

City of Cambridge

The City Council Committee on Civil and Human Rights conducted a public meeting on Thursday, February 7, 1991 beginning at 5:40 p.m. in the Ackermann Room, City Hall. The purpose of the meeting was to review the final draft of the revised affirmative action plan for the City of Cambridge. Members present were Mayor Alice Wolf, Vice Mayor Kenneth Reeves, Councillor Walter Sullivan and City Clerk Joseph Connarton.

Mayor Wolf opened the meeting by welcoming all present and stated she wished to discuss the latest revisions to the plan which had been made and agreed upon by the Goals Subcommittee since the last Committee meeting. Furthermore the Mayor stated that the sexual harassment section has been taken out of this document and will become a separate statement and that upon receipt of the most recent census data those numbers will be included.

Mr. Michael Gardner, Director of Personnel stated he had recently met with the Subcommittee on Goals and worked out several revisions to the final document. Mr. Gardner outlined a series of changes within the document including changes which appear on pages 15-16, 50-51 and 52.

Mayor Wolf questioned once final adoption of the revised plan take place, will goals be established at that point?

Mr. Gardner responded by stating goal setting should be done job by job; department by department and that one year and five year goals should be set at this point.

Mr. William Gomes, Affirmative Action Officer stated that once the City attains the levels which reflects the labor force, you need to look at both affirmative action and equal opportunity employment.

Ms. Janice Platner, Executive Director of The Human Rights Commission stated she felt that for the purpose of the utilization analysis, smaller departments with less than four employees should be combined for analysis.

Ms. Sylvia Saavedra-Keber, a member of the Human Rights Commission stated that just looking at the total workforce to achieve goals just was not enough and that the City should undertake a solid recruitment effort.

The Mayor stated she felt it was important not to steal away minority employees from

other cities, but to expand hiring from within our community.

Ms. Platner suggested that in terms of outreach for nurses, the City should consider contacting schools both in and out of Massachusetts specializing in training minorities who wish to become nurses.

Mr. Gardner, responding to a question by Mayor Wolf, stated it was not necessary to have a legally defined statement on underutilization. Furthermore he stated that the City Manager is firmly committed to additional minority hiring throughout the City.

Vice Mayor Kenneth Reeves speaking on the issue of the loan/scholarship for hospital employees within the local 195 bargaining unit, he stated he thought it somewhat foolhardy to assume that the hospital cleaning lady would take advantage of this type of educational program to become a nurse. Furthermore he stated his support for developing contracts within the high schools of the City and begin to encourage students to enter nursing schools with a commitment to hire them upon graduation.

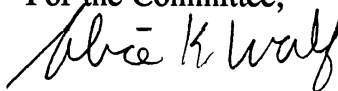
Ms. Malvina Monteiro, Executive Secretary of the Police Review Board stated she felt additional money should be added to general tuition reimbursement programs for all municipal employees to encourage professional career growth. Mr. Gardner responded by stating there is nothing in the plan which would change tuition reimbursement.

Responding to a question from Vice Mayor Reeves, Mr. Gardner stated the current cost of the loan scholarship program was running at a figure of \$10,000; \$5,000 being the maximum amount provided to an employee per year and currently 2 employees are enrolled in the program. Furthermore, Mr. Gardner stated that all City employees are entitled to \$200.00 tuition reimbursement per year and that approximately \$20,000.00 has been appropriated for that purpose.

Mayor Wolf requested that any additional comments from individuals be submitted to her office by February 25, 1991 given the fact she would like to schedule one more meeting of the Committee prior to submitting the new affirmative action plan to the City Council.

The hearing was adjourned at 6:40 p.m.

For the Committee,

A handwritten signature in cursive script, appearing to read "Alice K. Wolf".

Mayor Alice K. Wolf, Chair

3.

Cal-16

COMMITTEE REPORTS

S-372

Report from the Civil and Human Rights Committee for a hearing held on Thursday, February 7, 1991 relative to review the final draft of the revised affirmative action plan for the City of Cambridge.

In City Council,

February 25, 1991

*Charter Right Reserved
by Councillor Walsh
Report Accepted.
Placed on file.*