

City of Worcester

Diversity and Inclusion Advisory Committee



Diversity & Inclusion Advisory Committee

Established in 1988, previously known as the **Affirmative Action Advisory Committee**, the **Diversity and Inclusion Advisory Committee** was established to provide advice to the City Manager on the implementation and attainment of the goals established by the affirmative action plan.

Since its inception, the seven (7) member Diversity and Inclusion Advisory Committee has been re-structured so that members **advise and make recommendations** to the City Manager, the Chief Diversity Officer, and the Director of Human Resources on diversity and equal opportunity in the areas of recruitment, hiring, promoting and retaining a diverse pool of city employees. The Committee is also tasked with assisting the Chief Diversity Officer in reviewing and updating the City's affirmative action policy and plan.

§ 1. Establishment

Under authority of Article Six of the Home Rule Charter there is hereby established under the jurisdiction of the city manager an agency of the city to be known as the "Affirmative Action Advisory Committee" (hereinafter "committee").

§ 2. Function

It shall be the function of the committee to provide advice to the city manager on the implementation and attainment of the goals established by the affirmative action plan of the city.

Functions
**Research and
recommendations**

Mission, Vision and Values

Mission

To advise and make recommendations to the City Manager, the Chief Diversity Officer, and the Director of Human Resources on diversity and equal opportunity in the areas of recruitment, hiring, promoting and retaining a diverse pool of city employees



Vision

Achieving a work force that represents the diversity of the City of Worcester's population

Duties and Responsibilities

ORGANIZATION OF CITY AGENCIES OF THE REVISED ORDINANCES OF 2008

Executive Office of City Manager - Article 2 - § 6. Diversity Inclusion Advisory Committee

The Committee Shall:

- (1) Identify and engage all residents, but especially underrepresented groups, in accessing and obtaining city opportunities and services.
- (2) Attend local events and advise outreach strategies to connect all residents with the city;
- (3) Assist with initiatives, programming and policy development that facilitate inclusion and increase diversity in workforce and volunteer opportunities;
- (4) Make recommendations and assist with city programming designed to establish a welcoming climate for all people and cultures;
- (5) Make recommendations and assist with diversity and inclusion training for departments and hiring managers;
- (6) Submit to the city manager an annual strategic plan to meet the city's diversity goals and review and amend such plan annually to address relevancy;
- (7) Advise the city manager not less than annually of its recommendations establishing new equal opportunity and inclusionary programs and practices or revising such existing programs; and,
- (8) Perform such other related duties as required by the city diversity and inclusion program or as may be requested by the city manager

Membership & Meetings

The committee shall be comprised of Seven (7) members appointed by the city manager for terms of three years.

The committee shall elect one (1) chairperson and one (1) vice chairperson annually.

Terms: Three (3) Years; Expires Sept. 30

Members must be Worcester residents

Membership will reflect underrepresented/minoritized populations including members from the African community, Asian community and Latino community and include women, persons with disabilities, and persons who identify as LGBTQ+.

The chief diversity officer shall administer and keep the records of the committee.

Meetings take place monthly on the second Monday at 5:30 P.M.

Affirmative action panel stirs interest

City boards still short on candidates

By Winston W. Wiley 5/25/98
Telegram & Gazette Staff

WORCESTER — Having served two three-year terms on the Committee on the Status of Women, Carolann Bombard saw a seat on the Advisory Committee on Affirmative Action as a logical progression.

So after her second term ended last year, Bombard waited for word she had heard was coming that the city was resurrecting the affirmative action committee.

Last week, Bombard and five others were interviewed and had their names forwarded to City Manager Thomas R. Hoover by the Citizens Advisory Council, which recommends appointments to city boards and commissions.

"One thing that I think needs to be looked at is the Worcester jobs ordinance as it relates to women and people of color in the job projects — I think that's a big issue here," said Bombard, who has also run for City Council.

"I think that's a big issue here," she said. "You've got all these construction projects and you've got to get qualified people down there working on these projects ... and the lack of women in the Fire Department, that's always been a big deal."

Seven other people were interviewed and are being recommended for positions on three other committees, but the affirmative action committee apparently attracted the most attention, according to Gary J. Vecchio, chairman of the Citizens Advisory Committee.

"More people applied for that committee than any other committee," Vecchio said, "and I think we were quite impressed with the quality of candidates that applied."

"Some people here are very new to the process and want to be involved with opening up city government to all types of ethnic groups. Some of the candidates have served on affirmative action committees in other capacities in private business and want to share their expertise with the city."

The committee will work with the

city's affirmative action officer to evaluate and oversee affirmative action policy and programs. The 12-member board was dissolved early this decade after budget cuts devastated the city's affirmative action office. The affirmative action plan was revised in March and the city began efforts to recruit committee members last month.

Vecchio said the positions would be readvertised next month and another round of interviews undertaken until the committees reach their full complement of appointments.

Also receiving a nod from the Citizens Advisory Committee for recommendation to the affirmative action committee were: William Densmore, Robert Howland, Marilyn Martin, Margaret Melican and Phounsavanh Phouthavong.

Phouthavong said that while experience on the committee would be a learning opportunity for her personally, she also believes she can help connect city government with the Southeast Asian culture and community.

Fluent in Laotian and Thai languages, and familiar with Vietnamese, Phouthavong is being recommended for seats on both the Advisory Committee on Affirmative Action and the Committee on the Status of Women.

The city does a good job of outreach to Asian students in the public schools, said Phouthavong, a computer and business sophomore at Worcester State College. But it could do better reaching out to the adults, a task she acknowledges is challenging because of social isolation and communication barriers.

Other names sent to Hoover were: Stephen Petro and Fred Petrone Jr. for one opening on the Planning Board; Dianne Bruce, Margaret Melican, Lynn Starbard and Phouthavong for eight vacancies on the Advisory Committee on the Status of Women; and Richard Keelan, Carolyn Leary and Melican for one opening on the Human Rights Commission.

There were no applicants for a slot on the Cable TV Advisory Council from District 3.

HELLO!



Members!

Chair, Leigh Woodruff – District #5



As Litigation Director, Leigh Woodruff coordinates and supervises state and federal litigation designed to effect positive impacts in the communities of Central and Western Massachusetts. Before joining CLA, Leigh defended commercial clients in trials and appeals nationwide. Leigh is trained in mediation and admitted to practice law in numerous state and federal courts, including the United States Supreme Court.

Before joining CLA, Leigh practiced law in a firm with offices in New York, Philadelphia, and Los Angeles. Leigh defended clients in disputes involving product liability, negligence, employment, and professional liability. Leigh has also prevailed repeatedly for clients in major motions (e.g., bifurcation of trial, dismissal for lack of jurisdiction, exclusion of plaintiffs' expert witnesses, and summary judgment); preserved defense judgments in appeals and secured reversals of adverse judgments; and leveraged favorable settlements through aggressive discovery, motion practice, and negotiations.

In previous positions, Leigh represented corporate and non-profit clients in single plaintiff and class actions involving employment (e.g., wage/hour and discrimination statutes), commercial disputes, legal malpractice, insurance coverage, and higher education.

Vice Chair, Shakeerah Mcleod – District #3



Shakeerah Mcleod is a native of Newark, New Jersey, but has called the City of Worcester home for the past 16 years.

She attended Anna Maria College in the town of Paxton, where she received a Bachelor's Degree in Criminal Justices and a Master's Degree in Justice Administration.

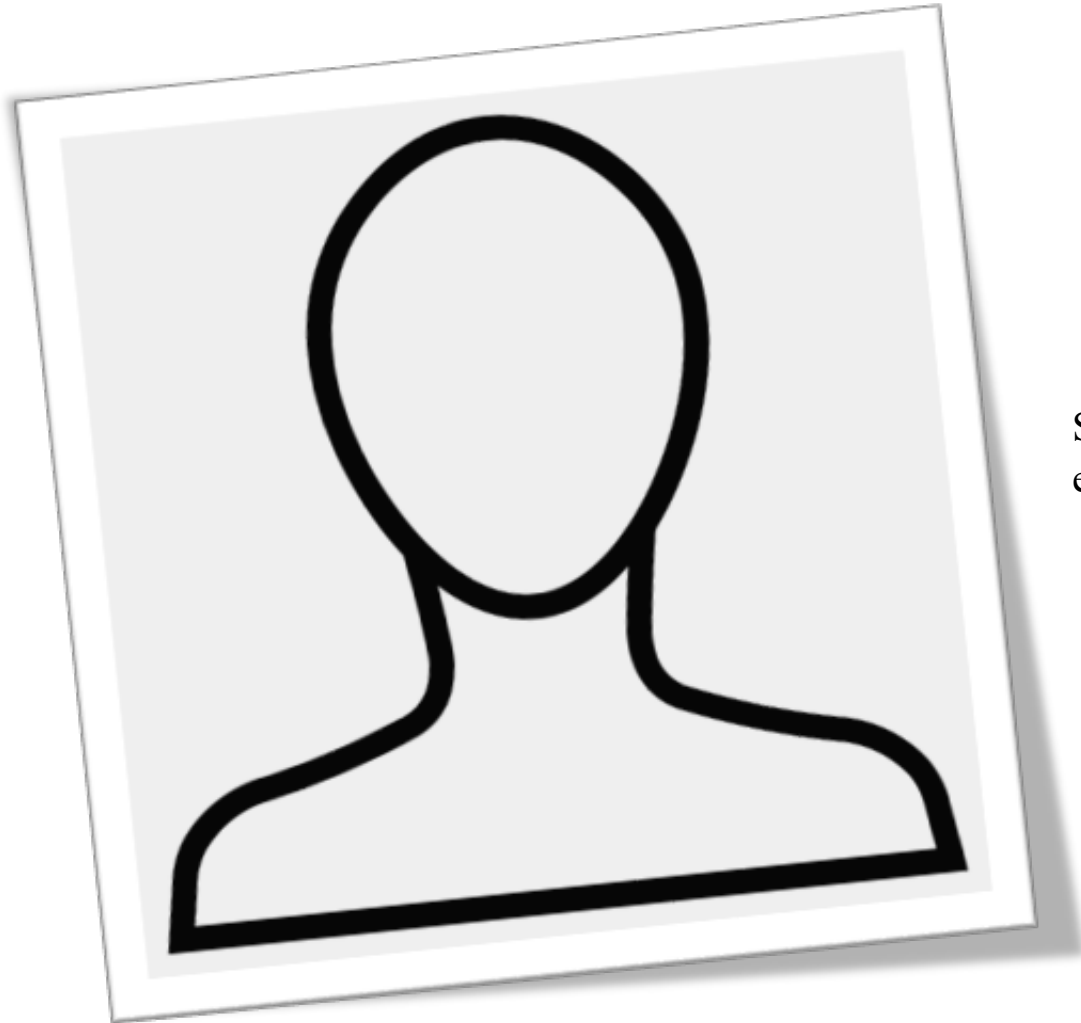
Samuel Santiago – District #1



Chief Samuel Santiago has been a lifelong city resident, growing up in Great Brook Valley and the Main South Areas of Worcester. Samuel attended the Worcester Public Schools. He has been a police officer for over 24 years, starting his career as a campus police officer, and then a Federal Police Officer with the Department of Defense. He is currently an eighteen-year veteran of the Shirley Police Department where he is currently the chief of police. Sam Santiago is also a Criminal Justice Adjunct Faculty at Anna Maria College where he teaches History of Policing and Race.

Mr. Santiago has a Bachelor of Science Degree in Human Services/Criminal Justice from Springfield College graduating with honors (Cum Laude), a Master of Public Administration from Clark University and a Master of Science in Criminal Justice from Anna Maria College. Sam Santiago has also earned a Diversity & Inclusion Certificate from Clark University, a Graduate Certificate in Local Government Leadership and Management from Suffolk University-Moakley Center for Public Management, and a Graduate Certificate in Criminal Justice Leadership and Administration from Anna Maria College.

Savvas Kosmidis – District #1



Self-assertive, confident leader focused on forward thinking strategies to evolve the business and deliver extraordinary performance.

Dr. Bernard Reese – District #2



Educator: Diversity, Equity, Inclusion, and Social Justice Specialist

Dr. Bernard Reese is a native of Queens, New York. He is married to Mrs. Sandra D. Reese of Worcester, Massachusetts and is the father of five grown children: two sons and three daughters.

Dr. Reese is the pastor of Framingham Church of God in Christ in Framingham, MA. He is an adjunct professor at Worcester State University in Worcester, Massachusetts, where he teaches courses in education and mathematics. Dr. Reese is retired public school administrator in Worcester, MA. He is a former teacher of mathematics with Massachusetts state certifications in middle and high school mathematics and principal.

He serves as a Committee Member of Framingham Coming Together, Framingham, MA. A Committee Member of the Family Patience Advisory Council of Metro West Hospital in Framingham, MA. A Committee Member of the Code Tasks Force for Framingham Public Schools, as a Volunteer Community Partner for the Framingham Public Schools and Worcester Public School: (*Elementary Schools.); as a Member of the Diversity and Inclusion Advisory Committee of the City of Worcester, MA; and as a Professional Speaker in the National Speakers Association.

Miles Goodwin District #5



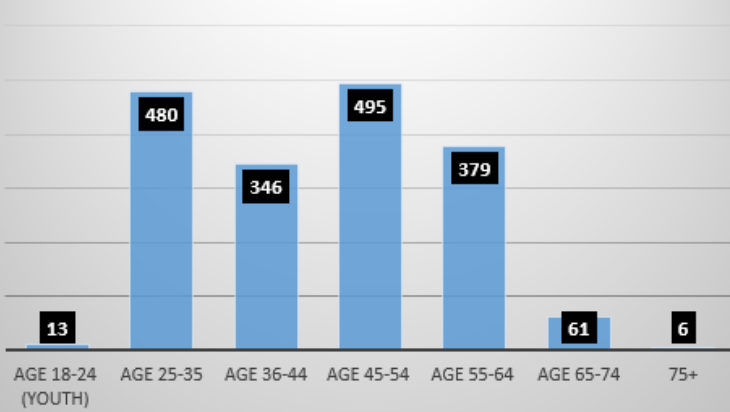
Miles grew up in the city of Worcester in the Greendale area. He went to school at Holy Name where he graduated in 2011. Growing up in the city he played Football and Basketball both in High School and little leagues like Worcester Vikings and Friendly House. Upon graduating from Holy Name, Miles attended the University of Rhode Island where he majored in business.

Miles currently works for Salesforce as a Sales Exec specifically in the small and medium sized business sector. Miles loves the city of Worcester and believes the only way to make a difference in your community is to roll up your sleeves and get into it.

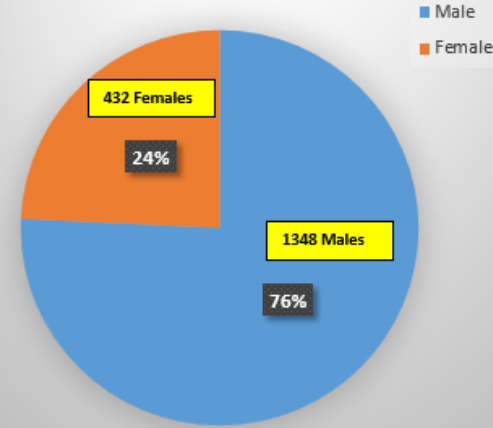
2020 Municipal Workforce Demographics

(As of Dec. 2020. Full-time staff only)

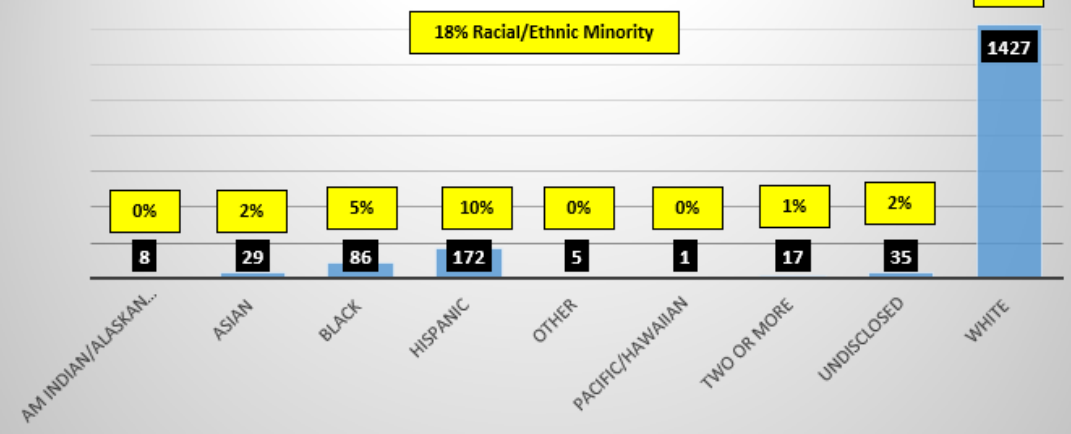
Age Range



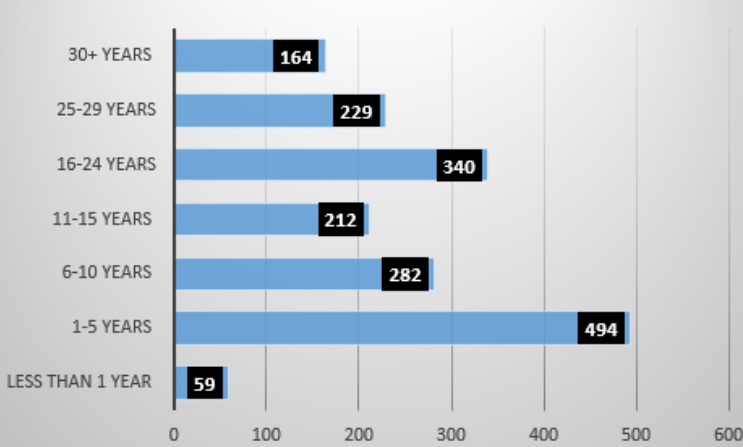
Gender Identity



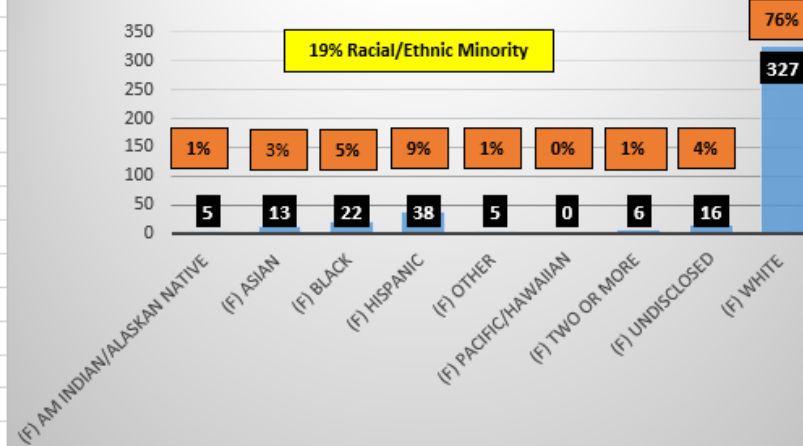
Race-Full-Time



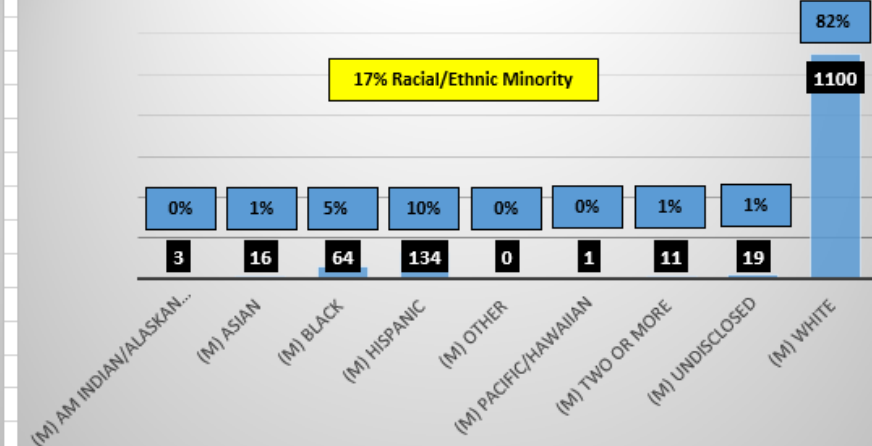
Tenure of Employment



Female-Race



Male-Race



2021 Strategic Priorities

- The Committee will do research and present to the City Manager a report with data that highlights whether civil service contributes in a positive or negative way to the City's commitment to increase the presence of underrepresented protected groups, specifically women and Black, Indigenous and People of Color (BIPOC) at all levels of the City workforce.

For More Information Contact

Staff Liaisons

Stephanie A. Williams, Chief Diversity Officer - WilliamsS@worcesterma.gov

Pamela Callahan, Coordinator Training, Development & Wellness - CallahanPM@worcesterma.gov

Role of the Staff Liaison

- The staff liaison is a city employee who is assigned to work with a particular board or commission.
- They attend meetings, provide guidance and advice, conduct research and ensures administrative duties are completed.

Public Notice-Open Meeting Law Order

To participate during the public participation phase of City Council, Sub-Committees and Boards and Commissions please call **415-655-0001** and enter the access code found in the Event Details and/or Meeting Agenda to participate (if you would like to raise your hand when in the meeting as a call in user during public participation you may dial *3).