



Wednesday December 12<sup>th</sup>, 2016, 8:30am-10am  
YWCA of Central MA, 1 Salem Square

### Minutes

1. **Attendees:** Che Anderson, Edward Augustus, Joe Belill, Mark Brophy, Andrew Carillo, Malika Carter, Raquel Castro, Mattie Castiel, Linda Cavaioli, Claire Schaeffer Duffy, Tim Garvin, Miriam Gas, Cara Henderson, Margaret Hurley, Ed McGinn, Sharon McQueen, Mable Milner, Craig Mortley, Marco Rodrigues, Anh Sawyer, Dr. Alexis Travis, Jayna Turchek, Peter Van Voorhis
2. Brief statement of appreciation from City Manager Augustus
3. **Update on Proposal to establish executive committee**
  - a. Executive committee to consist of 6 people
  - b. Will meet monthly
  - c. First meeting to take place in January
4. **Bias and Hate Crime Report (Margaret Hurley, Attorney General's Office)**
  - a. No major incidents reported in the city of Worcester area
  - b. Town of Harvard has had incident (Worcester County)
  - c. Attorney General's office has been working with Worcester Islamic Center regarding Islamic Cemetery issues in Dudley
  - d. Hotline is currently active and taking calls
    - i. Is hotline open to public records request?
      1. There may be legislative changes, but there are protections for victims reporting
    - ii. How does this effect youth?
      1. Can there be the establishment of a peer mediation group/ organization?
      2. Bullying protocol is not a catchall for all bias incidents. However, all instances should be reported to school administration. Any type of complaint has to deploy investigation.
    - iii. What about sharing agencies/organizations bias incident reporting processes? Malika and Jayna are interested in collaborating with others. Connect with them.

5. **Diversity Practices exchange (Linda Cavaioli, YWCA of Central MA)**
  - d. Linda shared the YWCA's new strategic plan and provided copies
  - e. How do we garner best practices from those around the table?
  - f. We will continue to explore. Goal for next year will be to develop a best practices document to share
6. **Fall Forum Debrief (Cara Henderson)**
  - g. Documentary was shown regarding shooting in Wisconsin
  - h. Powerful film and discussion was equally revealing as people shared their experiences
7. **Subcommittee Meeting**
  - i. Outreach meetings with boards and groups. Pat Yancey and Rev Talley were not able to attend today. More news to come.
  - j. Spring forum
    - i. Ideas:
      1. Discussing hate crimes, intersection of youth and policy
      2. Intersection of housing and food
      3. Basic needs and intersectionality between poverty and discrimination
      4. What does it take to make this city/nation the best welcoming place to assure newcomers?
        - a. We are a resettlement city
        - b. People are afraid; how do we put them at ease?
      5. Dr. King's where do we go from here message. How do we support/sustain our workforce, social justice workers and cultural workers?  
 →Return to the Dialogues notes for areas and concerns and create grid with areas to be addressed, action oriented
8. **Next scheduled meeting** - ~~March 1, 2017~~ Wednesday February 1<sup>st</sup>, 2017 8:30am
  - k. Should we meet bimonthly? Yes, will continue business meetings at same time 8:30am-10am.
  - l. Executive committee to meet in between meetings, first meeting TBD in January

**Coalition General Meeting Schedule for 2017**  
**All meetings will be at 8:30am at the YWCA**

**February 1<sup>st</sup>**  
**April 5<sup>th</sup>**  
**June 7<sup>th</sup>**  
**August 2<sup>nd</sup>**  
**October 4<sup>th</sup>**  
**December 6<sup>th</sup>**