



Cambridge Human Services Commission  
Meeting Minutes  
October 12, 2017  
5:30 – 7:30 pm  
Citywide Senior Center  
806 Massachusetts Avenue  
Cambridge, MA 02139

Commissioners present: Julie Asher, Christine Elow, Anna Leslie, Khari Milner, Nan Stone

DHSP staff present: Janice Alger, Mike Payack (recorder), Ellen Semonoff

Presenters: Superintendent Christine Elow, Deputy Superintendent Robert Lowe, Director of Outreach & Community Programs Kessen Green, all of the Cambridge Police Department (CPD)

- I. Welcome, Networking, And Dinner
  - Ellen Semonoff welcomed members of the Commission and reviewed the agenda
- II. Announcements
  - Ellen Semonoff announced Christine Elow's recent promotion from Deputy Superintendent to Superintendent; Christine is now the highest ranking woman in the history of the CPD
  - Christine Elow announced that Elana Klein, the CPD's new Licensed Social Worker, was planning on being present for the meeting, but was unable to attend at the last minute
- III. Overview of the Work of the Cambridge Police Department's Community Services Unit (CSU)
  - Superintendent Christine Elow, Deputy Superintendent Robert Lowe, Director of Outreach & Community Programs Kessen Green discussed the work of the CSU
    - The CSU is comprised of the [Community Relations Unit](#) and [Youth & Family Services](#)
    - The 2009 arrest of Harvard Professor Henry Louis Gates was the beginning of a cultural shift within CPD
      - Sgt. Crowley, the arresting officer, had done everything he was trained to do
      - Led to CPD command staff questioning "how can we do better (and train CPD officers to do better?"
      - Cultural shift begins with leadership embracing this change, providing new training for CPD officers, and even in recruitment practices
    - Police Commissioner Haas assigned Christine Elow the task of operationalizing procedural justice and legitimacy within the CPD

- Focuses on the understanding that many residents care more about how they are treated during interactions with police than about the outcome of the interaction (whether or not they are arrested)
- The CPD established the [Safety Net Collaborative](#), with the goal of significantly reducing the number of juveniles sent to juvenile correctional institutions
  - Christine noted that the CPD has seen an 80% reduction in juveniles sent to juvenile correctional institutions since the start of the program
  - CPD has 9 Youth Outreach Officers stationed in the City's public schools
    - a. This fosters a good relationship between residents and police officers from a young age
- Lieutenant Fred Cabral began hosting Quarterly Stakeholders Meetings, to which he invites a wide array of social services providers from across the City to network and share resources in order to better serve their many overlapping clients
- Anna Leslie suggested that DHSP's Find It website seems like an ideal tool for CPD officers
  - Christine Elow agreed and stated that it is being utilized by CPD officers
- CPD is increasing their focus on officer wellness and resiliency
  - The healthier CPD officers are (mind and body), the better they'll serve the community
- FY2018 CDBG Supplemental Funding Application Process Review
  - Mike Payack announced that the FY2018 Supplemental Funding Application had been issued to CDBG subrecipients and was due on November 1
    - Mike will provide members of the Commission with copies of the submitted applications for review prior to the November HSC meeting
  - The Commission will review applications and make a funding recommendation at the November HSC meeting

IV. Upcoming Schedule:

- Mike Payack announced that the next meeting of the Human Services Commission is scheduled for Thursday, November 9, 2017

V. Meeting Adjourned

Respectfully submitted,

Mike Payack, Planner/Contracts Manager  
DHSP/Planning & Development