



Equal Opportunity Advisory Committee

Date: Wednesday, January 13, 2021
Time: 7:30 P.M.
Location: Virtual Meeting Via Zoom:

<https://town-arlington-ma-us.zoom.us/j/95055240082>

Meeting Minutes

Present: Augusta Haydock, Chairperson, Samantha Dutra, Andrea Haas, Caryn Malloy, Jack Jones, Barbara Boltz

Minutes

Barbara Boltz moved approval of the December 9, 2020 minutes. SO VOTED

Current Job Openings

The Committee reviewed current job openings. The Committee discussed the police candidates; members were pleased that two of the five selected candidates are female but disappointed there were no candidates from other underrepresented groups.

Member Barbara Boltz agreed to follow up with the Mystic Valley Chapter of the NAACP about restoring a link to the Town of Arlington jobs page which had previously been on their website.

The Committee also discussed the hiring process for the selected Facilities Director Greg Walters.

Current Bid Projects

The Arlington High School Rebuild is well underway and Caryn Malloy asked that prior to the February meeting members utilize a link to review detailed workforce utilization tables and bring any questions they may have to the next meeting.

Caryn Malloy reported that the Town Hall Plaza project is $\frac{3}{4}$ complete. Decorative concrete work will be done in the spring in the warmer temperatures. The new design is ADA compliant and there is a sub-slab snow melting system below all of the components now to help prevent differential heaving due to freeze/thaw cycles. The goal is to help it remain ADA compliant and free of trip hazards to keep it ADA compliant.

Caryn Malloy also reported that the lights at the bike path and Lake Street are up and running.

School Diversity Task Group (SDTG)

Barbara Boltz updated the Committee that their next meeting with the School Superintendent is scheduled for February 1st. It will be their first meeting since the start of the pandemic. Topics to be discussed are hiring for this year and next. Barbara also reported that two students would be joining the SDTG and she will report back to the EOAC at our February meeting.

Other Business

Caryn Malloy reported that wide cross section of employees will be participating in REAL 102 – a two-day training with the National League of Cities Race Equity and Leadership (REAL) in early February. This is a follow up to the training conducted in January of 2020. Topics to be covered include understanding racism as a system, not an adjective. REAL 101 provided an introductory overview on the history of institutional and structural racism in America. Participants learned about shared language for racial equity, examined existing racial disparities in the town and its implication for advancing racial equity. REAL 102 aims to increase capacity to normalize and operationalize racial equity in the local government organization.

Committee members requested that new department heads, the Chief of Police and the Director of Diversity Equity and Inclusion be invited to attend future EOAC meetings.

Barbara Boltz moved to adjourn the meeting at 8:42 p.m.

Caryn Malloy
Equal Opportunity Officer