



## Equal Opportunity Advisory Committee

Date: Wednesday, April 14, 2021  
Time: 7:30 P.M.  
Location: Virtual Meeting Via Zoom:

<https://town-arlington-maus.zoom.us/j/940112000000>

### Meeting Minutes

Committee Members Present: Augusta Haydock, Chairperson, Samantha Dutra, Caryn Malloy, Jack Jones, Barbara Boltz, Andrea Haas, Kate Bender  
Committee Members Absent: Jack Jones  
Others Present: Director of Diversity, Equity and Inclusion, Jillian Harvey, Jessica Kaplan, Stephanie Bensadoun, Lesley Chuang

#### Introductions and Q & A – Director of Diversity, Equity and Inclusion, Jillian Harvey

Jillian introduced herself and explained that she has worked for the town since December of 2019 and the scope of her work includes providing support to the Human Rights Commission, Rainbow Commission, and Disabilities Commission; she also serves as the town's ADA Coordinator. She gave a recap of some of the current projects she is working on including the Community Conversations Series, Stand Against Racism Month, Elevating Voices of Color and supporting the town in its goal of developing and implementing a Racial Equity Plan. She indicated that she has recently been communicating with her peers in neighboring communities and that has been very helpful. The Committee explained its goal of diversifying the town's workforce and Jillian suggested that a good place to start is by taking steps to make Arlington an appealing place for diverse people to work and ask ourselves why we are engaging in these efforts.

The Committee thanked Ms. Harvey for her time; she left the meeting at 8:15 pm.

#### Minutes

Andrea Hass moved approval of the March 10, 2021 minutes as corrected. SO VOTED

#### Current Job Openings

The Committee reviewed current job openings.

Caryn Malloy updated the Committee on the process to take the statewide exam to become a police officer and what efforts are being made by the Commonwealth to increase diversity in the applicant pool. A study the state invested in indicated that using social media including sites such as Instagram, Twitter and Facebook could assist in achieving a more diverse pool – a representative from the state's Human Resources Division indicated that the percentage of

2021 applicants from traditionally underrepresented groups is at 40% which is an increase over two years ago when it was 32%. The state also supported municipalities in the production of customized flyers containing URL codes with examination information.

Barbara Boltz commented that she had recently seen an episode of the television program *Greater Boston* on WGBH about policing; one of the panelists, Michael Curry, the immediate past president of the Boston Chapter of the NAACP, suggested that an area for consideration and review to improve policing is revisiting automatic veteran's preference for candidates.

#### Current Bid Projects

New Member Kate Bender offered to review current projects under the town's purview and reach out to a selected contractor on the current makeup of their workforce and any efforts being made to diversify their workforce. Caryn Malloy indicated she would provide Kate with an updated listing of projects.

Kate Bender left the meeting at 9:00 pm.

#### School Diversity Task Group (SDTG)

Barbara Boltz reported that the group met on March 22<sup>nd</sup>. Teachers and staff within the Arlington Public Schools (APS) received a copy of the book *Why are all the black kids sitting together in the cafeteria?* By Beverly Daniel Tatum and the author was present for a meeting with teachers and staff via zoom. Barbara also reported that the APS has funded the position of Director of Diversity Equity and Inclusion for the Arlington Public Schools for Fiscal Year 2022. The diversity coffee, held for annually for diverse candidates interested in working in the APS is set for Wednesday April 28<sup>th</sup> and for this year will be conducted over zoom. The group next meets on May 10<sup>th</sup>.

#### Other Business

Caryn Malloy asked members to note that the May meeting will start at 7:00 pm due to Town Meeting being in session starting at 8:00 pm.

Andrea Haas moved to adjourn the meeting at 9:14 p.m.

Caryn Malloy  
Equal Opportunity Officer