

Minutes of Monday, December 10, 2018, 6:00 PM

Present:

Greta Kenney – District 5

Nicole DiCello – District 4

Shirley Konneh – District 3

Patrick Hare – District 5

Savvas Kosmidis – District 1

Absent:

Florette Willis – District 3

AiVi Nguyen – District 1

Staff:

Suja Chacko, Chief Diversity Officer

1. The meeting was officially called to order at 6:01 PM by Greta Kenney, chair.
2. A moment of silence was led by the chair in remembrance of Firefighter Christopher J. Roy. The chair
3. The Chairperson called for a motion to approve minutes on 11/27/18. On a motion by Shirley Konneh and seconded by Patrick Hare, the minutes were approved. The vice-chair substituted for the chair for the remainder of the meeting.
4. **Public Comment:** Sage Aisagbonhi presented public comment to the board. He discussed that he is currently in the process of applying to the Diversity and Inclusion Advisory committee. He gave an introduction of his background, his previous experience working as a dispatcher for Emergency Communications, and why he was interested in joining the board to work on diversity and inclusion efforts. He wanted to sit-in on the meeting and was interested in learning about the current work of the board.
5. **Quarterly goals of the committee:**

The board discussed their quarterly goals for the committee, following a Vision Plan that outlines each quarter's goals and deliverables in the areas of recruitment, retention, and civil service recommendations in regard to hiring.

Recruitment: Patrick Hare discussed the success of the recent Worcester Police Department Open House, as he was in attendance as a representative of the board. He discussed the diversity of attendees of the event, which was very representative of the community of Worcester. He mentioned that he has discussed with the CDO about emulating the same model for every opportunity fair, including a fair for the Youth Services Office in recruitment for youth.

Nicole DiCello, Greta Kenney, and Patrick Hare discussed that each sub-committee should be looking at both the macro and micro level when making recommendations on improvements in the areas of the hiring, recruitment, and retention, considering the overall organization culture as well as the different sub-cultures within each department and division. For example, they discussed that HR is responsible for spearheading the areas of the retention, but the departments should have equal responsibility towards assessing and maintaining the retention for their workplace culture and environment.

6. Sub-Committees Updates:

Each sub-committee has established a starting point of setting schedules, meetings, and research towards the areas of recruitment, retention, and civil service recommendations.

The CDO reminded the board to finalize their contact and networking list to be shared interdepartmentally and as a recruitment tool, as it was a previous voted agenda item by the board. It would also be included in the accomplishments of the board at the end of the year review. Patrick Hare responded that this item would also be included as a part of the Recruitment sub-committee deliverables.

Nicole DiCello made a recommendation to the board to expand upon the list of agenda items for the fiscal year. Patrick Hare responded that he is in support of this, as long as it is within the scope of the charge of the board.

The CDO reminded the board for representation at the recruitment and retention events based on their schedules, so that the community would be introduced to the members in person and informed of their work on the board. The CDO invited the

board to the first Cultural Hour featuring Indian culture. The Indian Society of Worcester volunteers would be bringing cultural education to the City's workforce and the CDO invited the board members to be part of it as well as future cultural hours.

7. **Announcements:**

Cultural Hour: India at Levi Lincoln, 3rd Floor of City Hall, December 14, 2018 2-4pm.

8. The Meeting was adjourned at 6:38 PM.

C/o Suja Chacko, Chief Diversity Officer
FIRST FLOOR, CITY HALL, ROOM 109
455 MAIN ST., WORCESTER, MA 01608
TELEPHONE (508) 799-1030 | FAX (508) 799-1040