



Meeting Minutes

Wednesday April 4th, 2018, 8:30am-10am, YWCA of Central MA

Call to order at 8:45am

Present: Joe Bellil, Cara Henderson, Mable Millner, Linda Cavaioli, Jayna Turcek, Dep. Chief Ed McGinn, PO Sharon McQueen, Sgt. Lee Boiken, and Alexis Travis

1. Welcome and introductions

Discussion about the weather; a lot of fog today made for difficult commute. A lot to discuss, may not get to everything today, will table whatever is not discussed.

Today is 50th commemoration of assassination of Dr. King. Mable shared the theme from the Dr. King Center (<http://www.thekingcenter.org/>) and also commented that we will all hear throughout this year a lot of 50th anniversaries and discussion and assessment of progress made in the last 50 years.

We were all pleased to hear the announcement that Suja Chacko has been appointed as the City of Worcester's Chief Diversity Officer. Linda asked that she attend the SAR so she can be introduced. Mable shared that the National Association of Chief Diversity Officers Standards states position needs to report to the CEO/top of the organization. Glad to see this change within the City. This position is very important to change the mindset within the organization. Through education and training we change people's mind and that creates a welcoming environment at work that people want to work in and feel appreciated.

- 2. Closing of Plumley Village Health Clinic.** The guest that was invited to speak on this item was unable to attend and Dr. Castiel is out of the country. Linda shared YWCA signed on to support not closing the Plumley Village's health clinic operated by UMass. Alexis mentioned DPH will work to find a new site for a program they run there. That population will have to seek out medical attention in another facility. Access has always been a barrier. The clinic serves a large underserved population and this is seen as a huge setback to access to health for minority and low income individuals and families. Jayna will send out follow up.

3. Diversity Practices Exchange- Worcester Police Department

Deputy Chief McGinn stated the Department is conscientious about recruitment, retention and promotions. Recognition that Department needs to reflect our community to be legitimized. Department is very intentional about community participation and making clear everyone feels welcome and that Department is happy to serve them.

Sgt. Boykin introduced. He has taken on the role of WPD Diversity Liaison. (Then Sgt, now Lt Miguel

Lopez, formerly carried this title). Sgt Boykin started in January, and thus far focused on diversity recruitment. He met with Lisa Holmes from Boston PD to get a cadet program started (mentioned below).

This month's diversity report: 341 Police Officers (30 Black/African American, 50 Hispanic, 3 Asian, 20 Caucasian women, 7 Hispanic women). Further breakdown of Police Officials (anything above patrol) 81 Caucasian, 5 Black/African American, 3 Hispanic, 2 Women. They are working with union to get a better reflection of officials that will reflect residents. He is committed to recruitment of women, especially women of color.

They started a summer program that will feed cadet program. They are proposing to have a cadet program for individuals 18-23 years old. It will be announced as soon as they can come to agreement with unions. The idea would be that interested cadets could take a test that would give them a pool of candidates to select. They want a good fit for the Department. Cadets would make a 2 year commitment to WPD. After 2 years they can take civil service exam. Those that pass with 70 or above will go straight to the top of the list.

He doesn't have a card yet that reflects his appointment; it will be coming. He wants good input on how to fulfill the goals set forth by the Department for this position and hopes to meet with many of us individually.

Q: How will you target cadets?

A: Open to everyone. Will visit colleges and high schools, Plumley Village, Lakeside and GBV.

Linda: YWCA worked with Unions on recruiting women in the trades and WFD. YWCA will work with you to draw on population, especially young women. These are great jobs. He has spoken with Maritza Cruz at the YWCA.

Ed: Civil service exam is a common sense and cognitive test. Needs some preparation. It is entry to get in the door. \$250 fee for test can be a barrier. They want to plant the seeds. When they do outreach they try to encourage young adults to take exam and prepare. Worcester residents have absolute preference and they never exhaust the residency list. Need to be full time resident for 1 yr preceding the exam. After 3 yrs on the job police officers can take the Sargent exam, it covers law, management, and supervisory provisions. The test is brutal and highly competitive. Almost without fail the person that comes up first on the exam score gets the position.

PO Sharon McQueen (LGBTQIA+ liaison): She added the IA+ to be more inclusive when she came on the job. She took over from Lt Rick Bates (now retired). She has met with social services providers, mental health and medical providers, colleges, senior center rainbow lunch, Worcester PRIDE, Safe Homes, Boston public safety meeting and others. She tries to educate around the similarities between the PO and LGBTQIA identities. For example disclosing in public of your identity can make you vulnerable. She also tries to work on recruitment. In LGBTQIA+ community the police uniform is seen as a very repressive sign. Person who is a victim of a crime in this community is less likely to report because they

are outing themselves and that can be worse than the beating (crime for which they are victim of). She has been involved in a lot of training. She wants people to know they have a safe contact within the police department and to not fear when interacting with police officer.

She knows first hand and can say women police officers have to work twice as hard to prove they can do the job.

Other organizations that provide trainings in the community: SafeHomes in Worcester and Network LaRed (DV agency that specializes in LGBTQIA+ from Boston- expert in intersection between race, gender and violence. They have a great online manual and training package).

4. Human Rights Observances online calendar- Tabled. See city website.

5. Call for review of All-in Cities, an Initiative of Policylink

Alexis mentioned that Coalition for Healthy Greater Worcester and DPH are pursuing another partnership model that will further health equity research and policy development and plans are underway to hopefully make Worcester a research site.

→Alexis, Mable and Linda agreed to take a deep dive examination of All-in Cities to see if it is something worth further exploration by the Coalition.

6. New Business:

A. DOJ as part of Crime Victim's Rights Week

Event this Friday-Jury Assembly Room in Boston Moakley Federal Courthouse. See Cara Henderson with questions.

B. How do we bring people back to table? When we are doing major projects we have great turnout. When it is just operational and day to day we still need people at table.

- Linda suggested sending out email today with we missed you and save the date for June meeting.
- If we have meeting announced we can put it in the Coalition for a Healthy Greater Worcester circular (send to Alexis).
- Could we move meeting to 9am? Something to consider.
- Reach out and bring back a friend to the next meeting. Jayna will send out the list of members.
- Need city manager to come for the beginning of the meeting. Ask him to come in June with new Chief Diversity Officer.

C. Diversity practices continued. Linda also mentioned the GWCF has done 2 trainings (some 40 orgs with EEs and board members) that have interest in moving forward diversity practices within their organizations. Valerie Zolezzi-Wyndham and Martiza Cruz co-led past session. Valerie has left CLA and is doing consultant work in this area. Valerie and Maritza are great resources to local organizations. Good topic for Fall Forum?

7. Stand Against Racism (Linda): We had an awesome keynote for the March International Women's day event with keynote YWCA National CEO Alejandra Castillo.

SAR is now a 3 day event (April 26-28). Guest speaker: Carmen Perez. Community people should come to the evening forum, Thursday April 26th. Guest speaker will also be at leadership breakfast on Friday, small fee. They want leaders that are not already committed to anti-racism work to attend. Saturday is the community celebration in the YWCA parking lot, families welcome. For YWCA this is a yearlong mission--addressing institutional and organization racism. Spread the word about the events. Coalition should be front and center. Please attend and let people know you are also wearing Coalition hat.