

Watertown Human Rights Commission Workshop

11-21-2023



Agenda

- **Intro to World in Watertown**
- Watertown's Human Rights Commission - what is it & how to apply
- Panel discussion and Q&A with former and current HRC Commissioners

An intro to World in Watertown

Our mission is to:

- Offer local educational programs
- Celebrate our cultural differences
- Advocate for fair and equal treatment for all

Please join us, and follow us on Facebook!

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Purpose of the HRC

The Human Rights Commission affirms that the City of Watertown:

- Strives to be an inclusive community
- Has as one of its core values freedom from discrimination, disrespect, bigotry, hatred and oppression, and
- Has a commitment to uphold and defend the rights of all individuals to enjoy the free and equal exercise of their human and civil rights and privileges.

Find info at <https://www.watertown-ma.gov/1195/Human-Rights-Commission>

What Are Human Rights

As defined by the United Nations:

Human rights **belong to each and every one of us equally**. Human rights **are indivisible**. Whether civil, political, economic, social or cultural in nature, they **are all inherent to the dignity of every human person**. Consequently, these rights all have equal status.

What will the Human Rights Commission do?

- **Educate** our population about what human rights are and why they are important
- **Build connections** among city departments, services, and organizations so that everyone will be working together to prevent and address instances of discrimination
- **Provide support and resources** for any residents, employees, or visitors with a human rights complaint

Composition

- 9 members
- Terms of 3 years once established, with overlapping terms
- Reflect the socioeconomic, age, racial, and cultural diversity of the City
- Liaisons from
 - The Watertown Police Department
 - The Watertown School Department
 - The student body

Qualifications

- Relevant experience in human rights, social justice etc.
- “Relevant experience”
 - Lived experience
 - Advocacy experience
 - Work or employment
 - Educational experience
- Watertown resident
- Passion for human rights

Duties

- 1-3 year commitment
- Attend monthly meetings, likely to last 90 minutes or longer
- Participate in sub-committees and working groups
- Review and respond to concerns about discrimination
- Provide community education about human rights
- Contribute to an annual written report and public forum about the HRC

Estimated timing



Application process

- Send a letter of interest and resume to citymgr@watertown-ma.gov
- 3 rounds of interviews
 - All: with Resident Advisory Committee
 - Short list: with City Manager George Proakis
 - Finalists: with a City Council Committee
- Final approval by City Council

Cover Letter Tips

- Introduce yourself
- Explain your interest in human rights and the HRC
- Describe your relevant experience without repeating your resume. You can use the cover letter to give more context for your resume or explain your experience in more detail than on your resume
- Explain why you are a good candidate for the HRC
- Describe what would set you apart from other candidates
- No more than 1 page
- Check for grammar and clarity (or better yet, ask a friend to help proofread it)

Resume Tips

- Contact information
- Work history, including job title, employer, dates of employment. Include major accomplishments, and main responsibilities if relevant
- Education history, including type of education, total credits (or the degree or credential you obtained if applicable), name of school, dates of attendance (and graduation if applicable), and major relevant accomplishments
- Relevant volunteer or community service experience.
- Anything else that will help the reviewers understand your experience and qualifications. You can include information like awards, publications, leadership positions, or trainings that you've completed.

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Panelists

- Fran Yuan, Belmont Commissioner
- Liz Cremens, former Medford Commissioner and Chair,
Watertown Resident Advisory Committee
- Bevin Croft, former Cambridge Commissioner

Opening Questions . . .

- *What makes a good human rights commissioner?*
- *What was it like to apply to be on an HRC?*
- *What was it like to serve on an HRC?*

Next Steps!

- We are here to help you if you are interested in applying
- Contact worldinwatertowncity@gmail.com for Zoom office hours if interested!

Thanks for coming!!

Please fill in a evaluation form before leaving (QR code or paper)

Contact Us!

Website:

World In Watertown
(<https://www.worldinwatertown.org/>)

Email:

worldinwatertowncity@gmail.com

Facebook:

World In Watertown

