



EQUAL RIGHT COMMISSION MEETING
Stanislaus County Learning Institute
Wednesday, December 16, 2009 - 3:30 P.M.

MINUTES

ATTENDANCE:

Commissioners – Dionicio D. Cruz, Leslie Beggs, Jeremiah Williams, Pamela Cullors	Aging & Veterans – Bipin Surti
Ag Commissioner - Denny Hoeh	Assessor – Glafira Villalobos
Alliance Worknet– Steve Hopkins	Animal Services – Linda Ford
Assessor – Don Oppman	Behavioral Health - Christi Golden
Animal Services – Mavis Williamson	Clerk Recorder – Jeremy Howell
Auditor – Janice Ingold	Community Services Agency – Kym Vieira
Child Support –JoAnn Sarhad	County Counsel –
Cooperative Extension – Debbie LaBarbara	CEO - Brandi Welsh
CEO - Jody Hayes	CEO – Monica Coryea
CEO – Marnie Ardis	CEO/OES – Mimi DeSimoni
CEO/OES – Melba Hibbard	Environmental Resources –
District Attorney – Ramon Bawan	Health Services – Sue Herzog
General Services Agency – Donna Riley	Probation – Katty Sandhu
Library – Donna Witt	Public Defender - Patricia Singh
Planning – Marianne Rucker	Sheriff – Gina Leguria
Public Works –Julie Serrano	Stanislaus Regional 9-1-1 – Scott Nickerson
Sheriff- Dan Wirtz	Treasurer – Jan Cade
Strategic Business – Allison Turner	

CALL THE MEETING TO ORDER

- Jody Hayes, County EEO Officer called meeting to order at 3:36 PM

INTRODUCTION OF GUESTS

- We welcomed our new Commissioner Pamela Cullors. Pamela currently works at Sysco Food. She has worked in the HR industry for 25 years. She has lived in Modesto since 1979 and is married with one son.

APPROVAL OF THE PREVIOUS MINUTES

Had a quorum - Approval of:
August 19, 2009 Minutes – Yes

APPROVAL OF THE AGENDA

Agenda was approved

EEO TRAINING

Diversity – Last class was October 22, 2009 with 11 attendees. There was another class held on Dec. 9, 2009 (yesterday) but does not have the course completion record yet but there were 14 enrolled. Training dates for 2010 have not yet been set.

Disabilities Awareness – There was a class held on August 26, 2009 with 14 attendees. There was another class held on October 14, 2009 with 11 attendees. Training dates for 2010 have not yet been set.

Effective Communications – This class has combined Gender Communication with Learning Styles. The first class was held on August 25, 2009 with 30 attendees. The second class was held on October 28, 2009 with 29 attendees. The next class is being held on December 15, 2009. There are 30 enrolled.

Preventing Sexual Harassment (non-mandatory training) – Last class was held on April 23, 2009 with 9 attending. The October class was canceled due to the retirement of the instructor. The class curriculum is being revamped and new instructors will be offering this class again in 2010.

Mandatory Sexual Harassment – The training held on September 21, 2009 had 84 attendees. The November 2, 2009 training had 53 attendees. We will offer this training again January 11, March 22, and May 26, 2009.

COUNTY HARASSMENT POLICY AND EEO GRIEVANCE PROCEDURE ACTIVITY

- Group took an EEO Grievance Procedure and Harassment Policy Pop Quiz.
- Group went over the answers to the quiz and discussed County Complaint Procedure.
- Make sure supervisors and managers know that if they receive a complaint from an employee outside their department, that department is on notice to follow up (this includes verbal and written complaints).
- Question: Can an employee bypass the entire process and just get a lawyer? Yes.
- Question: Does the County have a nepotism policy? Yes.
- Question: Has unfounded, founded, and sustained been defined? We will clarify at a training going forward.

EEO COMPLAINTS

- Jody reviewed the summary as of December 16, 2009.
- As of December 16, 2009 there have been five complaints.
- Jody asked the Commission if they would like to know the total number of complaints received or just complaints received from EEOC and DFEH.
 - We will revisit the subject on what level to report back.

EQUAL RIGHTS COMMISSION GOALS

- The Annual Equal Rights Report for 07/08 was distributed.
- Draft is close to being finalized for 08/09 Annual Equal Rights Report.

DEPARTMENT EQUAL RIGHTS OFFICERS REPORTS

N/A

CORRESPONDENCE

N/A

GUESTS' AND STAFF COMMENTS

- Commissioner Cruz asked that due to recent news about the Sheriff's department, does the department plan on changing their training?
 - Jody responded that he strongly defends the County's position and that the Sheriff's department receives very good training. Their training is just as good as any other department.
- Ramon Bawanan and Brandi Welsh were both recognized for receiving the Dale Butler EEO Award.

ADJOURNMENT

The meeting adjourned at 4:30 p.m. The next meeting will be February 17, 2010 at 3:30 p.m. located County Center III, Room 1.

Respectfully Submitted, Amber Palmer