



City of Cambridge

Executive Department

YI-AN HUANG
City Manager

CMA 2026-114
IN CITY COUNCIL
April 27, 2026

To the Honorable, the City Council:

I am writing to recommend the following appointment of one member to the Cambridge Human Rights Commission (“CHRC”) for a term of three years, effective April 6, 2026:

- Fiqir Worku

CHRC, which was established in 1984, is dedicated to upholding and safeguarding the fundamental human rights of residents and visitors to the city. CHRC works to eradicate discrimination through an investigative process, proactive community outreach, and collaborations with City and community partners. CHRC aims to create an environment where people of diverse backgrounds can live without fear of discrimination based on the following protected classes: race; color; sex; age; religious creed; disability; national origin; sexual orientation; gender identity or gender expression; marital status; family status; military status; relationship status; family structure, and source of income.

Commissioners must live or work in Cambridge, and support staff by working to fulfill the goals and objectives of the Cambridge Human Rights Commission Ordinance, [Chapter 2.76](#) of the Cambridge Municipal Code, which covers discrimination in employment, in places of public accommodation, and in education, and the Cambridge Fair Housing Ordinance, [Chapter 14.04](#) of the Cambridge Municipal Code, which covers discrimination in housing.

The City Manager’s Office posted a call for applications on January 12, 2026, with a closing date of February 13, 2026. The opportunity was also shared through City communications and outreach by current Commissioners. A total of 16 applications were received, and 5 candidates were selected for interviews. Following this process, the interview panel, consisting of City staff and a current Commissioner, recommends the appointment of one candidate.

Appointment:

Fiqir Worku: Ms. Worku has dedicated her career to advancing racial justice and health equity through policy, research, and community engagement. She has led cross sector initiatives focused on mental health and housing, including developing multi partner proposals to expand wraparound services. She has also contributed to equity centered data governance efforts to ensure community



voices inform policy and decision making. In her government experience, she has advocated for constituents, developed policy communications, and collaborated with agencies to address systemic challenges.

In considering this appointment, we evaluated both the strengths of the current Commission and areas where additional perspectives would be valuable. Ms. Worku's background at the intersection of health equity, housing, and systems level policy brings a distinct and complementary lens to the Commission's work. Her experience translating community needs into policy solutions aligns closely with CHRC's enforcement and outreach responsibilities, and would strengthen the Commission's ability to address complex, overlapping forms of discrimination.

Ms. Worku recently relocated to Cambridge and is eager to contribute to the community through public service. Her experience in equity focused policy development, coalition building, and community advocacy would make her a strong and thoughtful addition to the Commission. I am pleased to recommend Ms. Worku for appointment to the Cambridge Human Rights Commission. I appreciate her willingness to serve and, with your approval, look forward to her appointment.

Very truly yours,

A handwritten signature in black ink, appearing to read "Yi-An Huang". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Yi-An Huang
City Manager



City of Cambridge

Agenda Item No. 19
IN CITY COUNCIL
April 27, 2026

ORDERED: That the recommendation of City Manager, Yi-An Huang, on the appointment of Fiqir Worku as a member of the Human Rights Commission for a term of three years effective April 27, 2026 be approved: