



Wednesday, June 07, 2017 8:30am-10am

YWCA of Central MA, 1 Salem Square

Minutes

Call to order – 8:40AM

- 1. Attendees:** Linda Cavaioli, Lamar Brown, Craig Mortley, Cara Henderson, Jayna Turchek, Kathy Esparza, Sharon McQueen, Deborah Gonzalez, Deputy Chief McGuinn, Claire Schaeffer-Duffy, Ann Lisi, Joseph Bellil, Suja Chacko, Raquel Castro-Corazzini, Ellen Miller, Rev. Jesse Gibson, Alexis Travis, Valeri Zolezzi-Wyndham, Jon Burke
- 2. Discussion and sharing of concerns around recent national/local news/events:**
 - a. The Commission on Human Rights released a public statement of support for Jewish and Muslim neighbors on April 2017 <http://www.worcesterma.gov/uploads/83/ee/83eebb6467c0c437723dde09dab56278/statement-of-support.pdf>
 - b. Holden No Place for Hate Initiative – grassroots citizen initiative
 - c. DPH & the Worcester Partnership for Racial and Ethnic Health Equity are hosting two undoing racism trainings focused on Latino Challenges this week
 - Need to continue keeping folks engaged after they participate in these conversations to deepen dialogues and share resources
 - Please note that the training on Latino challenges scheduled for this weekend will be facilitated in English. Space still available.
 - It is important that we partner amongst agencies to bring these trainings since they are costly (the approximate cost for an undoing racism training is \$14,000)
 - Need to develop a train the trainer model in Worcester – The People’s Institute does not have this model
 - Linda will coordinate with Dr. Travis and Maritza Cruz to convene a joint meeting between the coalition and the community capacity building working group from the Worcester Partnership for Racial and Ethnic Health Equity. If joint meeting is not possible we will find out if Maritza can come to next coalition meeting to share their current work/efforts. May be opportunity for coalition to help Partnership to recruit members in community so they can reach their training participant goal.
 - d. Immigration Efforts
 - 4 forums took place in Worcester (WPL, ST. Peter’s Church, Friendly’s House, Ascentria) the first two forums had an average of 100-150 participants, the second two have 80 and 15 participants respectively
 - The focus of upcoming forums will be discussed in the next couple of months

- In the meantime we will be distributing know your rights cards in different languages (Contact the Office of Human Rights if you would like some for your agency)
 - Community Legal Aid offers 30 minute consultations for families at their office (Contact Valerie for more information)
 - The Student Immigrant Movement is seeking to partner with local organizations to hold trainings with young people to discuss topics related to immigration, trauma from the immigrant experience, resources, and more. (To obtain Isabella's contact information, please reach to Raquel)
- e. Youth Speak-out Series: about 30 attendees - This is a portion of the CHIP - some of the gaps in the research are related to the school system and cultural humility
- f. YWCA LGBT Prom - about 90 youth attended, for safety and comfort ability purposes, the organizing team doesn't ask for very specific personal information from attendees, but they believe young people attend from the Greater Worcester area

3. Diversity practice exchange: Community Legal Aid – Valerie Zolezzi-Wyndham

- a. Diversity and Equity Committee Timeline:
- Community Legal Aid is a non-profit law firm, which serves low-income families and focuses on employment, housing, and immigration law and is committed to diversity
 - In 2007, we did training on diversity but people were not ready yet. This was a reminder that this work is slow and we need to be intentional when building the infrastructure
 - In 2011, we used the Stand Against Racism to start thinking about how to create a structure/outline to develop diversity work
 - In 2012, we formalized our goals for the Diversity and Equity Committee
 - To reflect the community at all levels of the organization
 - To start tackling race equity issues and rural equity, disability equity
 - To change how we are in relationship to our community, work on how we can be more intentional about cases
- b. The committee has three working groups:
- Organizational Advancement Group:
 - Represent community we serve
 - Provide orientations and trainings about power dynamics
 - Creating a safe environment for everybody – we will be launching a mentorship initiative
 - Hiring process: How do we hire? What is the process? Who is being interviewed?

- Community Outreach Group:
 - Analysis of internal data, looking at the clients we serve and compare that data with the data that we have about the geographical community we serve
 - We are not serving the Southeast Asian community or the African American as much as we would like
 - We are better at serving immigrants and refugees
 - We are committed to review that data every-year
 - Advocacy Group:
 - We have done our work in a very ‘racial neutral’ way, so we are looking at our data by area of law. We are looking at the demographics of who are the folks that we work with.
 - We are committed to training staff about what are the inequities that they are hearing about and how to tackle them or not depending of what it’s appropriate on each case
 - All working groups are internally staffed, however, we are looking to develop an advisory committee that aims to be staffed by community partners
 - Every year the committee has a retreat at time of Stand Against Racism to evaluate their progress and set up new goals
 - As part of developing leadership in the committee, we are hoping to have a new set of folks moving the work in the next upcoming years
- c. Recruitment, pipeline and sustainability to create systems that support Worcester talent
- Challenge of recruitment and pipeline – CLA hosts a South High School Fair – how to identify some seniors and college students that are interested in law.
 - Recreation Worcester faces similar challenges and it’s developing a serve and develop model to create consistency and sustainability in how to get our young people connected in ‘touch points’ to foster their professional development and connection to our community

4. Forum on Responsible Journalism

- a. Panel for Forum on Responsible Journalism : 4 people confirmed
- Jeremy Shulkin, UPCS – Educator and Former Journalist – confirmed
 - Mark Henderson, The Worcester Sun Magazine – confirmed
 - Phillip Martin, Investigative Reporter from Boston – confirmed
 - Dan Kennedy, Northeastern University -- confirmed
 - Latoya Edwards
 - Yadires Nova-Salcedo
 - Angelique Webster, N-Cite

- Asima Silva, advocacy work on impact of islamophobia and radio broadcaster
- b. To-do:
- Distribute save the date and update flyer with panelists
 - Discuss with Raquel how we can add the media data analysis of youth local media portrayal in the forum
 - Discuss with Claire about questions and structure of panel

5. Next Meeting: August 2nd, 2017 – Diversity Exchange presentation TBD (contact Jayna if interested)

Planning for Fall Educational Forum

Meetings in 2017:

October 4th- Diversity Practices Exchange presentation from WPD

December 6th – Diversity Practices Exchange TBD