

Edward M. Augustus, Jr.  
City Manager



Jennifer Madson, Chair  
Ariel Lim, Vice Chair  
Deborah Hall  
Donna Connolly  
Amanda Gregoire  
Krystal Vanhorne  
Benjamin Roberts

### City Manager's Advisory Committee on the Status of Women

Tuesday January 9<sup>th</sup>, 2018, 5:45 PM  
Worcester City Hall, Levi Lincoln Chamber 3<sup>rd</sup> Floor

#### MEETING SUMMARY

**Present:** Ariel Lim, Deborah Hall, Amanda Gregoire, Donna Connolly, Krystal Vanhorne  
**Absent:** Jennifer Madson, Benjamin Roberts  
**Staff:** Mattie Castiel, Jayna Turchek, Kathy A. Esparza

1. **Call to Order and Introductions at 5:46pm**

Vice Chairperson Lim Chairing the meeting in Chairperson Madson's absence.

2. **Review of minutes December 5th, 2017**

Commissioner Connolly motioned to approve the minutes. Commissioner Hall seconded the motion.  
Vice Chair Lim moved to take comments from the public.

**Comments from public:**

- Ms. Pam Bobay and Dr. Selina Veracruz from Worcester Women's History Project (WWHP). They would like to update the ACSW regarding a meeting with the Mayor where they requested to have an Abby Kelley statute and signs regarding the first women's convention in 1850. Amongst the supporters for this project are: Women's History Project, Center for Nonviolent Solutions, Annette Rafferty, and Bill Wallace. They asked ACSW to become another supporter.
- Dr. Veracruz stated that the WWHP is planning to celebrate 2020 as the 100<sup>th</sup> anniversary for the first attempt towards women's suffrage as well as a celebration of Worcester's role. Additionally, she stated that the importance of the project regarding Abby Kelley's statute is also to bring light to the significance of the abolitionist movement in the women's movement. She also stated that the WWHP along with the Center for Nonviolent Solutions are interested in hosting more events as part of these efforts to raise awareness of the history of women in Worcester.
- Ms. Pam Bobay emphasized on the importance of having the ACSW join this effort. She also extended an invitation to an event on Monday, January 15<sup>th</sup>, 2018 for Abby Kelley Foster's birthday at Liberty Farm. Ms. Bobay will send flyer to Jayna.
- Commissioner Hall stated that it is a great project and that she is in full support. She also stated that she has a question regarding the WWHP. Commissioner Hall asked if there has been any research about the contributions from both enslaved and free women from African in Worcester's history.
- Ms. Bobay stated that there will be a new guide coming up in a year where there are going to be a couple black women showcased. There are also a couple of groups in the city who are interested in working on a slave trail.
- Commissioner Hall asked if this is a slave trail or a black heritage trail, which is different.
- Ms. Bobay stated that she has to find out that information. She also stated they want to do work on oral history but that it will take a couple of years.
- Commissioner Hall said that she wanted to add that she had in the past reached out to the WWHP regarding a black heritage history trail and that she was referred to a black man. She encouraged the WWHP to take a more proactive approach at valuing and incorporating black women's history and contributions to their work.



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- Ms. Chantel Bethea, vice-president from the WWHP stated that the WWHP will be bringing more black women information to the front and center of the project because for a long time it has only been one-sided.
- Dr. Veracruz also stated that although new, there are few pieces in the WWHP including women of color, and refugee women
- Vice Chair Lim asked if the ACSW will have to take a vote on this. Director Turchek stated that since this was not an item on the agenda, she recommended a vote in a subsequent meeting. Vice Chair Lim stated that they will take it up in the next meeting and thanked them for coming forward.

### **3. New Business – Discussion**

#### **A. Conversation with staff from the Massachusetts Commission on the Status of Women**

- Vice Chair stated that they will moved to item b because guest speaker didn't arrive

#### **B. Update on Mom's Do Care Program**

- Dr. Castiel stated that she would like to talk to the ACSW regarding the Moms Do Care program and the importance of advocating for more recovery coaches for all hospitals and other spaces. She also stated that opioids overdoses are higher this year. She stated that one of the biggest barriers to treatment is connected to the huge stigma around addiction and that's why peer mentor models are fundamental on the recovery process.
- Dr. Castiel stated that the Moms Do Care Project is a 3 year (2015-2018) 3 million dollar grant awarded to Massachusetts Department of Public Health's Bureau of Substance Addition Services (MDPH/BSAS) by the Federal Substance Abuse and Mental Health Services Administration (SAMHSA) in order to expand access to medication assisted treatments (MAT) for opioid use disorders (OUDs). The targets population is pregnant women age 18 and older in Barnstable and Worcester County, with a diagnosis of OUD. This program has served 113 women in Worcester where the overdose rate dropped from 52% to 6% in program participants. They follow participants both on pre-natal and post-natal care.
- Dr. Castiel stated that this program has great outcomes however the funding will expire by July 2018 and so they are trying to advocate getting funding for this program and more recovery coaches. There is also a need to make recovery coaches billable in health institutions to make these models more sustainable.
- Commissioner Hall was excited to collaborate in any way possible and she believes in this work and thinks the outcomes of programs like Moms Do Care are great.
- Commissioner Gregoire also was excited about this program and she wanted to clarify what would happen at the end of July 2018 when the funds end. Dr. Castiel stated that there aren't any funds at the moment to continue with program after July 2018 and that's why they are trying to advocate for funding at the state level and MA DPH. But also there is need to advocate around the value of recovery coaches.
- Commissioner Gregoire thanked Dr. Castiel for sharing this information as the ACSW will be discussing their priorities.
- Ms. Ebbeson from the public suggested reaching out to the MA Commission on the Status of Women as they also have discussed the Moms Do Care program as well as Senator Chandler.
- Dr. Castiel stated that the Moms Do Care team is scheduled to meet with Senator Chandler at the end of January.

#### **C. Discussion of anti-sex traffic training proposal for hotel employees**

- Vice Chair Lim stated that they will now discuss the anti-sex traffic training proposal for hotel employees and invited Ms. Robyn Currie from the audience to join the conversation.
- Vice Chair Lim provided a quick overview on the proposed policy regarding anti-sex traffic training proposal for hotel employees, which is based on best practices done in Connecticut.
- Ms. Currie stated she wrote the proposal
- Commissioner Gregoire stated that the reason why the proposal is part of the ACSW agenda is because it was referred to the standing committee by City Council and she also stated that the ACSW would like to know more about it so they can perhaps lend a voice to move this initiative forward

- Ms. Currie stated that the best way of support is to show up to the Health Human Services meeting and state ACSW position on it. She also stated that NYC has also similar petition they enter for a city ordinance. Ms. Currie also stated that this policy will reduce cost to hotel owners. Lastly, she mentioned that she walked 500 miles through 5 states as an awareness initiative on human trafficking which allowed her to witness what was happening in places like Connecticut.
- Dr. Castiel asked Ms. Currie if she could please share information about what the training would entail
- Ms. Currie said that the training is usually 90 minutes and that they use what homeland security uses as it is clear and concise. This training will teach people how to identify if there is human trafficking going on – basically how to identify it and report it. They would have to report it to the national hotline and once policy is ready will also report to Worcester Police Department. Ms. Currie stated that training will be implemented by LIFT a Worcester nonprofit.
- Commissioner Connolly, asked, what has been the response from hotels
- Ms. Currie stated that they are very cooperative, 2 hotels are already willing to do the training. They also have a networking event coming up at Plantation Street in the Residence Inn Hotel where other hotel managers and the community members at large were invited to attend.
- Commissioner Gregoire asked when the HHS meeting would take place.
- Ms. Currie was not sure of the date but she is aware that Sean Rose and Sarai Rivera are the newly appointed chairs.
- Commissioner Vanhorne asked if these trainings will be offered in multiple languages because there is a huge population at the hotels that speaks other languages.
- Ms. Currie stated that not at the moment but there are handouts in over 30 languages from the homeland security. She said that for now they only have it in English but it will be nice to have a volunteer who can interpret. She also stated the trainings will be at no charge for the hotels.
- Dr. Castiel asked if the goal to pass a policy to get a law pass to mandate all hotels to do the training. Ms. Currie said yes once per hired employee.
- Commissioner Hall stated that most of folks who we have in that service industry, English is not the first language so the training should be presented in peoples' languages of choice so people can clearly understand protocols on reporting so there is not fear on reporting specially for folks who have fear of been deported if they have any contact with law enforcement.
- Vice Chair Lim thanked Ms. Currie for attending and stated that she does not see any issue in supporting this work.
- Ms. Bethea stated that she received an email from ACSW liaison stating that the ACSW have recommendations for this policy proposal that ACSW will be sending to the HHS subcommittee that Ms. Bethea and Ms. Currie will be talking to.
- Commissioner Connolly stated that this is the first time that the ACSW has had a discussion on this topic.
- Dr. Castiel stated that she would bring this to Director Turchek's attention to see how they can move this piece forward. Usually ACSW makes recommendations to the City Manager.

**D.** Discussion on H2333, An Act to Protect Girls from Genital Mutilation (Senate Bill is S788), pending before the MA Judiciary Committee

- Vice Chair Lim stated that this item is something to introduce and then Committee can choose how to proceed. She referred to the email thread included in package regarding supporting H2333.
- Commissioner Connolly asked what is the expectation from the ACSW; Vice Chair Lim stated that what they asked for is possible support from ACSW to endorse this legislation.
- Commissioner Gregoire stated that the email reference a sample letter.
- Commissioner Hall asked to hold this agenda item until letter is provided.
- Vice Chair Lim requested a motion to table item. Commissioner Hall motioned to table item D, Commissioner Gregoire seconded.

- Commissioner Gregoire wanted to go back to hotel policy, she requested to have ACSW more informed about this policy.
- Commissioner Hall stated that she is unclear as what it is asked from ACSW and she is concerned about the fact that the need to conduct trainings in multiple languages was dismissed. She would like to have more clarity as what it is asked from ACSW.
- Commissioner Gregoire asked for more information before hand so the ACSW can be better prepared.
- Commissioner Hall stated that she would like ACSW to really rethink the way the ACSW moves forward to work on priorities that are presented in front of the commission because the ACSW priorities should reflect and represent all women not only some pockets of women
- Vice Chair also requested to look at how Connecticut training is been conducted there.

#### 4. **Old Business-**

##### A. Planning for Young and Women of Consequence Awards March 8<sup>th</sup>, 2018

##### I. Outreach

- Vice Chair Lim stated that the deadline for applications is January 12<sup>th</sup>, 2018 and that all Commissioners should continue to push for applications submissions
- Commissioner Hall stated that she just came from YWCA meeting and she reminded all of them about the awards
- Esparza stated that there are 5 applications for YWOC and 20 for WOC.

##### II. Program

- Vice Chair Lim asked if there is any update regarding the keynote for Y/WOC
- Commissioner Hall stated that she can reach out to Maura Healey if need be as a possible speaker. She also requested to follow up with Chair Jennifer Madson regarding where we are with that
- Ms. Esparza stated that she was tasked on spoken word piece and she is going to follow up with performers.
- Commissioner Connolly stated that she has done some outreach about applications to the WPS and she had some positive responses
- Ms. Esparza stated that she dropped applications at various youth development and community agencies as well as sent reminder to 40<sup>th</sup> year anniversary participants about applications
- Commissioner Gregoire suggested everybody to follow up with schools that they were tasked to reach out to
- Vice Chair Lim asked if for the next award the date can be moved to a later time. Commissioner Connolly said that she believes it is something that can be discussed.
- Ms. Esparza added that assessment tools are in their packages and if commissioners could review and approved
- Commissioner Gregoire asked if all categories are equal for YWOC scoring sheet. All commissioners agreed.

#### **New business – A. Conversation with staff from the Massachusetts Commission on the Status of Women**

Presentation from Jill Ashton Executive Director of the Massachusetts Commission on the Status of Women

The Massachusetts Commission on the Status of Women is a permanent state-level body, which was established in 1998. The Commission gathers information in various ways, all of which are used to gather information, perspectives, challenges, and successes of women across the Commonwealth so as to best inform their work at the state level. Some examples of the methods by which they gather information include: four public hearings across the state; the eight regional commissions, divided by county, who report annually to the state commission; contact with elected officials to learn constituent concerns, and the experiences and perspectives of the state-level Commissioners themselves. The Commission has had a robust legislative agenda over the last few legislative sessions, and a diverse agenda to cover the varying needs of different communities across the Commonwealth. Partnerships with non-governmental bodies, as well as with the local and regional commissions, are crucial to ensure that the legislative agenda is sufficiently diverse.

All the regional commissions are unfunded, with all but one having nine commissioners each. Regional commissions are required to submit annual reports of their findings to the state Commission, which is then published each June along with the Commission's findings. There is also an advocacy day in May of each year. There are 10 municipal commissions, with which there is no formal relationship between the Commission. Worcester is the second oldest ACSW, behind only Quincy. Deb Hall inquired as to the agenda items that the Commission has been pushing recently. Jill stated that the state Commission is currently pushing Paid Family Medical Leave, an anti-FGM bill, and a bill requiring equity coverage in private disability insurance. Another current push of the Commission is for clarification around a law that would allow a candidate to use campaign funds for childcare during the campaign. Recent successes include the Pregnant Worker's Rights Act, and the bill for universal access to contraception in the state regardless of what happens at the Federal Level. Beyond those, the Commission has a series/list of bills that the Commission staff endorse and keep their eyes on. Some of these are aspirational, but the Commission endorses to ensure that there is a platform for concerns to be voiced session after session. They build a prioritization given the Commission's resources, possibility for success and for partnership.

Amy from the Worcester County ACSW spoke about the importance of moving information from community to policymakers. They have co-sponsored events, forums, discussions of issues regarding needs and challenges faced by women, families, and children. Disparate efforts must come together to magnify voices of women in policy. Emerge—the social mobilization group—did event to promote this initiative over a year ago and had a great turnout with the Worcester County ACSW. Jill suggested that while they are more Boston-based, it could still cause more interest and trigger event here in Worcester. The Boston ACSW is working primarily Boston on women's economic equality/mobility, wage gaps and company policies to address there, as well as salary negotiation trainings. Cambridge discussion series re: how men can be allies.

**5. Review assignments for next meeting (Tuesday February 6th, 2018)**

- Commissioners will do a last call for submissions of Y/WOC applications
- Commissioners will review information received on January's meeting
- Follow up on Y/WOC keynote speaker: Director Turchek Jayna she has spoken with Jen who spoke with secretary from Yvonne Spicer – so they are holding the space. Follow up with schedule and program

**6. Adjournment 7:16PM**

Commissioner Gregoire motioned to adjourn meeting, Commissioner Hall seconded