

**Chairperson**  
Greta Kenney #5



**Members/District:**  
Greta Kenney #5  
George Cortes #  
Patrick Hare #5  
Shirley Konneh #3  
Florette Willis #4  
Kathleen Rentsch #1  
Aivi Nguyen #1

**Vice-Chairpersons/District:**  
Aivi Nguyen #1  
Patrick Hare #5

## **Diversity & Inclusion Advisory Committee**

**Minutes of Tuesday, November 13, 2017 6:00 PM**

**Present:**

Patrick Hare, District 5  
George Cortes, District 2  
Shirley Konneh, District 3  
Greta Kenney, District 5  
Aivi Nguyen, District 1  
Kathleen Rentsch, District 1

Not Present:

Florette Willis, District 4

**Staff:**

Pamela Callahan, Human Resources  
Suja Chacko, Human Resources

**Guests:**

Chief Michael Lavoie, WFD  
Deputy Chief Martin Dyer, WFD  
Captain Norberto Hernandez, WFD  
Lt. William Mosley, WFD

1. Greta Kenney called the meeting to order at 6:02 PM and welcomed all.
2. The Chairperson called for a motion to accept meetings on 9/19/17 and minutes were accepted by unanimous vote.
3. Worcester Fire Department representatives Chief Lavoie, Deputy Chief Martin, Captain Hernandez and Lt. Mosely thanked the board for inviting them and helping to get the word out about the next Fire exam. Chief Lavoie announced that the prior Affirmative Action and Minority Affairs Officers, Capt. Hernandez and Lt. Harold Rodriguez would no longer hold the position. Chief Lavoie introduced Lt. William Mosley who he has appointed to the position of Affirmative Action and Minority Affairs officer.

Chief Lavoie stated that recent recruit classes have been more and more diverse and it was good to see. Board members asked Chief Lavoie for the number of women and minorities and he said he would get the data for the board.

Captain Hernandez discussed past recruitment strategies that included getting out and talking to personnel at the Army, Navy and other military training agencies to recruit. He said that veterans get a preference on the civil service exams so it was a good place to recruit and he had been successful enough to have wiped out all the veteran names that were on the civil service list so that they are now able to target women and minority civilians.

The Chair asked what the board could do enhance their efforts and Chief Lavoie it was helpful just getting the word out about the exam; he said they have gone to churches, high schools and job fairs and if they could come up with other places to go to he would be interested.

Lt. Mosley said that Capt. Hernandez's efforts were exceptional. Lt. Mosely stated that an agency as large as Worcester Fire should reflect the community they serve. He said he was looking to develop a long term sustained practice to become community involved. With that in mind he said he was looking to employ some long term practices where they begin recruiting by being more involved with the community outside of emergency situations. His plan would focus efforts into regular community contact and getting to know the youth in neighborhoods all the time, not just when fire exam is coming up and it should show dividends as time goes on.

Lt. Mosely presented other potential plans he is currently putting into place such as a mentorship program with youth and staying on top of calendar of community events so they can be present and engaged and familiar to the public.

Capt. Hernandez said that the exam fee was prohibitive to many residents because it is not affordable. Currently the exam is \$200.00 just to register for it and it does not guarantee a job even with a passing score. The fee goes directly to the Boston Human Resources Department (HRD) and is used to sustain the civil service program. The city does get any part of the examination fee.

Aivi Nguyen asked if it was possible to sponsor a minority candidate to pay for the exam fee or to partner with the city to offer a scholarship.

Shirley Konneh asked why recruitment efforts were not targeting women and persons of color and recommended partnering with high schools.

George Cortes recommended the creation of a video and/or commercial using media sources such as tv/radio to spark interest from parties of interest who want to enter the career path. Deputy Chief Martin related that Captain Andrew White had facilitated a Fire Department Opportunity Fair in partnership with Human Resources before the last exam in which he used a training video that was effective. Another such event will be planned for January of 2018.

#### 4. **Sub-Committee Updates**

Mr. Patrick Hare was given the floor to discuss the updates from the sub-committee meeting that met at 5:00pm on 11/13/17. He discussed the overall organizational strategy, goals, and tentative deadlines of the sub-committee. He discussed that one goal of the sub-committee was to meet twice in December, to meet their deadline of review and vote for approval at the next quarter.

George Cortes respectfully petitioned the chair to be appointed to the Affirmative Action Policy sub-committee and it was agreed that they would continue the conversation to include Mr. Cortes in the next week.

#### 5. **Announcements:**

- **WFD Informational Sessions**
  - Firefighter Exam 3/24/18; application deadline 2/7/2018

6. The Meeting was adjourned at 7:23 PM

C/o Pamela Callahan, Staff Liaison  
OFFICE OF HUMAN RESOURCES,  
CITY HALL  
455 MAIN ST., WORCESTER, MA 01608  
TELEPHONE (508) 799-1030 | FAX (508) 799-1040 EMAIL:  
callahanpm@worcesterma.gov

