

AAAC Completes Benchmark Year

The MDC Affirmative Action Advisory Committee (AAAC) has completed a successful year, thanks to the assistance and involvement of many employees.

MDC Chairman Albert Reichin and Chief Executive Officer M. Stephen Rhoades have supported the programs, which were led by Rick Gomez, Affirmative Action Officer and AAAC Chairman.

The AAAC's activities included:

- Participation in a two-day team-building retreat with Greg Walton of the University of Connecticut School of Social Work.
- Providing two pilot study circles on race. Participants included AAAC members, the Director of Human Resources, employees, managers and supervisors.
- Inviting the National Conference on Community and Justice to facilitate a Conversations on Race Action Forum in spring 2003. Participants were those who had taken part in previous Conversations on Race in area communities.
- Scheduling meetings at various MDC facilities throughout 2002 and 2003 to accommodate employees throughout the District.
- Appearances at District Health Fairs with a booth staffed by AAAC members to encourage one-on-one conversations with employees. Also, employees were given surveys for an opportunity to voice opinions, suggestions and recommendations.
- Resolution of individual issues that were discussed confidentially with AAAC members.
- Planting of flowers at the West Hartford Filter Plant in celebration of the AAAC's one-year anniversary in August 2003. Next year a park bench will be made and placed next to plants by Forestry staff as a commemoration for a two-year term that ends in June.
- Used the Pipeline and intranet to post most recent updates and meeting minutes for employees' perusal.

The District's 2002 Strategic Action Plan includes a goal of developing "a highly qualified, well-trained and empowered workforce with a focus on teamwork." The AAAC welcomes suggestions from MDC staff on affirmative action or diversity issues that should be addressed. Comments may be sent to Rick Gomez at ext. 3266.

The AAAC embraces this goal and will work on it continuously.