



Equal Opportunity Advisory Committee (EOAC)

Date: Wednesday, February 8, 2023
Time: 7:30 P.M.
Location: Via Zoom

<https://town-arlington-ma-us.zoom.us/meeting/register/tZUucuCoqDgvGNA9V2IG9WZdDHLhj-IBxyG2>

Meeting Minutes

Committee Members Present: Augusta Haydock, Chairperson, Caryn Malloy, Samantha Dutra, Jack Jones, Kate Bender, Lesley Chuang

Committee Members Absent: Andrea Haas

Augusta Haydock reviewed the remote meeting law guidelines.

Minutes

Jack Jones moved approval of the October 12, 2022 minutes.

SO VOTED

Current Job Openings

The Committee received updates on hiring from Caryn Malloy on the Town Manager Search and Assistant Town Clerk. It continues to be a challenging labor market and the Town is carrying 35 vacancies. The Town is having particular difficulty hiring for positions in public works (truck drivers) and facilities (plumbers and electricians).

Current Bid Projects

The Committee reviewed the workforce numbers for the Arlington High School Project; as of January 2023 23.9% of the hours (down from 24.9% in July) on the project are attributed to People of Color and 3.3% of the hours (up from 3.2% in July) on the project are attributed to women. The Committee also reviewed workforce reports on the reconstruction of the Public Works building; as of August 19.02% (up from 18.63% in August 2022) of the hours on the project are attributed to People of Color and under 1% of the hours on the project are attributed to women.

The Committee asked that the Town's new Purchasing Officer, Mary Ellen De Natale be invited to the March meeting.

School Diversity Task Group (SDTG)

Member Kate Bender reported on a meeting she attended earlier in the week. The SDTG have been discussing action steps resulting from the schools equity audit conducted in the fall of 2022. The SDTG plans to host a coffee on April 1st, as they have in years past, for potential teaching candidates of diverse backgrounds; the district is also considering partnering with another school district in order to strengthen recruitment efforts. Kate also shared with the Committee that the METCO program must apply for funding annually; this year METCO Day at the State House is March 21st. There are 71 METCO students in Arlington, 24 of whom are at Arlington High School.

Other Business

The Committee discussed pursuing a Select Board proclamation for retired committee member Barbara Boltz.

The Committee also discussed whether it would be meeting virtually or in person in the spring; the fact that the Annual Town Meeting will be held in person this year has an impacts the availability of members to meet in person.

Kate Bender moved to adjourn the meeting at 8:28 pm

Caryn Malloy
Equal Opportunity Officer