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Affirmative Action Minutes 11/10/2004

Town of Arlington
Affirmative Action Advisory Committee

730 Massachusetts Avenue, Arlington, MA 02476
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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, November 10, 2004
 7:15 p.m.

In Attendance: Caryn Cove Malloy, Barbara Boltz (Chair), Jack Jones, Howard Winkler, Augusta Haydock, Adrienne McClure, Elaine MachLachlan

Absent: Tricia O'Donoghue

Meeting Minutes

Meeting of October 13, 2004. Adrienne McClure moved approval. SO VOTED

Continuing Business

Caryn Malloy reported to the Committee that Jeannine Rice-Oppedisano had resigned from the committee due to increased professional and personal obligations. The Committee expressed its regret at her leaving.

Howard Winkler asked to be recognized as he had to excuse himself to attend another meeting. He informed the Committee about an article he read regarding EE04 reports and how they are changing the reporting methods. He indicated that they are shifting the focus from statistical figures of staff composition and hiring goals to instead examining what prevents females and minorities from advancement.

Current Job Openings

The Committee reviewed all open positions. There was very little activity. Caryn Malloy reported that she had a conversation with Officer James Smith of the Arlington Police. Officer Smith is an African American and has indicated his interest in working to solicit more African American applicants to the police force.

Current Bid Projects

The Committee was unable to obtain wage sheets on the Dallin School Project and Spy Pond Project. Caryn Malloy was asked to please ensure they are available at the January meeting.

School Diversity Task Group

Barbara Boltz reported that the group met with Joanne Gurry, the Assistant Superintendent on October 25, 2004. Ms. Gurry provided a report to the group on the minority hires in 2004. The group was very disappointed. Steve Perrera, the METCO Director asked the school principals what seemed to be the issue. Steve reported that the principals cited training as a major issue. Barbara Boltz commented that the former School Human Resource Director, Gus Martinson had developed a very elaborate system for tracking minority hires but the system was never adopted. The group plans to meet in late November to strategize. Barbara Boltz also

reported that Steve Perrera is still actively participating in AARC – the Affirmative Action Recruitment Consortium; the last meeting he attended was on November 1st.

State Affirmative Action Executive Orders Status

Caryn Malloy reported that she contacted Governor Romney's Office to get an update on the status of the executive orders but did not receive a return telephone call. She will continue to try and get an update. The group reported not having heard any further updates on the status of Executive Order 452.

Update of Affirmative Action Plan

Tricia O'Donoghue was unable to be present at the meeting but plans to bring updated laws and relevant information for the Committee's consideration at their next regularly scheduled meeting.

Adrienne McClure moved to adjourn the meeting at 8:23 p.m.
A true record. Attest:

SO VOTED

Caryn Cove Malloy
Affirmative Action Officer