

Chairperson
Eduardo Rivera

Vice-Chair
Cara Berg Powers

Clerk
Jeffrey Miller



**City of Worcester
Human Rights Commission**

Members:
Harry Danso
Kathleen Gervais
Edward Kwiyp
Mable Millner
Edward G. Robinson
Udeme Ukpong

**Meeting Summary
Monday January 7, 2013
6 pm
City Hall –Room 401, 4th Floor**

Members Present: Cara Berg Powers, Kathleen Gervais, Jeffrey Miller, Eduardo Rivera, & Edward Robinson
Members Absent: Harry Danso, Edward Kwiyp, Mable Millner & Udeme Ukpong
Staff: Jayna Turchek, Director of the Office of Human Rights and Disabilities

1. Call to Order:

There being a quorum the Chair called the meeting to order at 6:50 pm.

2. Introductions:

There being no guests, introductions were skipped.

3. Approval of November 5th, 2012 Minutes:

One edit suggested. Commission unanimously voted to approve minutes with edit.

Approval of December 3, 2012 Minutes:

Unanimously approved as written.

4. Old Business:

(a) Human Trafficking Awareness Day:

Flesh documentary screening (1/10/13): Ms. Berg Powers shared that the film is about trafficking in the United States and focuses on prostitution and women in the sex industry. The film interviews women about their experiences as young girls and how they were trafficked in the industry. The event will be held at Dynamy. Snacks will be provided.

Human Trafficking Press Conference & Training (1/11/13): Ms. Turchek shared that everything was in place for Friday's event. She will have nametags for Commission members and tasks for members to assist with during the day.

(b) Review quarterly calendar:

Updates were made to the quarterly calendar.



CITY OF WORCESTER HUMAN RIGHTS COMMISSION
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OFFICE OF HUMAN RIGHTS & DISABILITIES, CITY HALL
455 MAIN ST., WORCESTER, MA 01608
TELEPHONE (508) 799-1152 | FAX (508) 799-1208
EMAIL: humanrights@worcesterma.gov



Note: for the next planning process for the Human Rights Day awards, start planning process earlier. Perhaps 6 months in advance.

5. New Business:

(a) WPD Bureau of Professional Standards quarterly report

3rd quarter report has a chart with complaint type and frequency of the most frequent occurrences only. Is it possible to have a complete list of all the complaint types for the allegations received? Ms. Turchek will follow up with the WPD.

(b) LGBTQ shelter survey

Review of survey that the Cambridge Human Rights Commission used last year. Ms. Turchek spoke to the Cambridge member who implemented the survey. Commission members feel it is important to have a youth component. Mr. Robinson suggested contacting the Director of SafeHomes. Ms. Turchek shared that a group of Clark graduate students did a survey of LGBTQ youth and homelessness in Worcester. She will try to obtain a copy of their work. Ms. Turchek will speak to ICHH this week and introduce the idea of a survey. Commission members will consider what they want out of a survey, noting the difference between Cambridge and Worcester. Commission members are also encouraged to watch the Massachusetts legislative agenda for the new term and watch whether the MA Transgender Political Coalition is successful with the public accommodations bill to protect transgender people from discrimination.

(c) Sexual exploitation educational materials

Ms. Turchek introduced the idea of the Commission developing educational materials to address sexual exploitation of women and girls as a follow up from the Human Trafficking training. Commission will consider what kind of materials may be appropriate and where is the need, ie. target population. Commission members discussed using technology like the QRE (barcode) reader on printed materials. It was also mentioned that Washington DC and Atlanta recently had some great public ads that were effective in giving people a sense of safety. It was agreed that the initial focus should be to get information out to schools and in particular bus drivers and guidance teachers.

6. Commissioner's Report

Members attended the following community meetings and activities:

- Four Corners Crime Watch meeting

7. Office of Human Rights Director's Report:

Ms. Turchek encouraged members to promote the human trafficking events this week. She also shared an MLK event hosted by UMass. She reminded members of the Parks Open Space and Recreation Plan (disability community focus) meeting on 1/15/13 and the training for What to do if you suspect abuse or neglect of persons with disabilities or the elders on 1/30/13.

8. Location of Next Meeting:

The location for next month's meeting (February 4, 2013) will be at City Hall.

9. Public Comment:

No public comment.

10. Adjournment:

On a motion that was duly made and seconded, the meeting adjourned at 8:10 PM.

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

3rd Quarter (January-March)

1. Human trafficking/sexual exploitation materials
2. Transgender education and awareness
3. International Women's Day
4. Fair Housing Month (April)

4th Quarter (April-June)

1. May Day
2. Juneteenth
3. Loving Day

Human Rights Commission
Monthly Meeting – Monday January 7, 2013, 6pm
City Hall – Room 401, 4th Floor

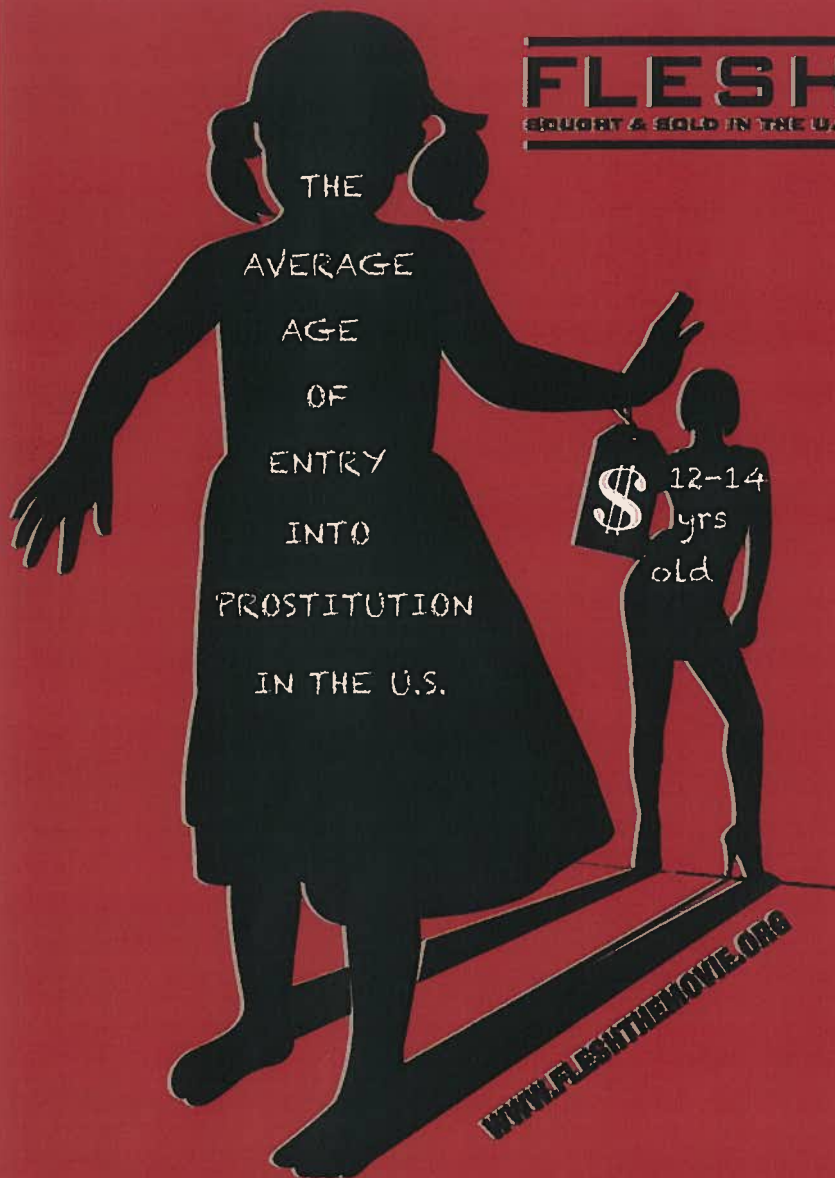
AGENDA

1. Call to Order
2. Introductions (Commission Members and Guests)
3. Approval of November 5th and December 3, 2012 Meeting Minutes
4. Old Business:
 - a) Human Trafficking Awareness Day
 - b) Review quarterly calendar
5. New Business:
 - a) WPD Bureau Of Professional Standards quarterly report
 - b) LGBTQ shelter survey
 - c) Sexual exploitation educational materials
6. Commissioners' Report
7. Office of Human Rights Director's Report
8. Location of Next Meeting (February 4th, 2013)
9. Public Comment (3 minutes per individual)
10. Adjournment

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.

FLESH

BOUGHT & SOLD IN THE U.S.



COOPER CON PRODUCTIONS ACCELERATED ENTERTAINMENT PRESENTS KRISTIN R. LAUTERBACH AND "FLESH: BOUGHT AND SOLD IN THE U.S."
STARRING KRISTIN R. LAUTERBACH GILLIAN MCCARTHY AND PANDY YARDY
DIRECTED BY ERINN RAFAEL McMANUS
EDITED BY CHRISTINA LEE STORM
PRODUCTION DESIGNER KRISTIN R. LAUTERBACH
EXECUTIVE PRODUCERS NICOLE McGUIRE KRISTIN R. LAUTERBACH CHRISTINA LEE STORM
PRODUCED BY KRISTIN R. LAUTERBACH

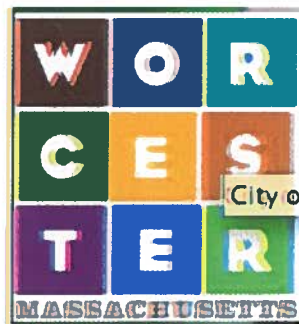
Thursday
January 10
2013

at Dynamy
27 Sever Street
Worcester

6:30-8pm

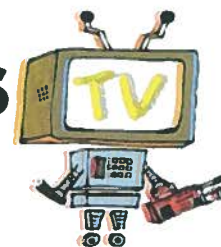
Screening with
moderated
discussion to follow

Brought to you by



Human
Rights
Commission

presspass



For 2013 Human Trafficking Awareness Day

Third Annual
HUMAN TRAFFICKING AWARENESS DAY
in the City of Worcester

January 11th Rally from 8 - 9 am
In Front of Worcester City Hall



Rally at 8 am - Free Fair Trade Coffee

Join elected local officials, community partners & concerned citizens to discuss human trafficking and the local impact of new Massachusetts anti-trafficking legislation.



Free Trafficking Training at 9:15 am

- Learn more about how this issue impacts your local community.
- Hear from community advocates, law enforcement, and prosecutors.
- To register for the training, please visit the website at:
<http://traffickingdayworcester.eventzilla.net>

Sponsored by the City of Worcester Office of Human Rights, City of Worcester Division of Public Health, Human Rights Commission, Lutheran Social Services of New England, Everyday Miracles Peer Support Recovery Center, Spectrum Health Systems, AmeriCorps' Massachusetts Legal Assistance for Self-Sufficiency Program, Massachusetts Service Alliance, and the Corporation for National and Community Service.





DEPARTMENT OF POLICE
CITY OF WORCESTER
MASSACHUSETTS 01608-1172
(508) 799-8600



GARY J. GEMME
CHIEF OF POLICE

| | |
|-----------------------------------|--|
| TO: Captain Jeremiah O'Rourke | UNIT: BOPS |
| FROM: Sergeant John J. Cronin Jr. | UNIT: BOPS |
| DATE: November 30, 2012 | SUBJECT: B.O.P.S. 3 rd 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 third quarter of calendar year 2012, for the period July 1, 2012, through September 30, 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 17 individual complaints for investigation, from sources both internal and external to this department during this period of time. Each of these 17 individual complaints was assigned for investigation to one or more police officials assigned to the Bureau of Professional Standards.

Further analysis of the 17 complaints received, reflects a total of 28 separate allegations which were received according to the following most frequent occurrences:

| Complaint Type | Frequency |
|---------------------------|-----------|
| 1406.1 Knowledge of Laws | 8 |
| 1504.1 Discourtesy | 5 |
| 1503.1 Unnecessary Force | 5 |
| 1502.1 Criminal Conduct | 3 |
| 1514.1 Conduct Unbecoming | 3 |

The other 4 allegations occurred 2 or fewer times, there was no violation, or did not involve the Worcester Police Department.

The racial breakdown¹ of the 17 complainants were determined to be as follows:

| | |
|-------------------------------------|---|
| White | 8 |
| Unknown, N/A (internally generated) | 3 |
| Hispanic | 3 |
| African-American | 3 |
| 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 28* allegations as follows.

COPY

| | |
|---------------------|-----|
| Pending /Open | 8** |
| Exonerated | 6 |
| Not Sustained | 6 |
| Sustained | 4 |
| Resolved at Intake | 2* |
| Unfounded | 1 |
| Exceptional Cleared | 1 |
| Withdrawn | 0 |
| Invalid | 0 |

Total: 28 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 17 complainants were determined to be as follows:

| | |
|--------------------------|----|
| Male | 10 |
| Female | 3 |
| Unknown/ Other/ Internal | 4 |

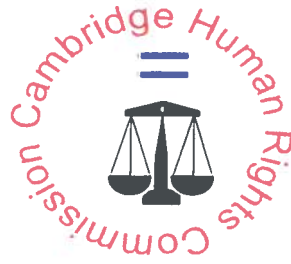
Respectfully submitted:

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 3rd Quarter Report Calendar Year 2012

| Seq | Status | Acu. #1 | Acu. #2 | Acu. #3 | Acu. #4 | Finding #1 | Finding #2 | Finding #3 | Finding #4 | Age | Race |
|-----|--------|---------|---------|---------|---------|----------------|---------------|---------------|------------|-----|----------|
| 1 | Open | 1503.1 | | | | | | | | 51 | Hispanic |
| 2 | Closed | 1406.1 | | | | Exonerated | | | | 41 | White |
| 3 | Open | 1503.1 | | | | | | | | 28 | White |
| 4 | Open | 1502.1 | 1514.1 | | | | | | | NA | other |
| 5 | Closed | 1406.1 | | | | Exonerated | | | | 22 | White |
| 6 | Closed | 1406.1 | 1516.1 | | | Exonerated | Unfounded | | | 61 | Black |
| 7 | Closed | 0.00 | | | | Resolve/intake | | | | 45 | Black |
| 8 | Open | 1406.1 | | | | | | | | 39 | Black |
| 9 | Open | 1406.1 | | | | | | | | 41 | White |
| 10 | Closed | 1504.1 | 1514.1 | 1502.1 | 1516.1 | Sustained | Sustained | Not Sustained | Sustained | 46 | White |
| 11 | Closed | 1502.1 | 1514.1 | | | Not Sustained | Not Sustained | | | NA | other |
| 12 | Closed | 0.00 | | | | Resolve/intake | | | | Unk | Unk |
| 13 | Closed | 1503.1 | | | | Except Cleared | | | | 18 | Hispanic |
| 14 | Open | 1503.1 | | | | | | | | 49 | White |
| 15 | Closed | 1504.1 | | | | Exonerated | | | | 36 | White |
| 16 | Closed | 1504.1 | | | | Not Sustained | | | | 46 | Hispanic |
| 17 | Closed | 1406.1 | | | | Sustained | | | | 40 | White |



Cambridge Human Rights Commission

2011 Survey of Cambridge Shelters

Name of Shelter: _____

Contact Person: _____ **Title:** _____

Telephone Number: _____

CHRC Surveyor: _____ **Date:** _____

The Cambridge Human Rights Commission is a city agency that handles discrimination issues within the City of Cambridge. The Commission aids the City of Cambridge by educating both businesses and residents, providing community outreach, and cooperating with other city, state and federal agencies. We are conducting this survey to learn more about shelters in Cambridge, in the hope of establishing better relationships with both the agencies providing shelter in our community and the shelter client base. We hope that some of the answers you share with us today will inform future outreach and education campaigns. In the spring of 2010, our Commission was visited by Gunner Scott from the Massachusetts Transgender Political Coalition, who brought to our attention issues surrounding transgender guests' access to shelter services. With this presentation in mind, the Commission developed some of the questions in this survey in the hopes of better understanding what policies and procedures might exist to promote access and address discrimination in the shelters in our community.

1. What types of services does your shelter provide?

Short term shelter

Counseling

Education

Referrals

Other: _____

2. How many beds does your shelter provide? _____

3. What are your restroom facilities like? (ex: mixed gender, single rooms or stalls, etc.)

4. What are your shower facilities like? (ex: communal, private, private changing areas, etc.)

5. Who may access your services?

Women Men Children/ youth Transgender women Transgender men

Comments: _____

6. Does your organization have a non-discrimination policy?

Yes No

If yes, what forms of discrimination does this policy cover? _____

Is this policy formal or informal? _____

Is this policy written or unwritten? _____

How do staff members become aware of this policy? _____

How are guests informed of this policy? _____

Would you be willing to share this policy with us? Yes No

7. Does your organization have policies that address the following issues:

Drug/alcohol use Smoking Private rooms Aggressive behavior

Comments: _____

8. Can you think of any situations where a guest was acting in a discriminatory manner towards another guest?

Yes No

If yes, what was the situation and how was it resolved?

If no, how do you think such a situation would be handled?

Explanation: _____

9. Can you think of any situations where a staff member was acting in a discriminatory manner towards another guest?

Yes

No

If yes, what was the situation and how was it resolved?

If no, how do you think such a situation would be handled?

Explanation: _____

10. Does your shelter serve transgender guests?

Yes

No

Not sure

Explanation: _____

11. Does your shelter have a policy for serving transgender guests?

Yes

No

If yes:

Is this policy formal or informal?

Is this policy written or unwritten?

How do staff members become aware of this policy?

How are guests informed of this policy?

Would you be willing to share this policy with us?

Explanation: _____

12. Have your staff, volunteers or Board received any training on issues of discrimination?

Yes

No

If yes:

Who offered this training and when was it last held: _____

How frequently is training held? _____

Is the training formal or informal? _____

Is the training mandatory? _____

Explanation: _____

13. Have your staff, volunteers or Board received any training on serving transgender guests?

Yes

No

If yes, who offered this training and when was it last held: _____

Explanation: _____

14. Are you aware of any situations where your guests experienced discrimination at other shelters in Cambridge or elsewhere?

Explanation: _____

15. How often do guests inform your staff about issues of discrimination they may be facing?

Comments: _____

16. What kinds of discrimination do your guests tell you about?

Comments: _____

17. Do you have any suggestions on how the Human Rights Commission can better serve you and your clients? (Examples: providing anti-discrimination training, handouts, etc.)

Comments: _____