

Edward M. Augustus, Jr.  
City Manager



Heather Borelli  
Donna Connolly  
Priscilla Elsass  
Amanda Gregoire, Vice Chair  
Deborah Hall  
Ariel Lim, Chairperson  
Coretta McCarter  
Elisa Rosales

## Advisory Committee on the Status of Women

### MEETING SUMMARY

Tuesday October 1<sup>st</sup>, 2019, 5:45 PM

Worcester City Hall, Levi Lincoln Chamber

**Present:** Heather Borelli, Donna Connolly, Priscilla Elsass, Amanda Gregoire, Deborah Hall, Coretta McCarter, Elisa Rosales

**Absent:** Ariel Lim

**Staff:** Jayna Turchek

#### 1. Call to order and introductions at 5:50pm.

2. **Review and approval of September 3<sup>rd</sup>, 2019 meeting minutes:** Chairperson Gregoire motioned to approve as written, Chairperson Connolly seconded. Unanimously approved as written.

#### 3. Old Business- Discussion

##### A. **Review of Young Women of Consequence Application Process- Discussion with Raquel Castro-Corazzini, Worcester Director Youth Opportunities**

- Referenced letter submitted from Youth Opportunities Office to ACSW; follow up from conversation last winter
- There are areas to increase applicants for increased inclusion and equity
- Regarding the nomination process: Do not assume all students have resources, networks or adults in their lives who would promote them
- Review required essays, limit to 1
- Should we require a resume? ACSW hasn't required in recent past.
- Possible to align with requirements for working for joining the Youth Advisory Council and mentorship program. For example: Youth Council require interview (everyone gets interview and it is a group interview process), application (has 2 short essays)
- Important to consider power disparities between youth and adults as well as with ethnic/racial representation/mirroring of applicants and interviewers
- Nomination process- Difference between Youth and Women awards is that youth are asked to write an essay and women who are nominated are unaware they were nominated and their nominators provide reference letter.
- Suggestion to outreach to community based organizations for youth nominations.
- Could there be a panel of young people, youth input, maybe someone who won in the past to participate in review of youth applications?
- Notify everyone of decision if they submitted essay? In past nominators have been notified for both young and women of consequence applications.
- Essay was a component when it was contingent on getting a scholarship, now that scholarship no longer available, perhaps no longer include essay? Guidance counselors and other nominators don't necessarily know young women as well. If we outreach to community based partners, hope they have closer relationship with young woman.

c/o Jayna Turchek, Director of Human Rights & Disabilities  
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- Need to ensure online and hard copy are consistent. Could we come to consensus that all applications be submitted online only? Needs to be mobile friendly. Worcester schools are now using google docs.
- Eliminate letter of recommendation; Add reference(s) contact instead.
- Questions are academic and philosophical in nature. Is this still an academic award? No, direction of this conversation is focused on leadership. Can we change questions to: What did you do and why? Why do you do what you do? What drives you to do what you do? Why tells the story of what so often is not asked. Both young and woman of consequence awards should have same theme to questions; asking why. Agreed to revisit questions. Change wording and length of essay.
- Need to commit to outreach to community partners. At next meeting come up with a list of local organizations and then work on contacts.
- Suggestions for Women's application: Nomination process and then cull top picks and ask for a follow up short essay from woman?
- Suggestions for Young Women's application: See applications with essays. If make it to 2<sup>nd</sup> round-top 3, reach out to reference, make sure in writing.
- Timeline needs to be agreed upon for above two suggestions.

#### **B. Discussion and update on Main Street statute**

ACSW has been asked to have a representative attend the Public Art Working Group to discuss the creation of a statue of a woman (historical figure) on Main Street. This has been a subject of conversation on past agendas. The City wants to ensure a statue can be placed on Main Street. PAWG will manage the design input. A date has not been set but it will be a 8:30am meeting the third week in October. Once date is known an email will be sent out to Committee.

#### **C. Wonder Women of Poster Exhibit**

- Committeewoman Gregoire summarized previous month's conversation. Follow up still needed with Betty Price's family.
- Committeewoman Borelli supplied all the images to local artists to see their response on possibilities for artistic renditions. We will see what we come back with to see if they all could be artistic renditions. Two artists are women, two are local, one is a transgender woman.
- Next meeting we will discuss strategy for rolling out. Also want to pursue next series to feature non-profit leaders. We already have a couple to work from and will short for a group of six for consistency.
- How soon should we put out the word for the second round? Open up to community to suggest women for the next round of posters. Proposed open nomination process in January, close March and take three months to put posters together.
- Need clear criteria before putting a call out for public nominations.
- Councilor Lukes reached out to Director Turcek to share names of women who had not been identified: Shirley Wright and Barbara Cohen. Shirley Wright served on School Committee before Stacey Luster. Stacey was suggested because she was the first African American woman elected to City Council. Noted we will need to tap into other resources about how we get our information and ensure we do due diligence.
- Should posters be historical (need to validate especially if highlighting firsts/women breaking the glass ceilings/trailblazers), could it be contemporary?
- Trailblazers in each category: government, education, health, etc
- Reminder: tagline for posters is "Celebrating Women in Worcester Who Have Eliminated Barriers and Made a Difference"
- Finalize the launch date and then have discussion for next phase in January?

#### 4. **New Business**

##### **A. Election of Officers**

A yearly election is the practice of this Committee. All are encouraged to take on leadership. Chairperson Lim and Vice chairperson Gregoire are not seeking re-election.

Committeewoman Connolly nominated Committeewoman McCarter for Chairperson. She accepted the nomination. Committeewoman McCarter nominated Committeewoman Rosales for Vice chairperson. She accepted the nomination. All supported the panel of nominees without further discussion.

Chairperson election results: 7 in favor (unanimously voted by roll call).

Vice-chairperson election results: 7 in favor (unanimously voted by roll call).

Congratulations to Chairperson-elect McCarter and Vice-Chairperson-elect Rosales.

##### **B. Discussion on Strategic Plan**

Strategic plan for next six months let's look at what we already have planned and timeline so can fill in the gaps. We can then weave in any new initiatives.

November:

Finalize forms and begin outreach and finalize launch date of posters. Talk about who the speaker for award ceremony should be and the theme

December

Launch posters. Planning for awards ceremony

January

Conversation on round 2 of posters; additional event planning

February

Application review and selection of young and woman of consequence; finalize planning for event-review roles and responsibilities

March

Award date: TBD (March 5<sup>th</sup> or 12<sup>th</sup>?)

Roll in recognition of the theme for 2020? Or ground breaking for statue?

April

Debrief of event

5. **Meeting adjourned at 6:58pm** (Motioned by Committeewoman Elsass, seconded by Committeewoman Gregoire)