



TOWN OF ARLINGTON

EQUAL OPPORTUNITY ADVISORY COMMITTEE

730 MASSACHUSETTS AVENUE, ARLINGTON, MA 02476
PHONE (781) 316-3120 FAX: (781) 316-3129

TRICIA O'DONOGHUE, CHAIR
BARBARA BOLTZ
ANDREA HAAS
AUGUSTA HAYDOCK
JACK JONES

CARYN COVE MALLOY
EQUAL OPPORTUNITY OFFICER

Equal Opportunity Advisory Committee
Meeting Minutes
Wednesday January 11, 2017
7:30 p.m.

Present: Tricia O'Donoghue, Chair, Barbara Boltz, Caryn Malloy, Jack Jones, Augusta Haydock, Andrea Haas

Also present: Lori Lennon

Minutes

Augusta Haydock moved approval of the minutes as corrected.

SO VOTED

Current Job Openings

The Committee discussed various strategies for getting a more diverse applicant pool for open positions.

Caryn Malloy reported that she has been working with the state Human Resources Division and Arlington Police to promote a new police officer information session on Thursday January 19th at 6:00 p.m. The Town is working with the Police Department to solicit interest from a diverse applicant pool to take the state examination for police officer on Saturday March 25, 2017.

Caryn Malloy explained that with regard to utilizing online postings that target diverse professional associations there are costs associated with it that may make it financially challenging for the town. Lori Lennon suggested that there may be employer grants available through the state to support efforts to diversify the workforce. Lori indicated that she would get some more information Caryn to investigate the option further.

Current Bid Projects

The Committee discussed the upcoming expansion of the Thompson School which is estimated at \$2.6 million. This is not a state funded project and therefore only the Town's participation goals are applicable to the project.

The Committee asked Caryn Malloy to follow up immediately with the contractor about getting the Contractor Certification verifying good faith efforts made to hire female and minority workers.

School Diversity Task Group (SDTG)

Barbara Boltz reported that the SDTG met in late December and School Human Resources Officer Rob Spiegel reported on Cultural Competency Training. There will be pilot of the training at the Thompson School. The SDTG asked Superintendent Bodie to mention the training in an upcoming school newsletter.

Barbara also reported that members of the SDTG, Arlington Public School officials and families will soon be attending a dinner in Boston with METCO families. The event is called Bridging the Gap. It is an informal dinner, its main purpose is to have people get to know one another in a relaxed setting and enjoy each other's company.

Other Business

Jack Jones reported that he had prepared a proclamation for retired committee member Howard Winkler and that the Board of Selectmen will be signing off very soon. The Committee thanked Jack for his work in getting the well-deserved proclamation for Howard together.

The Committee went over edits to the Equal Opportunity Plan. Primarily, the plan was reviewed include updated language on gender identity and expression.

Barbara Boltz reported that she had been asked to serve on the Executive Board of the Mystic Valley NAACP; the Committee offered its congratulations to Barbara.

Augusta Haydock moved to adjourn the meeting at 8:25 p.m.

Caryn Malloy
Equal Opportunity Officer