



HUMAN RESOURCES BOARD  
Brookline Town Hall  
333 Washington Street  
Brookline, MA 02445

Edward DeAngelo, Chair  
Lori Cawthorne  
Gerald Raphael  
Dana Teague  
Elizabeth Venti

**Town of Brookline  
Human Resources Board  
Tuesday, February 9, 2016  
7:00 PM  
Town Hall – Room 214**

**Present:** Edward DeAngelo, Elizabeth Venti, Gerald Raphael, Dana Teague

**Absent:** Lori Cawthorne

**Also Present:** Sandra DeBow, Director of Human Resources, Marjie Lalli, Human Resources; Bobbie Knable, Advisory Committee

**Upon motion duly made and seconded, with a roll call vote, it was moved that the Human Resources Board go into EXECUTIVE SESSION. Chairman Edward DeAngelo then stated the reason(s) for Executive Session: Step Two Grievance(S)**

**The Human Resources Board (WILL) RECONVENE in Open Meeting after the Executive Session.**

**Overview of new Diversity, Inclusion and Community Relations Office**

Dr. Lloyd Gellineau, the Director of the Diversity, Inclusion and Community Relations (DICR) Office, described the work that he and the DICR Commission have been doing in the last two years. He explained how the DICR has undergone successive transitions from the Human Relations/Youth Resources Department to the Division of Human Relations-Youth Resources (within the Health and Human Resources Department) (Nov. 2013) to the current, DICR Office (May 2014), which resides in the Selectmen's Department with the Legal and Human Resources Offices.

He described the work his office has been accomplishing, the Commission has been accomplishing, barriers and opportunities and his hopes for the future. Dr. Gellineau

explained that his office deals with issues that come up regarding diversity. He explained the importance of getting accurate data and statistics

Dr. Gellineau explained that his office is staffed with two full time employees and one part time employee along with interns.

**Classification of New Position:**

**Assistant Director, Diversity, Inclusion and Community Relations**

Dr. Gellineau described the need to create a new position of Assistant Director, Diversity, Inclusion and Community Relations Office.

Sandra DeBow explained that in July 2013, the HR Board, reviewed and approved the creation of positions that support the HRYR Division, including the Human Relations and Human Services Administrator, (T-11), the Human Services Specialist (T-4) and a Senior Public Health Specialist, (GN-10). Once it was elevated to an office, the DICR has continued to be staffed with those same positions.

Dr. Gellineau explained the need to create a new Assistant Director to assist him in the various policy and high level administrative duties. The current incumbent in that role is the Human Services Specialist (T-4). The incumbent has assisted the Director in the development of the Division/Office since its inception.

Sandra DeBow recommended grading the position of Assistant Director at a grade T-7 effective July 1, 2016.

**Upon motion duly made and seconded, the Human Resources Board to classify the position of Assistant Director, Diversity, Inclusion and Community Relations as a Grade T-7 effective July 1, 2016.**

**Human Resources Update**

Sandra DeBow described the various ways in which the Policy against Discrimination should be updated and asked if the Policy subcommittee to work with her on its revisions.

**There being no further business, Edward DeAngelo moved to adjourn the meeting which was unanimously approved.**