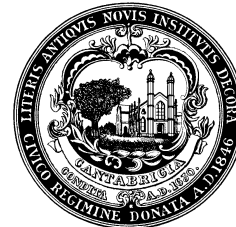


City of Cambridge

Commission for Persons with Disabilities

51 Inman Street · Cambridge, MA · 02139-1732

617-349-4692 voice · 617-492-0235 TTY · 617-349-4766 fax



Gary Dmytryk
Chair
Nicole Horton-Stimpson
Secretary

The next meeting of the Cambridge Commission for Persons with Disabilities will be held in the 2nd Floor Conference Room at 51 Inman Street on Thursday, June 14, 2018 at 5:30 p.m.

PLEASE MAKE EVERY EFFORT TO ARRIVE BY 5:30 PM

AGENDA

Please turn OFF your cellphones before the meeting begins. Thank you.

NOTE: CCPD meetings may be audio recorded for the purpose of taking minutes.

Maria Fontellio
Jerry Friedman
Stelios Gragoudas
Valerie Hammond
Philibert Kongtcheu
Mike Langlois
Luis Loya
Julie Miller
Alicia Zeh-Dean

Rachel Tanenhaus
*Executive Director/
ADA Coordinator*

Kate Thurman
Project Coordinator

- | | | |
|---|---------|--|
| 1. Introductions | 3 min. | |
| <i>If needed, alternates named</i> | | |
| 2. Questions & Answers with
Police Commissioner Bard | 45 min. | Commissioner Bard/CCPD Board/
Members of the Public |
| 3. Approval of May 10 Minutes | 2 min. | CCPD Board |
| 4. Announcements | 2 min. | CCPD staff / Board |
| 5. Elections for Chair & Secretary | 5 min. | CCPD Board |
| 6. Chair's Report | 5 min. | TBD |
| 7. Committee Reports
Access & Advocacy
Community Outreach & Film Series
Media & Technology | 5 min. | CCPD Board |
| 8. Public Works Update | 5 min. | Jerry Friedman |
| 9. Police Community Liaison Update | 5 min. | Jack Albert |
| 10. Executive Director's Report | 5 min. | Rachel Tanenhaus |
| 11. Public Input | 3 min. | general public |
| 12. Old Business | 2 min. | CCPD Board |
| 13. New Business | 2 min. | CCPD Board |

This is a scent-free meeting. In consideration of individuals with environmental illness and/or multiple chemical sensitivity, please refrain from wearing perfume, after-shave or any other scented products to our meetings. Thank you for your consideration.

The City of Cambridge, Commission for Persons with Disabilities, does not discriminate on the basis of disability. The Commission for Persons with Disabilities will provide auxiliary aids and services, written materials in alternative formats, and reasonable modifications in policies and procedures to persons with disabilities upon request.

The next CCPD meeting will be held on Thursday, July 12, 2018

Draft

Cambridge Commission for Persons with Disabilities (CCPD)

Minutes for Thursday, June 14, 2018

51 Inman Street, 2nd Floor Conference Room, Cambridge, MA 02139

Meeting was called to order at 5:42pm

Present

Members: Gary Dmytryk, Jerry Friedman, Stelios Gragoudas, Valerie Hammond (by phone), Nicole Horton-Stimpson, Philibert Kongtcheu, Luis Loya, Julie Miller, and Alicia Zeh-Dean.

Absent: Maria Fontellio and Mike Langlois

Staff: Kate Thurman and Rachel Tanenhaus

Guest Speaker: Police Commissioner Branville Bard

Documents/Materials Used:

- Agenda
- Minutes from May 10
- A Poem to Cambridge Police Commissioner Bard by Phil Kongtcheu

Discussion with Police Commissioner Bard:

- What has been your experience working with people with disabilities/the disability community?
 - They have had several trainings in the last few years, including: disability etiquette; service dogs, how to handle incidents regarding service dogs; accommodations workshop; communications, working with deaf/hard of hearing and blind individuals; listening session with parents of disabled children. They make sure their officers are well aware of how to work with PWD. Policies reflect this, too.
- How do you envision that we can best partner with and support you?
 - The Commissioner has a legal advisor; any time a gray area comes up, he works with that individual, but there could be a specific area around disability where they may use us as a resource and ask for guidance.
- About a decade ago, the PD made a shift from an enforcement persona to a social justice persona. They moved away from the philosophy that they acquired their authority and power through statute to a community policing philosophy that says their power comes through the people they serve. He said that only a small percentage of the people they come into contact with need to come into contact with the criminal justice system. Far more individuals are better served through a social justice approach. They started with youth and have now expanded that umbrella to all vulnerable populations. Today more than 20% of the department performs social services throughout the City, not criminal justice related functions. They collaborate with all the resources in the area to better serve vulnerable populations. Calls associated with mental health issues and other non-crime related matters are increasing, while calls about criminal incidents are going down. They are government's most physical representative. Someone who has a mental health crisis is far more likely to come into contact with the PD than the mental health system. The department has several licensed social workers. In the new fiscal year beginning in July, the PD will have a position for a fulltime child psychologist. They don't want to take over for the experts, but they do want to be able to provide competent services until they can get people to the experts.

- We have heard lots of concerns in the community about the incident outside Harvard Law School. Can you summarize your perspective on what happened, particularly as it relates to the disability related needs of the young person in question?
 - There was a call to 911 stating that a man was naked on Mass Ave at Waterhouse and that he assaulted a woman by throwing his clothes at her. Officers arrived and tried to engage him, but he was being uncooperative and verbally abusive. There were 3 or 4 officers around him. Officers could tell he was under duress and wanted to get help. They tried to get him to come with them so they could get him psychiatric services, but he was hostile the whole time. The officers are trained on how to deal with individuals who are in active crisis situations. At one point, the individual balled up his fists and stepped forward; an officer behind him didn't know his intentions, whether he was going to run into traffic or assault an officer; he didn't know what the individual was going to do. The officer at that point made the determination to take him down and an officer in front of him caught him.

Commissioner Bard immediately received the video that was taken with no other context. He initially watched the video thinking the officers must have killed the gentleman. He sees the officers tackle the gentleman and was worried about positional safety; he was worried an officer had put his body on the gentleman's in such a way as to restrict air flow, causing suffocation, but that did not happen. He saw the punches the first time, but didn't see any breach of law or policy. After the video ended, he wasn't sure what all the concern was about, so he went back and read the comments that had been posted on the video to give him context. The comments indicated that people were concerned about the punches that were thrown. State law permits officers to use force to take someone into custody, including protective custody, so the officers' actions were reasonable within PD policy and state law. The officers' goal was to get the individual to help, and they got him to help with very minimal injuries.

One of the first calls Commissioner Bard made was to the ACLU. His goal is to be transparent. He knows what state law and City policy says. He said that he understands why people feel that someone in the gentleman's situation shouldn't get punched and said that it is incumbent upon him to look at PD policies to see if they need to be changed, but those officers understood that the gentleman was in crisis and that they had to get him to help.

After an incident involving force, Commissioner Bard looks at what happened and asks whether or not those actions were unreasonable. He said that it takes more than looking at the laws and policies to be transparent and introspective. He has had long conversations with the responding officers. Any time there is a use of force, policy mandates an internal review. A truly transparent process is open to all. He has hired a retired Massachusetts Supreme Court Chief Justice to conduct a review; this lends credibility to the process. The internal report is still ongoing. They are interviewing everybody who was there. Commissioner Bard said that the PD works for society and society can question everything we do. He said they have to look at these incidents in a historical context, particularly around race relations, and not take the community response as a personal affront. It's also important to look at all the good things the PD is doing, and not let this incident define them.

Commissioner Bard said the results of the incident weren't optimal, but the intent was to get the individual to help with the least amount of harm, which they did. The officer who threw the punches wrote in his report that he threw punches until he realized it was not effective, so he

stopped. Commissioner Bard noted that the punches lasted less than 4 seconds of the 7 minute 4 second video.

- Luis said that it was reassuring that the Commissioner is taking this incident as a learning opportunity. He said it's important to provide training to help officers see other perspectives and recognize their implicit biases, noting that just because the police weren't called based on the gentleman's race doesn't mean his skin color didn't play a role in how things turned out. Commissioner Bard agreed that this training was important; he said that when he takes his police uniform off, he gets treated differently as a black man.
- In one example of taking this incident as a learning opportunity, the PD ordered blankets the very next business day because they had none at the time and the gentleman was naked. There are now blankets in every squad car.
- Phil said that as a black man himself, his reaction to the video was quite intense. He also watched the Commissioner's press conference and it triggered a lot of intense emotions. When he's extremely emotional, he likes to express himself through poetry; he wrote a poem to the Commissioner (see attached).
- Members of the public requested help from the Commissioner enforcing no parking in crosswalks and bus stops, as well as enforcement of disability parking spaces. Commissioner Bard deferred to Deputy Superintendent Jack Albert, who requested that people call the PD to let them know of these situations and they will do the best they can to enforce them.
- Stel said it's important to accommodate people who have difficulty communicating, including people with speech disabilities; this may be going to a quiet area so the officer can better understand the individual. Commissioner Bard said that should be happening now; that the officers should take the time to understand what the person is taking. He said that residents can have notes entered in their file noting that they have difficulty communicating (or any other disabilities/functional needs) so that the info would show up if the person called 911.
- On Tuesday, there's a meeting at MIT concerning a corridor with two very busy bus stops. Should we pass regulations allowing MIT and Harvard police to enforce parking in bus stops in those areas.
- Rachel asked what the next step is for someone who feels they have been mistreated by the police due to their disability. Commissioner Bard said he would encourage them to call his office directly (617-349-9397) and make a complaint because no one should be treated differently for any reason. People can also call the Police Review and Advisory Board (617-349-6155) or their City Councillor.

Minutes:

A motion to accept the May 10 minutes was seconded and passed.

Elections:

Alicia has been nominated for Chair.

Valerie has been nominated for Secretary.

Alicia unanimously elected as Chair.

Valerie unanimously elected as Secretary.

Committee Reports:

Access and Advocacy Committee:

Luis is writing response to the Architectural Access Board (AAB) about the proposed regulations.

Community Outreach and Film Series:

Kate and Phil have been working on the film series.

Phil is working on creating a maker space for designing assistive technology for PWD.

Participatory Budgeting is now accepting proposals.

Media and Technology: (1:32:38 on tape)

Stel said the Board should look at what the purpose of this committee is.

Public Works Update: Jerry Friedman reported:

- There will be a public meeting about South Mass Ave on June 19 at MIT. This is a joint project to look at Mass Ave between Sidney Street and the river. It's a quick build project to make improvements for both buses and bicycles. He did a site visit with Kate and Rachel about accessible parking.
- Also on June 19, there is a public meeting about Gore Street regarding traffic calming improvements.
- On June 21 meeting, there is a meeting about Sixth Street.
- He has consulted with Rachel on the Inman Square project, which is moving ahead.
- Construction season continues.

Executive Director's Report: Rachel Tanenhaus reported:

- The New England ADA Center has a municipal accessibility survey; newenglandada.org
- MBTA is doing a Better Bus Project, public hearings on how to make bus service better. Anyone can submit feedback. Mbta.com/betterbus
- There is a bill that is trying to harmonize the AAB with the ADA. It would bring MA codes up to par with ADA codes on employee only areas. Advocates are trying to get the bill out of the Ways and Means Committee to be voted on before June 30. The Commissions on Disability Alliance (CODA) has written a sample letter than can be sent to the committee.
- CCPD is co-sponsoring an equipment drive at Spaulding Cambridge for REquipment, a state funded DME reuse program, on June 16.
- She will be attending the National ADA Symposium next week
- The City IT department is coming up with a strategic plan for the next few years. Rachel has been to a few meetings about it and given feedback. She spoke with them about the need for easier ways to get our minutes online.
- She attended a Massachusetts Office on Disability meeting for ADA Coordinators. They provided some training on state and federal laws. She and Kate attended training through CODA on reading and evaluating AAB variances, given by the Executive Director of the AAB.
- She presented in webinar on accessible information and how the lack of it can contribute to health disparities.
- DHSP staff has been going to trainings on race and equity and it has been very helpful.
- She met with the Director of Communications and Ellen Semonoff about accessible communication. They are talking about ways to come up with policies and train everyone. Rachel will be taking several classes on that at the ADA Symposium

- She is meeting with the Director of Accessibility at Harvard.
- She represents the City on the access and functional needs subcommittee for the Massachusetts Emergency Management Association (MEMA). They meet quarterly and have developed trainings. MEMA calls on this subcommittee when they have things that impact people with functional needs.
- She will be attending the quarterly meeting of the Health and Disability Partnership next week, talking about health disparities for PWD.

The meeting adjourned at 7:27 pm.

Respectfully submitted by Kate Thurman

Say my Name: a Poem to [Cambridge Police Commissioner Bard](#)

(after [his press conference on April 16, 2018](#) about the naked student
beaten by the [Cambridge Police on April 13, 2018](#))

*By Phil Kongtcheu, Member of the Advisory Board of the Cambridge Commission on the Rights
of Persons with Disabilities (CCPD)*

Got a little high, got a lot knocked around.

I was just feeling a little pressure,
more than I felt I could handle I suppose,
All these expectations of me being perfect

And all that shit got in over my head,
Hanging around all these people
Out of my league, me little nobody from

Nowhere who ended up somewhere, here.

Got lost for a bit in the hood,
Through the woods
Ending up with weed.

I had never tried it before.
I had never tried anything that is not as it should be
You feel me?

Me, little African boy who got into Harvard.

I figured I should get naked, 'naked as God made me
To show that there was nothing special
Underneath,

So I threw the underwear away,
Like the prince who would not be king
Temporary incarnation of Siddhartha himself,

Coming off his pedestal, for there's nothing
like a naked king, except perhaps Christ, copying me:
Buddha. Destiny's Child.

Martin Luther I rebelled.
I did not walk on foot from Rome,
I just got naked, on Mass Ave.

But King, I would not be let be.
I was a little out of line, I know, that fine line you draw for me.
Something was wrong with me, anybody could see it. Zero tolerance.

It did not take a shrink to hear it, did it?
I was talking shit.
It did not need special training to get it, did it?

I was threatening shit.
How about a lifetime of common sense
from a common head.

I just needed a little help,
Couldn't they see it?
Couldn't you see it?

Couldn't you speak for me?
Couldn't you my brother, there from that podium
Say something nice about me?

You yourself said they knew right from the beginning,
I was temporarily insane, or as you'd say, under the influence,
"Not guilty by reason of insanity."

You know all too well what that mean, don't you? If you are of the right kind,
With that, they will psycho analyze you, and let you get away
With murder. No wit. But only if:

You have the right profile.

Why did they punch me,
One,
Two, three.

Stop, please stop,
Lord stop!
Four, five.

Why, why, oh why?
I thought getting into Harvard would shield me from that.
I thought you my Brother would shield me from that.

Would they have jumped on me if I were "White?"
Would they have hit me if I were a woman?
Was I less vulnerable to them? why?

I am so confused.

You psychoanalyzed them.
You asked us to please get into your head, their head,
They who did this to me. How about my head?

I am only human, more like you,
Someone like you,
Like your underlings who did it to me,

Even if you, my Chief Brother,
Uncle Tom, or Booker T. wouldn't see me
That way.

I am sorry I have to say all this;
I have not yet been domesticated
Enough not to call these things

By their name. You'd have
To coach me
Sometime.

Say my name,
Say my name:
Selorm S-E-L-O-R-M

Say my name,

Say my name:
Ohene. O-H-E-N-E.

Your brother from Philly home, played [tough Uncle Tom](#),
Too, at first, until all tumbled around him, coffee needing
Customers. [So he had to say sorry](#).

You, you, you were so clever, you wouldn't say my name.
So I faded in plain sight, like the Monkey Business, Invisible Man.
Not like abled. Not likeable. Nobody to care too much for me.

Will you, here, now, say: sorry?
You see, it's not that difficult. Yes?
Great. No? That's OK too.

Now, for Love of God, say it to them,
For Fear of God say it to they who listen to you,
Once and for all: CHILL

What? Not Chili, or Chile,
CHILL, that's an acronym,
(that is:)

Calm down,
Hold on,
Inspect/Investigate/Interrogate, that means keep your eyes on the prize, but
Loosen up &
Laugh.

Yes, CHILL.
That's all there was to it.
Just CHILL

Out.

To be included in the record of the commission meeting on June 14, 2018