

November 15, 2024

On Wednesday, November 13 at 11am, several members of the Communications and Marketing department, which included Brittany Kershaw, Terrence Muir and myself, along with Administration Staff Member Kendra Ianotti, met with Mayor-Elect Michael Norris as part of a brief introductory meeting which allowed us the chance to discuss the work we do for the city. This also served as a time for me to take an official headshot photograph of Mr. Norris for use on all future city-wide communications. Upon meeting Mr. Norris, his temperament was immediately unreceptive, combative and reluctant to achieve any type of rapport with the members of our department, despite our best efforts to do so. He was even dismissive to our explanation of city communications as it pertains to him, and our willingness to help with official city communications, as he stated that he has his own marketing team and would not need our services. His sentiment remained the same for the duration of our approximately 10 minutes together, which saw us visit the community wing for his headshot. Upon finishing this process, Terrence Muir and I began to walk ahead and leave the remaining members of the group when Mr. Norris asked Brittany Kershaw "what color is that?" Unaware of what he was speaking of, Ms. Kershaw asked what he was referring to. He explained that he was referring to her toe nail polish on her feet. Ms. Kershaw responded "blue," to which Mr. Norris responded "is that fucking trash can color..." before trailing off. Ms. Kershaw was understandably at a loss for words. Mr. Norris then looked to Ms. Ianotti and said "what's next" as if to discard our group promptly. In my opinion, based on the entirety of our time together, this was a clear case of verbal harassment on behalf of Mr. Norris that was meant to intimidate and demean Ms. Kershaw, while also trying to gauge her reaction as a means of instilling control.

My intent for writing this statement is to report and preserve this occurrence of harassment, as I feel it is of the upmost importance that we do so in order preserve the safety, wellbeing and productivity of our employees, and our community members. Based on this occurrence, and other occurrences that I have witnessed previously during which then-candidate Mr. Norris has audibly made profane, vulgar, defamatory remarks overhead by myself and others within the confines of the community wing at City Hall, I would be remiss to not mention that I fear that if this interaction and these other instances are any indicator, it's not a question of whether this will happen again, but when it will happen. Thank you for your time and consideration in reading this memo and please feel to reach out to me with any questions or need for clarification you may have as it pertains to the aforementioned occurrence.

Sincerely,



Patrick Appolonia

Communications and Marketing