

Minutes of Tuesday, October 30, 2018, 6:00 PM

Present:

George Cortes – District 2

Greta Kenney – District 5

AiVi Nguyen – District 1

Nicole DiCello – District 4

Shirley Konneh – District 3

Patrick Hare – District 5

Absent:

Florette Willis – District 4

Staff:

Suja Chacko, Chief Diversity Officer

1. The meeting was officially called to order at 6:05 PM.
2. The Chairperson called for a motion to approve minutes on 6/11/18. On a motion by AiVi Nguyen and seconded by Patrick Hare the minutes were approved.

3. **Public Comment:** No public comment.

4. **Sgt. Lee Boykin, Diversity Officer of Worcester Police Department:**

Sgt. Boykin discussed with the board his role and his job description, which includes diversification of the Worcester Police Department (WPD) workforce, including recruitment, hiring, and retention initiatives and processes. Sgt. Boykin also discussed the upcoming March 2019 Municipal Police Officer Exam, and answered the board members' questions on requirements to sit for the exam and current recruitment strategies. He discussed the recently proposed three tiered "Cadet Program", which will be an impactful program to assist in diversifying the department from youth and high school age levels.

Sgt. Boykin discussed partnering with the board on outreach methods and recruitment strategies, due to the barriers he faces as a police officer when doing outreach in the community. He believes he needs help in reaching young people, including millennials, and he is seeking the assistance of the board members. Other barriers to recruitment for the exam that were discussed with the board, includes costs for the exam,

mentorship/role models for underrepresented communities, and lack of resources for exam preparation for underrepresented people from diverse backgrounds.

Shirley Konneh discussed including a youth role model, or someone who represents the audience to assist Sgt. Boykin during outreach events. Greta Kenney discussed a Holy Cross partnership. AiVi Nguyen discussed a partnership with the Quinsigamond Community College police academy, and would create the introduction and connection for Sgt. Boykin. Patrick Hare discussed using media sources to advertise, emulating current outreach/recruitment events in the community, and increasing community policing strategies. George Cortes discussed assistance for underrepresented communities in preparing for the standardized exam, and previously assisted in preparing candidates for the civil service exam. George Cortes also discussed the need for mentoring underrepresented groups throughout each step of the process into the career pathway of the WPD.

5. Updates

Updates on past meetings, including demographics reporting and the Affirmative Action Plan were discussed. Board members discussed improvements and recommendations in reporting demographics that can be done by the Human Resources Department.

Broader quarterly goals were discussed and logistics were coordinated by the board. The Chief Diversity Officer created and offered a Vision Plan to the board, including the areas of recruitment, retention, and hiring strategies that the board agreed upon earlier in the year to follow as a roadmap in achieving quarterly goals. The board agreed to create a two-person subcommittee for each of the three areas, in order to achieve their goals, and the subcommittee would be finalized at the next board meeting. Affinity Groups, recommendations from the board on civil service barriers, and recruitment plans were several key areas that would be included in the quarterly goals of the board.

6. Announcements:

- Open House for the 2019 Municipal Police Officer Exam, hosted by the City of Worcester
 - Location: Regional Emergency Communication Center, 2 Coppage Dr, Worcester, MA 01603

- Dates/Times: Wednesday, November 28th from 6:00-8:00PM and Saturday, December 1st from 10:00-12:00PM

7. The Meeting was adjourned at 7:31 PM.

C/o Suja Chacko, Chief Diversity Officer
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