

Interviewee: Kim Miner
Interviewers: Kathleen Moran and Shea Ryan
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Transcribers: Kathleen Moran and Shea Ryan



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Abstract: Kim Miner was born in 1989 in Boston, Massachusetts. She was raised in Concord, Massachusetts. Kim is the daughter of Kathy and Bob Miner of Pennsylvania and has one younger sister. After attending Tufts University for a bachelors in economics, she took a gap year to work a few different minimum wage jobs to discover more of who she is. Kim married Adam Aronson in June 2017 and they now live in Quincy, Massachusetts. They do not have any kids but adopted a dog and cat recently. Kim went to law school at Harvard Law School and became a lawyer. She started working for the Worcester Red Sox as the Executive Vice President/General Counsel in 2017 and prior to that she worked for the Pawtucket Red Sox and Boston Red Sox.

KMM: Okay welcome to Assumption, my name is Kathleen, I'm Shea, did you get here okay?

KM: I did, thank you.

KMM: Okay, today we are completing a city-wide oral history of the lives of Worcester women, aiming to collect stories about a broad range of experiences. Based on the goals of the 1850 National Women's Right Convention in Worcester, we are focusing on the areas of women's education, health, work and politics/community involvement. We want to focus today on your experiences with the Worcester Red Sox at Polar Park and we thank you for the help with this important project. Is it okay if we ask you for permission to record today?

KM: Yes.

KMM: Perfect, thank you.

KMM: So, our first question is what is your name and if you have a maiden name and a married name if applicable?

KM: Kim Miner M-I-N-E-R. No, that is my full name.

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KMM: When were you born?

KM: 1989.

KMM: Have you ever been married? If yes, what is the name of your spouse?

KM: Yes, I am married. My husband's name is Adam Harinson. And we are married for five years in June.

KMM: Cool, do you have children?

KM: No kids, just pets.

KMM: Nice, how many pets do you have?

KM: We have a dog and a cat.

KMM: Nice, what's your dog's name?

KM: Burger. Today is his third birthday.

KMM: Oh, what kind?

KM: He's actually a mutt, we adopted him a month and a half ago.

KMM: That's the best way.

KM: We did a DNA test and he's pitbull, shepherd, and 4% chihuahua.

KMM: So, what cultures or ethnicities do you identify in your family background?

KM: My mom's side of the family is Polish, my dad's grandma is from Canada and then his dad's side of the family is from England.

KMM: Nice, could you tell me a little bit about your parents?

KM: Sure, my mom's name is Kathy, my dad's is Bob, they have been married about 36 years now. My dad—both are now retired—my dad was a computer software programmer, he was an

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engineer by training and then became a computer software [programmer] and my mom was a pharmacist by trade and then she went into financial advising so she did healthcare research on pharmaceutical companies like investigation things. Recently retired.

KMM: Nice, where do they live now?

KM: So, they just moved to—from my childhood home in Concord, Mass to Sherman Connecticut. Do you know Sherman?

KMM: Kind of. Is it at the top?

KM: It's by New Milford.

KMM: Okay ya, I know Canterbury High School a little bit.

KM: It's near the border.

KMM: Like the boarding school over there.

KM: Oh yeah, it's tiny, very woodsy

KMM: I like that.

KM: Yeah bears.

KMM: That's fun though with retirement and stuff.

KM: They like it, they like it, more privacy.

KMM: Cool, where have you lived throughout your life, I know you said you lived in Concord and then how did you get to Worcester?

KM: Okay, let's see I grew up in Concord, went to Tufts for undergrad so I lived in Medford. I lived off campus two years in college in Medford so, kinda lived all around the Boston area, I lived in Medford, Boston, let's see, Powder House Square, North End, and now in Quincy. I don't—we still live in Quincy because of my husband's job, we really can't move west of the city it would be impossible for him to get to work so my connection to Worcester is through work, through the Worcester Red Sox.

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KMM: Thanks, so you have been all over the place.

KM: Just around Boston, yeah, I lived in Australia for six months when I studied abroad.

KMM: Oh, that's cool.

KM: It's really cool.

KMM: So, what was your neighborhood like growing up? Like in Concord?

KM: It was a quiet neighborhood; it wasn't like a through street so you only went there if you lived there. The houses had a little circle and mostly other young families. So no kids my age, but kind of in the area so, you know, there were a lot of kids like biking on the street, did stuff like that, there was a good sledding hill in my neighborhood, it was a bit quiet.

KMM: Lots of family fun?

KM: Yeah.

KMM: With neighbors and fun!

KM: Yeah, very family friendly.

KMM: When did you arrive to Worcester, I know you said you lived in Quincy now, but when did you find your job with the Worcester Red Sox?

KM: I worked for the Pawtucket Red Sox before when we were in Rhode Island so I have been with the team for it will be six years in May. I was working for the team in Rhode Island and I was one of the people involved in the ballpark process where we were originally looking to build a new ballpark in Rhode Island that didn't work. We were talking to other places including Worcester so our team that came up here in the summer of 2017 for our first tour with the city manager and other [?], did a walking tour of the Canal District, went to lunch at Lock 50; they did a presentation of the city and kind of talked about the place where the ballpark now is and kind of how it can work. At that point we were thinking of the ballpark being on the opposite side of Madison Street.

KMM: Really?

KM: So, at that point we still thought it would be over there, so that was my first time, I had driven through Worcester as a kid, I probably went to the DCU Center at some point, but I hadn't spent that much time in Worcester so when we did the visit in 2017 that was probably my first time spending any real time there. We went to Queen's Cup after.

KMM: Oh that's good.

KM: Yeah, it was a good first impression with all that and then all that started a number of years of meetings, like years of meetings with the city's team to negotiate a plan to build the ballpark and a lease. We just kind of did meetings all over the city and the area too for them to kind of introduce us to the city and for us to get a better feel for it and then we started building the ballpark and we worked in the construction trailer sometimes when we had meetings while construction was happening. And then, we then obviously moved the team to the ballpark last year—last spring when construction was being finished—and so we have been full time in Worcester since April 2021 and we are actually finishing our offices. All the public stuff was finished but the private stuff wasn't so like the team facing things, so like our offices had not been finished, they are actually being finished in a week or two. So I actually don't even have an office there yet so we work in some of the suites and with COVID I still work a few days a week [?].

KMM: That's really cool!

KM: Yeah!

KMM: So, with like your family members, they obviously live in Connecticut now, do you have any siblings, do they live nearby, do you get in contact with them a lot?

KM: Yeah, I have one younger sister who is 3 ½ years younger than me. She lives in Newtown, Connecticut, which is why my parents moved to Sherman because they had lived closer to me for a long time so they moved to be closer to her. We are close, she just had her first child, seven weeks ago.

KMM: That's exciting!

KM: It is! So, I have been down to Connecticut a lot in the past few months to see my nephew but we talk a fair amount and we are going to visit them again shortly, so I see her regularly and my parents when I am out there.

KMM: Great! Yeah. So, what challenges do you think the city of Worcester still faces with your experiences of Polar Park?

KM: Oh gosh, I think—and this is just my personal take on what I have seen—I think I have gotten to know and see Worcester really well, but I still do not live here. Based on what I have seen I think there are more things the city does right than wrong. First of all, when we went through the ballpark process we talked to a lot of cities and state and local leadership in Rhode Island and Massachusetts and Worcester has its act—even though there's things to be improved—Worcester has its act together more than other places. The city manager form of government is a more effective one with good leadership. There's a lot of good. Some things that I think it still needs are certainly accessibility around the city and part of that is pedestrian access. I know there is a push. Worcester was not pedestrian friendly, everyone was like, “I drive everywhere I expect a [park rate?] everywhere I am going,” and as you bring in more development like ballpark, restaurants, all that you can't have that level of parking everywhere and so to get more people comfortable walking places also requires better sidewalks and infrastructure. We've done a number of things with the Disability Rights Commission. I did a blind walking tour and I was just amazed walking the sidewalks by the ballpark and everything. It was not good. So that needs to be improved. I think they are spending time and attention on that, but that can be better. I think that the city is still coping with the homeless population and finding the best form of support to offer. And that was definitely on our mind because the place where the ballpark was, was an empty lot but kind of the outer edges of it we were told that that was where people slept at night and so kind of thinking about how we can come in and maybe at least displace a lot of people so that is definitely something still on our mind. The city probably could - I don't know could do better because there is not a solution, but you know that would be nice if there were more resources available, I think.

KMM: Yeah, no those were great, we actually have a few kids in our class have gotten a parking ticket in front of the Woo Sox's stadium.

KM: Really?

KMM & SR: Yeah.

KM: Oh, when they interviewed Brooke they got tickets?

KMM: Yeah, they got towed.

KM: They got towed?

KMM: Yeah. She didn't know it was a no parking zone.

KM: Where did she park?

KMM: In the lot across the street.

KM: Have her tell Brooke, okay, have her tell her because we are having parking issues.

KMM: Okay. Yeah, I mean like it is hard to find it.

KM: It is but that should not have happened. Have her tell Brooke because honestly, we would want to know because of the city.

KMM: Yeah.

SR: Is that parking lot like finished yet?

KM: The garage?

SR: Yeah.

KM: Or no the lot?

SR: The lot.

KM: Which one?

SR: I want to say last year it was all dirt.

KM: Yeah, that lot is no longer being used because they are doing the construction. The parking garage across the street will be done for the season and then there's going to be a service lot next to it which will be employee parking.

SR: Nice.

KM: But the garage will be there for [?].

KMM: Yeah, that will help a lot.

KM: Yeah.

KMM: So, another question about Worcester, have you seen any changes with those problems over time? You kind of said that already.

KM: Yeah, I mean I think that both of the things I have mentioned have been on people's minds and are being paid attention to. And certainly, near the ballpark, when we talked about building the ballpark now it was the idea that there would be infrastructure work so that the driving, walking access to the ballpark would be improved. That's still going on there's actually lighting going on in the underpasses, on Madison Street and Green Street so it's better lighted and safer to walk under after a game. So, I think there's attention being made to a lot of those things. I think they've improved; I think COVID probably slowed the improvement in a number of ways.

KMM: Definitely.

KM: But yeah, I do.

KMM: What characteristics make Worcester the place that it is?

KM: Hmm. I think there is a pretty fierce sense of pride from people who are from Worcester which I like and I respect and maybe like a refusal to try to prove themselves. There's a lot of comparisons to people who feel for Worcester and there's not a need to defend it as much, you sure have those comparisons which I like. I think Worcester has really good food. Worcester has good restaurants. I love the street art in Worcester and just the arts community. I also like all the repurposed buildings that were used for totally different uses you know a long time ago that have been repurposed instead of just knocked down.

KMM: Yeah

KM: [?], restaurants and housing. I really like that Worcester has so much of that. And I just think that Worcester is—one of the things we liked and one of things that was attractive to us moving the team was the diversity in Worcester. That was important to us and that is something I really like about the city. I mean obviously there are challenges, but compared to what we have seen and what we have done, for example in Rhode Island, it is much better and I think it is something more people are actively thinking about than what we have seen before.

KMM: Like even just going to school here in the past three years it has really changed.

KM: Really?

KMM/SR: Yeah.

KMM: Ever since the park's been built, you go down to Kelly Square and it is more accessible. There are more things to do for us students too just to go down.

SR: To go to Polar Park.

KM: Right.

KMM: It's definitely a huge thing that helps. So, I am happy it's here. A lot of people will say that too.

KM: Good, I'm glad to hear that.

KMM: One more question about Worcester, what do you think about the women's experiences in Worcester, maybe at your job, is there a lot of women that work there, being at the ballpark and just your experience with it.

KM: Yeah, kind of like what I was saying about Worcester with diversity, I would say our team is on a similar trajectory where in our front office and our staff is getting more diverse by the year. The team previously and this is [a very confident?] across minor league baseball that won't speak to me, but minor league baseball in particular was a very male environment and we have been really trying to—and it still is in a lot of places. With the current ownership group when they bought the team in 2015, I think the team was exclusively white men on the staff across the board. It has been what six or seven years since then? I think it has changed drastically. I actually think it's changed a lot since we made the move to Worcester. We just have had better success finding a broader array of candidates. We have a lot of women, we have over time—and we are finally getting more racial diversity as well—diversity in other areas. It has been a priority. Brooke Cooper who your classmates talked to, is now the Senior Vice President and we now have two female VPs which is great. Since I came to the club, I was the only female VP until Brooke was made one. And I think it's been good. You know there's always growing experiences and we have been trained well. I wanted to bring more women into the front office, it's a nice and fun environment with that. Not everyone is the same. Everyone has different backgrounds, everyone has different thoughts about baseball, how we should interact with the

community and that makes it more interesting.

KMM: That's good to hear.

KM: Yeah, It's been good.

KMM: I'm going to ask you a little bit about your education growing up. I know you mentioned a little.

KM: Sure.

KMM: So, when you were younger you obviously graduated high school, you went to college.

KM: Yes.

KMM: Did you go to your public high school?

KM: I did yeah. I went to Concord High School.

KMM: Nice.

KM: It is a very nice high school. So, yes, I did go to a public school, but I think it is why my parents chose to live in Concord. I am not entirely sure I think it was a part of the reasons but it is a good high school and really good teachers and it was great.

SR: I have heard really great things about Concord.

KM: Yeah, it was a good experience, a really good experience.

KMM: Yeah.

KM: Very good relationships in ours.

KMM: That's good. So you went to Concord, did you pursue any educational purposes or vocational training at your public school? Like any trades or early education classes for college programs?

KM: No not really, I don't think I did anything special; I mean I did some clubs. I was very active in sports. I did basketball, softball, and I trained year-round for softball, so that took a lot of my time. I don't think I did any trades, I did like camps, some sort of educational programs in that way.

KMM: Yeah, so you did a lot in athletics which is great!

KM: I did.

KMM: So, it kind of led to your vocation in a way.

KM: Yeah.

KMM: So yeah then, so you went to Tufts, and so what programs and years were you there?

KM: I was at Tufts from 2007-2011, and I was an economics major with an entrepreneurial leadership minor.

KMM: Did you stay there a few extra years or did you go?

KM: No, I lived in Medford for one year after. I was working for the Boston Red Sox at the time.

KMM: Nice! Did you go to any other schools at all?

KM: Yeah, then I went to law school after that, I went to Harvard Law School.

KMM: Impressive!

KM: And that was after one year, I took a year off in between.

KMM: Okay, nice.

KMM: What were your challenges in education growing up? Or in college more.

KM: I think I did well in school. I think that I [am] like a lot of people who struggle with the anxiety of it, I am definitely a perfectionist. That is something that serves me really well but also

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is not so good in some ways so I think that sometimes affected me in school. I am probably, maybe enjoyed the process of going through school a little less because I was so concerned about being perfect. Then I think college, less the academics, more the process, all the changes you go through, figuring out who you are separate from your family and your parents. You know, again, a lot of kids are going through the same thing. I think school sort of added onto all of that so I say figuring out how to be an independent person by myself without my parents. You know, growing up I had a coach I was really close to so learning to kind of stand on your own, I would say was a challenge in undergrad but probably not so much as most people.

KMM: While finishing your formal education what did you see as your options? I know you took a year off and then went to law school. Was that a great decision of yours?

KM: YES! I should've taken more and I say that to most people who want to become lawyers. Just working for a little while. I think—I don't know if you guys know this but when I went through college, I felt such pressure to have a plan and have like concrete steps to what you were doing to your parents, professors, friends, whatever. They are like, "What are you doing?"

KMM: Yep [laughs].

KM: I think that's doing a disservice and it can force people into a path so they can just have an answer, when it isn't necessarily what you want. And not everyone knows coming out of college what they want, so taking some time just to work so you can think about that. Or even just working even if it isn't where you want to be ultimately, even if it's front work or something, maybe you didn't want to do long term. I just think that builds character, good professional experience, you don't think you are too good for anything. You don't think you only have to do certain types of work. So, in hindsight I should have taken longer but I felt the pressure to keep going and so I say that to a lot of law school students unless you are so driven and you are very confident you aren't going to burn out or just get totally fried. I was not ready for that. I was with the Red Sox. I worked in fan services, I was information booth when there was a rain-out I was the one getting yelled at, deal with that, I was a ball girl on the field, I babysat front office and players, I did a whole mix of random things, it was all minimum wage, and then on the side I did tutoring. Like SAT tutoring because that paid much better and I do think the year sort of did change me in really good ways and also taught me really good life skills. I could go on and on. Working in customer service was so good for whatever you end up doing in your life it is just really, really good experience and training. Yeah, it was a really good thing that I did that and I got good advice from a family friend who said take a year, didn't know if I really wanted to but I am glad I did. And I think it made me sort of more of a grown up by the time I went to law school.

KMM: It sounds like a long-term internship, you're like finding your way.

KM: Yeah. Exactly, finding your own way. And having to piece things together. Couple of jobs or stuff where you are career scraping, you know, builds good character, [???] it means you're sort of driving yourself and not looking for others to do it for you. I think that builds good character.

KMM: One last question about education, maybe in your school did you ever have a support network or mentor that meant a lot to you that influenced you or that was important? Maybe a family member?

KM: I was gonna say no...

KMM: You kind of said the one about law yeah, the one –

KM: Yeah, not really. I am a very self-driven person, but also someone who likes getting others' opinions, but keep my own counsel [and] guide myself in that way, kind of self-sufficient in that way. I don't think I had, as much as I enjoyed the academic side of my college experience, I don't think I have any professors or advisors that I felt particularly close to. You know I had my professor who I did my senior thesis with that helped with that, but he didn't give me advice outside of that. Nor did I ask him for it. I don't think there's anyone else [I'm sure would've who added to my experience but I just didn't.] But I would say some key friends who would add as support and then not my college coach but she's fine. I didn't have a relationship with her, but my high school and travel ball coach I talk to all the time. She has kind of been a mentor and leading up in time has kind of been someone I check in with and knows me really well, who can kind of deal with me, she helped me figure out where I want to go with things so she's probably the one that comes to mind but otherwise no one else has sort of guided me.

KM: That's good!

SR: Which now we'll talk a little bit about your work. And it says, what, what was your first job?

KM: Probably babysitting, I think, would be like the first thing I ever got paid to do. Yeah, really?

SR: Well, I feel like it's everyone's first like real job.

KM: Yeah, pays well, you go like for me, you literally go next door. Yes, the Kids Next Door.

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So yeah, I think I did that. And then I was a softball pitcher, pitching coach as well, for kids, which paid really well. And it was a lot of fun.

KMM: Like, once people don't think they will.

SR: Say I do the same thing with baseball. Yeah, teach little kids how to pitch.

KM: Yeah. And that actually makes you better yourself, too. Because you have to understand something really well, in order to teach someone else. Especially someone young, who can't understand it. Like ...

SR: Yeah, they're still trying to understand like, use your leg, raise your arm.

KMM: ... like five-year-olds play tee ball.

KM: They always ask the weirdest questions that are actually somewhat puzzling.

SR: Yeah. You don't know the answer.

KM: It's like you need to figure it out. Yeah, it was a good experience doing that.

SR: You talked about a couple of your other jobs. What other jobs did you have? And then how did you come to work at the Polar Park?

KM: So, let's see. So those two jobs I feel like I did other random stuff in high school along those lines, but most were babysitting and softball either pitching coach or general coaching. Most were in that vein. In college, I did some volunteer stuff, but in terms of paid work with softball, I did a little bit of coaching throughout and then I did my tutoring, which was paid well and I liked that. I thought that was fun. I liked working with the kids especially because their parents always stress them out. So, it was nice to be a calming influence or try. So, I did that. I worked for the Red Sox in a number of different capacities. So, like my job description with the Red Sox was very varied, it was all over the place. I probably did like 10 different jobs while I was there. And then during law school, I worked at a law firm and then after law school, I worked at a law firm for a year before I joined the Pawtucket Red Sox. And then that's where I've been since we changed to be Worcester Red Sox for six years now.

SR: So, what has this work meant to you working with the Worcester Red Sox?

KM: It, first of all, it's a day-to-day experience that I enjoy which for me was something that I thought I think in college and even law school I at least didn't think a lot about in terms of thinking of a career or like a path I would want to go on. [I] was actually thinking like what will your day to day look like? And so, where are you going into the office or wherever and doing and so for example, like when I was at the law firm, I liked it but I didn't love my day to day. I felt very detached from the world and felt like I, you know, we were just doing. I did a lot of like transactions, corporate transactions, so when company buying and other stuff like that and just felt so divorced from like, the real world. That, that was hard for me and so working for a team I feel like where we're doing community things. We're planning for a baseball season. It felt like it was much more connected to sort of the ongoing daily life of most normal people. I love one of the first days I came to work for the team. I noticed that they had Sports Radio on which I have always been [?]. My mom actually has always, in the background just throughout my life, a sports radio. I worked for WEI Sports Radio during college as well. And I was like, "Oh, I found my people. This is great. These are people who are more like me than anywhere else I worked before. So, I liked and I like currently being in a workplace where there's a lot of people who I think I can relate to. And especially as we made our office more diverse, and I think we've made a lot of really good hires. Recently, it's been a really nice place to work in that way. And I like that things are not the same day, one day after the other, that there's always new stuff, always changing. Always new questions that no one's ever asked me before that I have to figure out. So, I like that because I don't get bored which was important to me as well. You know, a job was sort of always evolving. And it's a small enough office as well that you can know people and feel like you really have your finger on the pulse. It's not too big. Manageable, which I like.

SR: Yeah. Next question is what were/are your primary responsibilities in terms of housework and childcare?

KMM: And you may have mentioned it, but just like the responsibilities in your house with your husband?

KM: Sure, yeah. I'm going to say it's past tense, too. I don't [have any kids?], I don't watch my sister's. But let's see. So now, my husband and I tried really, really hard to be pretty evenly distributed with house stuff. We lived together when we went the first year we lived together when we were dating. And he would admit it, he did not do it like much at all. And so that like, came to like a boiling point where I was just like, fed up. And so, we had like a big talk about it. And honestly, he hadn't realized like, it was just something he was not aware of. So, we had, we talked about that we did. I forgot if we did it then or maybe later, we did a breakdown of like, all

of the things that need to get done. And not just the obvious stuff. But a lot of the mental stuff, too, of like being like, “Oh, your mom's birthday is coming up,” to, “What are we doing for a present? Or what are we doing for stuff.” So you do like those types of things. And it's not like a fun conversation to have, but it is so helpful. So that you're just kind of all on the same page about what gets done. And so, we just kind of update that from time to time, we try to do it by who either likes doing stuff or dislikes doing stuff less. I hate unloading the dishwasher. He hates loading it. So, like we divide it that way. I don't like cooking, he loves cooking. So, he cooks. And I would say now, my husband does more of the like, active labor at home, I do more of like the worrying and planning and he couldn't tell you whether we filed our taxes or not. He has no idea. And I do that and so and like our insurance and stuff like that I take care of so I think in a lot of ways our division of labor in the house is somewhat gender reversed, but not completely. But we just tried to talk a lot about it, because I've seen a lot of it can—it can cause a lot of stress. And I've seen a lot of people get really resentful when their partners don't share the work. So, it's good to just talk about it. And we're going through this now with like, I know that we have a dog who needs to be let out during the day. Like oh crap, how do we handle that? It's obviously not the same as kids, but you still have to sort of figure that stuff out.

SR: Yeah, still a big responsibility with a dog.

KM: Yeah, yeah. More than a cat.

KM: Yeah, cats are easy.

KM: Right, yeah. So, we're working on hiring a dog walker. His mom's coming by today to let her dog out. So yeah, it's not a sexy topic, but it's actually really important. And I think if you handle it well, it can make you closer.

KMM: Yeah, definitely.

SR: How have you balanced different priorities, responsibilities, roles and interests in your life?

KM: I think I've heard a number of people say that you're, you're never balancing everything perfectly all at the same time. Right. It's more that you kind of like rotate between either way you're focusing on in any given day or week or month or even year and so it balances out on the whole, but it's not like every day you are perfectly balancing all the things that you will want to pay attention to. So that helps me working for a sports team also means that your year is kind of cyclical for me. It's actually what in some ways opposite what you would expect because a lot of my work as the team's lawyer all has to get done before the season, by the time you get to the

season, it's kind of too late for most of the things that I do. A lot of our agreements or contracts or plans should have already been done. So, my preseason, and offseason are in many ways busier than the season. For me. It's different for most of my co-workers, that wouldn't do it.

SR: Yeah

KM: But so that means in the preseason period, I'm often not able to do other things outside of work as much as I can, even during the season or in the fall, fall tends to be a little bit quieter, when a lot of my coworkers take their vacations and all of that. So, I think for anyone, you depend in part on sort of like what the rhythm of your workplace is, like, when it's quiet, or when it's busier. I cut out all the stuff that—I've gotten much better at saying no, I don't want to do things, not signing up for things I don't want to do, because you just don't have time. And prioritizing the things that are important to you, and not backing off of that, like I need to go to my brother in law's birthday dinner and I'm leaving at this time, there's nothing that's going to change that. And thankfully, our workplace is pretty good about that stuff. I don't think I would happily work anywhere that didn't get that. But I think that that is important. And I think that having stuff that you do for yourself outside of any commitments you have to other people. And also work is super important and makes you better at everything because you're more like happy and fulfilled. So, I volunteer with our animal shelter in Quincy, where we live. And I spend a fair amount of time doing that. And it means I'm more tired. On some days, it means that, oh, I plan to sit on the couch and watch TV on this night, but now all of a sudden, I'm going to deal with a situation. And it's not how I plan my night to go. But I find that very fulfilling and kind of helps me be more sane in other areas of my life. And that took me until I was like 30 to figure out so that's kind of what worked for me.

SR: So, what do you think, are the pros and cons of the path you've chosen?

KM: Do you think that means like, specifically my job or...

SR: I think more toward? Probably a job? Yeah.

KM: Okay, let's see. I knew I wanted to go to law school and become a lawyer. Probably fairly early. I had thought it was really interesting. And probably like the most compelling path starting in high school and then in college What [did] you say?

KMM: [???

KM: Yeah, gosh, yeah. And then in college, I was like, Yeah, this seems like what I want to do. Which is nice because you have a path. And so, for someone who's goal oriented, I think like a lot of athletes, it's really nice to be like, well, here's where I'm headed, on the other hand, is probably not good. Because I don't think I asked myself the questions about what is your day-to-day life gonna be like in this chosen career enough. Thankfully, being a lawyer is, you know, a big enough profession that you can find something within it that works. I think that let's see, I mean, working at a law firm, where I worked for a year after law school, before I came to the Paw Sox, you get paid a lot more than you do working baseball and working in-house. So that's a trade-off you make is that you make less money, but you probably don't work quite as much. And in my case, you're more fulfilled, and you're kind of having more fun with what you're doing. So, it's just a trade-off you make that depends on your values, depends on how much student loan debt you had coming into things. And let's see I would say, I'm in a sort of niche field, right, like pro sports, generally, there just aren't that many jobs. So, a con of that is that if you're really determined to stick to that, there just aren't as many jobs. So, you need to be either prepared to jump, prepared to figure things out. And that's sort of stressful. On the other hand, it's fun, and it's something I'm passionate about. And I really like and working in sports, kind of like we've seen in Worcester, you do so much more than sports, right? Like in sports team is, if it's I think managed well, is a vehicle to do so much other like community work to do so much to have an effect on their local sort of community that you're in. And I really like that as well. I mean, for better or for worse, we get a lot of media coverage, kind of disproportionate to the size of our actual company. And so, you want to use that for good, and I like that about what I do.

SR: So how do you feel about the choices you made in your life? And do you have any regrets? It's a deep one.

KM: I mean, I feel good about the choices I've made. You're still making, like your choices your whole life. So, if I don't, I'll adjust. But I feel good about that. Might not love my hour long commute to work every day and back, but I love my house by the beach in Quincy. And I love working in Worcester. So yeah, I feel good about my choices. And I mainly know that it's up to me to make a change if I'm not happy with things. In terms of regrets. I don't know. I try not to think that way. But yeah, I would have taken more time between law school and undergrad that's like a very tangible one. I think that that would have been probably good. I think, figuring out earlier that I shouldn't care what anyone thinks when you've got like, people ask you, what are you going to do after high school after college? What are you doing? Those questions don't matter. And they should never drive what you're doing, but I probably let them for a little while. I wish I figured that out sooner. But I think that was probably just a maturity thing.

SR: So, have you ever been involved in volunteer community work?

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KM: Yes. So, I mean, I've been a volunteer softball coach starting when I was, I think in high school. So, I've done a lot of that. And then, one of the things, I did some volunteer and pro bono legal work when I was in law school and a law firm, which was good, mainly doing like legal work for charities and foundations. And then once I've been at the Paw Sox, now Woo Sox, there are a lot of opportunities to do stuff like that. So, I was a mentor in Rhode Island for a boy who started when he was in third grade through when he was in sixth grade. I saw him every week, we did stuff together. It was awesome. Did other stuff, I oversee our charitable foundation, the Woo Sox Foundation, so I get to do great things with that. And then, now we just started our program—and I'm actually going there right after this—where we are partnered with Big Brothers, Big Sisters. And so, I'm now a big sister to a third grader at Gates Lane Elementary School, which I love. And that's really fun. It's a really nice to just spend an hour of your day, you and some of your coworkers go over and you all just hang out with like your littles. It's great. So, I do that. And then I volunteer at the Quincy animal shelter. And I've been doing that for about three years now. And I love that. So that was how we found our dog.

SR: Was gonna ask, if that's where you got your dog?

KM: Yeah, he was surrendered to the shelter by his previous owners. And they, when we get new dogs, they usually send out like an email to all the volunteers just telling us like the backstory. And I saw him. So, we met him and then we were like, "Oh, crap." We really you know, we fell for him. So, we fostered him to make sure my cat would be okay with that.

KMM: Sounds great.

SR: How old is he?

KM: Three today, according to his paperwork. I don't know if they knew his exact birthday, but we're calling it today.

KMM: Actually, I have another question about your community work. So, like with the Worcester Red Sox. Specifically, I've heard like your Best Buddies and stuff like you guys have workers with disabilities. So, I know you find some through Best Buddies. But do you have any other organizations that you use.

KM: Yes, and I'm going to forget the names.

KMM: That's ok.

KM: I can tell you after Alex actually. So, Alex oversees our ushers, and he's done an awesome job with that. And he has partnerships with a couple of organizations, including Best Buddies, but a few others, that we have found staff through, a few other like work-or-credit type ones that are specifically aimed at students who haven't had those types of opportunities. But for individuals with disabilities, he's got a couple that we go to, and then the city Disability Rights Commission, we've got a pretty good relationship with them. And they do trainings with us and hopefully, they're gonna do a lot more of those this year.

KMM: That's great.

KM: I did like the blind guided walk, which is great. It was so enlightening. We've done some ASL trainings, and hopefully we'll do more.

KMM: Taking ASL right now

KM: So, I wish I had, and I'm starting to ...

KMM: Its hard.

KM: ... learn it now. But it is hard.

KMM: It's one of the hardest languages I've taken.

KM: They say that if you learn languages [it's] better when you're younger, so it's good that you're doing it don't wait till you're 30.

KMM: I think that's great that you guys have a lot of community work through Worcester.

KM: Thankfully our leadership values that and no one's saying like, "Don't spend your time on" It's, "Do spend your time on that." Because I mean, from a business perspective, it is good for the business. Because you reach new communities, you make sure that your ballpark is open and friendly and welcoming to different communities. But also it ...

KMM: Brings people together.

KM: Yeah, right. It's hard to work in sports and not care about that side of sports. Because they're not just what happens on the field. And for all of us, it's a full year-round job, too. So, it's, you know, what else are you doing in the offseason? What other activities are you doing?

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And, you know, a number of our players are happy to do that type of stuff, too. So that's really fun, too, when we have players or their families who say, "I really care about these causes. Let me get involved" and want to help. It's nice to be able to take advantage of that, too. So, it's kind of just like a value, but I think not every sports team has it, but a lot of them do.

KMM: No, yeah.

KM: Which is good. It's just they should get the coverage Yeah, yeah.

KMM: Like, we've learned that a lot. There are classes like, seeing them through Worcester and like a lot of people come to the school because of the Worcester community.

KM: So yeah, yeah, it's and it's important. I think it's probably better for the businesses, but also for just the communities.

KMM: Yeah, that's great.

KM: Yeah.

KMM: So, we're kind of getting to the end. But how did you get through like tough times, like throughout your life, and what kinds of thoughts keep you going?

KM: Well, I'm a very stubborn person, so that's hard. I think actually having a background in athletics too, right, you learn to be you learn how to fail, and then try again, you learn how to make mistakes, and then learn from them and not make them again. So, I think there was a lot of training that I got just doing sports, and specifically as a pitcher, too, I mean, there's a lot of, there's a whole mental aspect to it, as you know, which I think does benefit you in other ways later in life. So that I would say I call upon all the time, and then surrounding yourself with the right people. And being really picky about who you surround yourself with, either professionally or personally. You know, I've sort of refined my group of friends and others that I work with, to really only be those who I think are positive influences on my life. You know, I don't spend my time with someone who is a negative influence. And people who like, who will help talk me up when I'm, you know, nervous, or not feeling well, or doing good or anything. And so, I've kind of been very picky about who I spend time with, I think is really important. And just building confidence in yourself, too, I think is something that honestly, for me just took time, that was really all it was, but it took time. I don't think I had it when I was in my 20s even. But once you figure that out a little bit, too, it helps a lot when you're more confident in yourself. Which is, especially as a woman, a trait that's not always sort of fostered. But if you can develop that, I

think that it really benefits you. So yeah, all of that. And in many ways you need help, too, I think is really, really important.

SR: How do you define success in your life? And has this definition changed over time?

KM: It's interesting. Yes, it changed over time. Because I probably would have because I—okay, so my goal was I wanted to be a lawyer in sports, like I said, I thought that maybe like in high school or college. So yes, I've succeeded in that way. But I don't really define it that way anymore. Because I realized that sort of checking things off just for the sake of checking them off was not very productive, and just not very satisfying. Like it's kind of meaningless. So my way of measuring success is much more sort of, rather much less results oriented. Now, it's not just like, what are you doing? or what have you done? And how are you impressive or whatever else. And part of that, too, is honestly going to a very good law school where you see lots of impressive people and you can see some were really happy, some are not happy and you kind of figure out like what actually matters, in some ways are like a law firm where people are really successful making tons of money, maybe never see their family or they're not happy. And so, kind of getting exposed to that I realized, okay, here are the things that I want to choose to measure my success by. So, for me on the whole, it's sort of the mental space I'm in on a daily basis. It's not just like, are you happy all the time, but it's do I feel fulfilled? Do I like how I'm spending my days? Do I like the people I surround myself with? That, that I think is kind of how I've changed it to be less sort of results focused, then when you're a kid growing up, I think that's just an easy way to sort of imagine things. Right.

KMM: Yeah. So, two more questions.

KM: OK

KMM: So basically, the point of this whole project and the oral history is to tell fuller story of the history of women like you, that have been recorded in the past and see the progression of like jobs and everything, and just your life in Worcester. And what would you be? What would we be sure to include? That sounds really weird but like but what would you like really want us to include?

KM: About, like me, or our interviews specifically?

KMM: Yeah, just like, I guess, like maybe like relating to your job and like, like the progression of women being in the sports industry?

KM: Yeah. So, I would say, I would include the fact that bringing the Triple A affiliate of the Boston Red Sox from Rhode Island to Worcester being a really big thing for the city, for the community, had a lot of women actors in it. I was involved in all of that. Janet Marie Smith, our ballpark consultant, helped with the design for all of it, oversaw that. We have people like my coworker, Brooke Cooper and others. So, there are a lot of women involved. And I think oftentimes you see sort of some the male faces to our team. But there are women running so much of what we do. And I would want that to be known, especially for this project. And truly, I mean, Brooke, who was interviewed is responsible for so much of what we do, she does her marketing, she does a lot of community things as well. So, I would want that to be known that there was a huge impact played by the women involved on our team. But then I guess I would also say, yeah, sort of the changing way in which women can do those types of things. And then also still have other interesting things that they're doing in their lives. And it's not, it's hopefully never just one thing. I would include that as well.

KMM: No that's good, you want to do the last one?

SR: Is there anything, anyone else you would suggest we talked to?

KMM: Maybe a coworker?

KM: Yeah, yes. Yeah, definitely. Honestly, all of the people in our office are really great. And all the women in our front office are incredible.

KMM: That's great.

KM: So, you could talk to any of them, Brooke would have been someone I would have suggested for sure. My coworker, Sabria, who is from Cheshire would be a really good one as well. She doesn't even like baseball. Yeah. And it's great. It's really good to have people who are not head over heels for baseball, because they just bring a different angle. So, she would be a good person. And they can probably think of a few others, not even at the Woo Sox as well, who we've started to work with in the community. Who I could suggest, but I haven't really [impressed?]. And I think this is colored by what I've seen in Rhode Island. There were not a lot of women leaders in Rhode Island, even when there was a female governor, were not many female leaders, are very few of color as well. And so, I've been pleased that there's much more of that in Worcester that you can still do always do much better. But it's better than I saw in a lot of other places. And especially in the business world here in Worcester There are a lot of really impressive female leaders. And I like that about Worcester a lot.

KMM: That's good.

KM: Yeah. Ahead of things in a number of ways.

KMM: Yeah, definitely. If you think of anyone...

KM: Okay, yeah, let me let me just think a little bit.

KMM: I know you can like think of her time even or just like tell someone about it. Yeah, in the same way you signed up for it.

KM: Yep.