

Chairperson

Patrick Hare

Vice Chairperson

Leigh Woodruff



Members/District:

Leigh Woodruff #5

Patrick Hare #5

Nicole DiCello #4

Savvas Kosmidis #1

Reese Bernard #2

**City of Worcester
Diversity & Inclusion Advisory Committee**

Minutes

Monday August 24, 2020

Members Present:

Patrick Hare

Leigh Woodruff

Nicole DiCello

Savvas Kosmidis

Reese Bernard

Staff Member:

Pam Callahan, Human Resources, Interim Liaison

Call to Order 6:06 PM

I. Approval of Minutes:

Members approved January 2020 minutes and will approve July 2020 after review in September.

II. Announcement from the Chair:

The Chairperson met with the City Manager and received new orders for the board to work on during the next year:

1. Review and make recommendations on the Civil Service process

The Chair recognized that many members were not on the board when they last spoke about the civil service process and asked for speakers to come and explain the process of hiring. The board requested Nina Galica, the Employment Coordinator in Human Resources and Kelsey Lamoureux be invited to speak before the board on the civil service process.

Members requested the following documents:

- Reference documents from the City of Worcester regarding the establishment of

Civil Service

- A listing of City jobs that classify as Civil Service
 - A listing of City civil service positions that require a test and those that do not
 - Research documents relative to other municipalities in Mass that have opted to eliminate civil service
2. Recommendations to the City Manager for books on racial equity and diversity to share with his Cabinet and partner with Library to highlight selected reading as recommended by the Diversity and Inclusion Advisory Committee

Members recommended several books for the City Manager and voted on the following to begin:

- How to be an Antiracist by Ibram X. Kendi
- White Fragility by Robin DiAngelo
- These Truths by Jill Lepore

Members would like Affinity groups to also partner with them and the Library to highlight recommending reading on racial equity and diversity

3. Develop a plan to re-start Affinity groups; consider guest speakers and book recommendations for Affinity groups

Members agreed it was important to re-engage Affinity groups and requested that Human Resources sent out an email to employees on their behalf asking how they would like to unite; Zoom, socially distanced meetings on the back common etc.

Members requested Human Resources send out an email to employees asking if who would like to belong to current groups or get together as a new group. Members would discuss other platforms to re-engage groups or to start new groups at another meeting but would like to hear how current groups are operating such as the LGBTQTIA + and Public Safety Members of Color Affinity Group. Members would like a representative to be a guest at a meeting to share what is working. The board requested a list of current Affinity Groups.

Members stated that the Affinity groups should be empowered to decide on a book list for their own group.

4. Assist with interviews of the Chief Diversity Officer candidates

The Chairperson relayed that the City Manager asked for assistance with CDO interviews. The Chairperson was not sure what would be the most appropriate, one or two members of the board or the whole board. It was suggested that a ‘meet and greet’ may be way to allow all members to participate in the process and meet all candidates.

Members requested a detailed job description for the Chief Diversity Officer.

5. Develop Employee Surveys

The Chairperson told the City Manager that the board had been discussing employee surveys to assess employee job satisfaction and culture climate and the City Manager gave approval. Savvas Kosmidis volunteered to take the lead on this project and members offered assistance. Members discussed ways to deliver the surveys once completed to employees who do not access the city's email system. Staff liaison will work with Technical Services.

III. Racial Equity and Diversity Training for City Leadership and Employees

The Chair and Staff liaison requested the help of the board with recommendations on Racial Equity and Diversity training for the city. The Staff Liaison has been in contact with the National League of Cities, (NLC) who provide training called REAL (Race, Equity and Leadership) and requested the board review what is offered.

The Vice Chair suggested a local trainer with excellent credentials: Valerie Zolezzi-Wyndham, Promoting Good LLC.

Dr. Reese stated that he speaks professionally on Diversity & Inclusion. He has had speaking engagements with Mass Teachers Association, Boston College, and Lake St. School and is currently speaking to the Police Dept at Worcester State University. He will send a proposal of his training for the City.

IV. Unfinished Business

Members stated that the Chair of the Human Rights board was scheduled as a guest last winter however the meeting was cancelled. The board requested the HR Chair come as a guest to provide clearer insight into how the two boards can collaborate and refer items to each other. The board requested that the Staff Liaison invite the chair to a meeting.

V. Organization.

The board recognized they had a lot of work to do and a lot to discuss next meeting and voted to prioritize the list of work items, the board voted on prioritizing the following:

- Civil Service
- Chief Diversity Officer Interview
- Employee Surveys
- Training

- Human Rights Chair invitation to come as a guest

The board acknowledged that prioritizing these items did in no way reduce the importance of the others and they would still be working on them.

Meeting Adjourned 7:32 PM

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