

Chairperson
Ellen Shemitz

Vice-chairperson
Elizabeth O'Callahan

Clerk
[vacant]



Human Rights Commission

Members:
Robert Bilotta
Guillermo Creamer Jr.
Randy Feldman
Charles Hopkins
Bernard Reese
Jacqueline Yang

MEETING AGENDA

Monday, June 24, 2024, 6:00pm
City Hall Esther Howland Chamber, 3rd floor,
455 Main Street, Worcester, MA 01608

Virtual meeting link: https://teams.microsoft.com/l/meetup-join/19%3ameeting_YWQwZTQ3ZDUtN2EzZi00ODY1LWE1NGYtMTMyNTEwNGY0NmI1%40thread.v2/0?context=%7b%22Tid%22%3a%22f25998dd-1be6-42c6-a44c-8785f3e6deb6%22%2c%22Oid%22%3a%2202af705d-5ebe-4000-83cf-64efc45b8c33%22%7d

Meeting number: 267 678 751 717 Password: 36fDrZ Phone: [+1 469-998-7682,694051078#](tel:+14699987682694051078)

To request a reasonable accommodation or interpretation or to submit written comments or questions in advance of the meeting, please contact the Human Rights and Accessibility Office by email at humanrights@worcesterma.gov. Please note that interpretation requests must be received no later than 48 hours in advance of the meeting.

Note: Participants on Teams may select to view closed captioning (via artificial intelligence) in a variety of languages.

Para solicitar interpretación o una adaptación razonables o para enviar comentarios o preguntas por escrito antes de la reunión, comuníquese con la Oficina de Derechos Humanos y Accesibilidad por correo electrónico a humanrights@worcesterma.gov. Tenga en cuenta que las solicitudes de interpretación deben recibirse a más tardar 48 horas antes de la reunión. Nota: Los participantes en Teams pueden seleccionar ver subtítulos (a través de inteligencia artificial) en una variedad de idiomas.

AGENDA

1. Call to order, introductions, instructions for public participation: Approximately 6:00 – 6:05 p.m.

Public Comment (Time will be allotted for each item as it is introduced or at Chairperson discretion)

2. Commission Business 6:05-6:40 p.m.

- a. Introduction to new Director of the Human Rights and Accessibility Office, Patricia M. LaFore, Esq.
- b. HRC Leadership Elections
- c. Approval of Minutes from March 25, 2024
- d. Discussion of April 18, 2024 Memo of the City Manager (tabled at last meeting)
- e. Discussion of City Manager Decision not to Reappoint Commissioner Hopkins
- f. Response of City Manager to Commission Motions Passed at May Meeting
- g. Update on Open Seat(s) on Commission

3. Follow up on Meeting with the Worcester Police Department: Approximately 6:40 – 7:00 p.m.

- a. Feedback on Commission Recommendations for Juvenile, Use of Force and LEP Policies
- b. New Data Requested from WPD

- i. Corrected Use of Force Data for the prior year,
- ii. ShotSpotter data, including the total number of incidents identified by ShotSpotter: the number of incidents in which shell cases were found and the number of incidents which led to an arrest,
- iii. Data on all neighborhood response team (NRT) incidents involving the unhoused, including any involving the intervention and/or removal of homeless encampments together with the protocols that govern the conduct/practices of the NRT,
- iv. Information re anticipated end date for the pilot program involving Community Healthlink’s collaboration with the WPD,
- v. Investigation Reports
 - 1. BOPS investigations for the past year involving criminal conduct, unnecessary force, discourtesy, improper dissemination of information, improper associations and dealings, conduct unbecoming, bias free policing, use of force, handcuffs and restraints, K9 guidelines, handling evidence/property, racial profiling, handling of prisoners
 - 2. Hate crimes investigation reports
- c. Other WPD Data Points
 - i. Use of Force, MV and Pedestrian Stop Data (received but not discussed at May meeting)
 - ii. Investigation report for Complaint against Chief Sargent
- d. POST Commission Reports

4. Review of WPD Racial Equity Audit Findings and Recommendations: Approximately 7:00 – 8:50 p.m.

- a. Commissioner Bilotta on DEI
- b. Commissioner Hopkins on Recruitment, Hiring and Promotions
- c. Commissioner Feldman on Policy and Procedure
- d. Commissioner Creamer on Community Policing
- e. Commissioner O’Callaghan on Use of Force
- f. Chairperson Shemitz on Complaints and Professional Standards
- g. Draft Motion concerning Privacy of Juvenile Records

Relevant Links:

[Juvenile Law Center National Scorecard on Juvenile Records](#)

[Juvenile Law Center National Review of State Laws on Juvenile Records](#)

Model Juvenile Policy by Strategies for Youth:

Policy 1: [General Guidelines](#)

Policy 2: [Investigatory Stops, Non-custodial Interviews, Search and Seizure of Youth](#)

Policy 3: [Arrest, Transport, Booking and Temporary Custody](#)

Policy 4: [Miranda Warnings, Waiver of Rights and Youth Interactions](#)

Policy 5: [Use of Force with Youth](#)

Policy 6: [Fair and Impartial Policing of Youth: Race, National Origin and Immigration Status](#)

Policy 7: [Fair and Impartial Policing: LGBTQ+ Youth](#)

Policy 8: [Policing of Youth with Disabilities, Experiencing Mental Health Crises, or Impaired by Drugs or Alcohol](#)

Policy 9: [Protection of Youth Who are Vulnerable Due to the Arrest of Parents or Other Caregivers, the Execution of Residential Search Warrants, or Commercial Sexual Exploitation](#)

Policy 10: [Law Enforcement Interaction with Students](#)

Policy 11: [Data Collection](#)

Policy 12: [Transparency and Accountability](#)

5. Adjournment

Next monthly meeting of the Human Rights Commission is Monday, July 22, 2024, 6:00 p.m. at City Hall