

Councillor Decker stated that the committee could hold a hearing on all of the boards and commissions in the city set up to deal with the mediation process. The committee will hear how their process works, the challenges, the number of complaints received and if the general public has knowledge of their services. Ms. Ryan suggested that CEOC and the Multiservice Center be included to look at the whole picture to see what mediation and conflict resolution services are available. The city needs to try to catch conflict before it leads to violence and to see if there is a need for a broader concept, she asked.

Ms. Hoffman suggested that there be a solution created geared to youth and community. New alternatives and ways to improve the city should be tried, she said. She further stated that there is nothing in place to look at the broader issue. The city should be held accountable to make people feel more comfortable.

Councillor Decker stated that it sounded like there might be a need for two different meetings of the Civic Unity Committee held to discuss the following:

- A meeting to look at the appointments to boards and commissions and whether the Affirmative Action policy is followed; and
- A meeting to invite all mediation groups in the city to hear what services are provided.

The committee believed that focusing on the second bullet would be a more productive conversation leading to answers in the first and going beyond that focus.

Ms. Hoffman stated that she would like to shape a process that looks at the issue of racism. There is no place to take a grievance regarding an appointment to a board or commission, she said. The Affirmative Action Committee should be invited to this meeting also. Ms. Ryan stated that the Affirmative Action Committee has no authority on boards and commissions.

Mr. Tran asked what is the procedure followed for appointments to boards. He asked Ms. Ryan if she was involved in the interview or selection process for the Women's Commission. Ms. Ryan responded that the Women's Commission sent the names and backgrounds of candidates to the City Manager. Mr. Tran stated that the accountability does come from the commission first. Ms. Hoffman stated that the Police Civilian and Review Board does not have this procedure. There is no place for the public to request a hearing if there is a disagreement with an appointment made to a board or commission. Councillor Decker stated that the Civic Unity Committee can clarify this issue.

Ms. Hoffman stated that there is a gap in conflict resolution outreach. Ms. Ryan stated that a conversation relative to mediation could take us to resolution should be the beginning. A meeting to review and evaluate the venue that exists in the city should be the beginning. In response to a question by Councillor Decker, Ms. Ryan stated that the meeting should focus on human conflict, interpersonal and inter community, as opposed to regulation conflicts.

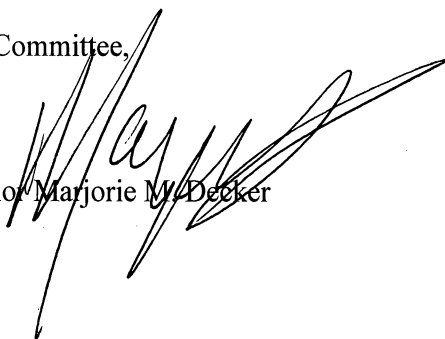
At the conclusion of the meeting, Councillor Decker listed the agencies and/or groups to be invited to a meeting to discuss the mediation services in the city. This meeting, she said, would outline the programs in the city and bring into one room the agencies who will inform the committee what conflicts they adjudicate and the services that are not provided.

Councillor Decker thanked all of the attendees.

The meeting adjourned at 11:40 a.m.

For the Committee,

Councillor Marjorie M. Decker
Chair

A handwritten signature in black ink, appearing to read 'M. Decker', written over the printed name of the councillor.

City of Cambridge

CIVIC UNITY

In City Council March 5, 2001

COMMITTEE MEMBERS*Councillor Marjorie C. Decker, Chair**Councillor Kathleen L. Born**Councillor Kenneth E. Reeves*

The Civic Unity Committee conducted a public meeting on Tuesday, February 20, 2001 at 10:30 a.m. in the Ackermann Room.

The purpose of the meeting was to conduct a planning meeting to discuss the issue of civic unity in the city.

Present at the meeting were Councillor Marjorie Decker, Chair of the Committee; Cathy Hoffman, Director, Cambridge Peace Commission; Nancy Ryan, Executive Director, Cambridge Women's Commission; Quoc Tran, Director, Human Rights Commission; and Donna P. Lopez, Deputy City Clerk.

Councillor Decker opened the meeting and stated that her goal was to figure out the best way to proceed with civic unity issues for the committee. This committee can be viewed as a clearinghouse for civic unity issues in the city.

Ms. Hoffman, Director of the Cambridge Peace Commission, recalled some prominent themes in the last committee meeting stated that there were two issues - accountability for appointments to boards and commissions and issues on racism. She stated that there is no forum for discussion for tension and conflict within groups in the city. Something is needed in the city to acknowledge that race and class is alive and well and how to deal with these issues. Could the Civic Unity Committee be a vehicle to speak for people without power, she asked. Mayor Duehay's committee, she said, was formed to have dialogue with powerful people and those without power. He wanted to have a venue for the not so powerful.

Ms. Nancy Ryan, Executive Director, Women's Commission, stated that the City Manager has issued an Affirmative Action Regulation to all departments regarding appointments. It would be great to have a group to review this policy to see if it is working.

Councillor Decker stated that there are several bodies within the city with the responsibility of providing mediation services. The Human Rights Commission, the Disabilities Commission, the Affirmative Action Committee and the Diversity Committee, to name a few. The issue is how does the City support the work that is already being done, she said.

Mr. Quoc Tran, Director, Human Rights Commission, stated that the Human Rights Commission's mediation procedure is individual oriented. Complaints are received from city employees and members of the public, he said.

1045

Committee Report #5

Committee Report from Councillor
Marjorie Decker, Chair of the Civic
Unity Committee for a meeting
held on February 20, 2001 to
discuss the issue of civic unity in
the city.

In City Council March 5, 2001

Meeting cancelled
due to snowstorm
In City Council
March 19, 2001
Report accepted.

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