



EQUAL RIGHT COMMISSION MEETING
Stanislaus County Learning Institute
Wednesday, August 20, 2008 - 3:30 P.M.

MINUTES

ATTENDANCE:

Commissioners – Dionicio D. Cruz, Leslie Beggs, Jeremiah Williams	
Ag Commissioner - Denny Hoeh	Aging & Veterans – Bipin Surti
Alliance Worknet (DET) – John E.	Assessor – Glafira Villalobos
Animal Services – Mavis Williamson	Behavioral Health -
Auditor – Jan Ingold	Clerk Recorder –
Child Support - JoAnn Sarhad	Community Services Agency – Kym Vieira
Cooperative Extension -	County Counsel - Edward Burroughs
CEO - Jody Hayes	CEO - Brandi Welsh
District Attorney - Ramon Bawanan	Environmental Resources – Merry Rorabaugh
General Services Agency – Donna Riley	Health Services – Sue Herzog
Library –	Probation – Katty Sandhu
Planning – Marianne Rucker	Public Defender -
Public Works – Julie Serrano	Sheriff – Marcus Wirowek
Stanislaus Regional 9-1-1 -- Jan James	Strategic Business – Dean Platt
Treasurer –	

CALL THE MEETING TO ORDER

- Jody Hayes, County EEO Officer called meeting to order at 3:38 PM

INTRODUCTION OF GUESTS

GUESTS' AND STAFF COMMENTS

APPROVAL OF THE PREVIOUS MINUTES

Had a quorum - Approval of:
June 18, 2008 Minutes – Yes

APPROVAL OF THE AGENDA

Agenda was approved.

EEO TRAINING

Bridging Diversity – Last class was June 5, 2008- 19 attended. Next class is October 17, 2008

Disabilities Awareness –The class scheduled for May 14, 2008 was canceled due to low enrollment. Next training scheduled for August 13, 2008.

Gender Communications - Last class was May 13, 2008, and 21 attended. Next training scheduled for 3rd or 4th quarter. No dates yet.

Preventing Sexual Harassment (non-mandatory training) - The last class was July 22, 2008, 22 attended.

Mandatory Sexual Harassment –The last training was April 3, 2008, 191 attended. County Counsel will offer this training again October 2, 2008.

EEO COMPLAINTS

- Jody reviewed the summary as of August 20, 2008.
- 5 Complaints filed with EEOC-from employees or applicants.
- No County complaints.

EQUAL RIGHTS COMMISSION GOALS

- Expand Community Out Reach: Ramon is working with Hispanic Leadership Council to present to the community about the recruiting process and opportunities with the County on October 10th at 7 am.
- EEO 101-No update
- Improve Commitment to EEO Commission: Brandi presented an activity to the group that involved brainstorming on what the group felt what knowledge, skills, and abilities (KSA) an EEO Commission should encompass. The focus today was on the knowledge portion. The group felt the EEO Commission should have the knowledge of:
 - Protected Classes
 - Liabilities
 - Resource availability/partnering
 - Investigating techniques
 - EEO laws and guidelines
 - County EEO policies/procedures
 - EEO Grievance procedure
 - Historical perspective
 - County demographics
 - HR Laws and practices

Brandi and Kym will work on putting together a complete list for the group.

PLANNING SESSION: DIVERSITY WEEK

- Each floor on 10th street will be representing a different Sister City.
- The Board of Supervisors were responsible for choosing the Sister Cities.
- If you need assistance with ideas for floor decorations and events please contact Brandi or Amber.

- Feel free to work with other departments.
- October 4th is the International Festival from 11 to 5 located at 10th and 11th street. There will be a concert in the evening. All departments who participated in Diversity Week have the opportunity of winning an award.

DEPARTMENT EQUAL RIGHTS OFFICERS REPORTS

- CSA EEO Officer reported that she had attended the CAERPA conference. She attended about 8 or 9 sessions and would like to share with everyone at the next meeting.
- CSA EEO Officer also discussed a sexual harassment complaint that was received regarding an employee who was asked to stand up and was circled around by others to view the appropriateness of her attire. This brought to Kym's attention that there should be training at the managers meeting about how to be appropriate when confronting an employee regarding dress codes.

CORRESPONDENCE

No correspondence was received.

ADJOURNMENT

The meeting adjourned at 4:35 p.m. The next meeting will be October 15, 2008 at 3:30 p.m. located at Stanislaus County Learning Institute, 917 Oakdale Road, Modesto CA.

Respectfully Submitted, Amber Palmer