



Equal Opportunity Advisory Committee (EOAC)

Date: Wednesday, September 9, 2022

Time: 7:30 P.M.

Location: Virtual Meeting Via Zoom:

<https://town-arlington-ma-us.zoom.us/join/9876543210>

Meeting Minutes

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

Committee Members Absent: Samantha Dutra

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

Minutes

Kate Bender moved approval of the April 13, 2022 minutes. SO VOTED

Other Business

Augusta Haydock announced that long time member Barbara Boltz retired from the Committee in July; Barbara was appointed to the EOAC in 1995 and she will be greatly missed. Augusta asked on behalf of the Committee that a letter of appreciation be sent from the Town Manager to Barbara thanking her for her many years of service to Arlington.

Current Job Openings

The Committee received updates on hiring from Caryn Malloy on Deputy Town Manager/Finance Director, Director of Planning and Community Development and Director of Libraries; there remain over twenty vacant positions in the Town. Caryn Malloy showed data provided by the Commonwealth's Human Resources Division on applications for State, Municipal and Transit Police for 2013 to 2021. Exam applications dropped from a high of almost 18,000 in 2013 to ~10,000 in 2021; during that period of time the number of disabled veteran applicants held steady at around 3,000 but within that group the percentage of disabled veterans of color rose from 20 percent to almost 30 percent.

Current Bid Projects

The Committee reviewed the workforce numbers for the Arlington High School Project; as of July 2022 24.9% of the hours (up from 22% in April) on the project are attributed to People of Color and 3.2% of the hours (up from 3% in April) on the project are attributed to women. The Committee also reviewed workforce reports on the reconstruction of the

Public Works building; as of August 18.63% (up from 17% in April 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 Town is contracted to renovate Hurd Field; Caryn Malloy will follow up on whether the project falls under the purview of the Committee. Augusta Haydock asked whether or not any of the other School Playground renovations (Peirce, Stratton) also fall under the purview of the Committee.

School Diversity Task Group (SDTG)

Member Kate Bender attended a meeting with now retired member Barbara Boltz in the spring of 2022; Kate will be attending a meeting of the SDTG in the upcoming weeks.

Other Business

Caryn Malloy informed the Committee that the Town has allocated ARPA funds to engage in Diversity, Equity and Inclusion Training for all town employees. The Town is working with the firm Strategy Matters to facilitate 16 workshops with the goal of training over 300 town employees.

The Committee then discussed the possibility of conducting the November meeting in person. The Committee asked Caryn Malloy to confirm whether we are required to offer hybrid participation of an in person meeting.

Jack Jones moved to adjourn the meeting at 8:24 pm

Caryn Malloy
Equal Opportunity Officer