



Equal Opportunity Advisory Committee

Date: Wednesday, March 10, 2021
Time: 7:30 P.M.
Location: Virtual Meeting Via Zoom:

<https://town-arlington-ma-us.zoom.us/meeting/register/tJEuceGqqTwoE9OM3lxIP8kLLzUNVY2anzwS>

Meeting Minutes

Committee Members Present: Augusta Haydock, Chairperson, Samantha Dutra, Caryn Malloy, Jack Jones, Barbara Boltz , Andrea Haas
Others Present: Recreation Director Joseph Connelly, Kate Bender, Jessica Kaplan, Stephanie Bensadoun, Lesley Chuang

Introductions and Q & A – Recreation Director, Joseph Connelly

Augusta Haydock thanked Mr. Connelly for being present and asked him to introduce himself to the Committee. Mr. Connelly explained that he has worked on and off for the Town for the past 20 years. He most recently worked as the Senior Executive Director of the Greater Boston YMCA. He was appointed to be the Director of Recreation in May of 2020 for the third time and explained that, after many years in the recreation field, he knows the position in Arlington was his favorite of his career and he is very happy to be back.

Mr. Connelly explained that his department has 10 Full Time Employees and over a hundred seasonal employees; the department runs over 200 programs a year, manages the Ed Burns Arena, After School Programs, Summer Camps and has oversight of 26 parks and playgrounds. Mr. Connelly then explained his hiring and recruitment process. Traditionally preference is given to Arlington residents but lifeguards, who are particularly hard to recruit, are from all over Massachusetts. With regard to lifeguards Mr. Connelly intends to offer scholarships to interested students. Caryn Malloy and Mr. Connelly indicated they would reach out to Director of Diversity Equity and Inclusion Jillian Harvey to connect with groups at Arlington High School who might help get some interest and also with the recruitment of a more diverse applicant pool. The Committee thanked Mr. Connelly for his time; he left the meeting at 8:07 pm.

Minutes

Barbara Boltz moved approval of the February 10, 2021 minutes.

SO VOTED

Current Job Openings

The Committee reviewed current job openings.

Caryn Malloy explained that the application period for the statewide exam to become a police officer had recently opened up. She plans to meet with Police Chief Julie Flaherty and Director

of Diversity Equity and Inclusion Jillian Harvey to strategize on ways to diversify our applicant pool for police officer.

Current Bid Projects

Caryn Malloy explained that there were no recent updates to the Arlington High School rebuild project as the General Contractor, Consigli Construction, is in the process of transitioning and training its contractors and subcontractors to use state standard form which most accurately reports the hours worked on the project by minority and female workers. The state mandates goals of 15.3% for minority workers and 6.9% for female workers on the project.

Samantha Dutra left the meeting at 8:40 pm.

School Diversity Task Group (SDTG)

Barbara Boltz reported that the group plans to meet on March 22nd to make plans for their annual Diversity Coffee which, due to the Covid-19 Pandemic, will be held virtually. The annual event is for prospective Arlington Public Schools employees. Outreach is done through job fairs.

Other Business

Augusta Haydock thanked the non-member guests for their presence at the meeting.

Barbara Boltz moved to adjourn the meeting at 8:54 p.m.

Caryn Malloy
Equal Opportunity Officer