



Equal Opportunity Advisory Committee

Date: Wednesday, May 12, 2021
Time: 7:00 P.M. (Special Start Time due to Town Meeting)
Location: Virtual Meeting Via Zoom:

<https://town-arlington-ma-us.zoom.us/meeting/register/tJYpc-GprzwoHt20bEUhFAz70r14aircsbuu>

Meeting Minutes

Committee Members Present: Augusta Haydock, Chairperson, Caryn Malloy, Barbara Boltz, Andrea Haas, Jack Jones
Committee Members Absent: Kate Bender, Samantha Dutra,

Augusta Haydock reviewed the open meeting law requirements for zoom meetings.

Minutes

Barbara Boltz moved approval of the April 14, 2021 minutes as corrected. SO VOTED

Current Job Openings

The Committee reviewed current job openings.

Barbara Boltz expressed disappointment at the overall lack of minority candidates in recent hiring. The Committee discussed that the City of Medford is seeking a specialized list for Police Candidates to reflect the diverse makeup of their city. Caryn Malloy indicated she is discussing this idea with Chief Julie Flaherty; the town would need to show data that would support such a request in Arlington. The Committee suggested a review of calls received to the Police Department and a review of Envision Arlington on their survey on the primary language spoken at home.

Current Bid Projects

Augusta Haydock indicated that she is willing to talk with the contractor working on the Arlington Reservoir Project about efforts to diversify their workforce. Caryn Malloy will provide her with the contact information.

The Committee noted that statewide the makeup of female construction worker is 3%; the female workforce on the Arlington High School construction project is currently at 3.65%.

School Diversity Task Group (SDTG)

Barbara Boltz reported that the annual diversity coffee, which was held virtually this year, was very successful. The number of candidates was consistent with other years (15). Every candidate of a traditionally unrepresented group who applies gets an interview for a position within the Arlington Public Schools. Barbara reported that due to the Pandemic school enrollment was down by 274 students which makes hiring for the Fall of 2021 very uncertain.

Barbara also reported that the SDTG has representation on the selection panel for the Director of Diversity Equity and Inclusion for the Arlington Public Schools; the search process is being run by Assistant School Superintendent Roderick MacNeal. This is a newly created position within the APS.

Other Business

Caryn Malloy reported that about 75 members of town staff from across all departments has participated in training with National League of Cities Race, Equity and Leadership institute learning how to use tools which will help Arlington build a Racial Equity Plan.

Barbara Boltz moved to adjourn the meeting at 7:58 p.m.

Caryn Malloy
Equal Opportunity Officer