Coalition against Bias and Hate Subcommittee Meeting  
11.5.15, 8:30-10:00am, Belmont AME Zion Church

Attendance
Pat Yancey, Linda Cavaioli, Clyde Tally – Chair, Ahmed Alrubaye, George Spring, 
Michelle Smith, George Smith, Deborah Maddox, Anh Sawyer, Esau Vance, Jayna Turchek, 
Che Anderson, Jesse Gibson

Summary
The subcommittee convened at Belmont AME Zion Church to review the compiled notes 
from the Dialogues on Race. The subcommittee was split into five groups, each with the 
notes from one of the following sessions: Media and online social networks, Representative 
government, Public safety, Youth and education, and Economic development. Each group 
was asked to extract the five most important, and most frequently stated, ideals/
statements/requests/themes from the dialogue notes. They were then tasked with comparing their list to the items addressed in the City Manager’s September progress 
report to City Council.

Below you will find those themes and key areas, as well as colors illustrating which 
dialogue themes were addressed in the city manager’s report.

1. Media and online social networks
   a. Themes: Comments & Critiques
      i. Media sensationalizing negative stories in minority communities
      ii. Media bias against certain groups
      iii. Dehumanizes certain groups
      iv. Reporting cycles longer for negative stories in minority community
      v. Public can’t tell difference between actual news and opinion/editorials
         vi. Body cameras/other cameras will allow for more objective reporting
         vii. Someone needs to monitor and remove abusive and racist items on 
             Worcester Police Department FB

   b. Key areas addressed in CM Report
      i. Installing cameras to capture police encounters will report more objectively rather than subjective feeling of encounter
      ii. WPD will remove and monitor facebook comments that are offensive
2. Economic Development
   a. Themes: Comments & Critiques
      i. There is not enough vocational training, qualification training, or employment opportunities Employment
      ii. More incubators needed for small businesses
      iii. Lack of transportation for training and work
      iv. Educators should connect businesses with schools for “real job training” and cultural competency
      v. Too much white affirmative in leadership; there is a need for leadership in cultural communities
      vi. Dire need for transparency in opportunities and planning amongst leaders in community from City Manager and Chamber of Commerce
      vii. CM has good suggestions for youth and cultural groups but there needs to be better leadership development to have him better address Arabic speakers, Vietnamese, and other cultural communities
   b. Key areas addressed in CM Report
      i. Working to create a more diverse and culturally competent workforce
      ii. Expand Worcester Jobs Fund
      iii. Promote business ownerships
      iv. Providing opportunities for young people
      v. Continue to fund non-profit organizations serving racial, cultural, or ethnic minorities

3. Public safety
   a. Themes: Comments & Critiques
      i. Diversity Officer will need a specific plan and accountability
      ii. Police presence needs to collaborate with community organizations
      iii. Profiling and racism needs to be addressed
      iv. Community education is needed to address root causes for opiates, sexual exploitation, etc...
      v. Training courses are needed to educate officers on proper de-escalation measures/tactics
      vi. How do you address the internal vulture of the police department?
      vii. Media portrays community of color in negative light
   b. Key areas addressed in CM Report
      i. Establish a Diversity Officer
      ii. Establish a more diverse police force
      iii. Institute a stronger police presence
      iv. Development of more task forces
4. Representative Government
   a. Themes: Comments & Critiques
      i. Elected officials don’t work with diverse communities well
      ii. Limited representation on boards and commissions
      iii. Elected officials don’t reach out to diverse communities, unless it is election season
      iv. Councilors at large – what is their role
         1. Narrow scope of Community
         2. Nepotism within the process – reaching out only to people they know – only reaching out to community when its election time
      v. Lack of engagement and connecting with constituents in community
      vi. Employment in city government is not reflective of diverse
      vii. School system is limited regarding recruitment
      viii. City needs to do a better job in engaging and educating people in the process of voting
      ix. Only 50 students get into Worcester Rising Civic Camp – high achieving only
   b. Key areas addressed in CM Report
      i. Diversity being sought in local government
      ii. Expanding efforts to educate and engage the public on the electoral process
      iii. Reestablish Mayor’s civic academy

5. Education and Youth Engagement
   a. Themes: Comments & Critiques
      i. There are alienating barriers for parents that need to be addressed
      ii. Diversity of faculty and administration
      iii. Criminalization of students of color behavior needs to be addressed
      iv. Address differences of access between have and have-nots, re: technology, language, opportunities, etc…
      v. Better understanding via interactions between faculty, staff, students and parents (finding commonalities/ facilitating group activities)
      vi. Existing parenting groups could be more effective
   b. Key areas addressed in CM Report*
      i. Youth summer employment opportunities (Summer YouthCorps)

*The Youth Violence Prevention Plan addresses many of these themes