

Employment Diversity Committee of the CDICR

April 9, 2019, 1:30 p.m. – 3:00 p.m.

Public Health Building, Small Conference Room – Lower Level

Committee Members Present: Sandy Batchelder, Kelly Race

Also present: Lloyd Gellineau and Joan Lancourt

Absent: Kea van der Ziel

Reporter: Kelly Race

Minutes

Meeting with Jeana Franconi, Finance Director

Jeana started by telling us about her background. Has been with the town and in current role for 2 years. Prior to that was the Budget Director for Cambridge. In Cambridge, Jeana had an affirmative action plan.

Jeana described the work and employees in each of the Finance departments. There are many long term employees and not a lot of positions opening up for new hires. Has had success in bringing more racial diversity and language diversity into the department. It has been very helpful to have Russian and Chinese speakers in the department.

Jeana has found the applicant tracking system easy to use but it doesn't screen out enough unqualified candidates. The market is incredibly difficult, especially in filling managerial roles. The location of Brookline is a challenge (difficult to get to from most places). Jeana would be open if we can suggest professional associations.

Committee Goals

We working on modifying the committee goals to make them SMART.

Meeting Minutes

The committee approved the minutes of the 3/12/19 meeting.

Next Meeting

Our next meeting will be with Leigh Jackson from the Recreation department.