

Minutes of Monday, January 14, 2019, 6:00 PM

Present:

Greta Kenney – District 5

Nicole DiCello – District 4

Shirley Konneh – District 3

Patrick Hare – District 5

AiVi Nguyen – District 1

Absent:

Florette Willis – District 3

Savvas Kosmidis – District 1

Staff:

Suja Chacko, Chief Diversity Officer

1. The meeting was officially called to order at 6:03 PM by Greta Kenney, chair.
2. The Chairperson called for a motion to approve minutes on 12/10/18. On a motion by AiVi Nguyen and seconded by Shirley Konneh, the minutes were approved.
3. **Public Comment:** Bill Coleman presented public comment to the board. He provided his suggestions on how to advertise the work of the board, promote meetings to the public, and engage the public. He announced MLK events that were happening around Worcester, which invited all members to attend.
4. **Committee Membership Updates:**
Greta Kenney announced her resignation from the board and that it would be her last meeting. She thanked the board and the City for the opportunity. She announced the need for an election for her replacement as chair. AiVi Nguyen made a motion to keep the structure as one chair and two vice chairs, and Shirley Konneh seconded the motion. On a motion by AiVi Nguyen, and seconded by Nicole DiCello, Patrick will be the acting chair until a chair is nominated and elected at the next meeting. Greta Kenney announced that nominations and elections will be put on the agenda for the next meeting, and nominations should be sent to the staff liaison and announced at the next meeting.
5. **Sub-Committees Updates:**

Retention subcommittee: Nicole DiCello discussed that a first meeting was to be set for creating a Retention Plan. Their first goal is creating a structure of development, review, and assessment of Affinity Groups. The Affinity Group Initiative was set to be launched in February. AiVi and Greta recommended that the subcommittee meet with members of the Affinity Group to obtain feedback on the program, including providing resources and support that is needed for sustainability of the program.

Recruitment subcommittee: Patrick and Shirley presented a list of three focus areas (subcategories) in regard to a Recruitment Plan. One, they wanted every Opportunity Fair and Open House to follow the model of the Worcester Police Department Open House from start to finish, included advertising, promoting, presentation, and follow-up. Two, they discussed a Job Skills Workshop as another opportunity for outreach, so residents can have resources and support in building a resume, preparing for interviews, etc. They also mentioned advertising and promotion as a third focus area. The subcommittee members discussed bringing in members of the Worcester Chamber of Commerce to one of their subcommittee meetings to discuss partnerships, and also look at other community partnerships. Patrick noted that this specific area of Recruitment will be outlined in a plan and provided as a recommendation to the City Manager. AiVi suggested that a budget proposal towards advertising and promotion be included in the recommendation, so as to consider capacity and feasibility.

Civil Service Recommendations: AiVi announced that subcommittee members will be meeting that week. Savvas has the personal experience to bring to the discussion and AiVi has the knowledge of the statutory provisions/requirements. In the first meeting they will be discussing research, a timeline and goals, and creating a list of presenters who will provide information on the effectiveness or hindrance of the civil service process.

6. Announcements:

All board members were invited to the City Council Meeting on February 5, 2019, where the Affirmative Action Plan will be presented.

7. The Meeting was adjourned at 6:51 PM.

C/o Suja Chacko, Chief Diversity Officer
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