

# SPRINGFIELD CITY COUNCIL

36 COURT STREET SPRINGFIELD, MA 01103 (413)787-6170 FAX (413)787-6833

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Dear Mr. Mayor,

We are writing to you to follow up on our letter dated December 8, 2017 **RE:** Diversity among department heads, to which you responded:

*“I believe you all know me as one, who is fair and only wants the best individual for any position no matter what creed, color or background. I believe my administration has reflected this fact from rank and file to department heads.”*

A closer look and breakdown of the list of department heads obtained from the city’s director of human resources reflects the following:

- 26 Department heads
- 21 White (81%)
- 3 African-American (11.5%) (one of which was appointed by the City Council)
- 1 Latina (3.8%)
- 1 Other (3.8%) (Appointed by the City Council)

According to a study published by the University of Massachusetts’ Gaston Institute in August of 2017, the overall population of the city of Springfield is 45% Latino, 31% White, and 18% African-American. As you can see, there is a considerable discrepancy between the diversity of department heads in comparison to the city’s overall population. This is especially concerning considering that we were informed that there were qualified minority candidates that were not selected for the positions of Fire Department Commissioner and Director of Dispatch.

The purpose of this letter is not to disparage your hiring record; but to simply offer our support in helping take the necessary steps to increase diversity amongst city departments—whether it is devising a comprehensive targeted recruitment plan, increasing professional development opportunities for existing employees, or other innovative ideas. Please let us know how we can help accomplish diversity.

Respectfully,

City Council President **Orlando Ramos**  
At Large City Councilor **Justin Hurst**  
At Large City Councilor **Jesse Lederman**  
At Large City Councilor **Timothy Ryan**  
Ward 1 City Councilor **Adam Gomez**  
Ward 2 City Councilor **Michael Fenton**  
Ward 3 City Councilor **Melvin Edwards**  
Ward 5 City Councilor **Marcus Williams**  
Ward 7 City Councilor **Timothy Allen**