

# City of Cambridge

**CIVIC UNITY  
COMMITTEE MEMBERS**

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

In City Council December 4, 2000

The Civic Unity Committee held a public meeting on October 25, 2000 at 5:40 p.m. in the Sullivan Chamber.

The purpose of the meeting was to continue discussions on Civic Unity in the City and any other related issues to Civic Unity.

Present at the meeting were Councillor Marjorie Decker, Chair of the committee, Councillors Timothy J. Toomey Jr., and Kathleen Born, and Donna P. Lopez, Deputy City Clerk.

Also present were Cathy Hoffman, Executive Director of the Peace Commission, Quoc Tran, Executive Director of the Human Rights Commission, Mary Wong, Executive Director of the Kids' Council, Malvina Monteiro, Executive Director of the Police Review and Advisory Board, Susan Ostrander, member of the Human Rights Commission, Robert Patterson, Public Works Department, Lynn Schoeff, Cambridge Health Alliance, David O'Neil Washington, Staff Psychologist, Massachusetts General Hospital, Arnold B. Goldstein, Vice President, Cambridge Chamber of Commerce, Lawrence J. Adkins, Robert Richardson, Hedwig Pocius and Alan Dobson, all residents of the city.

Councillor Decker convened the meeting and stated its purpose. At the first meeting held on September 26<sup>th</sup> 20 people attended who were asked to answer questions and they were divided into two groups. It was decided that the Civic Unity Committee needed to reach out to more of the community. The Report on Race and Class was mailed out to the attendees of the last meeting. The work on race and class ceased and this committee will work on this issue, she said. The first nine pages of the Race and Class Report contained issues identified by the working group (**Attachment A**). The Civic Unity Committee could be a group to recommend policy to the City Council, she said. This committee could also be a group that supports some of the work done outside of the Committee. She hoped this group would talk about the role that this Committee should take and is there a need for this committee.

Arnold Goldstein, Vice President, Cambridge Chamber of Commerce, asked what type of unity are you discussing. Is it racial, he asked. Councillor Decker stated that the mandate of the committee is very general. Economic unity requires more housing and jobs. Racial unity is an issue being discussed by the Police Review and Advisory Board. Councillor Decker stated she needs to hear from this committee what this group wants to focus on and then set an agenda. Mr. Goldstein suggested breaking up into groups and asking this question. Councillor

Decker stated that some answers to this question could be found in the Civic Unity Report of September 26, 2000 or in the report on Race and Class.

Councillor Decker distributed an agenda, **Attachment B**.

Councillor Decker stated she would like the group to break up into groups to do the following:

- Review the Committee Report from the last meeting;
- Review the Executive Summary of the Race and Class Report;
- Identify issues not included,
- Think about initiatives outside City Hall

She asked if each group would come up with three issues that the committee could look into. A discussion will take place on the role of the Committee and its organization.

Mr. Quoc Tran, Executive Director of the Human Rights Commission, asked what caused the differences between the two groups who worked on the Race and Class Report. Councillor Decker responded it was style. Ms. Cathy Hoffman, Executive Director of the Peace Commission stated the differences were dialogue versus action. The tension around dialogue and action is still real today, she said. Ms. Susan Ostrander, Human Rights Commission member, stated it is good to know the history and now maybe we are ready to go forward. Mr. Tran stated the need to get past the impasses. Councillor Decker informed the attendees that the difference is that the Civic Unity Committee is a subcommittee of the City Council and the other two groups were two separate leaders working on two separate issues.

Councillor Decker stated that the issue of civic unity is so large and can mean so many things. People who care about issues such as housing, mental health and the schools could work on these issues and come back to the Committee with a recommendation. Mr. David O'Neil Washington, Massachusetts General Hospital Psychologist, suggested a sub-group working on mini issues and report back the mini-groups recommendations. Mr. Adkins, 45 Hayes Street, stated that the Civic Unity Committee should ensure that no one group goes unanswered and this committee could be the vehicle to gain answers. This issue should be "All of Cambridge" and not a focus on unities. Questions, he said, should be addressed by the Committee and people should be able to get answers from the Committee. Councillor Decker responded that this Committee can speak to a large group of people, but the issue is how to make this committee a good use of time. She would like to see this Committee develop a framework.

Ms. Lynn Shoeff, Cambridge Health Alliance, suggested that the group remain one group and discuss the issues as a whole rather than splitting up into 2 groups. All agreed with this suggestion. Ms. Hedwig (Hedy) Pocius asked if this Committee was for regular citizens or city employees. Four attendees are not city employees. Ms. Malvina Monteiro, Executive Director, Police Review and Advisory Board, stated that she is a city employee and she cares about what happens in the city.

Councillor Decker reviewed the Committee Report of the September 26, 2000 meeting. This report contained an itemized list of suggested priorities for the committee. She asked if there were issues to discuss. Mr. Adkins stated that accountability is left out. He cited the appointment to the Civilian Review Board as an issue of accountability because there was no community input in the selection. Councillor Decker informed Mr. Adkins that the City Council can question the City Manager on his appointments, however, the City Council does not second guess the appointments made by the City Manager. Mr. Adkins further stated that the rules were violated by the Police Review and Advisory Board. The Board should be held to a standard which includes the entire community. There is no vehicle in place for the citizen to get answers to their questions, he said. Councillor Decker commented that the issue is what is the process that citizens can impact appointments. She asked what would be a policy initiative that the Committee can look at. Ms. Hoffman stated that the Race and Class Report deals with accountability. It is an issue of reality versus perception of when decisions are made in the city which seems to discriminate. What is the venue to ask questions about the process. Councillor Decker asked how does the city take the essence of Mr. Adkins' experience and institutionalize this so that someone else will not go through the same thing. Ms. Hoffman stated that the Report on Race and Class states that the City Manager should explain to the public how decisions are made and look at the decision through different lenses. A review process is absent in the City, she said.

Mr. Robert Richards, 76 Antrim Street, asked if a Citizens Ombudsman should be a concept to consider. Councillor Decker stated that a specific office to handle these issues is a good idea because when an issue is taken to the City Council the issue becomes political. Ms. Monteiro suggested an Office of Professional Standards. Mr. Richards stated he used "Citizen" so that the public will feel it is an office they can go into. He further stated that Citizen Ombudsman would have to be independent of the city structure. You can tell the power of the people, he said, by the size of the budget.

Councillor Decker stated that the Report on Race and Class contained specific recommendations by Category starting on page six contained in Attachment A. She stated that she envisioned the group getting into smaller groups and focussing on areas that the committee would like to work on. Councillor Born stated she would like to try to use Civic Unity Committee to set up Affordable Housing Advocacy Group in the neighborhoods of the city. She spoke specifically about the opposition to the VFW site for affordable housing. No one, she said, appeared before the City Council to talk about the need for Affordable Housing. She suggested every neighborhood have an Affordable Housing Coalition who would jump in to enlist the need for affordable housing. Ms. Pocius stated there was no feed back on the petition for people who signed up against the affordable housing issue. No one knew where to go to find out about who was opposed to affordable housing. Mr. Richards commended City Council on its vote in favor of affordable housing. He further stated that he depends on the City Council to look across constituents and vote on unfavorable issues.

Councillor Decker stated that there were two issues on the table:

1. This Committee could be a place to assess the progress on various issues including housing; and

2. Where do the citizens have access to the City Council on issues to find out who is working on specific issues.

Ms. Pocius stated that the community had requested the VFW site for community space. Many people, she said, were angry because there was no communication about the meetings held about the VFW site. She stated she would like a newsletter sent to every household. This, she said, would work to unite the community. Councillor Decker stated that the issue of communication is a good example of unity. There is no public space for the exchange of ideas between the City Council and the public, she said. She informed Ms. Pocius that there were six community meetings in the neighborhood about the VFW site. In spite of these meetings, some still felt left out of the loop.

Ms. Ostrander stated that she has lived in the city for ten years and she still has no clue how this city works. There does not seem to be a process to answer questions from the public, she said. How are individual issues connected to each other, what are the powers of the City Council, the Mayor and the Civic Unity Committee were various questions she raised. The authors of the Report on Race and Class never knew who has authority; there is no system just chaos. Accountability is the key she said. Ms. Hoffman stated that sometimes she feels she creates conflict rather than peace. She used the example of the conflict in the Middle East. The conflict there spills over into Cambridge. She cited for example people in and around Mosques do not feel safe. When issues such as this arises there is no forum to take the issues to for solution, she said. She also informed the committee of an instance where an institution has a policy that there is an assumption of discrimination - this policy leads to discussion.

Mr. Richards stated that the schools have socio-economic differences and never addressed this issue. The schools are there to educate and the City Council has to address the issue of socio-economic. He suggested that the Chronicle should have a specific page listing all meetings in the city. He further stated that tenants should also be notified of zoning meetings. Ms. Schoeff stated that she did not know who addresses issues of Affordable Housing. Councillor Decker informed Ms. Schoeff that there are many entities that work on Affordable Housing such as the Affordable Housing Trust, the Housing Committee, the Civic Unity Committee, the Neighborhood, Long Term Planning Committee and Cambridge Economic Opportunity Committee. She further stated that as a new Councillor she has requested an easy to use guide on housing issues which she still as not received. Ms. Schoeff stated that the issue of affordable housing is a primary issue on all committees that she is involved. The lack of affordable housing leading to health conditions are issues that she constantly hears. She stated that the city is changing dramatically. This committee should address this issue but if other entities are working on affordable housing then the Civic Unity Committee does not need to work on this issue and should be taken off the list. She stated that when more than one committee is working on an issue it causes conflict.

Mr. Alan Dobson, 19 Whitney Avenue, stated that unity is something everyone is looking for and seeks to have, but until every citizen feels safe in the city there will not be unity. He stated it was hard pressed to know who is accountable in the city. Our role is what is the accountability factors; are they results oriented and are the results reported back to the public. Cambridge, he said, used to be a working class city; it is not anymore.

Mr. Tran stated affordable housing is fair housing. In his tenure with the city he has seen an increase in fair housing complaints. The Civic Unity Committee, he said, could be used to work on the fair housing complaints. The committee could provide specific recommendations.

Ms. Monteiro stated that the issue of race and class exists in the city and affects mental health even before housing. She wanted to see the issues merged. She stated that it gets exhausting to work on these issues that nothing gets solved.

Ms. Mary Wong, Executive Director of the Kids' Council stated that unless there is some solution the dialogue will lose interest.

Councillor Decker thanked all who attended the meeting. She stated that this committee and the difference from the past two processes is because this committee is a subcommittee of the City Council. Issues are sent to the committee and work is done at the committee level. The committee makes recommendations and sends the recommendations back to the full City Council. This committee could be used to facilitate communication. People need to be willing to come back to the table and answer these questions.

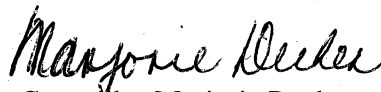
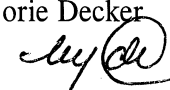
Councillor Decker urged those who wish to be involved in a working group of the committee give their name. The following persons expressed an interest to work on a working group:

- Robert Richards;
- Susan Ostrander;
- Quoc Tran; and
- Cathy Hoffman.

Ms. Monteiro suggested that racial profiling could be an issue the committee could work on. Councillor Decker suggested that after the hearings conducted by the Police Review and Advisory Board are held recommendations could be brought back to the committee.

The meeting was adjourned at 7:15 p.m.

For the Committee,

  
Councillor Marjorie Decker  
Chair 

## **Cambridge forum on Race and Class**

**"The Trouble I've Seen: Cambridge begins the difficult discussion on race and class."**

On October 22, 1998, more than 160 people crowded the Cambridge Senior center in response to an invitation to discuss "The Trouble I've Seen", a forum on issues of race and class in Cambridge. The group represented a rich cross-section of Cambridge residents and workers including public housing tenants and homeowners, city and school department employees and working professionals, interfaith representatives and neighborhood activists. While a slight majority of the audience was white, the group was inclusive of African-Americans, Haitians and Latinos. A small group of High School students joined the elderly and many in-betweens. After several presentations, the participants broke into discussion groups to share where they saw problems in Cambridge and brainstorm recommendations. At the end of the evening, the recommendations were presented to a panel of city officials. As a result, many of the recommendations focussed on issues relating to city government and the role of the city in solving problems of race and class.

The following is a summary of the issues which came up across all the groups. The summaries address 4 areas: city accountability, those areas which city government controls, housing, work and schools. Following a narrative of the 4 areas is a combined list of the specific issues raised in each of the small groups. For all full accounting of the raw data from each group and other appendix materials, you can request the entire document from the Cambridge Human Rights Commission or Cambridge Peace Commission.

This report is intended to relay the recommendations from the participants at the event. As a result, the recommendations do not reflect any endorsement by any of the co-sponsoring organizations.

### Summary of Recommendations regarding City Accountability

The City needs to be more responsible for more generating more affordable housing to both the poor and working class and moderate income residents. By providing more affordable housing, it will decrease the marginalization and isolation of these residents.

As part of the city's accountability, it is suggested that the City Manager be held responsible for discrimination in city positions. In terms of positions in which people of color applied, the Manager needs to make a detailed explanation as to why these candidates did not receive the position. Within the city employee ranks, the Manager should know why people of color are not being promoted and/or leaving the job. It is not enough to simply hire minorities the city must pay a fair wage. More jobs need to be created within the city. There should be a full public hearing on the five women of color who have brought suit. The manager needs to have a directive for more hiring of people of color. A concrete plan should be developed for the hiring, retention and promotion of candidates of color. There needs to be an office of multicultural affairs. This position will be responsible for actively recruiting for any open positions.

The City Council needs to use some of each meeting to work on racism issues. We must do something now to stop the flow of Haitian and Black people out of the city. There is no money for city agencies to work on racism.

Many of the groups supported an initiative for voting rights for immigrants as a way of enfranchising groups who have been left out of city decision-making. In terms of increased diversity and support for low and moderate-income workers, many recommended the city pass the living wage. Increasing tax payments on higher educational institutions can offset any increase in finances.

The local media and city information sources need to hire Black reporters and others from communities of color. Additionally, the achievements within the communities of color need to begin to be covered. There is also little attention by media to issues of discrimination which needs to be rectified.

The city needs to make a concerted effort to bring back shopping, work and commercial ventures for working-class people and people of color. The city is losing shopping opportunities tailored to low-income people and people of color. The trend is toward more gentrified, pricey stores. There are also not any multi-purpose, affordable department stores or full service grocery stores. Area 4 and Cambridgeport are particularly hard hit.

### Summary of Recommendations Concerning Housing

All groups stated that the city must be accountable for providing more affordable housing in Cambridge. Several groups said that the city should not be making decisions based only on "development", but on making/keeping Cambridge a diverse city. Because of the loss of rent control, Cambridge is losing poor and low-income families, families of color and immigrant families. Consequently, our schools are losing low-income and moderate-income children as well as immigrant children. All groups believed this must be stopped.

### Summary of Recommendations concerning Work

In working on diversity issues within the city, residents should be considered. There should be diversity training for all residents rather than just the city employees.

We need to have an Economic Summit to face the income gap among citizens. The city needs to address economic reforms. There needs to be a living wage in place to make jobs pay enough for to benefit some lower-income Cambridge residents.

There needs to be more open access to jobs at Harvard and MIT which are a huge factor in employment opportunities for Cambridge. The universities do not allow outside access to job postings and are perceived to be poor in their record of hiring, promoting and retaining employees of color. There needs to be more accountability for large employers such as Harvard and MIT. In order for people of color to succeed in the workplace there needs to be an office for mentoring and training to attract and retain.

### Summary of Recommendations Concerning Racism and the Classism in the Schools.

All groups stressed race and class inequality in the schools and the school system as a significant problem. Many recommendations were common to all the groups. These include hiring more faculty of color and evaluating school policies for race and class bias. It was suggested that the Parent Information Center needs to be improved- and become more "user friendly" to immigrant and families of color. The school department should look at the way low-income students and students of color are being tracked in each school and develop an academic plan to remedy this. Many recommended a coordinator for Multicultural Education and tying successful school plans to achieve levels across race and class lines. The city must put more resources into childcare and after-school programs to meet the existing demand.

All groups expressed a need for forums concerning race and class to be held in schools, and generally recommended that both curriculum and school environments become more culturally representative. In addition, the groups recommended that a part of each agenda at both the School Committee and City Council meetings be committed to issues of race and class.

It was stated that the School Committee and City Council hold the school Superintendent accountable for making sure these recommendations are implemented. To make sure this happens, it is recommended that workplans with concrete and measurable goals be developed.

## Priorities for Action

In his opening remarks on October 22, Richard Wright framed a perspective which was echoed by many of those present. In responding to concerns about issues of race and class in Cambridge, the city needs to direct its resources to tangible actions which benefit those being driven out and discriminated against within the city. Efforts for dialogue need to support those most affected in articulating policies for change not simply draw in those with resources to maintain the status quo with heightened sensitivity.

A public working session was held on January 13 to review the recommendations from October 22 and create a form for presentation. This evening attended by more than thirty residents sifted the recommendations from the 22<sup>nd</sup> into doable items and priorities and added to them from their own experience and the experience of the original forum.

### To the City Council:

1. In order to address the presence of race and class discrimination in Cambridge, there needs to be a formal acknowledgement by the City council of the racism and classism systemic to this city and an understanding that to continue business as usual will sustain and perpetuate the status quo. The council should solicit caucuses of those most affected for their experiences and views on policy and support with funding those programs dealing with race and class in an on-going way. City policy should be decided through a lens of race and class with time in council meetings to check in on these issues.
2. The Council needs to approve a system of accountability in evaluations of all levels of city of government for progress in hiring, retention and sensitivity to people of color and issues of racism and class bias. Training and re-training for all city employees on issues of race, class and gender should be in place with initial evaluation and subsequent measuring of change.
3. To stem the displacement of low and moderate income residents in Cambridge, the Council should: a) prioritize creating new affordable housing for both low and moderate-income people; b) dedicate the use of city resources to benefit affordable housing over market rate housing or other development and (c) limit the skyrocketing values and prices of housing and spiraling rent increases to regain affordable rental units.
4. To foster economic empowerment, the council should utilize city resources and policies to support job development and business possibilities.
5. Because exclusion and discrimination takes place in the university and private sectors, the Council should include the university and business communities in initiatives which open access to jobs, resources and educational opportunities.

### Doable items from October 22:

1. Pass the living wage proposal.
2. Endorse the immigrant voting rights initiative

### To the School Committee:

In reviewing the recommendations, the group identified several main problems which seem to have been true for many decades and continue to appear to plague Cambridge schools; (1) the disparity in student achievement for students of color and low-income students and presence of some school personnel who overtly discount these students and (2) schools which are not parent friendly in general which creates barriers which are harder for parents of color and low-income parents to get through.

1. In order to address these issues, the school system and School Committee needs to use the lens of race and class in looking at schooling. The evaluation of teachers and schools needs to be linked to the achievement of students of color and low-income students and the ability to work with and engage students of color and low-income students. Programs and schools should be looked at for measures of success for all students and then making these "best practices" available across the system.
2. "Anti-racism" sensitivity training embedded in the schools (not just days or workshops).
3. All curriculum and climate viewed through lens of race and class (creating an infused curriculum which is anti-racism and anticlassist).
4. Hire a Multi-Cultural Coordinator.
5. Hire and retain more staff of color.
6. Enable the Parent Information Center to use its resources and develop perspectives to be more responsive to parents of color and immigrant parents. Hire staff for the Parent Information Center, including a full-time person of color to do outreach. The PIC should provide outreach which will help immigrant parents access schools and know their rights. Provide training so that school personnel understand and serve cultural differences in parental response and participation in the schools. This includes developing off-site school outreach programs for parents with hours and locations appropriate to different cultures.

At the January 13 meeting, the group recommended giving strong support to the student Peace and Justice Corps and encourage them to work on defining and addressing problems at CRLS. (Support for the Youth Peace and Justice Corps actually means support for school environments in which students are listened to, in which they have an opportunity to explore racism, classism, and other forms of discrimination, in which students learn about issues of social justice and in which they gain skills to be come activists not merely recipients of knowledge. While this could definitely be helped through support for the group itself and spawning others like it, it would also be consistent to use the perspective of the group in designing climate and curriculum.) One specific proposal from PJC for dealing with issues of race and class is a city loan fund to support all Cambridge students attending college. Guaranteeing/backing loans and creating low-interest or no interest loans for students would enable all students who are currently dropping out or rejecting college purely for economic reasons to have a future for themselves. Secondly, after school funding for youth should be available to finance educational, anti-racist, creative opportunities which are now restricted to those who either make it a top priority or have the means not to work.

The issue of creating an extended day from 8 to 6 was mentioned by a number of participants.

## Specific Recommendations by Category

### City Accountability

- City Council needs to produce a plan to implement recommendations of this forum.
- Detailed explanation by City Manager when people of color are not hired.
- Open airing of charges raised by people of color who are charging discrimination.
- Pressure on leadership of MIT, Harvard & City Manager for accountability.
- More diversity training throughout city. Develop comprehensive plan for addressing this issue the way a plan was done for domestic violence.
- Strategies with demonstrable goals commitment statement by city departments to hiring-retaining-promoting diverse staff.
- Ongoing commitment to cultural / language competence training.
- City government acknowledge racism exists
- City needs to get goals / objectives for increasing people of color + high positions
- City needs to establish places / opportunities for people to come together, More opportunities to get to know each other/ to build community
- Policies should deal with intentional groups
- City Council needs to denote time at every meeting to dealing with race + class
- White leaders need to admit to their own racism + show they're working
- Develop a City long-term plan
- Discrimination is not only about race + class, but also religion and nationality.
- Rising rents and real estate prices are forcing the have-nots out of Cambridge. Need to address these problems.
- Time when meetings are held should be more accessible.
- Affordable housing need to be open to more working class people
- The city needs to have more real, multicultural festivals (w/out price tags), including white traditions too.
- City needs to have a directive to increase minority leadership perhaps a new office just to do that.
- City Council denotes each part of its meeting to race + class issues.
- Shelters for homeless-drug-treatment
- Pass living wage in Cambridge.
- Immigrant voting rights
- Site new library in Central Sq. Community Center centrally located
- Increase affordable housing, acquire more building
- Put cap on high end development
- Actively recruit people of color in all levels of city of Cambridge
- Accountability – report All policy-making bodies + to people of City Cambridge on annual basis results hiring efforts.
- Increase affordable housing in strategies
- Increase tax payments on higher ed. Institutions discussions with model in community linkage(Trinity college, Hartford)
- Mandatory diversity training for all city employees-linked to implementation plans
- Affirmative action policies-esp. in schools
- Involve working class + immigrants in decision-making
- Supervisors' accountability ( part of diversity training)
- Address to economic barriers
- Immigrant rights campaign
- Diversify staffs of all city agencies
- Every transaction on housing should produce resources for housing for low-income people.

- Concrete plans/ program debated @ City Council + School Committee bringing everyone to table / lens of race + class used to review all policies.
- Development should not drive the discussion / policy-making around development
- Get race and class issues into every city conversation who is at the table? How does decision influence race + class?
- Linkages for youth fund- innovative strategies to get \$ for youth sports and other activities.
- Lesley College has 10 full scholarships for Cambridge kids- create jobs for Cambridge people of color in schools for those students.
- Child care for residents- schools adopt extended day 8 am to 5 PM.
- Use parents of different cultures to do diversity training in city institutions. This process must be on-going- maybe divided into interest groups- e.g. education, welfare
- Child care at these meetings w/out reservation
- Rebuild Central Square as accessible to working people for living, shopping and working
- New city manager with commitment to diversity
- Raise awareness of people in upper classes in Cambridge
- Create more jobs for residents of Cambridge
- More affordable after school programs
- Keep Cambridge drug-free support + strengthen programs.

## Housing

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- Policies / resources / money into affordable housing. Affordable low-income / poor families,
- Explicit plan. to achieve above.
- Control Rising rents and real estate prices.
- Undo the Trend toward all white Cambridge
- Redefine Affordable Housing
- Affordable housing need to be open to more working class people
- Housing a high priority.
- Every transaction on housing should produce resources for housing for low-income people.
- Use a lens of race/class when deciding housing policy
- More affordable housing
- Increase affordable housing in strategies
- Increase tax payments on higher ed. Institutions
- discussions with model in community linkage(Trinity college, Hartford)
- Increase affordable housing, acquire more building
- Put cap on high end development

## Work

- Accessible job listings by MIT & Harvard.
- An open hiring policy at MIT and Harvard
- Pressure on leadership of MIT, Harvard & City Manager for accountability.
- Cambridge residency given weight in hiring in certain situations.
- Equal preparation for jobs
- Create mentoring in workplace.
- Increasing job security.
- Develop more Managers- black w/ math + technical skills
- Create more jobs for residents of Cambridge
- Actively recruit people of color in all levels of city of Cambridge
- Lesley College has 10 full scholarships for Cambridge kids- create jobs for Cambridge people of color in schools for those students.

## School

- Sensitivity training teachers / monitoring / follow up around work with males of color
- Increased outreach to low income communities re schools assignment
- Do not hold kids back as role models for others when they are capable of taking advanced classes
- Extend academic school day
- Provide summer enrichment program
- Extend Algebra project to all schools
- Teacher training to reduce stigma attached to students of color-funneled into lower level or special classes
- Creation comm. Neighborhood schools
- continue P.R about what's happening education
- Immediate Action-plan re: Efficacy levels of all students of Cambridge
- Appropriate after school activities for all communities students K-12 4-8 PM
- Child care for residents- schools adopt extended day 8 am to 5 PM.
- Use parents of different cultures to do diversity training in city institutions. This process must be on-going- maybe divided into interest groups- e.g. education, welfare childcare at these meetings w/out reservations.
- Examine school system + its rules, How issues arise, how they dealt with monitor conduct of parents, others
- Look at why-Banneker School- students progressing, having strong identities- needed to "resegregate" for children to advance
- Everyone who deal with children have cross-cultural training- awareness of racism
- Require parents to have diversity training before enrolling.
- Use a lens of race/class when evaluating school policy
- Children need to be more actively involved with their education.
- ESL students need to be better integrated.
- More Black teachers, Black English teachers.
- The city needs to reform + equalize the school-choice system (have and have not) A socioeconomic mix, One with less loopholes.
- Better education for foreign-language parents.
- It should be required that racism, classism, and other-isms be part of social studies curriculum
- Teachers need to work on their own biases a mandate
- School dept. needs to make a better financial commitment to multicultural education in school
- Teachers need to have training to push themselves.
- Schools need anti-racist, anti-homophobic training for all of its workers
- School and city need a director of multicultural affairs.
- Teachers need to work with struggling minorities
- Develop programs to save kids from stereotypes.
- Diversify the staff
- School staff- not just teachers- need anti-racist training
- More Blacks, Latinos in advanced. Programs
- More educational funds for minority schools
- More minority teachers
- Schools need to educate about different religious traditions.
- Teachers should use different teaching styles
- Academic achievement improved for all in schools with accountability
- School assignments are made-dumping of kids-particularly immigrant-A Plan to address these inequities,

- Make sure when immigrant/new families come into the school, they know their rights. All families educated/informed on what resources are available and how to access them and that their input help to shape those resources.
  - Don't leave job to school / city officials-include business, religion, parents community organizations.
  - Demand that superintendent's goals are fulfilled
  - Create database (student data) must evaluate
  - Get support from universities (MIT +Harvard)
  - Support Two Way Language Emerson Program
  - Hire teachers earlier
  - Make sure that all children get the basics in education (reading skills, math skills)
  - Stop giving more teaching contracts to white teachers and hiring minorities teachers as substitutes
  - More affordable after school programs
  - Forums in schools, especially high school, to address issues of racism. Make racism part of the dialogue in school.
  - Where is the power in the city? Access to information about schools is dependent on parents' ability to be knowledgeable, flexible, & good advocates. When we talk about " school choice" we don't recognize the economic realities of who can access those choices (issues of day care, transportation).
  - School Dept. needs to be more proactive about getting information schools & choice to every parent.
  - Mentor a family or a student. Develop connections to equalize opportunities. Model for supporting families.
  - Understand why some parents can't come out.
  - Strengthen parent liaison program & adequately staff this program.
  - Promotion, mentor ship, training
  - People here connect with other as mentor
  - Family support
  - Don't penalize parents who do advocate for their children
  - School paid organizers for parent advocacy including parent person for Black community \$ from city
  - Involvement of CRLS students who are already talking about racism at CRLS resources, achievement for all
  - Better info. From Parent inf. Center
  - Tours + access for low-income and people of color to all programs
  - Ways for parents without the time to visit + choose to have equal access
  - Good day care
  - Transportation
-

## Civic Unity Committee

### Council Members

Marjorie Decker, Chair

Kathleen Born

Ken Reeves

Donna Lopez, Staff

### Agenda

October 25, 2000

**Welcome and introduction** (15 minutes)

**Break up-groups** (30 minutes)

1. Review notes from last meeting
2. Review Ex. Summary of the Cambridge Forum on Race and Class
3. Identify what issue/initiative is not included or represented but should be

*Discuss*

1. Are there issues/initiatives concurrently happening outside of city hall that this committee should be aware of
2. Identify 3 issues this group could support through policy initiatives or some other mechanism of support

**Report Back to larger Group** (30 minutes)

1. Comments on notes
2. Issues that should be included
3. Other efforts
4. Issues/Action steps committee should consider supporting now

**Next Steps** (15 minutes)

1. Are there issues this committee would like to reach out to the larger community with/who/how
2. How do we understand the role/need for this committee

S439

**Committee Report #1**

Committee Report from Councillor  
Marjorie Decker, Chair of the  
Civic Unity Committee for a  
meeting held on October 25, 2000  
to continue the discussions on  
Civic Unity in the City and any  
other related issues to Civic Unity.

**In City Council December 4, 2000**

*Report Accepted*

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