

Minutes of Tuesday, November 27, 2018, 6:00 PM

Present:

AiVi Nguyen – District 1

Nicole DiCello – District 4

Shirley Konneh – District 3

Patrick Hare – District 5

Florette Willis – District 3

Savvas Kosmidis – District 1

Absent:

Greta Kenney – District 5

Staff:

Suja Chacko, Chief Diversity Officer

1. The meeting was officially called to order at 6:00 PM by Patrick Hare, vice-chair.
2. The City Manager, Edward M. Augustus, Jr. joined the committee meeting. He welcomed the new committee member and thanked the board for their hard work and dedication to the committee, including their work on the draft of the Affirmative Action Policy/Plan. He noted that the Affirmative Action Policy/Plan is currently being reviewed by the Law Department and his hope is to move it forward in early January 2019. He invited the board to be part of the presentation of the Plan to the community, so their work could be displayed and his administration's commitment and efforts towards diversity and inclusion could be demonstrated through this plan. He reminded the board of their time commitment to committee meetings and commitment to their charge as members, so that the City remains consist in providing space and allotted time for members to conduct meetings and citizens of the community to be part of the meetings. The City Manager recommitted his priority to Diversity and Inclusion, and as Worcester is experiencing growth and reinvention and as the economy is growing, he wants everyone to be part of the growth and reinvention. He believes the work of the committee is important in helping create a diverse and inclusive City workforce, including in the areas of recruitment, retention, and hiring. He asked the members for a continued commitment to the very important work of this board.

3. The Chairperson called for a motion to approve minutes on 10/30/18. On a motion by AiVi Nguyen and seconded by Nicole DiCello, the minutes were approved.
4. **Public Comment:** No public comment.
5. The board welcomed new member Savvas Kosmidis to the committee, and he gave a brief introduction and background on why he joined the committee.

6. **Sub-Committees:**

The sub-committees will follow the Vision Plan that was created for the board, including quarterly goals and deliverables, in the areas of recruitment, retention, and civil service recommendations. Retention will focus on retaining current employees, and affinity groups will be a key deliverable for this area. Recruitment will focus on strategies to recruit diverse and qualified candidates for city employment. Civil Service recommendations from the board have been a goal based on past presentations to the committee, so the committee will continue towards this goal.

Florette Willis and Nicole DiCello will be part of the Retention subcommittee. Shirley Konneh and Patrick Hare will be part of the Recruitment subcommittee. AiVi Nguyen, Savvas Kosmidis, and Greta Kenney will be part of the Civil Service Recommendations subcommittee. The subcommittees are expected to work with the Chief Diversity Officer on the appropriate times and locations to meet and the agenda for subcommittees will be posted for the public.

Savvas Kosmidis, Patrick Hare, and Florette Willis volunteered to attend the Worcester Police Department Open House on behalf of the board.

7. **Announcements:**

Worcester Police Department Open House at Regional Emergency Communication Center, 2 Coppage Dr on Wednesday, November 28th and Saturday, December 1st

8. The Meeting was adjourned at 6:26 PM.

C/o Suja Chacko, Chief Diversity Officer
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