

Emmanuel R. Echevarria
Chief Human Resources Officer
City of Providence
25 Dorrance Street
Providence RI, 02903

Council President John J. Igliazzi
Providence City Council
25 Dorrance Street
Providence RI, 02903

July 27, 2021

Dear Council President Igliazzi,

The City of Providence Department of Human Resources was made aware of a disturbing and egregious incident involving remarks made by the Board Chair of the Providence Public Buildings Authority (PPBA), Stanley Weiss, that were deemed racially offensive and were aimed at an employee. These comments were witnessed by several other employees during a public meeting of the PPBA and have been independently reported to the Department of Human Resources.

Upon review of the circumstances by the Department of Human Resources, our office concluded the following:

- Comments that are objectively considered to be offensive on the basis of race were made by Mr. Weiss.
- The target of the comments was a City employee.
- These comments would constitute an egregious offense for an employee of the City of Providence and would typically result in the removal an employee in a leadership position.

The City of Providence has a duty to protect and defend its employees from hostile working environments and address any behaviors that are patently offensive and discriminatory. It is under that charge and responsibility that I am documenting this incident so the City Council can take whichever course of action it deems appropriate.

Sincerely,



Emmanuel R. Echevarria
Chief Human Resources Officer