Coalition against Bias and Hate Subcommittee Meeting
11.12.15, 10-11am, Belmont AME Zion Church

Attendance
Pat Yancey, Linda Cavaoli, Clyde Tally – Chair, George Spring, Michelle Smith, Deborah Maddox, Esau Vance, Jayna Turchek, Che Anderson, Jesse Gibson

Summary
The subcommittee convened at Belmont AME Zion to review the conclusions from the meeting on November 2, 2015, receive update/explanation of items listed on the City Manager’s September report, and to then select the items from each session that were not addressed by the City Manager’s report. The top two items (as listed by each working group) were selected as “phase 2” items to be address by the Coalition against Bias and Hate after they assist the CM with his plans in the aforementioned report. The grid that follows shows the themes that were addressed in some way in the city manager’s report.
<table>
<thead>
<tr>
<th>Representative Government</th>
<th>Public Safety</th>
<th>Youth &amp; Education</th>
<th>Media &amp; Online Social Networks</th>
<th>Economic Development</th>
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<tbody>
<tr>
<td>Installing cameras to capture police encounters</td>
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<td>Installing cameras to capture police encounters will report more objectively rather than subjective feeling of encounter</td>
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<td>WPD will remove and monitor facebook comments that are offensive</td>
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<td>Working to create a more diverse and culturally competent workforce</td>
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<td>Establish a Diversity Officer</td>
<td>Establish a more diverse police force</td>
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<td>Expand Worcester Jobs Fund</td>
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<td>Institute a stronger police presence</td>
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<td>Promote business ownerships</td>
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<td>Development of more task forces</td>
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<td>Diversity being sought in local government</td>
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<td>Expanding efforts to educate and engage the public on the electoral process</td>
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<td>Continue to fund non-profit organizations serving racial, cultural, or ethnic minorities</td>
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<td>Reestablish Mayor's civic academy</td>
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<td>Youth summer employment opportunities (Summer YouthCorps)</td>
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Phase II:

1. Media and online social networks
   a. Themes: Comments & Critiques
      i. Media sensationalizing negative stories in minority communities
      ii. Media bias against certain groups

2. Economic Development
   a. Themes: Comments & Critiques
      i. Lack of transportation for training and work
      ii. Educators should connect businesses with schools for “real job training” and cultural competency

3. Public safety
   a. Themes: Comments & Critiques
      i. Profiling and racism needs to be addressed
      ii. Training courses are needed to educate officers on proper retaliation measures/ tactics

4. Representative Government
   a. Themes: Comments & Critiques
      i. Elected officials don’t work with diverse communities well
      ii. 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

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