



EQUAL RIGHT COMMISSION MEETING
Stanislaus County Learning Institute
Wednesday, April 15, 2007 - 3:30 P.M.

MINUTES

ATTENDANCE:

Commissioners –	
Ag Commissioner - Ann Juette	Aging & Veterans –
Alliance Worknet (DET) – Steve Hopkins	Assessor - Janice Reinking
Animal Services –	Behavioral Health - Linda Torres
Auditor – Jan Ingold	Clerk Recorder –
Child Support - JoAnn Sarhad	Community Services Agency - John Turner
Cooperative Extension - Debbie LaBarbara	County Counsel - Edward Burroughs
CEO – Kristi Amaral	CEO - Jody Hayes
CEO - Brandi Welsh	CEO – Jennifer Wharton
District Attorney - Ramon Bawanan	Environmental Resources – Merry Rorabaugh
General Services Agency – Donna Riley	Health Services - Phoebe Leung
Library – Donna Witt	Probation – Katty Sandhu
Planning – Marianne Rucker	Public Defender -
Public Works – Julie Serrano	Sheriff – Charles Grom
Stanislaus Regional 9-1-1 -- Jan James	Strategic Business – Marcia Cunningham
Treasurer – Vijay Chand	

CALL THE MEETING TO ORDER

Jody Hayes, County EEO Officer called meeting to order at 3:40 PM.

APPROVAL OF THE PREVIOUS MINUTES

Absence of a quorum – Unable to approve Minutes from June 20, 2007 meeting.

APPROVAL OF THE AGENDA

Absence of a quorum – Unable to approve Agenda from June 20, 2007 meeting.

DEPARTMENT EQUAL RIGHTS OFFICER REPORTS

- Jody Hayes, County Equal Rights Officer provided an update on Jonathan Rogers, former EEO Commissioner - Jonathan has stepped down from the commission. He has accepted a position with Stanislaus County.
 - Remember: Our cause is not related to how many commissioners show up. We can keep moving ahead.

- Jody introduced two new EEO Representatives: Donna Riley from the General Services Agency and Steve Hopkins from the Alliance Worknet. Also attending her first EEO meeting was Ann Juette from the Ag Commissioner's office.
- Jody announced and congratulated Marcia Cunningham on her recent promotion to Director of Strategic Business Technology.
- Shared copy of Final Draft of EEO Report for 2005/2006, and had open discussion – will try and bring draft of report to the next EEO meeting.
 - Format and content changed to make report easier to follow - Reviewed the new format
 - Brief discussion on Proposition 209 - Affirmative Action no longer around
 - Will research history of EEO Reports
 - Discussion on working with CEO Analyst to recruit too capture underutilized classifications
 - Two people equally matched, would filling underutilized classification be factored in?
 - Could this be considered reverse discrimination?
 - Workforce should be representative of the community
 - Report indicates population you want to target – don't necessarily have to hire
 - Bilingual specific recruitment way of capturing some underutilized classifications
 - Goal Teams – Report should provide a frame work for what we want to accomplish.
 - Each EEO officer has been given their department's demographics – any changes, let Brandi know, or will publish report as is.

EEO TRAINING

Jody Hayes, County Equal Rights Officer reviewed the EEO classes offered by the CEO-CARE Unit during the months of March – June 18, 2007.

Bridging Diversity – Last class was June 6, 2007 - 33 attended. Next scheduled training is .

Disabilities Awareness – Last class was May 9, 2007 - 16 attended. Next scheduled training is .

Gender Communications – Last class was May 10, 2007 - 18 attended. Next scheduled training is .

Preventing Sexual Harassment (non-mandatory class) – Last class was April 17, 2007 - 27 attended. The next scheduled training is .

Mandatory Sexual Harassment – Last class was April 19, 2007, and another training to be scheduled in the Fall.

- Please continue to encourage your staff to attend these very important EEO classes. EEO Commissioners are also encouraged to attend these classes.

EEO COMPLAINTS

- Received 1 complaint during the last quarter.
 - 1 – Age discrimination
 - Discussion regarding Probationary Release – Not all new hires are going to be successful

- Employee not receiving enough info on why released
- Employees only appeal process is to the Department of Fair Employment & Housing
- Hiring process issue – will be working with departments and employees - EEO process should not be utilized to deal with probationary issues
- EEO Goals Review – Jody Hayes, County Equal Rights Officer will contact Christy Kneller, in the CEO's office to discuss what is still needed from the group, and will report back.
- EEO Commissioners – Discussion on where and how to recruit commissioners.
 - Contact organizations like: DRAIL, Howard Training Center, Arc of Stanislaus – know of any community members who might be interested, have them apply
 - Application is online or can be picked up at Clerk of the Boards office
- California Public Employers Labor Relations Association (CALPELRA) conference update – John Turner, CSA EEO Officer reported on conference he attended and shared customer service handout.
 - Interested in additional information, contact John vial email: turnerj@co.stanislaus.ca.us
- Ramon Bawan, D.A. EEO Officer discussed program being offered through phone company. – Will send info on program to Jody and will forward some basic info to be shared with group.
- Distributed handout and reminded group that nomination for Equal Rights Award deadline is August 1, 2007.
- Cultural Awareness Week is coming up the end of October. Brandi will send out an email once the date is confirmed.

CORRESPONDENCE

No correspondence was received.

ADJOURNMENT

The meeting adjourned at 4:24 p.m. The next meeting will be August 15, 2007 at 3:30 p.m. located at Stanislaus County Learning Institute, 917 Oakdale Road, Modesto CA.

Respectfully Submitted, Fay Craft.