



CITY OF WORCESTER

CITIZEN ADVISORY COUNCIL

MINUTES

CITIZEN ADVISORY COUNCIL MEETING

Monday, March 15, 2021 6:30 PM

WebEx Virtual Meeting – ID 160 184 4534

Call in number: 1-415-655-0001 - Access code: 160 184 4534

Present: District 1, Gerardo Schiano, Chairperson
District 2, Rachel Brown
District 2, Alan Larrivee
District 4, Benetta Kuffour
District 4, Janny Nivar De Reyes
District 5, Carol Stovall
At-Large, Elle Parker

Guest: George Russell, District 3 City Councilor
Stephanie Williams, Chief Diversity Officer

Absent: District 2, Raymond Smith, II, Vice Chairperson
District 5, Terrance Ford
District 3, Ken Asafo-Adjei

Staff: Jeannie Michelson, City Manager's Office

1. Gerardo called the meeting to order at 6:32pm.
2. Elle made a motion to accept the minutes from 12/16/20. And Carol 2nd the motion. Minutes of 2/16/20 were approved.
3. Gerardo introduced City Councilor Russell.
4. CC Russell suggested:
 - a. Send vacancy lists to the City Councilors regularly
 - b. Create flyers to send to all elected officials (city, state) in pdf format for sharing on social media platforms – include expectations of members
 - c. Send notices to political city committees
 - d. Break up lists by district to send to councilors
 - e. Send notices to 50+ neighborhood groups
 - f. Send to religious groups and other groups
 - g. Check with Law Dept to make sure it's okay for CC to assist with recruitment – not allowed to interfere with personnel matters – but this is volunteer recruitment. (Jeannie will check with Law)
5. Gerardo introduced Stephanie Williams, Chief Diversity Officer.

6. Stephanie talked about her role working with the City of Worcester as the Chief Diversity Officer since December.
7. Stephanie asked about the application and why the CAC wants to add pronouns
8. Rachel explained that adding pronouns to the application would assist the CAC to refer to the applicant in with the appropriate pronoun
9. Stephanie is concerned about adding demographic information to the application because it would disclose gender identity. Wants issue reviewed by Human Resources.
10. Stephanie suggested introducing yourself with your personal pronouns and that may prompt applicants to disclose their own.
11. Gerardo wants insight so that the CAC can avoid using the wrong pronoun in the future.
12. Benetta wants to know more about pronouns so that we don't make assumptions
13. Stephanie shared a PowerPoint regarding gender pronouns and how they are used. The PowerPoint will be shared with the group.
14. Rachel suggested introducing themselves at the meeting with their personal pronouns and then let the applicants know that "when they introduce themselves, they can identify their pronouns if they choose to."
15. Carol suggested adding personal pronouns to their name on the webex screen.
16. Rachel motioned that items 5, 6, and 7 from the agenda be held until the next business meeting so they can be addressed in detail.
17. Jeannie: April 14th Hank Stoltz show at 8:05am.
 - a. Asked if Gerardo and Janny would be able attend. Both agreed.
 - b. Jeannie will send the detailed information to Gerardo and Janny to call in to the show
18. Walter Bird is arranging for Telemundo and Janny has agreed to be available.
19. The next meeting is a selection meeting on Wednesday, April 21, 2021 at 6:30pm.
20. Carol made a motion to adjourn. Rachel 2nd the motion to adjourn. Meeting was adjourned at 7:55pm.

/jmm

Approved: 4-21-21