



Stanislaus County
Equal Rights Commission
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ANNUAL EQUAL RIGHTS REPORT FOR FISCAL YEAR 2009-2010

July 1, 2009 to June 30, 2010

The Chief Executive Office, the County’s Equal Rights Officer and Departmental Equal Rights Officers are pleased to present this Equal Rights Report to the Stanislaus County Equal Rights Commission. This document is intended to provide an overview of the Equal Rights Program within Stanislaus County and to highlight the progress made during Fiscal Year 2009-2010. It is also intended to confirm the Board of Supervisors’ commitment to a clearly defined Equal Opportunity Program to insure that all people will work under equal opportunity conditions and that employment decision in County Service are made in accordance with Equal Opportunity principles.

Included in this report are information and updates on Countywide Equal Rights activities including:

- County workforce statistics;
- Equal rights training;
- Annual EEO commitment statement;
- Complaint Resolution;
- Departmental Equal Rights Reports;
- Disability Awareness;
- Stanislaus County Dale Butler Equal Rights Award;
- Equal Rights Commission;
- Equal employment outreach and education;
- EEO Mission/Vision Statement;
- Diversity Week; and,
- Goals for 2010

1. County Work Force

As of June 30, 2010, Stanislaus County had a total of 3,708 full-time employees. The June 30, 2010 date is used for Federal EEO reporting. In addition, the County has tabulated recruitment data through June 30, 2010, which is used to calculate the workforce utilization numbers. The following data includes the 2000 Labor Market Census Data. The 2000 Census General Population is included for informational purposes only.

| | | | |
|--|---------------------------------------|---------------------------------|-------------------------|
| | 2000 Census General Population | 2000 Census Labor Market | County Workforce |
|--|---------------------------------------|---------------------------------|-------------------------|

| | | | |
|-------------------------|------|-----|-----|
| American Natives | 1% | 1% | 1% |
| Asian | 4% | 4% | 6% |
| Blacks | 2.5% | 2% | 3% |
| Hispanics | 30% | 28% | 26% |
| Females | 50% | 45% | 66% |
| Total Minority | | 25% | 36% |

Based upon the 2000 Labor Market Census Data for Stanislaus County the Equal Rights hiring goals were met for Asians, Blacks, and Females. Hispanics are underutilized by 2% overall. This is a decrease from our previous underutilization of 4% in 2008. Workforce utilization revealed that as of June 30, 2010, minority employees in the County stood at 36% which is slightly higher than 35% representation of the entire Stanislaus County labor force population.

2. Equal Employment Opportunity (EEO) Training

A total of 2,062 employee training hours were provided during this period to 797 County employees. The training courses covered four areas: Diversity, Disabilities Awareness, Effective Communication, Preventing Workplace Harassment, and AB 1825 Training for Supervisors.

Preventing Workplace Harassment replaced the previous non-mandatory Sexual Harassment training. This new course provides an overview of harassment, discrimination, and retaliation. The course also includes a focused discussion on the negotiated County’s Harassment Policy and Equal Opportunity Grievance Procedures including information on the process for filing a complaint.

Additionally, AB 1825 became effective January 1, 2005. AB 1825 requires that by January 1, 2006, an employer having 50 or more employees to provide at least 2 hours of interactive training and education regarding sexual harassment to all supervisory employees who are employed as of July 1, 2005, and to all new supervisory employees within 6 months of their assumption of a supervisory position. After January 1, 2006, each employer covered by this section must provide sexual harassment training and education to each supervisory employee once every 2 years. Four hundred thirty (430) employees attended AB 1825 training during this reporting period for a total of 860 training hours.

| Training Course | Number of Participants | Total Training Hours |
|---------------------------------|-------------------------------|-----------------------------|
| Diversity | 22 | 88 |
| Disability Awareness | 44 | 176 |
| Effective Communication | 171 | 684 |
| Preventing Workplace Harassment | 127 | 254 |
| AB 1825 | 433 | 860 |

The County continually evaluates and updates trainings in an effort to ensure we are providing quality training.

3. Annual EEO Commitment Statement

On February 3, 2009, the Chief Executive Office requested the Board of Supervisors to reaffirm its commitment to assuring non-discrimination and Equal Employment Opportunity in County government. Annually, the Equal Rights Commitment statement is disseminated to all County Departments and to local community organizations.

Current protected classifications include: race, ancestry, color, national origin, religion, physical or mental disability (includes persons with AIDS or those with a record of or regarded as having a substantially limiting impairment), or medical condition (cancer related), pregnancy related condition, marital status, sex, sexual orientation, age (over 40), or political action or belief. Later in 2009, genetic history was added to this list by the Equal Employment Opportunity Commission (EEOC) and is included in subsequent Annual EEO Commitment Statements.

Also, during 2009 labor negotiations many Non-Discrimination/Fair Representation sections of our negotiated Memorandums’ of Understanding (MOUs) were updated to reflect the protected classification as affirmed by the Board of Supervisors each year.

4. Equal Employment Opportunity (EEO) Complaints

Six complaints were filed with the Equal Employment Opportunity Commission (EEOC)/Department of Fair Employment and Housing (DFEH) in 2009. Complaints may include more than one charge per complaint. Of the six complaints filed with EEOC/DFEH, one required no response or action from the County. The other five, DFEH closed with no violation of the statute found.

| Protected Classification | Number of Charges |
|---------------------------------|--------------------------|
| National Origin/Race/Ancestry | 3 |
| Sex Discrimination | 4 |
| Age Discrimination | 2 |
| Disability Discrimination | 1 |
| Retaliation | 2 |

Under the County’s Equal Employment Opportunity Grievance Procedures, the County and/or County Departments reported sixteen complaints. The detail of these complaints is located in the individual department reports and included charges of gender, race, age, sex, and disability discrimination.

For any individual desiring to file either an informal or formal complaint under the County’s Equal Opportunity Grievance Procedures the steps may include:

- Consulting with the Complainant
- Advising the parties of all civil rights including the ability to file a complaint with the State Department of Fair Employment and Housing (DFEH) or the Equal Opportunity Employment Commission (EEOC)
- Make attempts to resolve the complaint, seek informal resolution of problems by facilitating open communications between the complainant and Department management

Additionally, the County Equal Rights Officer may:

- Review the case with the Departmental Equal Rights Officer
- Assign a person to conduct a prompt, impartial investigation
- Explore further the possibility of informal adjustment of the problems
- Present findings and recommendations

Should the complainant wish to appeal the County Equal Rights Officer decision he/she may appeal to the County's Chief Executive Officer and/or the County's Hearing Board. Attached to this report is the handout used in the Mandatory Harassment Training for Managers and Supervisors and the Preventing Workplace Harassment Course for all employees. This handout depicts an overview of the County's Grievance Procedures.

4. **Accessibility to the Disabled**

Disabilities awareness training, which is conducted by our local Disability Resource Agency for Independent Living (DRAIL), will continue to be provided this year. The County updated its Progressive Employment Program (PEP) in 2000 in an effort to promote increased employment opportunities for persons with disabilities.

5. **Stanislaus County Dale Butler Equal Rights Annual Awards**

This program continues to annually recognize our Department Heads and department representatives for promoting Equal Rights. The recipients of the Annual Equal Rights Awards in 2009 were Ramon Bawanan, Human Resources Manager with the District Attorney's Office and Brandi Welsh, Management Consultant with the Chief Executive Office.

This year, the County's Annual Equal Rights Award was changed to the Stanislaus County Dale Butler Equal Rights Award. Mr. Butler is being recognized for his years of service and dedication to the County's Equal Rights Program. These individuals were recognized at a special awards ceremony sponsored by the County's Equal Rights Commission.

6. **Stanislaus County Equal Rights Commission**

The Equal Rights Commission continued to be active this year in promoting Equal Rights goals and objectives in Stanislaus County. Our goal is to return to a full commission and to continue to strive for an active Equal Rights Commission in 2010/2011.

Commission members for 2009 were: Dionicio Cruz, Leslie Beggs, Jeremiah Williams, and Pamela Cullors.

7. **Equal Employment Opportunity Outreach/Education**

This is an area we will continue to monitor to ensure that the required Equal Employment Opportunity signage, i.e., posters/bulletins from the Equal Employment Opportunity Commission, Department of Fair Employment and Housing, other EEO enforcement agencies, and, memos from the County Chief Executive Officer, County Counsel and County Equal Rights Officer for non-discrimination are properly posted.

9. **EEO Mission/Vision Statement**

In February 2005, the Commission adopted the mission statement, “Stanislaus County’s Equal Rights Commission provides guidance and oversight in assuring equal opportunities and fairness in public services and employment.”

In June 2006, the Commission adopted a vision statement, “A Community free from discrimination in public service and employment.

11. **Diversity Awareness Week**

At the request of the County’s Equal Rights Commission the Board of Supervisors declared the week of September 27, 2009 through October 3, 2009 as Stanislaus County Diversity Awareness Week. This is the sixth year the County has celebrated diversity in conjunction with other local activities. Departments throughout the County organized activities and displays acknowledging and increasing awareness of the various diverse cultures that make our County a wonderful place to live. These countywide events help to educate staff and the public.

12. **Goals for Calendar Year 2010:**

In 2010, the Commission members and the County Equal Rights Officers will continue with the development of measurable goals through a strategic planning process and will continue to build on previous progress. We will return to a full and active commission. We will continue to provide quality EEO training to our employees, will continue to keep the number of EEO related complaints to a minimum consistent with prior years, and will strengthen partnerships with community based organizations who share our common interest in equal rights. Stanislaus County's Equal Rights Program focus has and will continue to be that of assuring non-discrimination in all aspects of our organization. Given the high level of support by the Board of Supervisors, Chief Executive Officer, and others in County government, we will continue to advance the principles of Equal Employment Opportunity throughout our work force.