



TOWN OF ARLINGTON

EQUAL OPPORTUNITY ADVISORY COMMITTEE

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TRICIA O'DONOGHUE, CHAIRMAN
BARBARA BOLTZ
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JACK JONES
LORI LENNON

CARYN COVE MALLOY
EQUAL OPPORTUNITY OFFICER

Equal Opportunity Advisory Committee
Meeting Minutes
Wednesday November 8, 2017
7:30 p.m.

Present: Tricia O'Donoghue (Chairman), Augusta Haydock, Barbara Boltz, Caryn Malloy, Andrea Haas, Lori Lennon

Absent: Jack Jones

Minutes

Barbara Boltz moved approval of the minutes as corrected.

SO VOTED

Current Job Openings

The Committee reviewed current job openings. Caryn Malloy reported on the recruitment processes for Assistant Director of IT and Facilities Director. She also reported that in December she would be attending a meeting of the Massachusetts Municipal Personnel Association on Diversity and Inclusion and the use of Social Media in attracting a more diverse workforce.

Current Bid Projects

The construction bid for the expansion of the Hardy Elementary School will be going out next month; the work is estimated to cost \$2.6 million.

School Diversity Task Group (SDTG)

Lori Lennon reported on two different meetings that representatives of the SDTG had with Superintendent Bodie and Assistant Superintendent MacNeal.

Among the matters discussed at the meeting with the Assistant Superintendent were cultural competency, the achievement gap and implicit bias. They also discussed strategies to get more faculty of color. The Assistant Superintendent indicated that for his first year with the Arlington Public Schools he would like to get to know Arlington and see where there are areas we can make progress. Additionally the group discussed the

METCO program and how we can make METCO families feel more a part of the community. It is challenging for METCO parents, most of who work full time, to volunteer time in Arlington. The lack of late buses make it challenging for students to participate in extracurricular activities.

Regarding the ongoing discussion about gender neutral bathrooms at the Gibbs School. The group was shown some potential images for signs but it is still unclear how many there will be.

The Assistant Superintendent reported that there are 3 parents starting diversity and inclusion groups in the schools.

The group met with Superintendent Bodie later in the month. At the meeting it was reported that 73% of the children in the schools are Caucasian and 89% of the teaching staff is Caucasian. Lori Lennon stressed that more data needs to be gathered to understand what is going on.

Teachers completed the second of two five-hour training sessions on cultural competency. The Vision 2020 Diversity Task Group indicated they would like to support cultural competency training for parents. There was also discussion on how to increase METCO participation in the schools.

Patricia O'Donoghue thanked Barbara Boltz and Lori Lennon for their work on the SDTG and offered support from the Committee to support their efforts.

Other Business

Patricia O'Donoghue asked if there were any questions regarding the letter she sent to the Chair of the Minuteman Regional Vocational Technical High School building project regarding female and minority participation goals on the construction of the school

The Chairman also asked that members send items to Caryn Malloy for inclusion in the Committee's submission for the Town Annual Report.

Lori Lennon offered to assist Caryn Malloy with the development of a training profile for town department heads in the area of diversity and inclusion.

Augusta Haydock moved to adjourn the meeting at 8:30 p.m.

Caryn Malloy
Equal Opportunity Officer