

## BROOKLINE ADVISORY COMMITTEE

### Human Services Subcommittee

#### Report on Office of Diversity, Inclusion and Community Relations FY 22 Budget

The Human Services Subcommittee held a virtual public hearing on the FY2022 budget of the Office of Diversity, Inclusion and Community Relations (ODICR) on Thursday, March 11, 2020 at 6:00 PM.

Attendees included ODICR Director Lloyd Gellineau, Ph.D.; Assistant Director Caitlin Starr; Deputy Administrator Melissa Goff; Select Board member John VanScoyoc; AC member Carla Benka (TMM 13); and Human Services Subcommittee members David-Marc Goldstein (TMM 8), Susan Granoff (TMM 7), Kim Smith (TMM 6), and Claire Stampfer (TMM 5).

### FY22 Budget

The proposed FY22 budget represents a \$1,610 (0.48%)<sup>1</sup> reduction over the FY2021 budget and approximately a 10% reduction over the pre-COVID budget. Salaries, which account for nearly 92% of the budget, decrease by \$1,610 (0.53%). There are 3.72 full-time equivalent (FTE) staff--Director Lloyd Gellineau, who also serves at the town's chief diversity officer; Assistant Director Caitlin Starr; part-time ADA Coordinator and Community Relations Specialist Sarah Kaplan;<sup>2</sup> and a newly hired full-time Community Engagement Strategist Carolina San Miguel--as well as two interns. Costs for other expenditure classes--Services, Supplies, Other), and Budgeted Capital--remain unchanged. Below is a summary of FY22 ODICR budget, a more detailed delineation of which appears on page IV-119 of the FY-2022 Financial Plan.

FY 22 Budget: Office of Diversity, Inclusion and Community Relations					
Expenditure Class	FY20 Actual	FY21 Budget	FY22 Budget	2021-22 Actual vs Budget	2021-22 Actual vs Budget %
Salaries	237,802	306,001	304,391	-1,610	-0.53%
Services	7,198	20,000	20,000	0	0.00%
Supplies	5,257	3,000	3,000	0	0.00%
Other	6,456	3,000	3,000	0	0.00%
Budgeted Capital	468	875	875	0	0.00%
TOTAL	257,180	332,876	331,266	-1,610	-0.49%

### Discussion

Dr. Gellineau highlighted FY21 activities and accomplishments and FY22 objectives.<sup>3</sup> The ODICR "promote[s] events and activities that aid the Brookline community to become more culturally competent and to be informed of the achievements and the barriers faced by our protected classes." It "work[s] with community entities to examine quality of life barriers due to racial inequities or discrimination based on protected class status." ODICR approaches its charge in various ways. ODICR provides staff support to such Town bodies as the Commission on Diversity, Inclusion and Community Relations (CDICR), the Commission for Disabilities, the Brookline Commission for Women, the Martin Luther King Celebration Committee, the Age Friendly Cities Committee, Indigenous People's Day Committee, and Hidden Brookline. It

<sup>1</sup> This figure corrects the -0.49% listed in FY-2022 Financial Plan and online.

<sup>2</sup> Handicapped parking fines cover a portion of Ms. Kaplan's salary.

<sup>3</sup> Town of Brookline FY-2022 Financial Plan, pp. IV-17-IV-18 and Town of Brookline ODICR Budget Review, presentation by Lloyd Gellineau, Ph.D., March 9, 2021.

provides the community with diversity and inclusion themed virtual exhibits on the Brookline is My Home webpage and the monthly Community Quiz on aspects of diversity and inclusion. In addition, ODICR works with other Town and community groups and supports such programs as the Annual Youth Award and Lunar New Year events. It collaborated with CDICR to produce the Town-wide Community Engagement Plan; analyze Town employment trends (also with Human Resources); and finalize the Racial Equity Advancement Fund process. It continued working with the Racial Equity Consultant on the Comprehensive Racial Equity Audit, which will it hopes to complete by late April. It also worked with the Economic and Community Development Division to provide businesses with information and resources to increase physical access and inclusion in local businesses and to assess the Town's use of Disadvantaged Business Enterprises (DBEs) and determine ways to increase opportunities for them in Brookline. It provided staff support to Town-wide COVID mitigation efforts. Staff also provided support and consultation to individuals regarding discrimination and ADA non-compliance.

In addition to continuing the aforementioned cultural and community events and collaborating on the development of new ones, the highlights of DICR objectives for FY2220 include:

- To monitor and encourage civic participation in the Brookline community with increased emphasis on marginalized groups;
- To collaborate with Town agencies and organizations to increase voter participation with emphasis on young adult and low-income populations;
- To assist community groups and Town departments' efforts to increase affordable housing in Brookline and promote awareness of fair housing practices;
- To continue to monitor Town diversity and inclusion employment trends and evaluate and modify strategies to promote diversity in its workforce, boards, and commissions.
- To have each Town department develop and implement a diversity and inclusion goal;
- To have the Town adopt a data management system to track the diversity of vendors and contractors;
- To have the Town-wide community engagement process implemented by all Town departments;
- To implement action items provided by the racial equity consultant as warranted; and
- To implement the Racial Equity Advancement Fund and the Citizen Complaint Process, once finalized.

ODICR typically offers diversity training to Town departments on a voluntary basis and to the community at large. Human Resources provides information about discrimination and sexual harassment policy during an onboarding orientation. ODICR maintains a broad view of diversity. It was suggested that CDICR seek a representative from senior organizations to address overlapping concerns. Due to COVID and budget cuts, many community activities that ODICR typically supports could not be offered. Those activities that could be provided were done remotely; however, the personal connection "is lost on Zoom." When asked what he thought about the "Brookline Forward" proposal to consolidate agencies, including ODICR, into a single social services agency, Dr. Gellineau responded that he had "no problem" with his office "being part of a larger organization if it moved us forward and helped the Town." He viewed the use of Government Alliance on Race and Equity (GARE) tools as a component of the community engagement process and saw a need for more work on the ground to meet people and have personal exchanges. Ms. Starr mentioned that a survey of those who were not civically engaged found that childcare was the biggest barrier to civic engagement. "Technology

helps, but it is not perfect.” More hybrid meetings were suggested as a solution. Ms. Goff said that the idea was being explored.

When asked about complaints, Dr. Gellineau mentioned that most were ADA related, such as accommodations or physical barriers. There were not many employment discrimination ones coming through the office. When he gets a call or online complaint, he contacts the individual about giving a statement. He asks if he can reach out to the business. Often the individual only wants to file a complaint. In the last five years, there was only one case reported to the Massachusetts Commission Against Discrimination (MCAD). Dr. Gellineau concluded indicating that ODICR “gets by” on its budget, but a lot of its charges require additional resources, the costs of which Dr. San Miguel would help figure out going forward.

**Recommendation**

By a vote of 4-0, the Subcommittee recommends approval of the requested FY22 ODICR budget of \$331,266.