



Thomas A. Golden, Jr.
City Manager

November 9, 2022

Mayor Sokhary Chau
And
Members of the Lowell City Council

Dear Mayor Chau and Members of the Lowell City Council,

RE: Informational Update Regarding DEI Initiatives and Partnership with MCC

In late August, my Administration announced a partnership between the City of Lowell and Middlesex Community College ('MCC') regarding training for the municipal workforce on matters of diversity, equity, and inclusion ('DEI').

I am pleased to report that the first Cohort of city department heads has completed MCC's DEI Foundational certificate program, which is equivalent to one college credit. The course consists of eight, two-hour interactive workshops. These courses covered a comprehensive range of topics including: implicit bias training, race and ethnicity, and identity & community building, as well as included action planning on putting what has been learned into practice. Several members of the City Manager's Office, including myself, joined the first cohort in this training which began in September and finished on November 7. I would like to thank Ineabelle Dominguez, from my office, who spearheaded this effort and can address the Council on the lessons learned by the administration through the courses, as well as how they will inform our future initiatives.

I have also invited MCC President Phil Sisson and his team to attend the next City Council meeting to provide additional detail on the ongoing collaboration during a brief presentation. Beginning in February of 2023, the second cohort of this academic year will take the same 8 week course. Additionally, we will begin the series of large-group seminar/ presentations to be held on a variety of days at the different city departments, in order to engage a wider audience of the municipal workforce for a broader audience.

This DEI initiative by the City Council cannot be overstated. This program is the first of many steps in accomplishing the goals set forth by the Council and the partnership we have established with MCC will be a sustainable source of training for the city workforce for many years to come.

Sincerely,

Thomas A. Golden, Jr.
City Manager

Cc: Conor Baldwin, Chief Financial Officer