



**EQUAL RIGHT COMMISSION MEETING**  
**Stanislaus County Learning Institute**  
**Wednesday, April 18, 2007 - 3:30 P.M.**

**MINUTES**

**ATTENDANCE:**

Commissioners – Leslie Beggs, Bev Hatcher, Jonathan Rogers, and Jeremiah Williams  
Ag Commissioner - Aging & Veterans –  
Alliance Worknet (DET) – Steve Hopkins Assessor - Janice Reinking  
Animal Services – Angie Fancher Behavioral Health - Linda Torres  
Auditor – Jan Ingold Clerk Recorder – Monica Coryea  
Child Support - JoAnn Sarhad Community Services Agency - John Turner  
Cooperative Extension - Debbie LaBarbara County Counsel - Edward Burroughs  
CEO - Jody Hayes Health Services - Phoebe Leung  
CEO - Brandi Welsh District Attorney - Ramon Bawan  
Environmental Resources – Merry Rorabaugh Probation – Katty Sandhu  
Library – Donna Witt Public Defender -  
Planning – Marianne Rucker Public Works -  
Sheriff – Charles Grom Stanislaus Regional 9-1-1 -- Jan James  
Strategic Business – Terri Sanders  
Treasurer – Vijay Chand

**CALL THE MEETING TO ORDER**

Jody Hayes, County EEO Officer called meeting to order at 3:44 PM.

**APPROVAL OF THE PREVIOUS MINUTES**

Absence of a quorum – Unable to approve Minutes from February 21, 2007 meeting

**APPROVAL OF THE AGENDA**

Absence of a quorum – Unable to approve Agenda from February 21, 2007 meeting

**EEO TRAINING**

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

**Bridging Diversity** – Last class was March 27, 2007 - 33 attended. Next scheduled training is June 6, 2007.

**Disabilities Awareness** – Last class was February 2, 2007 - 16 attended. Next scheduled training is May 9, 2007.

**Gender Communications** – Last class was February 28, 2007 - 18 attended. Next scheduled training is May 10, 2007.

**Preventing Sexual Harassment** (non-mandatory class) – Last class was February 22, 2007 - 27 attended. The next scheduled training is April 17, 2007.

**Mandatory Sexual Harassment** – The next scheduled training is 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 2 complaints during the first quarter

1 – Perceived physical disability (employee felt employer perceived she had a disability)

2 – Age discrimination

## **GOALS**

### **Meeting Structure: (Future Meeting)**

- Christine Kneller, Sr. Management Consultant, CEO Office recapped EEO Goals as discussed at EEO meeting December 20, 2006.
  - Action Plans were presented - Changes were to be made and sent to Christy to compile (To date Christy has received Ramon Bawan's, DA EEO Rep)
  - Team coordinators to send most updated Action Plan to Christy by May 1<sup>st</sup> – She will start to put draft together
  - Bring draft to June meeting
  - Expectation is have completed in July
  - If adopted by Commission in August – Will do Board of Supervisor presentation in September or October (timed to coincide with Cultural Awareness Week)

## **DEPARTMENT EQUAL RIGHTS OFFICERS REPORTS**

- Distributed draft of Annual Equal Rights Report for 2005/2006 and reviewed report structure.
  - County statistics
  - EEO IV Reporting
  - Applications received in year 2006 (12,000)
- Department EEO Reps to audit drafts (provide information where required)
  - Departments to set goals to help overall Goals
  - List other EEO accomplishments
  - Submit to Brandi/Fay by May 1st
- Discussion on how to read/interpret Equal Rights Report
  - Break out table so that it is general by category
  - Suggestion: Retitle Table, so clear that it refers to Recruitment's
  - Add an index – 355 classifications in county
  - Break categories down by Administrator, Professional, Clerical by department
  - What class belongs to each category?
  - Start adding trending and historical performance

- Identify if Full-Time only
- What does EEO IV report consist of

## **CORRESPONDENCE**

No correspondence was received.

Jody Hayes, County Equal Rights Officer made an announcement regarding the upcoming CAERP Conference June 6<sup>th</sup> – 8<sup>th</sup> in San Diego. If you attend, Jody asked that you bring information back to share with the group.

## **ADJOURNMENT**

The meeting adjourned at 4:15 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.