



**EQUAL RIGHT COMMISSION MEETING**  
**Stanislaus County Learning Institute**  
**Wednesday, June 17, 2009 - 3:30 P.M.**

**MINUTES**

**ATTENDANCE:**

Commissioners – Dionicio D. Cruz, Leslie Beggs, Jeremiah Williams	
Ag Commissioner -	Aging & Veterans –
Alliance Worknet– Steve Hopkins	Assessor – Glafira Villalobos
Animal Services – Mavis Williamson	Behavioral Health - Christi Golden
Auditor – Janice Ingold	Clerk Recorder – Jeremy Howell
Child Support –JoAnn Sarhad	Community Services Agency – Kym Vieira
Cooperative Extension – Debbie LaBarbara	County Counsel – Marc Hartley
CEO - Jody Hayes	CEO - Brandi Welsh
District Attorney - Ramon Bawan	Environmental Resources –
General Services Agency –	Health Services – Phoebe Leung
Library –	Probation – Katty Sandhu
Planning – Marianne Rucker	Public Defender -
Public Works –	Sheriff – Marcus Wirowek
Stanislaus Regional 9-1-1 – Scott Nickerson	Strategic Business – Allison Turner
Treasurer – Jan Cade	

**CALL THE MEETING TO ORDER**

- Jody Hayes, County EEO Officer called meeting to order at 3:34 PM

**INTRODUCTION OF GUESTS**

**GUESTS' AND STAFF COMMENTS**

**APPROVAL OF THE PREVIOUS MINUTES**

Had a quorum - Approval of:  
April 15, 2009 Minutes – Yes

**APPROVAL OF THE AGENDA**

Agenda was approved

## EEO TRAINING

**Bridging Diversity** – Last class was November 26, 2008- 16 attended. No classes offered yet this quarter due to ongoing class curriculum changes.

**Disabilities Awareness** –No classes offered last quarter. Next class is August 12.

**Gender Communications** - Last class was May 13, 2008, and 21 attended. No classes offered yet this quarter due to ongoing class curriculum changes.

**Preventing Sexual Harassment** (non-mandatory training) – Last class was held on April 21, 2009 with 9 attending.

**Mandatory Sexual Harassment** –The last training was May 27, 2009 with 124 attending. We will offer this training again July 27, 2009.

## EEO COMPLAINTS

- Jody reviewed the summary as of June 17, 2009.
- As of June 17, 2009 there have been two complaints.

## EQUAL RIGHTS COMMISSION GOALS

- Marnie Ardis from the Chief Executive Office presented the new Diversity Class curriculum.
  - Feedback:
    - The iceberg idea is very interesting. Maybe for an activity in the class employees can mingle to try to find similarities with one another.
    - The reason why this class is important should be right in the beginning of the PowerPoint.
      - It is mentioned twice in the PowerPoint in different ways. We will look over it to make sure.
    - How quickly will we be able to sign up for the class?
      - We will try to have this class and Effective Communication available in the off months of Supervisor Training Academy. So hopefully by August, at the latest October.
    - We may try to add demographic information and share those statistics in the class such as:
      - Present demographic of workforce compared to 10 years ago.
      - Demographic of local community
      - Background of County employees (i.e. bilingual)
  - We need trainers! Please contact Marnie Ardis if you are interested or if you know someone that would make a great trainer.
- Planning for Diversity Week 2009
  - The City of Modesto is not going to be participating in the International Festival. The International Festival will still take place at the Gallo Center on October 5<sup>th</sup>.
  - Theme Ideas:

- Keep educational component. We may have floating training and present the Diversity Curriculum.
- Last year was the best year. It was consistent across the departments.
- At 10<sup>th</sup> Street we should still include the City employees on the floors to participate.

## DEPARTMENT EQUAL RIGHTS OFFICERS REPORTS

- 2009 Equal Rights Awards
  - Anyone can nominate anyone. In the past it has been department heads to nominate but we have opened it up to anyone being able to be nominated.
  - Submit your nominations by August 3<sup>rd</sup> to Amber Palmer.
- Department Proposed Budget Reports:
  - Marianne from Planning:
    - Building Division is self funded, 2 years ago the division had a staff of 34 and today they have 18, a decrease of about 47% and the staff will participate in 13 furlough days this year.
    - The Special Revenue Division is receiving a large amount of federal stimulus money and because of this we will be able to save about 5 positions.
  - Joann from CSS:
    - Department does not receive money from the general fund.
    - Had a reduction-in-force in November and had to downsize by 21 employees. We looked at the needs and mission of our department when deciding which employees would be affected. We were able to find jobs for most of those affected.
    - Budget seems to be stable for the next fiscal year. We are not doing furloughs or VTO.
    - State implemented an early intervention program so the department received additional funding for that.
    - Service to the County has remained the same so far.
  - Katty from Probation:
    - Department has been proactive in holding vacant positions.
    - No furloughs are being implemented so far. Some employees are using the VTO.
    - Department is on hold regarding services that will be cut until the State budget is figured out.
    - Prop 36 funding will impacted the services to drug offenders.
  - Ramon from District Attorney:
    - Waiting on the State budget and court closure days.
    - Attorneys will be taking 12 furlough days and management and non-exempt employees will take 13 furlough days.
    - State Legislature is looking at changing grand theft auto and certain felonies to misdemeanors.
    - Prisoners over 60 with medical problems and less than 3 years left may be released.

Marcus from Sheriff's:

- Waiting on the State budget.
- Looking into hiring more part-time people to help knock down overtime in the Adult Detention Division.
- Operation side had to cut down some services (School Resource Officers, Community Deputies, Helicopter, and etc.)

**CORRESPONDENCE**

N/A

**ADJOURNMENT**

The meeting adjourned at p.m. The next meeting will be August 19, 2009 at 3:30 p.m. located at Stanislaus County Learning Institute, 917 Oakdale Road, Modesto CA.

Respectfully Submitted, Amber Palmer