

**Chairperson**  
TBA



**Members/District:**  
George Cortes #2  
Patrick Hare #5  
Greta Kenney #5  
Shirley Konneh #3  
Aivi Nguyen #1  
Kathleen Rentsch #1  
Florette Willis #4  
Open Position Pending  
Open Position Pending

**Vice-Chairperson**  
TBA

**City of Worcester**  
**Diversity & Inclusion Advisory Committee**

**Minutes**  
**Wednesday, July 27<sup>th</sup>, 2016, 5:30 PM**

**Present:**

**Aivi Nguyen – District 1**  
**George Cortes – District 2**  
**Shirley Konneh – District 3**  
**Patrick Hare – District 5**  
**Greta Kenney – District 5**

**Absent: Kathleen Rentsch- District 1**  
**Florette Willis – District 4**

**Dr. Malika Carter, Chief Diversity Officer, Staff Liaison**  
**Pamela Callahan, Department of Human Resources**

**Guests: Edward M. Augustus Jr., City Manager**

**The meeting was officially called to order at 5:40 PM. Dr. Carter was introduced by Pam Callahan and Dr. Carter welcomed all. The committee members introduced themselves.**

The City Manager, Edward M. Augustus Jr. welcomed members and the public and said while there had been a significant increase in hiring persons of color since he began his administration, there was much work to be done. Mr. Augustus told the committee that he hoped they would bring new energy into coming up with new ideas and strategies to further increase the diversity in the city's workforce and on its boards and commissions. He reiterated to the committee that his goal has always been to hire the most qualified person and said, "We believe we can still do that and better reflect the diversity of our community by broadening the pool of candidates."

Dr. Carter reviewed with the committee, links to the city's website to find more information on the ordinance which created the Diversity and Inclusion Committee so that all members would understand the structure of which they worked and the role of an advisory group.

The committee unanimously voted to continue meeting on a monthly basis on Thursdays at 5:30 PM, however which Thursday in the month will be determined when a full complement is appointed.

Dr. Carter led the discussion of the process for welcoming public comment. An online public input system was suggested to give the committee a chance to review comments and respond. Due to Open Meeting Law, public comments must be relative to current agenda at each meeting. Dr. Carter made available commentary cards so the public could submit their ideas for agenda topics. These ideas will be reviewed by the chair and Dr. Carter and will be considered for future agendas.

The committee discussed elections for Chair and Vice Chair, but members felt they did not know each other to make nominations. The members voted on sharing their resumes with each other to gain a better idea of what each can bring to the committee. Resumes will be sent to Dr. Carter to distribute to the committee via blind copy email. Nominations will be offered at the next meeting.

**Dr. Carter spoke to the committee about the glossary of terms including Equal Opportunity, Affirmative Action and Non-Discrimination terms and asked each member to review the terms so that they were speaking the same language going forward. The glossary of terms prepared by the City of Worcester Human Rights Office will be shared during the next meeting.**

**Pam Callahan from the Human Resources Office completed an overview of the State Ethics Law requirements, Open Meeting Law and Rules of Order concluded business.**

**The meeting was adjourned at 6:35 PM.**

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