

Employment Diversity Committee of the DICR Commission

May 11, 2016, 1:30 p.m. – 3:00 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, Sandra DeBow, Frank Farlow

Reporter: Kelly Race

Minutes

EEO Policy

Kelly informed Sandra that it is the committee's intention not to develop a separate Affirmative Action Policy. We have strengthened the EEO Policy and plan to prepare on-going recommendations for improving diversity recruiting efforts. Frank suggested we check with Town Counsel since the Affirmative Action policy is part of the Commission's by-laws.

Sandra had some concerns about the required consultation with the Commission. She wanted us to know that Town Counsel will look at this to ensure it is consistent with the by-laws. Sandra will also talk with Town Counsel about the legal implications of the changes from "will" to "shall" in the wording of the Policy.

Sandra shared her concerns and wants us to be aware that the training that we are requiring in the policy may require negotiation with the unions and additional budget.

Sandra suggested some edits which we worked to incorporate into the EEO Policy.

Kelly will make the agreed edits and send to the Committee, Sandra, and Lloyd. Lloyd will send the revised EEO Policy to the Commission for the Disabled and the Commission for Women. We will present the policy to the Commission at the next meeting. After incorporating any additional edits, we will have the policy reviewed by Town Counsel and the Human Resources Board.

EEO Statement

We asked Sandra about the EEO statement on the Town's website. Sandra was sure that it had been changed and will follow up with IT.

Meeting Minutes

The Committee approved the minutes of the 4/25/16 meeting.

Next Meeting

The next meeting will be on Wednesday, June 8 from 1:30 – 3:00 p.m.