



Mayor Joshua A. Garcia

City of Holyoke

Director Kelly Curran

Personnel Department

November 18, 2022

Dear Honorable City Council,

This summary is in response to an order that was introduced by Councilor Jose Maldonado-Velez on October 4, 2022. "Ordered that the city provide an update on any antiracism and diversity training already in place for employees, and update on how it can be improved. Refer to Personnel, Public Safety, and Joint SC and CC Committee. In City Council, October 4, 2022. Received and adopted. Referred to the Personnel, Public Safety and Joint Committee of City Council and School Committee."

Anti-racism & Diversity Training

The City of Holyoke's Personnel department had some turnover throughout the last couple of years. In January 2022, I started as the new Personnel Director. I came with 26 years of experience with the Holyoke Public Schools. A large part of my work in the last couple of years at HPS was to help diversify the teaching workforce in the Holyoke Public Schools to mirror the student population. Anti-racism and DEI training is a priority for the City and me. Personnel has been working on building staff and helping improve departments this past year. Soon, I will be looking to gather data on current employee demographics and use the data to begin to create a Diversity Equity and Inclusion plan that focuses strongly on Recruitment, Hiring, Retention and Inclusivity. It will include making the City of Holyoke a more inclusive and welcoming environment for people of color. The City hopes to have implicit bias training, anti-racist training as well as Book Clubs or talks that include white fragility.

There is a possible opportunity to collaborate with the Holyoke Public Schools since they are ahead of us with their diversity training and education as well as look for other community organizations to support us with funding and resources to provide these programs to our leaders and staff.

The City of Holyoke has committed to participate in the Anchor Collaborative.

Their mission is: *Commitment to intentionally apply an institution's long-term, place-based economic power and human capital in partnership with the community to mutually benefit the long-term well-being of both.* The Anchor Collaborative is getting the city and other organizations to commit to use local business for procurement and services which most are run by women or people of color. It also focuses on hiring practices and equitable pay for all staff.

I look forward to working with the council to find funding to support these initiatives.

Sincerely,

Kelly A. Curran