

Edward M. Augustus, Jr.
City Manager



Jennifer Madson, Chair
Ariel Lim, Vice Chair
Deborah Hall
Donna Connolly
Amanda Gregoire
Krystal Vanhorne
Benjamin Roberts

City Manager's Advisory Committee on the Status of Women

Monday November 14th, 2017, 5:45 PM
Worcester City Hall, Levi Lincoln Chamber 3rd Flr.

MEETING SUMMARY

Present: Ariel Lim, Deborah Hall, Jennifer Madson, Krystal Vanhorne, Benjamin Roberts, Amanda Gregoire, Donna Connolly

Staff: Jayna Turchek, Dr. Mattie Castiel, and Kathy A. Esparza

1. Call to Order and Introductions at 5:46pm

2. Review of minutes October 3rd, 2017

Commissioner Roberts motioned to approve the minutes as written. Commissioner Gregoire seconded. Unanimously approved as written.

3. Old Business - Discussion

A. Debriefing ACSW 40th anniversary celebration November 1st, 2017 – Intergenerational solidarity

- Commissioner Hall said it was a great event and attendance.
- Chair Madson stated that Girls Inc. were thrilled with the event and the theme of intergenerational solidarity. She believed there was great coverage and she saw a lot of excitement in the room. She also added that the ACSW history video was great, and the panel was engaging.
- Commissioner Hall stated that we could have done a better job at displaying the partners' slides throughout the event.
- Chair Madson suggested that although the ACSW informational boards were great, it may be good to have a more interactive piece/activity for future events.
- Commissioner Hall suggested that for future events we should do more social media engagement and plan a better outreach strategic plan.
- Director Turchek stated that there was a lot that was accomplished but we could do better. One thing she believes is important is for commissioners to continue looking at the archives as it will help the group to reflect about where we want to go. She stated that there are so many women who have served on the board and it will be helpful for commissioner to develop relationships with previous members. She also suggested continuing partnering with Worcester Women's History Project.
- Chair Madson suggested inviting Councilor Lukes to come in front of the commission to talk about her work.

B. Planning for Young and Women of Consequence Awards March 8th, 2018

- Chair Madson asked commissioners to take a look at the assessment sheets.
- Director Turchek stated that the OHRD needs to make edits to applications and flyers with the City of Worcester statement of affirmative action. The OHRD will be entering the statement to all forms and flyer.
- Commissioner Madson asked commissioners to review applications with the changes suggested in previous meeting made as well as the assessment sheets.

c/o Jayna Turchek, Director of Human Rights & Disabilities
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- Vice-Chair Lim asked to discuss weight system.
- Chair Madson stated that it is a good point to look at the weight system and she also stated that it is helpful to have a description for what each of the points like in the YWOC assessment sheet.
- Vice-Chair Lim asked the reason why it is asked from young women to write an essay and not from women. Commissioner Hall suggested to also asking women to write an essay.
- Chair Madson suggested adding more weight to letter of recommendation for YWOC.
- Commissioner Hall stated to look at the piece on academic curiosity as the ACSW decided to take out from the application. Commissioner Hall also suggested to may be changing the language.
- Vice-Chair Lim suggested to change it to curiosity in learning and Commissioner Roberts suggested to change to personal curiosity
- Chair Madson suggested that commissioners think about the language for that piece and revisit during next meeting.
- Director Turchek stated that in the past, ACSW has received more than 1 recommendation letter.
- Commissioner Connolly suggested to state in the application that committee will only review one recommendation letter.
- Chair Madson stated that she believes despite having that statement, applicants will still send more letters. She also proposed choosing the stronger letter or we averaging it out.
- Commissioner Gregoire suggested rating all letters and taking the one with higher score. All commissioners agreed.
- Chair Madson suggested adding description for points in the WOC assessment sheet.
- Commissioner Connolly asked that the OHRD reviews YWOC application and ensures all dates are accurate.
- Chair Madson said that she had mix thoughts on the weight of categories and that she would like to celebrate women equally in all of those categories.
- Commissioner Hall suggested that it can be modified to weigh equally. Chair Madson asked commissioners if they great and they all agreed.
- Commissioner Gregoire just wanted to point out that the award ceremony will be the same day as the YWCA celebration.
- Chair Madson asked if there is anything given to awardees in addition to flowers
- Director Turchek stated that usually flowers and a certificate are given to awardees but that other ideas can be explored.
- Vice-Chair Lim suggested that the Chamber of Commerce could potentially donate some money for the event.
- Chair Madson asked if this is possible given the fact that we are the ACSW
- Director Turchek said that Vice-Chair Lim could ask as a partnership. Vice-Chair Lim agreed.

C. Debrief tour of the Chicopee Women's Correctional Facility

- Commissioner Hall stated that Director Turchek, Ms. Esparza, Ms. Dumont and herself attended three places during their visit. The overall take away was that although women do have some opportunities there is not any for women who return to Worcester. During the visit she stated that they discuss why this happen; basically it comes to money, budget, and priorities.
- Commissioner Hall stated that she is highly interested in inviting the Sheriff to have a conversation with the ACSW about the priorities around reentry needs.
- Director Turchek stated that during their visit they were able to visit and talked about programs regarding reentry, one example was the After Incarceration Support Systems Program. She stated that this program is funded through the Hampden County Sheriff's Department and that this may be a good program model for other communities.

- Ms. Esparza discussed that when talking about incarceration and reentry needs is the importance of the intersection of mental health and substance use as there is a lack of treatment for women while incarcerated and post-incarceration.
- Commissioner Vanhorne asked if people commissioners and staff who attended the tour were able to talk to women who are incarcerated.
- Commissioner Hall said yes, that one of the women they talk with is from Worcester and she is not coming back due to lack of resources that exist in Worcester.
- Commissioner Hall also emphasized that mental health is a huge piece that needs to be discussed. She also added that lack of medications only exacerbate the issue. She then posed the questions on how to get the community interested in the topic.
- Chair Madson thanked for the report from the tour. Chair Madson suggested that this is a topic connected to the ACSW focus for their work. She also suggested that this a good transition to the next topic on the agenda – where do we go for the next year?

D. Review and update strategic plan

- Commissioner Gregoire stated that while she was looking through the archives she learned that the ACSW has had a key role advocating for women representation in city employees as well as in boards and commission. She state that it is important for the ACSW to understand how many women are in boards and in commission and to connect with the other commissions to have better understanding of this piece.
- Chair Madson also suggested inviting the Boston Club to come and talk to the ACSW as they are a group that focuses on getting women to different boards and commissions.
- Chair Madson asked the ACSW if they agree as having to priorities for next months to come, those being: mental health and leadership in different positions.

4. New Business – Discussion

A. Invitation to MA Commission on the Status of Women to upcoming meeting

- Director Turchek stated that she reached out to Jill Ashton from the MA Commission on the Status of Women and asked if anyone from their commission could come and talk to the ACSW about their work and any potential areas of collaboration.
- Ms. Esparza asked Commissioner Hall if she wanted the OHRD to invite the Worcester Sherriff to the next ACSW meeting.
- Commissioner Hall said yes and stated that it will be important to invite the community at large to join the conversation.
- Chair Madson suggested moving it to January in order to have more time to do outreach
- Commissioner Gregoire suggested reaching out to the other commissions of women to gauge interested in potential partnerships for this conversation.
- Commissioner Connolly stated that she would like to discuss outreach and distribution of Y/WOC applications.
- Chair Madson suggested to come up with a breakdown of which Commissioners will drop off applications at the different schools:
 - ◆ Worcester Tech/ Abby Kelly/ Burncoat – Chair Madson
 - ◆ South High /UPCS – Commissioner Gregoire
 - ◆ Doherty/ Holy Name – Commissioner Vanhorne
 - ◆ North High/Claremont/St. Peters – Commissioner Connolly
- Director Turchek stated the OHRD has a PSA and online forms for the Y/WOC awards that will be sent out to commissioners
- Commissioner Gregoire suggested that all commissioners take responsibility to share this information to their personal networks

- Director Turchek suggested that it may be helpful to record all the outreach efforts via the ACSW dropbox
- Chair Connolly stated that she will contact the Superintendent and will also share awards information with college and career readiness community group.
- Chair Madson stated the importance of mentioning what the ACSW is looking for in terms of the criteria for Y/WOC while doing outreach.
- Commissioner Hall wanted to circle back to conversation regarding Worcester Sherriff and she stated that she thinks is imperative to have conversation with the Worcester Sheriff as soon as possible, within the next couple of months, so she requested the OHRD to send invite on behalf of the ACSW.

5. Review assignments for next meeting (Tuesday December 5th, 2017)

- Vice-Chair Lim will reach out the Chamber of Commerce to asses if they would be interested in partnering for the Y/WOC awards
- Staff Liaison, Director Turchek, will invite the Worcester Sheriff to join the ACSW for a conversation on reentry needs, ideally, for ACSW's upcoming meeting
- The Office of Human Rights & Disabilities will send Y/WOC electronic applications and PSA to commissioners
- All Commissioners will drop off applications to different schools and will promote the Y/WOC through their personal networks

6. Adjournment at 6:14 pm