



**EQUAL RIGHT COMMISSION MEETING**  
**Stanislaus County Learning Institute**  
**Wednesday, June 20, 2007 - 3:30 P.M.**

**MINUTES**

**ATTENDANCE:**

Commissioners – Jeremiah Williams	Aging & Veterans –
Ag Commissioner - Ann Juette	Assessor - Janice Reinking
Alliance Worknet (DET) – Steve Hopkins	Behavioral Health - Linda Torres
Animal Services –	Clerk Recorder –
Auditor – Jan Ingold	Community Services Agency - John Turner
Child Support - JoAnn Sarhad	County Counsel - Edward Burroughs
Cooperative Extension - Debbie LaBarbara	CEO - Jody Hayes
CEO – Kristi Amaral	CEO – Jennifer Wharton
CEO - Brandi Welsh	Environmental Resources – Merry Rorabaugh
District Attorney - Ramon Bawanan	Health Services - Phoebe Leung
General Services Agency – Donna Riley	Probation – Katty Sandhu
Library – Donna Witt	Public Defender -
Planning – Marianne Rucker	Sheriff – Charles Grom
Public Works – Julie Serrano	Strategic Business – Marcia Cunningham
Stanislaus Regional 9-1-1 -- Jan James	
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 April 18, 2007 meeting.

**APPROVAL OF THE AGENDA**

Absence of a quorum – Unable to approve Agenda from April 18, 2007 meeting.

- Recommendations for future Agendas – report training and complaints quarterly

**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](mailto: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.