



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 1st – 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 6th – 8th 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.