq., and Interim Executive Director of the Human Rights and Accessibility Office Victor Perez, Esq.:

The Chair: This was the quarterly meeting with the City Manager. The HRC had previously requested several responses from the police, as voted upon during the October HRC meeting, and we were hoping the City Manager would expedite those requests. The City Manager said he denied all three requests because he said it was not in line with what he hoped we would achieve. The City Manager was asked for the denial in writing, and he said he would, but the

HRC has not yet received this. We did receive a memorandum from the City Manager that outlined what he wanted us to work on. We told him we had discussed with the Commission where we wanted to focus our time and work, in addition to HRC's other regular initiatives. We want to continue our work on police so we can recommend policy changes and promote transparency for all city residents.

Vice-Chair: One of the reasons the City Manager stated he denied our data requests was the existence of an ongoing investigation with the DOJ. She did not think this covered all the information sought in the HRC's prior requests.

Commissioner Creamer: City Manager was painting a picture of "too many cooks in the kitchen" on these information requests.

The Chair: The City Manager questioned the work of the HRC and asked what we had achieved and what policies we had advanced. The Vice Chair will share some achievements.

Commissioner Bilotta: He asked whether hate crimes data was being investigated by DOJ. He felt it would be good to shine a light on these issues.

The Chair: The police had previously said they don't capture demographic information on hate crimes (that is whether the crimes involved animus based on LGBTQ status, race, religion, etc.) The HRC would like to review the investigative records to get that information.

The Board voted on requesting that the City Manager provide a written memorandum explaining the reasons why he is denying access to WPD information since the charter gives them the authority to ask for this information. The motion was approved. Member Hopkins abstained.

Commissioner Yang: She questioned the language on the City Manager's request regarding the library and harassment.

Interim Director Perez: The library staff deals with a lot of inappropriate behavior, and they are in discussion with him on a regular basis. They are reporting patterns of lewd or gross statements and other forms of harassment from patrons who are unhoused and sometimes dealing with others issues included varying levels of intoxication. Mr. Perez reinforced that much of the reported behavior falls under sexual harassment.

Other Commissioners also expressed concern with the request's language and how it identifies the unhoused. The population is a very marginalized population and various members felt that this population cannot harass people in power. They are struggling and often turn to the library for services and the wording is not helpful in terms of stigmatizing.

The HRC voted to ask the City Manager to clarify and address the concerns about the verbiage used to describe the Library patrons.

The HRC discussed whether or not the City Manager can direct their work. Commissioners expressed their beliefs that the City Manager can give direction and advice, but not make decisions for them on what they will work on. They would have to decide whether to go forward with current work or to pivot to the City Manager's directives.

- **Update on the Chief Equity Officer following Commissioner Yang and Commissioner Bilotta's related questions:** The interviews begin in two weeks. There were forty-four applicants, less than ten will be interviewed, and a committee will select candidates for a second interview. There are four people on the committee internally in the city and four who are not with the City. The HRC had chosen Commissioner Creamer to represent them in this process and he will be on an interview panel. The successful candidate will have background in ADA and accessibility issues. This will be part of the interview process. The Director of Human Rights and Accessibility position will be filled after the Equity Officer is hired.
- **City Manager Memorandum:**

Vice-Chair O’Callahan: She expressed insufficient clarity as to whether the City Manager wanted them to create a policy or update a current EEO policy.

Chair Shemitz: This is a Human Resources issue.

Vice-Chair O’Callahan: She suggested that a follow-up on pay equity was also a matter for the Human Resources Department. She requested that the City Manager provide clarity on his request for creating educational materials. She identified the City Manager’s request relevant to the investigations process. Our role is to send discrimination complaints to the MCAD. There must be a process already in place for investigations.

Chair Shemitz: The HRC has the power to conduct investigations, but do not have the time or resources to do it. She suggested possible confusion between investigations by the Commission versus investigations led by the Office of Human Rights.

Interim Director Perez: He clarified that there is a process for internal complaints and that external complaints are very few per year. Employees are educated on the process and how it works. The office is not set up with similar outreach mechanisms for the general public and there is not currently a standing process to solicit residents’ complaints.

Commissioner Hopkins: Are citizen complaints logged? He suggested it was not tracked properly or there was no clear place to go.

Chair Shemitz: She questioned if the HRC should come up with a complaint process or if it is the work of the DEI office to create internal protocols.

Commissioner Creamer: The City Manager met with HRC leadership. He stated that HRC has power to do a lot of what a civilian review board would do, but resources are the issue. He wanted to hire more investigators, but to ask the HRC to help create a process for complaints.

Interim Director Perez: What Commissioner Creamer said is in line with conversations that he had with Former Director Turcek before her departure. There were ongoing conversations about reorganizing Investigations and Human Rights and Accessibility. There were conversations about creating a structure for the Human Rights Commission to be engaged in investigations and the resources would be needed. Also, regarding staffing and limited resources, the DEI office is going to be laid out with additional support.

Commissioner Yang: She questioned why the manager wants the HRC to be a civilian review board, but is rejecting request for WPD data.

Commissioner Creamer: What HRC heard from the City Manager in the beginning of the year is different from what is being stated in the present.

Interim Director Perez: The articulated vision boils down to – the Human Rights Office partners with the Human Rights Commission to conduct investigations against private entities. Anything pertaining to City employees would go to the Lead Investigator.

Chair Shemitz: She asked to interrupt during Interim Director Perez’s explanation regarding the record of communications regarding changes to the HRC. She doubted that the City Manager would come in response to a motion. She asked whether the HRC wants to continue their work. If and when the City Manager clarified his vision, then it would be incumbent upon them to reconvene and reassess priorities. There is no clarity as to what the City Manager is asking, and so the HRC should move forward with its agenda until it gets such clarity.

Commissioner Feldman: He believes that the Human Rights Ordinance gives the HRC the right to investigate City employees. The HRC has the right to ask for information on hate crimes, police misconduct, and civil rights settlements. It appears that the City Manager

wants the HRC to wait for the DOJ report before acting and he would like a timeline. He is fine with waiting but would like a timeline.

Commissioner Feldman: He knows the DOJ takes these investigations seriously and have the resources.

Vice-Chair O'Callahan: The DOJ is not investigating everything covered by the HRC requests.

The HRC approved a motion to either have the City Manager, the City Solicitor, Asst. City Solicitor, or Asst. City Manager come before it.

Commissioner Creamer: The HRC sets its own agenda. It appreciates the appointments, Commissioners are responsible to the citizens. He wants to discuss what the next twelve months of the agendas are.

Chair Shemitz: The HRC has been committed to the work of police oversight. The City Manager does have the right to not take recommendations once the HRC reviews a matter. If we do not prioritize our work to align with the requests of the City Manager, she perceives a risk that the work we do might not go progress through his office, but it could still be beneficial to the public. In his memorandum, the City Manager clearly outlined that employees and special employees on boards are under his jurisdiction and he can appoint or remove appointments and employees. He states that he has the right to direct the scope of the HRC's work.

- Update on past HRC work:

Vice Chair O'Callahan: She gave an update on past work- minutes are posted separately on separate links. She went back to 2017 and put it all together into one large pdf by year, and she would like to create a public document that is available to the public and the City

Manager. The City Manager had asked the HRC about the work that it has done. Others have requested clarity on the subject as well. She would like to make this information available to the public. Some work includes but is not limited:

- a. Annual reports through 2019, but not since the pandemic
- b. Dialogues on Race – Subcommittee captured minutes
- c. Public Safety work plan from dialogues on race 2017- work on community police plans including BOPS, social media, etc. and the Human Rights Commission was supposed to help with this
- d. Removing barriers to joining boards/commission-hundreds of vacancies, lack of quorums, we had many meetings with CAC and removed the voter registration requirement
- e. Endorsement of a ban on conversion therapy
- f. Work related to temporary protected status
- g. Open mike night for immigration stories
- h. Work with the Center for Living and Working
- i. Advocating for Municipal broadband
- j. Human rights and civil rights relevant education
- k. Fair housing work
- l. Created executive summary regarding body cameras
- m. Annual review of LGBTQIA+ with WPD liaison
- n. Trans Day of Remembrance
- o. HRC went to neighborhood watch meetings and passed out surveys to ask what resources they needed to increase participation in those meetings
- p. Updates from Consumer Rights Office
- q. Observed International Human Rights Day
- r. Eleanor Holly Breakfast and Award
- s. Request changes to state motto
- t. The HRC took on civic engagement

Vice-Chair O’Callahan will create a document reflective of HRC achievements and ask that it be shared at future meeting.

• **Updates from Interim Executive Director of the Human Rights and Accessibility Office**

Victor Perez

- a. Current work on WPD language policy
 - i. It is in process and he is working on a draft with Deputy Ed McGinn. The WPD is looking into options for technology that will help with Language Line access.

Chair Shemitz: She asked whether the HRC wants to wait for a response from the City Manager or ask Interim Director Perez to make a public records request.

Commissioner Feldman: We should wait to get City Manager response next meeting and if no response, then make the public records request.

City Councilor Krystian King thanked the HRC for their work and for the discussion. This will give him an opportunity to look deeper into the matters they identified. The Council can ask for requests on a universal schedule.

City Councilor Thu Nguyen intends to look deeper into this as well and their work should be valued not reduced. The Councilor thanked the board.

Chair Shemitz: She asks Commissioners about their priorities for the HRC moving forward and if they would like to vote on the same.

Commissioner Hopkins: He asked that HRC look at EMS in addition to WPD, and initiatives addressing trauma.

Commissioner Feldman: He has four priorities: police policies and procedures, complaints of discrimination against any employees including the City, having a formal vote to let Nipmuc people have their land, and bring back the former DEI people to ask them for input. He also wants to bring up the idea of changing the City charter.

Commissioner Yang: She would like to focus on food insecurity, housing, and community policing, transparency, and accountability.

Commissioner Bilotta: What's happening at the library is important. What's being reported is a symptom of a larger issue and worth looking into. We can ask how the City can better support unhoused populations.

Commissioner Hopkins: I echo the need to address the homeless issue. The HRC can be a voice for this group.

Chair Shemitz: She asked for Vic to put out a list of all these things and survey all members to come up with the priorities. At the next meeting, we can identify the top three. Perhaps we can send a survey around to Commissioners.

Vice-chair O’Callahan: We can have broad categories and have sub issues. Climate justice is also important to address.

- b. Massachusetts Commission Against Discrimination Worcester Office Re-opening – They have space on 18 Chestnut and will be open in months.
- c. WPD Civilian Academy Sign-ups – People have signed up and it’s going to go begin November 29th. Sign-ups end in two days.
- d. New monthly meeting day for HRC – The HRC selected a new meeting day. The HRC proposed and accepted by roll call vote the fourth Monday of every month. In the event of a conflict, the day would fall on the first Monday.

- **Adjournment at 8:23 PM**

Next monthly meeting of the Human Rights Commission Monday, December 4, 2023, 6:00 pm at the Esther Howland Chamber in Worcester City Hall

Memo



To: Human Rights Commissioners

From: Ellen Shemitz and Elizabeth O'Callahan

cc: Victor Perez

Date: 11/7/23

Re: Summary of Meeting with City Manager

On Friday October 20, 2023, HRC Leadership (Ellen Shemitz, Guillermo Creamer, Elizabeth O'Callahan) and staff (Victor Perez) had our regularly scheduled meeting with the City Manager (Eric Batista) and Assistant City Manager (Hung Nguyen). Also in attendance, at the request of the City Manager, was Assistant City Solicitor Janice Thompson, Esq.

Prior to the meeting, Attorney Perez had submitted a memo to the City Manager summarizing three motions approved by the HRC at its last meeting regarding ongoing information requested of the WPD with respect to hate crimes and professional misconduct complaints and information on civil rights settlements by the city (henceforth Perez 10/17/23 Memo). Also prior to the meeting, Attorney Perez was informed that the documents requested in the Memo had been submitted by the WPD to the City Solicitor for review prior to release to the HRC. The HRC Chair and Vice Chair had hoped to speak with the City Manager about expediting the legal review of those documents so as to enable the HRC to move forward in its work.

The City Manager opened the meeting by indicating that he would like to create a more structured process to manage requests for information from all boards and commissions, including the HRC. He stated that moving forward, all requests for records or other information made by the HRC must be put into writing, and that he would then issue a written decision as to whether to approve or deny the request with a rationale explaining the decision.

The HRC Chair asked the City Manager to explain why a request for records from the HRC might be denied. The Assistant City Solicitor replied, stating that the HRC might make a request that would be within the authority of the Commission as set forth in the City's Ordinance, but that was not in line with the City Manager's priorities. **The City Manager indicated that such was the case with the information requested in the Perez 10/17/23 Memo: while it was within the HRC authority to request those records, he was denying the request.**

The City Manager asked the HRC Chair about the “expected outcome” of the BOPS records request. The Chair explained that the Commission wanted to better understand the nature of the investigation into complaints of officer misconduct, the evidence considered, the standard of proof applied and the integrity of the proceedings. She explained that the HRC had limited its request for detailed records to the 12 sustained cases of officer misconduct in 2022, rather than requesting access in the first instance to the detailed records for the 31 unsubstantiated complaints. **The City Manager stated that while the requests were not outside the purview of the HRC, the HRC line of inquiry was not in line with his office’s priorities and he was denying access to all investigation reports for the 12 cases involving sustained allegations brought to POST’s attention in 2022.**

The HRC Chair then asked to discuss the HRC motion to access the WPD investigation reports into the 17 hate crime incidents that took place between 7/1/2022 and 6/30/2023. **The City Manager stated that he was concerned about why the HRC was investigating those incidents and that it was the “wrong direction” for the Commission. He directed the City Solicitor not to release those reports.**

The HRD Chair noted that the Commission had also requested more detailed information on the 13 civil rights complaints settled between FY 19 and FY23. **The City Manager stated that he was also denying HRC request for any further information on the civil rights settlements.**

The HRC Chair and Vice Chair both discussed the importance of reviewing these records to provide transparency, identify potential areas of concern, and enable the HRC to identify any potential areas for policy change as required by the city ordinance, as well as increasing public trust in the WPD complaint process. The City Manager questioned how many policy recommendations the Commission has ever made and questioned how the HRC could manage to review the requested records given its limited staffing and volunteer status.

The City Manager further urged the commission to focus on policy recommendations. The HRC Chair and Vice Chair affirmed the ongoing work of generating policy recommendations but clarified that policy recommendations must be data-driven.

The HRC Chair asked about accessing disaggregated Use of Force data which the WPD had indicated would only become available in another 18 months after transition to a new database system. The City Manager agreed to look into how burdensome it would be to provide access to that data through a manual record review rather than awaiting transition to a new automated system.

On the requests about disaggregated passage rates for the Civil Service exam, the City Manager expressed that he did not oppose the request, but believed the information needed to come from the state.

The City Manager confirmed that a written memo relaying the denials in writing with explanations of the denials would be submitted to the HRC prior to the next public meeting. The Vice Chair asked the City Manager that, given the public nature of the HRC’s work, and to avoid public confusion, the City Manager consider highlighting that WPD is not responsible for withholding the HRC’s requests.

Eric D. Batista
City Manager



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: November 6, 2023

RE: A Vision for the Continued Success of the Human Rights Commission

A. Introduction:

It is my pleasure to discuss the future of the Human Rights Commission amid the many ongoing changes affecting the City's Executive Office of Diversity, Equity, and Inclusion (EODEI).

I am very appreciative of the Human Rights Commission's work over the years and its numerous accomplishments, including the pending creation of the Worcester Police Department's Language Access Policy and related trainings, which I understand is making tremendous progress. The Commission achieved these accomplishments despite the limitations inherent to the Commissioner role, given that it is volunteer based, many Commissioners have full-time positions or other substantive time commitments, and there is a limited two-hour window each month to meet, discuss, and execute relevant duties and responsibilities.

In order to ensure the Commission's enduring success in light of the above changes and ongoing constraints, one of my duties as City Manager as guided by Article 15, Section 10 of the City's Revised Ordinance of 2015 ("the Ordinance") is to communicate a focused vision for the Human Rights Commission going forward, which I outline in detail below.¹

¹ In accordance with Article 15, Section 10(a) of the City's Revised Ordinance of 2015 ("the Ordinance"), the Human Rights Commission was established to "promote the human rights policy of the city [of Worcester]." Article 15 Section 10(d) of the Ordinance clearly lays out the Commission's duties and responsibilities, and it provides legal authority for the Commission to execute the same. Ultimately, the Human Rights Commission, as is true for all City Departments and Commissions described in Articles 2 through 18 of the Ordinance, was established and operates "under the jurisdiction of the city manager." Article 15, Section 10(a). The City Manager retains authority over the special employment of each Commissioner, whom they appoint for three-year terms. Article 15, Section 10(b).

Historically, the City Manager has overseen City departments and commissions, which are established by Ordinance "under the jurisdiction of the city manager," at both macro and micro levels, and accordingly has directed these entities, for example, relevant to the creation or maintenance of special initiatives, the prioritization of their activities based on available/limited time and resources, and employment decisions, including hirings, suspensions, and terminations.

Your work impacts so many members of our City family, including employees, residents, and other constituents. I believe that together we can accomplish even more, and the Commission is a vital partner to advancing the City's community engagement and quality of life goals.

B. HRC Duties and Responsibilities:

In line with my past conversations with both Commission leadership and the Worcester City Council, I intend for the Human Rights Commission to play an important role in the restructure of the City's EODEI. To be clear, this is not something that should wait until the hiring of the new Chief Equity Officer or other supporting staff in the newly reorganized Department. Rather, this role can and should commence *immediately* given its high importance.

First, the Commission should work to align its functions with those primarily outlined in the Ordinance, which lists chronologically as its first four of 12 duties and responsibilities: investigating denial of equal access and discrimination in employment, housing, education, recreation, and public accommodation against private entities; holding hearings; conducting mediations; and issuing orders and reports upon completion of any investigations or hearings. Article 15 Section 10(d) (1-4). My administration will collaborate with the Commission to provide the resources and support needed to eventually ensure its compliance with these duties and responsibilities as detailed in the Ordinance.

In the meantime, the Commission should work with the Lead Investigator and offer recommendations on how a public intake process can and should be formed. In the short term, this framework would serve the needs of the Investigation Unit in handling resident complaints of discrimination and harassment against City employees and services. In the long term, this framework could also serve the needs of the Human Rights Commission's third-party investigations.

Second, the Commission should review DEI implementation plans and related policies, and it should provide feedback on these plans and policies. Such feedback is invaluable to my administration, and my near-term vision is for the Commission to make recommendations in relation to:

- 1) The creation of a Worcester Equal Employment Opportunity Policy and a revision of the Affirmative Action Policy,
- 2) Pay equity for City of Worcester employees,
- 3) The creation of education materials on topics such as fair housing, workplace harassment prevention, and addressing implicit bias, and
- 4) Addressing reported patterns of discrimination and harassment against Worcester Public Library staff from members of the public, including residents who are unhoused, dealing with mental health issues, and/or substance abuse issues.

As we restructure and staff up the EODEI, my office will continue to provide the resources and strategic support necessary for the Commission to execute its related duties and responsibilities for all the City's Departments and subdivisions, and I am always happy to discuss any further questions you have.

C. Going Forward:

I look forward to the Human Rights Commissions' continued success, particularly as Commissioners immediately begin to work diligently to implement my communicated vision and enforce the City's human rights policy. I am encouraged by our ongoing communication and regularly scheduled in-person meetings. My office and I remain a resource for you, and we are available for support as you prioritize the aforementioned long-term and short-term goals.



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: October 17, 2023

RE: The Human Rights Commission's Approved Motions Regarding Altered Information Requests for the Worcester Police Department and City Solicitor's Office

A. Background:

On October 2, 2023, the Human Rights Commission (HRC) discussed the Worcester Police Department (WPD)'s responses to its information requests as communicated throughout the summer of 2023. The WPD had already submitted a majority of the requested information and documentation, including information related to legal settlements for civil rights cases between FY19 and FY23 and hate crimes investigated between July 1, 2022 and June 30, 2023.

Over the course of the meeting, the Chair noted that the hate crimes information did not identify whether the underlying matters were motivated by animus based on race, ethnicity, religion, or other protected classes; she suggested that the investigations documentation could provide clarity on the subject. Meanwhile, Commissioner Feldman indicated that he had lingering questions regarding the circumstances behind the settled cases and decisions to settle, in addition to the possible policy considerations.

I informed the HRC of the following developments. Following its request for copies of the WPD's 43 submissions to POST in 2022, including investigations documentation, the WPD forwarded the responsive documents to the City Solicitor's Office to ensure that they were properly redacted in accordance with any relevant legal standards. The City Solicitor's Office expressed that the proper review and redaction of these documents would pose an undue burden on its operations as the entire process would take approximately 4-6 hours for each file. The City Solicitor's Office offered to provide copies of the City's submissions to POST in 2022, including investigations documentation, for the 12 cases involving substantiated findings. They also offered to provide the forms submitted to POST for the 31 other cases from 2022 involving unsubstantiated findings.



The City of **WORCESTER**

B. Approved Motions:

In accordance with Article 15, Section 10(d)(5)&(6) of the City’s Revised Ordinance of 2015, which empowers the HRC to “review departmental policies” and “review departmental disciplinary actions,” and provide its “comments, conclusions and recommendations” to the City Manager to the extent the underlying documents being reviewed “relate to the human rights ordinance,” a quorum of the HRC approved the following motions. The HRC respectfully requests that:

1. the WPD provide copies of the full investigation reports for the 12 cases involving sustained allegations that were brought to POST’s attention in 2022, including for Officer J.M., and copies of the forms submitted to POST in 2022 for the remaining 31 or so cases involving unsubstantiated findings¹;
2. the WPD provide copies of the investigation reports relevant to the 17 hate crime incidents that took place between July 1, 2022 and June 30, 2023 and which fell within the WPD’s jurisdiction; and
3. a representative from the City Solicitor’s Office attend an HRC meeting to help Commissioners understand the nature of the settlements for the 13 civil rights cases between FY19 and FY23, the process behind any decision to settle, and any potential policy considerations that the City Solicitor’s Office sees behind the settlements.

¹ As part of the articulated motion, the Chair stated that the HRC may wish to eventually request the full reports for the 31 cases.



Worcester Police Department 2023 Civilian Academy



*Wednesday Evenings
6:00 pm - 9:00pm*

Week	Date	Class	Instructor
1	Nov 29	<i>Opening Class Administrative Details Participant Introductions Department Organization Bureau of Professional Standards</i>	Chief Saucier Deputy Chiefs BOPS Staff
2	Dec 6	<i>Hiring/Background Process Academy Breakdown/Overview Operations/Patrol Overview</i>	City Hall Rep. Training Division Ops Captain
3	Dec 13	<i>Constitutional Law Criminal Law</i>	PO Remillard
4	Dec 20	<i>Use of Force/UoF Demonstrations</i>	Reando / Joinville Wilson / Martinez
5	Dec 27	<i>District Attorney's Office @ 6 pm Detective Bureau Domestic Violence Sexual Assault</i>	ADA/TBD LT Doherty SGT Bennes Collette / Patient
6	Jan 3	<i>Gang Unit 1800-1900 hours Vice Squad 1900-2000 hours Traffic & Accident Recon 2000-2100</i>	Sgt. Roche LT Hanlon Traffic Div
7	Jan 10	<i>Cultural Training Special Operations Police Addiction and Recovery Initiative (CIT) Neighborhood Response Team DT Foot-Beat Mounted Unit/K9</i>	City HR Deputy McGinn Captain Early Pennelatore
8	Jan 17	<i>TACTICAL RESPONSE SWAT Alcohol Enforcement</i>	LT Albano LT Scampini Sgt. Needham
9	Jan 24	<i>Civilian Response to Active Shooter MILO simulator Scenario Training</i>	Academy Staff
	Jan 27	<i>Ride-along – Optional?</i>	All 3 shifts?
10	Jan 31	<i>Stress Unit Cell Room/ Booking Procedures Court Liaison</i>	John Mahan Lt Brunstetter Lt Ashe
11	Feb 7	<i>Graduation</i>	Academy Staff