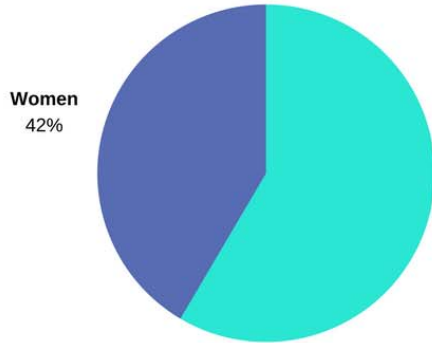


# BROOKLINE AT A GLACE

## DIVERSITY AMONG TOWN EMPLOYEES

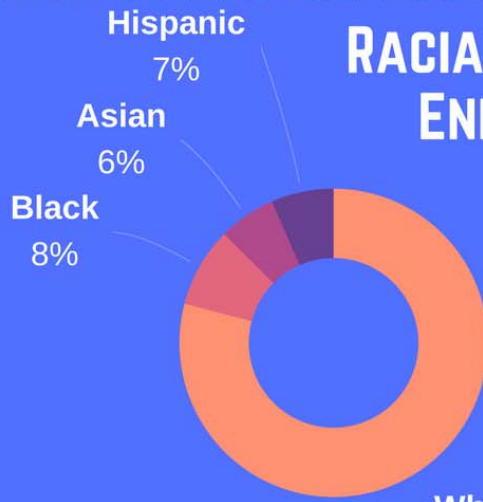
### GENDER DIVERSITY- END OF 2017



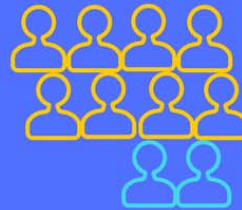
Of the 1,286 town employees working for the city of Brookline, 534 identified as women and 752 identified as men.

Men  
58%

### RACIAL DIVERSITY- END OF 2017



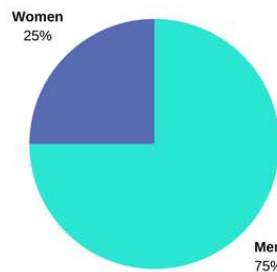
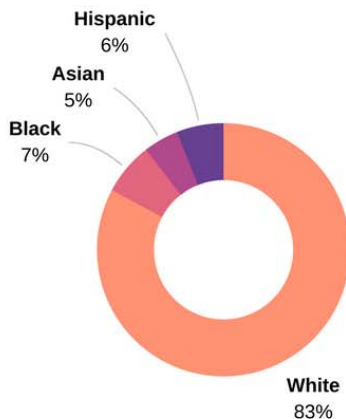
About 8 out of every 10 city employees are white



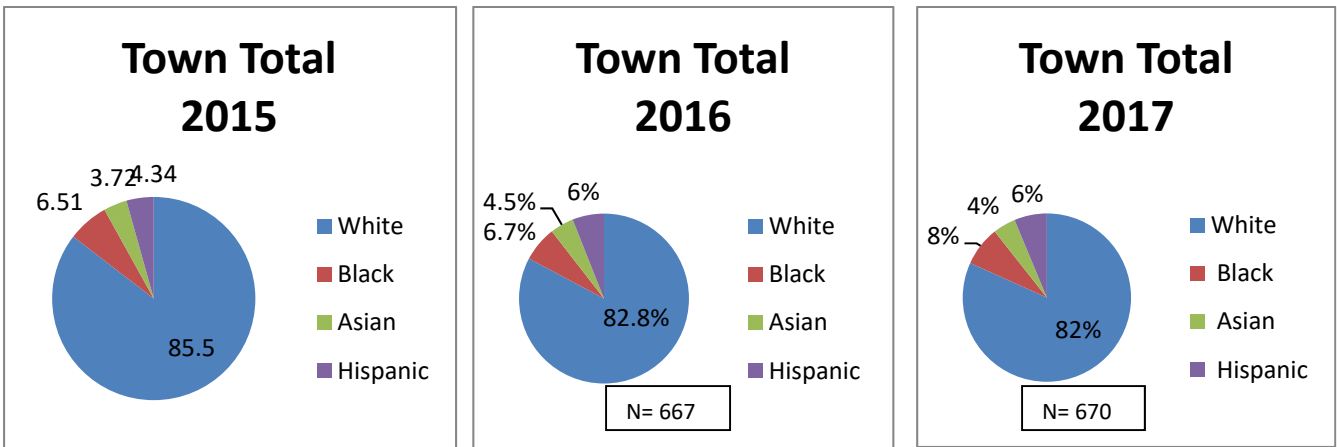
White  
79%

### DIVERSITY FIGURES- BEGINNING OF 2017

#### RACIAL DIVERSITY    GENDER DIVERSITY



**Total Full-Time Employees for 2015, 2016 and 2017**

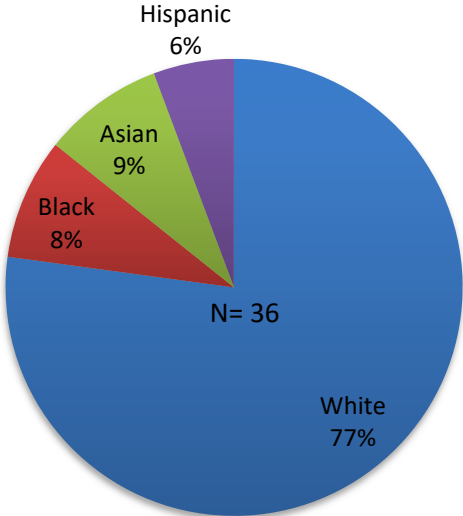


**Comparison of Brookline Full-time Workforce Composition and the MSA by EEO Racial Classification**

|          | <u>MSA</u> | <u>Brookline</u> | <u>N</u> | <u>Benchmark Status</u> |
|----------|------------|------------------|----------|-------------------------|
| White    | 74.5%      | 82.0 %           | 549.4    | <b>Exceeds</b>          |
| Black    | 7.2%       | 8.0%             | 53.6     | <b>Exceeds</b>          |
| Asian    | 7.0%       | 4.0%             | 26.8     | <b>Not Meet</b>         |
| Hispanic | 9.6%       | 6.0%             | 40.2     | <b>Not Meet</b>         |
| Male     | 51%        | 58.0%            |          | -----                   |
| Female   | 49%        | 42.0%            |          | -----                   |

**2016 N {W=552 B= 43.42 H= 40.2 A=30}**

# Library Admin. Diversity Report (End of 2017)



Diversity and Inclusion Plan- Year \_\_\_\_\_

Department \_\_\_\_\_

Goal # \_\_: \_\_\_\_\_

Plan: \_\_\_\_\_

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Progress Assessment-#1: \_\_\_\_\_

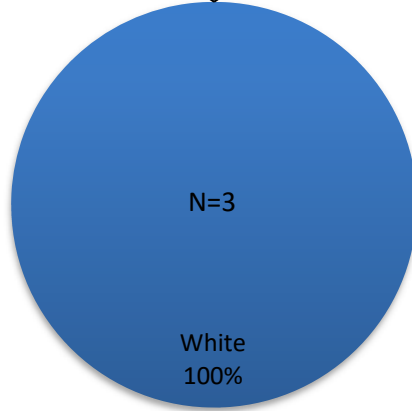
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# Brookline Retirement Board Diversity Report (End of 2017)

Asian 0% Black 0% Hispanic 0%



Diversity and Inclusion Plan- Year \_\_\_\_\_

Department \_\_\_\_\_

Goal # \_\_: \_\_\_\_\_

Plan: \_\_\_\_\_

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**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

**Progress Assessment-#2:** \_\_\_\_\_

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**Plan Modification:** \_\_\_\_\_

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**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

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**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

**Progress Assessment-#4:** \_\_\_\_\_

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**Plan Modification:** \_\_\_\_\_

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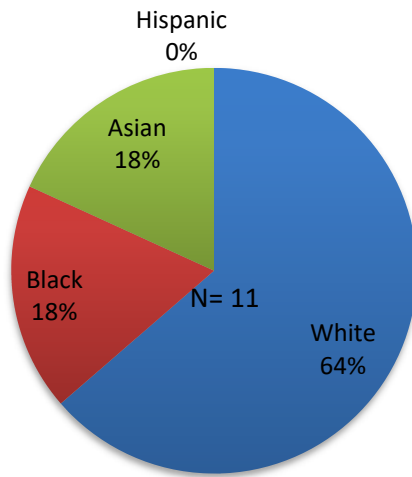
**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

Plan Approved by: Department Head: \_\_\_\_\_

Human Resources: \_\_\_\_\_

Reviewed by: Office of Diversity, Inclusion and Community Relations: \_\_\_\_\_

## Council on Aging Diversity Report (End of 2017)



Diversity and Inclusion Plan- Year \_\_\_\_\_

Department \_\_\_\_\_

Goal # \_\_: \_\_\_\_\_

Plan: \_\_\_\_\_

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**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

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**Plan Modification:** \_\_\_\_\_



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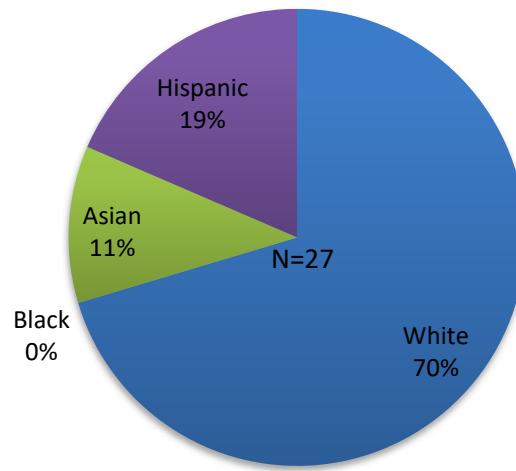
**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

Plan Approved by: Department Head: \_\_\_\_\_

Human Resources: \_\_\_\_\_

Reviewed by: Office of Diversity, Inclusion and Community Relations: \_\_\_\_\_

## Finance Diversity Report (End of 2017)



Diversity and Inclusion Plan- Year \_\_\_\_\_

Department \_\_\_\_\_

Goal # \_\_: \_\_\_\_\_

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**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

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**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

**Progress Assessment-#4:** \_\_\_\_\_

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**Plan Modification:** \_\_\_\_\_

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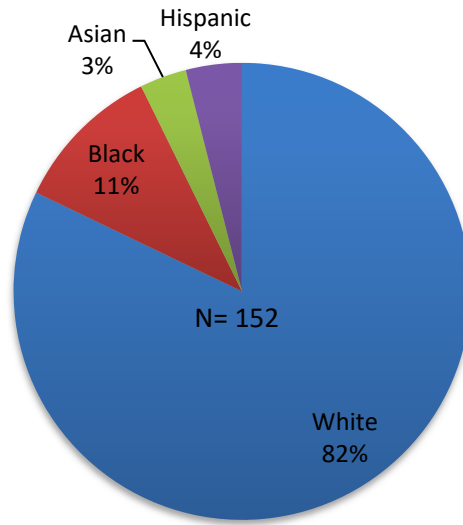
**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

Plan Approved by: Department Head: \_\_\_\_\_

Human Resources: \_\_\_\_\_

Reviewed by: Office of Diversity, Inclusion and Community Relations: \_\_\_\_\_

## Fire Diversity Report (End of 2017)



Diversity and Inclusion Plan- Year \_\_\_\_\_

Department \_\_\_\_\_

Goal # \_\_: \_\_\_\_\_

Plan: \_\_\_\_\_

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**Plan Modification:** \_\_\_\_\_

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**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

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**Plan Modification:** \_\_\_\_\_

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**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

**Progress Assessment #3:** \_\_\_\_\_

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**Plan Modification:** \_\_\_\_\_

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**Progress Assessment #4:** \_\_\_\_\_

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**Plan Modification:** \_\_\_\_\_  
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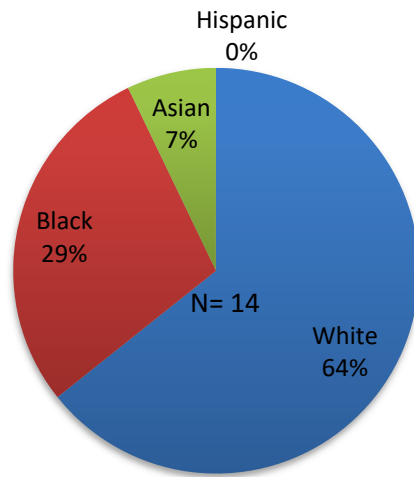
**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

Plan Approved by: Department Head: \_\_\_\_\_

Human Resources: \_\_\_\_\_

Reviewed by: Office of Diversity, Inclusion and Community Relations: \_\_\_\_\_

# Health Department Diversity Report (End of 2017)



Diversity and Inclusion Plan- Year \_\_\_\_\_

Department \_\_\_\_\_

Goal # \_\_: \_\_\_\_\_

Plan: \_\_\_\_\_

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**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

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**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

**Progress Assessment-#4:** \_\_\_\_\_

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**Plan Modification:** \_\_\_\_\_

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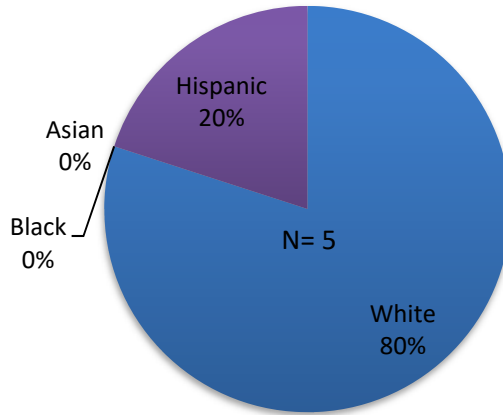
**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

Plan Approved by: Department Head: \_\_\_\_\_

Human Resources: \_\_\_\_\_

Reviewed by: Office of Diversity, Inclusion and Community Relations: \_\_\_\_\_

# Human Resources Diversity Report (End of 2017)



Diversity and Inclusion Plan- Year \_\_\_\_\_

Department \_\_\_\_\_

Goal # \_\_: \_\_\_\_\_

Plan: \_\_\_\_\_

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**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

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**Plan Modification:** \_\_\_\_\_

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**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

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**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

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**Plan Modification:** \_\_\_\_\_  
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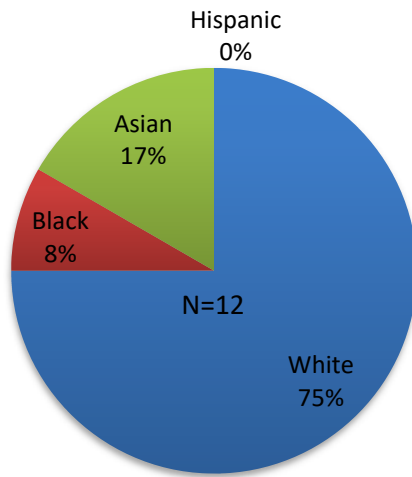
**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

Plan Approved by: Department Head: \_\_\_\_\_

Human Resources: \_\_\_\_\_

Reviewed by: Office of Diversity, Inclusion and Community Relations: \_\_\_\_\_

# Information Technology Diversity Report (End of 2017)



Diversity and Inclusion Plan- Year \_\_\_\_\_

Department \_\_\_\_\_

Goal # \_\_: \_\_\_\_\_

Plan: \_\_\_\_\_

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**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

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**Plan Modification:** \_\_\_\_\_

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**Plan Modification:** \_\_\_\_\_

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**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

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**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

Plan Approved by: Department Head: \_\_\_\_\_

Human Resources: \_\_\_\_\_

Reviewed by: Office of Diversity, Inclusion and Community Relations: \_\_\_\_\_



**Plan Modification:** \_\_\_\_\_

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**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

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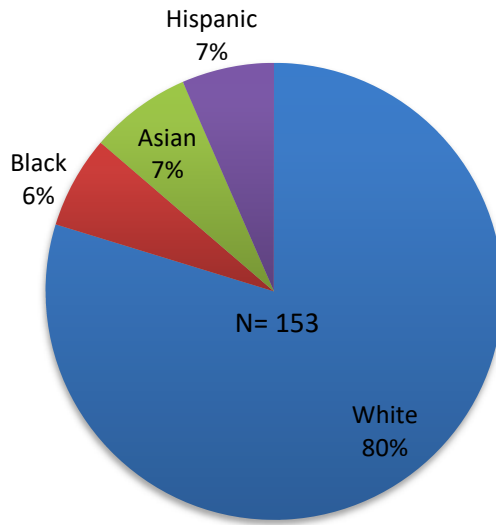
**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

Plan Approved by: Department Head: \_\_\_\_\_

Human Resources: \_\_\_\_\_

Reviewed by: Office of Diversity, Inclusion and Community Relations: \_\_\_\_\_

## Police Diversity Report (End of 2017)



Diversity and Inclusion Plan- Year \_\_\_\_\_

Department \_\_\_\_\_

Goal # \_\_: \_\_\_\_\_

Plan: \_\_\_\_\_

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**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

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**Plan Modification:** \_\_\_\_\_

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**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

**Progress Assessment #4:** \_\_\_\_\_

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**Plan Modification:** \_\_\_\_\_  
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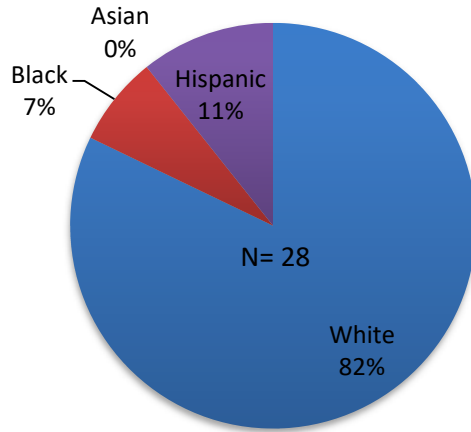
**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

Plan Approved by: Department Head: \_\_\_\_\_

Human Resources: \_\_\_\_\_

Reviewed by: Office of Diversity, Inclusion and Community Relations: \_\_\_\_\_

## Recreation Administration Diversity Report (End of 2017)



Diversity and Inclusion Plan- Year \_\_\_\_\_

Department \_\_\_\_\_

Goal # \_\_: \_\_\_\_\_

Plan: \_\_\_\_\_

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**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

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**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

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**Plan Modification:** \_\_\_\_\_

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**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

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**Plan Modification:** \_\_\_\_\_

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**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

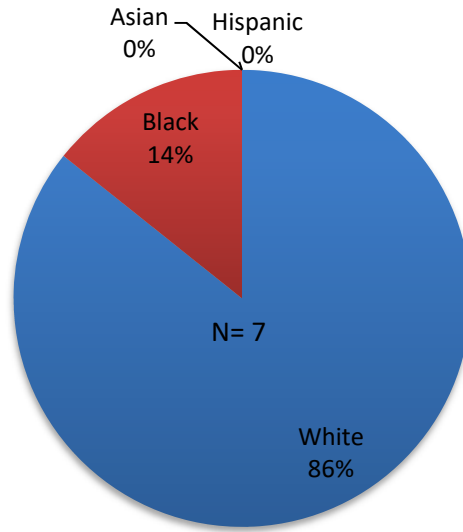
Plan Approved by: Department Head: \_\_\_\_\_

Human Resources: \_\_\_\_\_

Reviewed by: Office of Diversity, Inclusion and Community Relations: \_\_\_\_\_



## Town Clerk Diversity Report (End of 2017)



Diversity and Inclusion Plan- Year \_\_\_\_\_

Department \_\_\_\_\_

Goal # \_\_: \_\_\_\_\_

Plan: \_\_\_\_\_

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**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

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**Plan Modification:** \_\_\_\_\_

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**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

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**Plan Modification:** \_\_\_\_\_

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**Plan Modification:** \_\_\_\_\_

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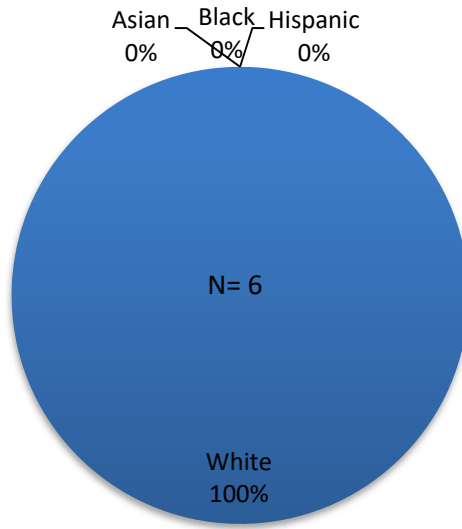
**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

Plan Approved by: Department Head: \_\_\_\_\_

Human Resources: \_\_\_\_\_

Reviewed by: Office of Diversity, Inclusion and Community Relations: \_\_\_\_\_

# Town Council Diversity Report (End of 2017)



Diversity and Inclusion Plan- Year \_\_\_\_\_

Department \_\_\_\_\_

Goal #\_\_ : \_\_\_\_\_

Plan: \_\_\_\_\_

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**Plan Modification:** \_\_\_\_\_

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**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

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**Plan Modification:** \_\_\_\_\_

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**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

**Progress Assessment-#4:** \_\_\_\_\_

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**Plan Modification:** \_\_\_\_\_

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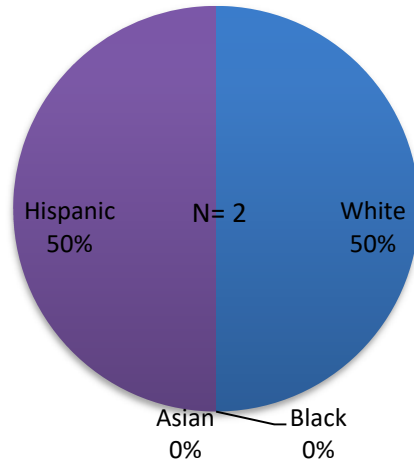
**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

Plan Approved by: Department Head: \_\_\_\_\_

Human Resources: \_\_\_\_\_

Reviewed by: Office of Diversity, Inclusion and Community Relations: \_\_\_\_\_

## Veterans Services Diversity Report (End of 2017)



Diversity and Inclusion Plan- Year \_\_\_\_\_

Department \_\_\_\_\_

Goal # \_\_: \_\_\_\_\_

Plan: \_\_\_\_\_

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**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

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**Plan Modification:** \_\_\_\_\_

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**Progress Assessment-#4:** \_\_\_\_\_

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**Plan Modification:** \_\_\_\_\_



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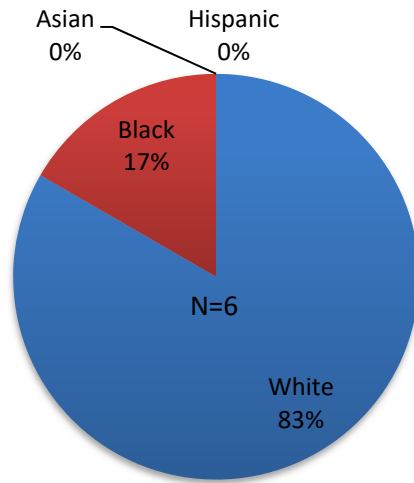
**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

Plan Approved by: Department Head: \_\_\_\_\_

Human Resources: \_\_\_\_\_

Reviewed by: Office of Diversity, Inclusion and Community Relations: \_\_\_\_\_

## Board of Selectment's Office Diversity Report (End of 2017)



Diversity and Inclusion Plan- Year \_\_\_\_\_

Department \_\_\_\_\_

Goal # \_\_: \_\_\_\_\_

Plan: \_\_\_\_\_

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Start Date: \_\_\_\_\_

Progress Assessment -#1: \_\_\_\_\_

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Plan Modification: \_\_\_\_\_

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**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

**Progress Assessment-#2:** \_\_\_\_\_

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**Plan Modification:** \_\_\_\_\_

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**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

**Progress Assessment-#3:** \_\_\_\_\_

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**Plan Modification:** \_\_\_\_\_

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**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

**Progress Assessment-#4:** \_\_\_\_\_

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**Plan Modification:** \_\_\_\_\_

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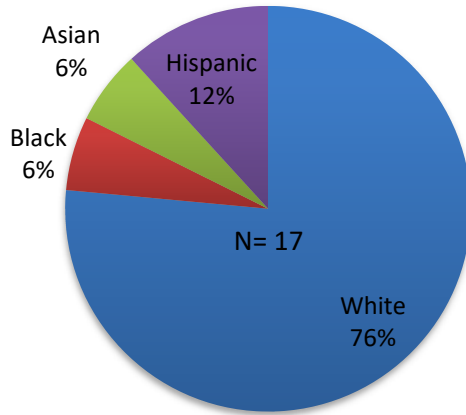
**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

Plan Approved by: Department Head: \_\_\_\_\_

Human Resources: \_\_\_\_\_

Reviewed by: Office of Diversity, Inclusion and Community Relations: \_\_\_\_\_

## Planning and Development Diversity Report (End of 2017)



Diversity and Inclusion Plan- Year \_\_\_\_\_

Department \_\_\_\_\_

Goal # \_\_: \_\_\_\_\_

Plan: \_\_\_\_\_

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Start Date: \_\_\_\_\_

Progress Assessment-#1: \_\_\_\_\_

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**Plan Modification:** \_\_\_\_\_

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**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

**Progress Assessment #2:** \_\_\_\_\_

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**Plan Modification:** \_\_\_\_\_

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**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

**Progress Assessment #3:** \_\_\_\_\_

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**Plan Modification:** \_\_\_\_\_

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**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

**Progress Assessment #4:** \_\_\_\_\_

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**Plan Modification:** \_\_\_\_\_  
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**Modification Implementation Date:** \_\_\_\_\_ **Date of Assessment** \_\_\_\_\_

Plan Approved by: Department Head: \_\_\_\_\_

Human Resources: \_\_\_\_\_

Reviewed by: Office of Diversity, Inclusion and Community Relations: \_\_\_\_\_