

## **Employment Diversity Committee of the DICR Commission**

January 12, 2016, 1:00 p.m. – 2:30 p.m.

Brookline Public Health Building – Small Conference Room, Ground Floor

**Committee Members Present:** Sandy Batchelder, Alex Coleman, Kelly Race

**Committee Members Absent:** Ginny Vaz

**Also present:** Lloyd Gellineau, Director of Diversity, Inclusion and Community Relations, Kea van der Ziel, Ruthann Sneider

**Reporter:** Kelly Race

### **Minutes**

The Committee approved the minutes of the 12/9/15 meeting.

**Equal Employment Opportunity (EEO) Statement Proposal** – Sandra DeBow had sent Lloyd a letter to our committee yesterday with a proposal to integrate our requests with the attorney's concerns. Our committee agreed to remove "citizenship status". We agreed to put "including pregnancy" in parentheses after gender. We agree on Sandra's addition at the end of the statement to cover the CORI law. Kelly will send the final version to the committee and Sandra. We will ask for the full commission's approval at our next meeting.

After Sandra left the meeting we reviewed the EEO footer that now appears on all job posting. It says:

"The Town of Brookline is an equal opportunity employer and dedicated to a culturally diverse workplace. We strongly encourage applications from minorities, women, individuals with disabilities and veterans."

We would like to remove the word "culturally" and change "workplace" to "workforce". We were also concerned that the statement encourages applicants from some protected classes but not others. We propose it would read:

"The Town of Brookline is an equal opportunity employer and dedicated to having a diverse workforce. We strongly encourage applications from all members of Brookline's protected classes."

We will review this with the Commission.

### **EEO Policy**

We reviewed and edited approximately one page of the EEO Policy document. This was less progress than last meeting as we were trying to compare 3 versions of the policy. We agreed that at the next meeting we will work from the approved version of the policy.

Kelly will make the changes we have made so far, tracking the changes in the document. Kelly will distribute to the committee before the next meeting.

The next meeting will be on Thursday, February 4 from 1:30 – 3:30 p.m. The agenda will be the same as this meeting's agenda.