



Town of Arlington, Massachusetts
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Meeting Minutes 10/11/2006

Town of Arlington
Affirmative Action Advisory Committee

730 Massachusetts Avenue, Arlington, MA 02476
(781) 316-3120

Barbara Boltz, Co-Chair
 Adrienne McClure, Co-Chair
 Augusta Haydock
 Jack Jones
 Elaine MacLachlan
 Tricia O'Donoghue
 Howard Winkler

Caryn Cove Malloy, Affirmative Action Officer

Affirmative Action Advisory Committee
 Meeting Minutes
 Wednesday, October 11, 2006
 7:30 p.m.

Present: Caryn Malloy, Barbara Boltz (Chair), Adrienne McClure, Elaine MacLachlan, Howard Winkler, Tricia O'Donoghue, Jack Jones

Absent: Augusta Haydock

Meeting Minutes

Jack Jones moved approval of the June 14, 2006 minutes. SO VOTED
 Adrienne McClure moved approval of the September 13, 2006 minutes as amended. SO VOTED

Current Job Openings

The Committee reviewed current job openings. The Committee expressed a desire to meet with Police Chief Fred Ryan as it is anticipated that there will be some openings in 2007. The Committee noted that there were four female minority applicants for Intermittent Cafeteria Worker.

Current Bid Projects

The Committee noted that there was 63% minority participation in the Roadway Management Contract. Elaine MacLachlan requested that a standard form be given to the project manager of the Park Circle Fire Station to indicate female and minority participation on the project. The project manager for the Park Circle Fire Station Project, Kevin Nigro, was also project manager on the Dallin School Project.

School Diversity Task Group

Barbara Boltz reported that the group would be meeting next Wednesday afternoon with the School Superintendent Nate Levenson. They expect to receive a complete breakdown of the hiring process with regard to minority activity. Barbara Boltz indicated that she would bring a copy of the report to the next meeting.

Update of Affirmative Action Plan

The Committee finalized edits to the preamble and first five pages of the plan. At the next meeting the Committee plans to work on pages 5-10.

Continuing Business

Howard Winkler brought in an article about diversity training. The article titled *Diversity training fails to boost minorities into management* was published in the Harvard University Gazette. The article argued that Diversity Programs work only when there is

specific responsibility in an organization for their success, either by diversity task forces, equal opportunity officers or by setting diversity as a business goal.

Member Tricia O'Donoghue indicated that her term on the Committee is expiring and that she would very much like to be reappointed. The Committee strongly supported her effort to be reappointed and complimented her on her many contributions to the work of the Committee.

Caryn Malloy reported that she had conferred with Town Counsel John Maher on the responsibility of the Town with regard to contractors who do work for the Town hiring illegal aliens. She reported that it is her understanding that the Town is not liable for contractors who hire illegal aliens.

Adrienne McClure moved to adjourn the meeting at 9:00 p.m.

SO VOTED

A true record. Attest:

Caryn C. Malloy
Affirmative Action Officer