

Mr. Gomes said that, in addition, there are some positions in the Officials and Administrators category that may have been misclassified. Furthermore, in the last five years minorities have been separating from the City at a higher rate than they have been hired.

Councillor Triantafillou then asked what has been happening at the Human Rights Commission. Darleen Ngorsky, Commission Chair, said that there are three new members, and she is newly appointed as chair. The Commission is currently dealing with a potential lawsuit against the Commission, which has taken some time. She anticipates that in the fall, the Commission will be ready to look at other issues.

Councillor Triantafillou asked whether the Commission would be willing to look at City departments. Ms. Ngorski said that she thought the Commission would be willing to do so.

Robert Stevens, Director of Veterans Services, provided an update on inclusion of Vietnam Era veterans in Affirmative Action considerations and veterans benefits. He then noted that he had significant experience with Affirmative Action in his employment with the state. Regarding affirmative action, Mr. Stevens suggested a resurrection of the Affirmative Action Advisory group with City departments and citizen representatives. He also suggested that affirmative action officers be appointed from among present staff in the larger departments to provide assistance to Mr. Gomes in reporting, etc. He noted that there seems to be confusion about statistics and reporting. He suggests increased use of computers.

Councillor Triantafillou asked whether it is possible that departments are reporting their positions differently, so that a job that is called a technician in one department is classified as something else by another department. Mr. Stevens said that the issue of the categories is relatively clear cut.

Doreen Wade, Police Review and Advisory Board, said that in 1989 she started applying for jobs with the City of Cambridge, and she had very bad experiences. She interviewed for various jobs, all of which she was qualified for, and she got nowhere. There could definitely be improvements with hiring minorities for professional positions in the City of Cambridge.

Councillor Davis said that the School Department has an affirmative action officer and a active affirmative action committee chaired by a School Committee member, Denise Simmons. She recommends looking at the reports that are generated for the School Committee. Affirmative Action is always on the agenda of the School Committee. That doesn't mean that the representation of minorities is what it should be, but the issue is always on the agenda.

Councillor Triantafillou then invited comments from the Police Review and Advisory Board. She stated that in the past year she has received more complaints about police misconduct. She tells citizens to file with the Police Review Board, and recently she was told by one of them that the Police Review Board had no power to do anything about the complaint.

Ms. Monteiro said that the Police Review and Advisory Board can only make recommendations to the Police Department and City Manager.

Councillor Triantafillou asked how many complaints the Board handles. Ms. Monteiro said that seven have been filed since January 1996, and there have been about three times that many phone calls which she has resolved informally, or which did not result in complaints. About seventy percent have been about unprofessional behavior and in ninety percent there have been complaints about "cuss words".

Councillor Triantafillou asked how these numbers compared with last year. Ms. Monteiro said that it is about the same. There are also a lot of cases where the complaint is filed but the complainant does not follow through with the process.

Councillor Triantafillou asked for a description of the process. Ms. Monteiro said that she takes every complaint, she screens them all. Some are handled by her informally, in some cases there is no jurisdiction. The board gets those where she believes there is jurisdiction. The Board meets monthly and reviews complaints.

Ms. Monteiro said that she has been here six years, and she remembers only one case in which the police changed their policy as a result of a board recommendation.

Carol Keegan said that one problem is that the Board invites officers to come in to discuss the case, but they do not come, which is very frustrating.

William Jones, Norfolk Street, stated that Mr. Gomes works very hard, and so does Ms. Monteiro.

Councillor Triantafillou asked for recommendations from Ms. Monteiro. She said that she has many, but it will really depend on the new police commissioner. Without the cooperation of the commissioner, the Board cannot its job.

Manny Barros agreed regarding the frustration with police officers who do not show up. Then it is up to the City Manager to issue the subpoena. Then the police officers come and refuse to testify. In addition, the City Manager will not issue subpoenas for the command staff.

Councillor Triantafillou asked whether Ms. Monteiro has information about other police review boards. Manny Barrow said that other boards have more teeth. Ms. Monteiro said that Cambridge has one of the strongest boards in the country.

Councillor Triantafillou asked whether the Police Review Board has changed the relation of the police to the community. Ms. Monteiro said that this is really a question for the community. But how can a person feel the Board is effective when that person files a complaint, goes through the process, and then the Board makes a recommendation but there is no change in policy.

William Jones, Norfolk Street, stated that the Board got started as a result of the Larry Largey incident, in which Larry Largey, a teenager, died after being beat up by police officers.

Councillor Triantafillou asked whether there is a problem with the way people of color are treated by the Police Department. Ms. Monteiro said there are frequent stories but no complaints filed. Councillor Triantafillou asked whether there is racial sensitivity training for police officers. Ms. Monteiro said that there are two hours per year. Ms. Monteiro said that the trainer is excellent, but she cannot report personally on the sessions themselves has not gone to the training. Even though she has often requested that she be invited, she never has been invited.

Ms. Wade said that not all police officers have bad attitudes, but there is a big percentage who are intolerant.

Councillor Triantafillou requested that Richard Wright report on his activities as violence prevention coordinator. Richard Wright reported on ongoing work on the violence prevention project. There are now two sets of documents, a template of domestic violence needs and a series of feasibility guidelines from City departments. There were very good responses from the Hospital and the Cambridge Housing Authority. His recommendation to Commissioner O'Brien and the City Manager was for a shortterm implementation committee. The next step is a meeting with Mr. Healy, but that has not happened yet.

Councillor Triantafillou asked whether the reports can still be presented in the fall. Mr. Wright said that this is still possible, but they do need to get Mr. Healy's reaction before he can go forward. He added that there has been a problem with the School Department's responses.

Mr. Wright then described other violence prevent work with the State Department of Public Health.

Councillor Triantafillou asked when the Police Commissioner will be hired. Michael Gardner stated that he expects that it will happen in June.

Councillor Triantafillou said that she will set another committee meeting for late June, to receive a report on Affirmative Action and the new Police Commissioner.

The meeting was adjourned at 5:50 p.m.

For the Committee,

Katherine Triantafillou DM

Councillor Katherine Triantafillou, Chair

City of Cambridge

The Committee on Civil and Human Rights held a public meeting on Thursday June 6, 1996, beginning at 4:40 p.m. in the Sullivan Chamber, for the purpose of discussing affirmative action, the Police Review Board and civil service. Present at the meeting were Councillor Katherine Triantafillou, Chair, Councillor Henrietta Davis and Margaret Drury, City Clerk.

Councillor Triantafillou convened the meeting and requested that those present introduce themselves. The following persons introduced themselves: William Gomes, Director, Affirmative Action; Doreen Wade, Police Review and Advisory Board; Carol Keegen, Police Review and Advisory Board; Malvina Monteiro, Executive Secretary, Police Review and Advisory Board; Darlene Ngorsky, Chair, Human Rights Commission; Paul Pogue, Student intern; Bob Stevens, Director of Veterans Services; Richard Wright, Violence Prevention Coordinator; Manny Barros, Police Review and Advisory Board. Councillor Triantafillou stated that she wanted to strategize about affirmative action. She said that she has received a lot of complaints about police misconduct. She then began with a discussion of affirmative action.

Mr. Gomes said that his main concern is to get staff support. Affirmative Action should be a separate department with a staff because the job is a crucial job. There is no place to meet with people confidentially. A recruiter is needed. It is very frustrating.

Councillor Triantafillou asked whether there is a problem with the city's compliance with EEO goals that Robert W. Healy has stated to the City Council that the City has reached its goals.

William Gomes reviewed the EEO statistics. In the Officials and Administrators category, from July 1, 1991 to June 1, 1996, the category grew from 144 to 201, 57 hires. Of those, 20 white males were hired; and 23 white females were hired. Minority females went up only 4 percent. As of June 1, 1996, minorities comprised only fourteen percent of the category, and only eight percent were minority women, whereas nonminority women made up thirty eight percent of the category. He stand by his remarks and his position. The numbers speak for themselves.

In the category of professionals, 335 people were hired; but Cambridge still hasn't reached the goal of fifteen percent minority employees; the City is only at fourteen percent. He is urging that the city look beyond parity. The Affirmative Action office should be directly under the City Council, with an appropriate budget and staff.

Mr. Gomes added that in the lower paying classifications, there is a heavy influence of blacks and woman. But the paying classifications are Officials and Administrators, Professional and Technicians.

A communication was received from D. Margaret Drury, City Clerk, transmitting a report from Councillor Triantafillou, Chair, Committee on Civil and Human Rights, for a meeting held on June 6, 1996 for the purpose of discussing affirmative action, the Police Review Board and civil service.

In City Council June 24, 1996

*Report Accepted.
Placed on file.*