

## **Brookline Commission for Diversity, Inclusion, and Community Relations Meeting**

March 16, 2016, 6:30 – 8:30 p.m.

Town Hall – Room 103

**Commissioners Present:** Sandy Batchelder, Malcolm Cawthorne, Alex Coleman, Ernest Frey, Brian Myles, Tony Naro, Enid Shapiro, Dwain Tyndal, Kea van der Ziel, Ginny Vaz

**Liaisons and Staff Present:** Ben Chang – School Committee, Lloyd Gellineau - Director of Diversity, Inclusion, and Community Relations, Bernard Greene – BOS

**Commissioners Absent:** Wesley Chin, Kelly Race

**Liaisons Absent:** Michael Gropman - Police Department

Reporter: Ernie Frey

### Minutes

Meeting called to order by Alex Coleman, Chair, at 6:35 p.m.

Motion to appoint Ernest Frey to take the minutes for tonight's meeting: Approved.

Minutes of previous meetings approved:

12/16/2015 – 3 Abstentions

01/04/2016 – 3 Abstentions

01/27/2016 – 2 Abstentions

Brian raised an issue regarding the review of minutes. It was agreed that drafted minutes would be circulated to all commissioners and liaisons for review, with revision recommendations to be returned to the drafter. All revision recommendations would be voted on by the commissioners at a subsequent meeting of the commission.

### **Reports:**

**Fair Housing:** Next meeting will be March 25.

**Complaint Process:** Group is meeting on average twice monthly. Complaint screening process has been drafted for all three of the complaint classifications specified in the by-law. Final review expected to be completed at next meeting of the group, with intention of having the final proposals mailed to all by Lloyd, and consideration at the next full meeting of the Commission. Complainants would also receive an information package, naming other possible avenues of relief, such as MCAD or ACLU.

**Outreach:** Has not met in a while. Expect to meet prior to next meeting of full Commission.

**Employment Diversity:** Working to revise EEO policy. Revised statement shall be shared with Human Resources, and then to full Commission. Next meeting is to be April 25. Lloyd will circulate information relating to the revision.

(At this point, there was a short intermission to have picture of Commissioners taken for the Town's Annual Report.)

**School Concerns:** Ben Chang reported on the School Superintendent search process by the School Committee. Twenty nine applications were received by the School Committee, and of these, ten (three women, seven men, three minority) were deemed fully qualified. This ten was pared down to four who were invited to final interviews. One of these withdrew, leaving three who were presented to the school administrators and teachers, and to the citizens of the town in open meetings. The School Committee shall be making final selection in one of their next couple of meetings.

The School Committee feels strongly that this process was fair to all applicants and will result in a most appropriate individual to serve the town as School Superintendent.

**BoS Liason:** The School Committee should be credited with the excellent process they created for the Superintendent Search. Also, the Board is reviewing the anti-discrimination policy of the town, working with the Human Resources Board. This matter will be on the agenda of the BoS after the next meeting. Tony asked whether a zero tolerance for discrimination was included in the statement; the answer was no. Bernard, discussing the MCAD suit against the BoS, reported the January 5 Commission Statement to be a “starring feature”.

DICR Liason: Collaborating with Alicia Hsu on a program “Our Stories, Friends and Families: How to talk about Race.”

The meeting was adjourned at 8:30 p.m. by Alex Coleman, Chair.