



CITY OF WORCESTER

CITIZEN ADVISORY COUNCIL

MINUTES

CITIZEN ADVISORY COUNCIL MEETING

Wednesday, August 14, 2024 6:30 PM

Hybrid MEETING

In Person: Ester Howland Chambers, City Hall

Remote Access: Microsoft Teams

- Present: District 2, Rachel Brown, Chairperson
District 4, Theodore Kostas, Vice Chairperson
District 1, Isabelo Cruz
District 3, Siaka Kromah
District 5, Carol Stovall
At Large, Julie Cohen
- Excused: District 1, Tina Zlody
District 2, Ammar Asbahi
District 3, Michael Richard
District 4, Casey Thomas
- Staff: Jeannie Michelson, Human Resources Department

1. Rachel called the meeting to order at 6:31pm
2. Roll call attendance: 6 members were in attendance.
3. Rachel asked for a motion to accept and approve the minutes from the 7/18/24 meeting.
 - a. Carol made a motion to accept the amended minutes and Ted 2nd the motion. After a roll call, the minutes of 7/18/24 were approved. 5-0-1 in favor with 1 abstained.
4. Interview current applicants:
 - a. Alemayehu Bekele:
 - i. Worcester Arts Council: No Show
 - b. Monica Goodwin:
 - i. Advisory Committee on the Status of Women: 6 – 0 in favor
 - c. Brenda Lau Anderson:
 - i. Worcester Arts Council: No Show
 - d. Andrew Marsh:
 - i. Worcester Arts Council: 6 – 0 in favor

- e. Jordan Neubauer:
 - i. Advisory Commission on LGBTQ+ Affairs: 5-0-1 in favor (1 abstain)
 - f. Nicole Noel:
 - i. Human Rights Commission: 6 – 0 in favor
 - g. Gabriel Ramos:
 - i. Elder Affairs: No Show
 - h. Cassie Tortorici:
 - i. Worcester Arts Council: 6 - 0
5. Updates:
- a. Status of Advisory Commission on African American and Black Affairs and Advisory Commission on LGBTQ+ Affairs:
 - i. Jeannie said the City Manager is very close to hiring an individual that will be charged with staffing these commissions and that they are not inclined to delegate an interim staff liaison at this time.
6. Recruitment/Outreach
- a. Carol said that the “Color the City” event that was supposed to be last Friday has been rescheduled to this Friday (8/16/24).
 - b. Julie talked concerns that individuals may be getting stuck in the process after they interview with the staff liaison and either not hearing about an interview with the City Manager or meeting with the City Manager and then not hearing about if they were or were not selected.
 - c. Jeannie described recent changes to who is handling different aspects of the process. Human Resources recruitment is now handling follow up interviews and passing recommendations to the City Managers Office to schedule interviews with the City Manager. We were made aware of a lapse in the process in that individuals were not being made aware if they were not appointed. That was addressed and now communication will come directly from the City Manager’s Office to let applicants know if they were or were not selected.
 - d. Rachel asked if they could have a list of applicants that have been nominated and the percentages of those that were appointed. Jeannie has and will provide that information.
 - e. Ted asked if someone from the City Manager’s Office could come into a meeting to talk about the process.
 - f. Rachel said that she would like to be able to let the applicants know what the next steps are and perhaps a realistic timeline while they are at the CAC meeting.
 - g. The process after the CAC meeting was discussed. Jeannie will send an email to all nominated applicants from the current meeting to let them know the next steps and to let them know that they can contact her with any questions or to get an idea of where they are in the process if they don’t hear anything.

- h. Julie inquired about the status of the April agenda item in which someone was going to come to the CAC meeting to discuss recruitment but then she wanted to talk to the CAC Chairperson first. Rachel said they had an initial email exchange, but then never heard anything back about setting up a meeting.
- 7. Future Agenda Items:
 - a. Julie would like to add language to the website to indicate that CAC members are available in an informal setting (in person or remote) from 6pm to 6:30pm to answer questions from applicants about the process or what board might be a good fit for them.
- 8. Carol motioned to adjourn the meeting. The meeting was adjourned at 7:10pm.

/jmm