



Wednesday, October 4, 2017 8:30am-10am
YWCA of Central MA, 1 Salem Square

Minutes

Call to order – 8:38AM

1. **Attendees:** Esau Vance, Craig Mortley, Edward McGinn, Margaret Hurley, Mattie Castiel, Jayna Turchek, Kathy Esparza, Sharon McQueen, Joseph Bellil, Mable L. Millner, Derrick Kollie, Claire Schaeffer-Duffy, Hasnaa Mokhtar , Isaac Tesfay, Edward Karcasinas

Special Guest: April English (MA AGO)

2. **Discussion and sharing of concerns around recent national/local news/events:**

- a. Chair Millner shared that Holy Cross has organized fundraisers for disaster relief as well as vigils in support of DACA. She emphasized that Holy Cross is interested in keeping the conversation going and in better coordinating its participation in community efforts.
- b. Director of the City of Worcester Office of Human Rights & Disabilities (OHRD), Jayna Turchek, stated that she along with her staff have been working on DACA & immigration reform through a community immigration taskforce created earlier this year. Some of the efforts that they have worked on are a series of immigration forums as well as family preparedness trainings. This taskforce met with the WPS superintendent and discussed current WPS practices pertaining to ICE as well as potential future partnerships. WPS Superintendent mentioned that all WPS are requested to ask all people who come to the schools to state” their business” prior entering the premises. Additionally, WPS is working with the community immigration taskforce to train principals, wraparound coordinators, and adjustment counselors on family preparedness. Also, Ms. Esparza added that OHRD has also developed KNYR cards available online and at the OHRD. Lastly they have also developed a PSA on family preparedness. Here is the link: <https://www.youtube.com/watch?v=2BgJQLQkNkE>
- c. Dr. Castiel stated that she along with other community members and City of Worcester personnel are working on how to better prepare Worcester to support families who are and will be coming from Puerto Rico as a result of Hurricane Maria. Coalition Member Hurley mentioned that the AGO can help families informing them about their civil, housing, and consumer rights. For questions about these efforts, please contact Dr. Castiel at Castielm@worcesterma.gov

- d. Ms. Esparza stated that in relation to DACA, the Student Immigrant Movement (SIM) has been fundraising money to support all renewal fees for DACA recipients. To read more on SIM: <http://simforum.org/>

- e. Director of the City of Worcester Office of Human Rights & Disabilities, Jayna Turckek, updated coalition members on recent DOJ memorandum about police reform shifting from community policing strategies to tough-on-crime policies. Director Turckek asked WPD Deputy Chief, McGinn, for an update on any conversations related to this matter at the local level. Deputy Chief McGinn stated that as of now WPD has secured grants which are focused on community policing strategies. These grants will allow WPD to continue with these efforts. Additionally, Deputy Chief McGinn mentioned that it is concerning and unrealistic to have a focus on youth and gang violence prevention without community policing strategies. To read more on DOJ Police Reform: <http://www.governing.com/topics/public-justice-safety/lc-sessions-justice-police-reforms-trump-doj-milwaukee.html>

- f. Coalition member Bellil updated CABH on two legislative pieces: 1. H.R. 1628 - American Health Care Act (AHCA), and 2. Bill H.R. 620 - ADA Education and Reform Act of 2017.
 - 1. H.R. 1628, The American Health Care Act, aimed to end the Medicaid expansion and drastically restructure federal funding for health care access. This bill impacts all of us but particularly folks with disabilities and special needs. Boston disabilities advocates have been organizing and will be going to D.C. to continue advocating on this matter. News on AHCA: <https://www.nytimes.com/topic/subject/health-care-reform>

 - 2. H.R. 620 aims to modify the way in which businesses are required to comply with the ADA. This bill proposes that after an individual with a disability is denied access she/he/they must first notify the business owner stating that her/his/their civil rights were violated, and then wait for six months to see if the business will make “substantial progress” toward access, before going to a court to order compliance. To read more on this topic: <https://rewire.news/article/2017/05/30/americans-disabilities-act-attack-congress/>
<https://www.aclu.org/blog/disability-rights/congress-wants-change-americans-disabilities-act-and-undermine-civil-rights>

- g. Coalition Member McQueen stated that the Massachusetts state-wide ballot on November 2018, particularly, the Massachusetts Transgender Anti-Discrimination Veto Referendum, has been creating a lot of anxiety in the LGBTQIA+ community and that folks are reaching out to universities, plus nonprofits, and other entities to organize around this matter. To read more: [https://ballotpedia.org/Massachusetts_Transgender_AntiDiscrimination_Veto_Referendum_\(2018\)](https://ballotpedia.org/Massachusetts_Transgender_AntiDiscrimination_Veto_Referendum_(2018))

- h. Coalition member Schaeffer-Duffy brought to CABH's attention two house bills that could harmfully impact our communities: 1. H.R. 3668 - SHARE Act best known as the Silencer bill, and 2. H.R.38 – Concealed Carry Reciprocity Act. Ms. Schaeffer-Duffy asked coalition members to please call our congressman to request his opposition to these bills.

To read more on this bills:

<https://www.brit.co/heres-what-you-need-to-know-about-the-two-gun-bills-before-congress/>

<http://www.pbs.org/newshour/rundown/guide-fight-gun-silencers/>

3. Planning for Fall Educational Forum

- There were two suggestions for the fall forum proposed on August 2nd meeting:
 - Affirmative action
 - Panel to include Attorney Torey Cummings on civil rights & education
- Director Turchek suggested gun use as another potential topic. Coalition member Hurley, stated that Dr. Hirsh could be a potential speaker if this topic is chosen.
- Dr. Castiel mentioned that she attended to the Governor Baker's Black Advisory Commission meeting and one of the most salient topics discussed was the gap of black and latinos in leadership and decision-making power positions. Dr. Castiel suggested that this could be a topic of discussion for the fall forum. Director Turchek added that this is also a conversation that the Advisory Committee on the Status of Women has been having specially when thinking of women.
- Mr. Tesfay, WSU Director of Diversity, Inclusion, Affirmative Action and Equal Opportunity, stated that acknowledging this gap, WSU is undergoing a systemic and diversity audit. It is the hope that this process will foster a more inclusive climate at WSU. One of the biggest barriers is in hiring process and how to we identify bias in all processes and actions.
- Ms. Esparza suggested that a key component of this conversation is to acknowledge that mentorship is crucial to the sustainability of not only creating spaces for people of color in leadership but to keeping them in these positions and equipping them with all the tools needed to navigate spaces which historically have not been created or inclusive for people of color. Dr. Castiel seconded on the importance of this topic.
- Coalition member Hurley suggested focusing forum on leadership and mentorship.
- Guest speaker English suggested to also think of the idea of sponsorship as we think of this topic. In addition to mentorship, we also need people who teach us how to navigate spaces and also advocates for us.
- Ms. Mokhtar suggested involving students in fall forum.
- Chair Millner asked CABH if all agree to focus forum on leadership, mentorship, and sponsorship. CABH agreed and chair Millner suggested to create a proposal and to move forward with this topic.
- Coalition Member Hurley suggested to have a panel with individuals from the private sector, education, and non-profit sector

- Mr. Mortley suggested to add breakout sessions in which folks can learn how to implement practices in respective organizations
- Chair Millner asked if it would be good to consider a day educational forum, workshops instead of a shorter event. Coalition Member Hurley suggested to maybe have a morning long event. Chair Millner asked CABH to have an 8-1 event that would include a panel/speakers and breakout sessions. CABH agreed.
- Coalition member Schaeffer-Duffy suggested adding to event a brief piece on what leadership means and different styles of leadership as a way to create context for the event and to acknowledge how leadership is contextualized differently by different people.
- Date, time, and location for event remains to be determined.

4. **Proposal to adopt Partnership for Health Equity glossary of terms**

Tabled for December 2017 meeting

5. **Diversity practice exchange:** April C. English, Assistant Attorney General, Chief Organization Development & Diversity

Contact Information: April.English@state.ma.us, (617) 963- 2984

Organizational structure: AG Office has 535 employees. AAG English is a staff of 1. There are 6-7 Diversity and Inclusion (D&I) Members that are assigned to hiring panels. D&I members are AGO staff that sit in on hiring panels to ensure hiring practices followed. All hires must be approved by AAG English. AAG English has been in position for 1 year.

Background: 2016 Professor Binaji¹ led 5 hour Unconscious Bias training for all AGO. Diversity and Inclusion Committee was formed with two subcommittees: (1) recruitment and retention, and (2) community outreach. A Hiring Practices Working Group was formed comprised of all Chiefs in the AGO along with representation from the HR Department. The Hiring Practices Working Group took recommendations from the Recruitment and Retention subcommittee and created a new document: Hiring Practices Manual in February 2017².

Hiring Practices Overview:

1. Postings

² Professor Mahzarin Banaji studies the unconscious nature of assessments of self and other humans that reflect feelings and knowledge (often unintended) about their social group membership. From these studies, she asks about the social consequences of unintended thought and feeling. With two others, she maintains an educational website at www.implicit.harvard.edu that has accumulated over 6 million tests measuring automatic attitudes and beliefs about social groups. Harvard Professor Banaji is the Richard Clarke Cabot Professor of Social Ethics in the Department of Psychology and the Carol K. Pforzheimer Professor at the Radcliffe Institute for Advanced Study. Among her numerous awards, she has received a James McKeen Cattell Fund Award, the Morton Deutsch Award for Social Justice, the Gordon Allport Prize for Intergroup Relations, and a Presidential Citation from the American Psychological Association, and fellowships from the Guggenheim Foundation and the Rockefeller Foundation. More details on her research may be found at www.people.fas.harvard.edu/~banaji.

³ Not available for the public. AAG English will speak about it upon invitation to groups/organizations.

- Key words in postings that deter underrepresented groups (women and people of color). For example: superb, excellent. Ask yourself how do you measure superb from a resume? You can't. Prefer words like strong or able to
 - AAG English reviews and edits all postings
2. Hiring Panels
 - As soon as ad posted for new position a D&I member is assigned to a hiring manager to sit on hiring panel. All members on panel have equal voice at table.
 3. Review of applications
 - Redact all names and addresses for hiring panel members
 - As soon as a post is published, we request that hiring manager develops a review grid that will summarize all the key skills and knowledge that are required for the position. This tool will then be used by application reviewers.
 - Knowledge, skills and abilities are the grid for the cover and resume and receive a check mark if present.
 4. Interview
 - Interview done with structured questions. Same questions for everyone. No room for follow up questions. Questions should be open ended but very specific.
 - At the beginning of the interview the process is explained to the applicant. They are told that their answers must be specific and complete as there will not be follow up questions. Applicants told that hiring panel will all be taking down verbatim notes from their answers and therefore eye contact will be limited.
 - Immediately after the interview all hiring panelists remain in room and grade and then discuss. Grades to each question are given on scale of 1-5. All answers must be documented based on answers provided.

Suggested reading: Top 8 Excuses the Inhibit Workplace

Diversity <https://www.forbes.com/sites/gaudianohunt/2017/04/10/the-top-eight-excuses-that-inhibit-workplace-diversity/#e33e1c84899d>

6. New Business/Suggestions for upcoming items

- Proposal for CABH to adopt Worcester Partnership for Racial and Ethnic Health Equity racism terminology. ***Please read handout prior to our next meeting.***
- Planning for Fall/Winter Educational Forum

7. Announcements:

- Last day to Register to vote in the Municipal Elections is Wednesday, October 18, 2017 - 8:00 PM. Go to RegistertoVoteMA.com or come to the Worcester City Clerk Office of Election Commission, City Hall Room 208, 455 Main Street, Worcester, MA 01608. For more information, contact elections@worcesterma.gov or call (508) 799-1134. PSA in Spanish: <https://www.youtube.com/watch?v=hO6iAdU96rc&feature=youtu.be>
- Councilors at-large Candidates Fora, Oct. 18th & Oct. 25th
- White Cane Day, October 18th, 2017 Events
- YWCA Fall Forum: Taking a Hard Look at Feminism through a Racial Lens, October 19th, 2017
- WPS Strategic Planning Meeting, October 26th, 2017

- Domestic Based Violence Awareness Month
 - ACSW 40TH Anniversary , November 1st, 2017
- 8. Next Meeting: December 6th, 2017 – Diversity Exchange presentation from WPD Edward McGinn, WPD Deputy Chief and Planning for Fall Educational Forum**