



**EQUAL RIGHT COMMISSION MEETING**  
**Stanislaus County Learning Institute**  
**Wednesday, June 18, 2008 - 3:30 P.M.**

**MINUTES**

**ATTENDANCE:**

Commissioners – Dionicio D. Cruz, Leslie Beggs, George Sharp, Jeremiah Williams	
Ag Commissioner - Denny Hoeh	Aging & Veterans – Bipin Surti
Alliance Worknet – Steve Hopkins	Assessor – Not Present
Animal Services- Not Present	Behavioral Health - Not Present
Auditor – Jan Ingold	Clerk Recorder – Not Present
Child Support - JoAnn Sarhad	Community Services Agency – Not Present
Cooperative Extension - Debbie LaBarbara	County Counsel - Edward Burroughs
CEO - Jody Hayes	CEO - Brandi Welsh
District Attorney - Ramon Bawan	Environmental Resources – Merry Rorabaugh
General Services Agency – Donna Riley	Health Services – Not Present
Library – Not Present	Probation – Katty Sandhu
Planning – Marianne Rucker	Public Defender – Not Present
Public Works –Julie Serrano	Sheriff – Not Present
Stanislaus Regional 9-1-1 - Jan James	Strategic Business – Not Present
Treasurer – Audrey Henry	

**CALL THE MEETING TO ORDER**

Jody Hayes, County EEO Officer called meeting to order at 3:37PM

- Jody discussed the Association of Equal Rights pamphlet contest that Commissioner Williams challenged the group to identify the individuals on the pamphlet. It was decided to extend the challenge until next meeting.

**APPROVAL OF THE PREVIOUS MINUTES**

Minutes will be approved at next meeting.

**APPROVAL OF THE AGENDA**

Agenda was approved.

**INTRODUCTION OF GUESTS**

Jody introduced the new commissioner George Sharp to the group.

- Commissioner Sharp provided information on his background.

## **GUESTS' AND STAFF COMMENTS**

No comments were made.

## **EEO TRAINING**

-Bridging Diversity-Last class was June 5, 2008-19 attended. We plan to offer two more classes for the 3<sup>rd</sup> and 4<sup>th</sup> quarter, but the dates are not scheduled yet.

-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 July or August 2008.

-Preventing Sexual Harassment (non-mandatory training)-The last class was April 8, 2008 and 33 attended. The next training will be July 22, 2008.

-Mandatory Sexual Harassment-The last training was April 3, 2008, 191 attended. County Counsel will offer this training again in Fall 2008.

## **EEO COMPLAINTS**

- Jody reviewed the summary as of June 18, 2008.
- 4 Complaints filed with EEOC-from employees or applicants.
- No County complaints.

## **EQUAL RIGHTS COMMISSION GOALS**

- Expand Community Outreach: The group is taking the next step with the Hispanic Leadership Council. They have identified that the Hispanic group is under utilized and they want to try to strengthen the numbers by providing outreach to this group. The group will bring the power point presentation in August back to the group for review.
- Improve Commitment to EEO Commission: The group identified that they wanted to reach out to local community groups by partnering with them. Their plan is to invite and recommend new members by sending out a letter from the commission members. Brandi passed out the draft of this letter for the commission members to review and make necessary changes.
- Expand Celebration Opportunities: Will be working on the enhancement of the EEO website in August.
- EEO 101 (develop EEO 101 program): There are two different actions for the EEO 101 program which are EEO Training for Supervisors and training for EEO Officers who handle EEO complaints. There will be a course preview in July and it will be rolled out to supervisors. All supervisors will be expected to take the class. A work group was developed for the training for EEO Officers who handle EEO complaints. This will be rolled out to the EEO commission in future meetings. All equal rights officers will need to attend training within 12 months.

## **PLANNING SESSION**

- Diversity Week- Will coincide with international festival with the city September 28<sup>th</sup> through October 4<sup>th</sup>. On Saturday, October 4<sup>th</sup>, from 12-7 the event will take place at the Gallo Center. The theme that 10<sup>th</sup> Street place is planning on focusing on is Sister Cities in Japan, Canada, Mexico, and France. Points that were discussed on the theme:
  - Compare facilities in Sister Cities.
  - Learn and educate how your services are provided in the other Sister Cities.
  - Use website to put information out about diversity. This would be a great way to help celebrate diversity.
  - Commissioner Williams offered to give an award to the best display.
  - Jody invited the Commission members to participate in a presentation to the board. The Commission members all agreed that they would like to attend.
- Annual EEO Award: The event will take place in October. Anyone is welcome to volunteer to help with the event. Nominations are due August 1<sup>st</sup>.

## **DEPARTMENT EQUAL RIGHTS OFFICERS REPORTS**

- Each department was given a copy of their EEO Report Recap.
- The new applicant tracking system will be able to run these reports in the future.

## **CORRESPONDENCE**

No correspondence was received.

## **OTHER TOPICS**

- GSA: The department is trying to get their employees through the Sexual Harassment training but there are not enough classes being offered. The department is wondering if more classes could be added.
  - Currently going through the process and looking over the classes to see how it can be improved.
  - Ramon asked if the video on sexual harassment has been purchased yet. Brandi will check to see if it had been ordered. This video will be able to be used by all departments and hopefully help with the issue of not enough classes being offered.
- Jody touched base on the legalization of same sex marriages and how Stanislaus County implemented the new law. Stanislaus County Clerk's Office was adamant about honoring the law regardless of personal feelings. Clerks had about eleven couples go through the process.

## **ADJOURNMENT**

The meeting adjourned at 4:28 p.m. The next meeting will be August 20, 2008 at 3:30 p.m. located at Stanislaus County Learning Institute, 917 Oakdale Road, Modesto CA.

Respectfully Submitted, Brandi Welsh.