



EQUAL RIGHT COMMISSION MEETING
Stanislaus County Learning Institute
Wednesday, August 18, 2010 - 3:30 P.M.

MINUTES

ATTENDANCE:

Commissioners – Carmen Morad
Pamela Cullors
Jeremiah Williams
Dionico Cruz

Ag Commissioner - Milton O'Haire
Aging & Veterans - Bipin Surti
Animal Services -
Alliance Worknet - Steve Hopkins
Assessor -
Auditor - Jan Ingold
Behavioral Health - Christi Golden
Chief Executive Office - Brandi Welsh
Chief Executive Office - Jody Hayes
Child Support Services - Joann Sarhad
Clerk Recorder - Jeremy Howell
Community Services Agency - Kym Vieira
Cooperative Extension - Veronica Torres
County Counsel - Ed Burroughs
District Attorney - Ramon Bawan

Environment Resources - Merry Rorabaugh
General Services Agency - Donna Riley
Health Services Agency - Phoebe Leung
Health Services Agency -
Library -
Planning - Marianne Rucker
Probation - Katty Sandhu
Public Defender -
Public Works - Julie Serrano
Public Works - Diane Haugh
Strategic Business Technology -
Sheriff -
SR 911 - Scott Nickerson
Treasurer/Tax Collector - Angie Valdez

I. CALL THE MEETING TO ORDER

- Jody Hayes, County EEO Officer called meeting to order at approximately 3:35 PM

II. COMMISSION BUSINESS

- Welcomed all commission members present; introduced everyone present at meeting.
- Commissioner Williams made motion to accept minutes from last meeting and Commissioner Cruz seconded; motion approved
- No Correspondence

III. EEO TRAINING

- Jody reported out classes/attendees (information below).
Diversity – Last class scheduled April 21, 2010 was cancelled. Next class is October 19, 2010
Disabilities Awareness – Last class was April 21, 2010 class with 7 attendees. No currently scheduled classes
Effective Communications – Class held February 18, 2010 - 22 attendees; March 18, 2010 - 18 attendees; April 27, 2010 - 24 attendees; May 12, 2010 - 20 attendees; Next class scheduled in August 2010
Preventing Sexual Harassment (non-mandatory training) – March 3, 2010 - 42 attendees; April 19, 2010 - 23 attendees; May 12, 2010 - 20 attendees; next class scheduled for October 8, 2010 and also training on-site at the Sheriff's for 4 days in November
Mandatory Sexual Harassment – March 22, 2010 - 94 attendees; May 26, 2010 - 73 attendees; July 26, 2010 - 48 attendees; Classes scheduled for September 27, 2010 and November 1, 2010; and also training on-site at the Sheriff's for 4 days in November

IV. EEO COMPLAINTS

- Eleven county-wide
- Eight are in process, 3 are pending follow-up
- There is a variety, no concentration; Includes
- Includes EEO, EEOC, FMLA, etc. (re: accommodating disability & retaliation)

V. NON-STANDING ITEMS (ACTIVITY OR OTHER SPECIFIC TO THIS MEETING)

- **Diversity week update** - September 26th through October 2nd, 2010; 10th ST and DER has a planning meeting coming up this week, CSA has a plan for 9/29 to be centered around a lunch providing all kinds of ethnic dishes information on different cultures.
Kristi Amaral - CEO will work on the Proclamation with help from DCSS staff. Share more detailed info (Stanislaus News/Highlights); Retreats at Ag Center - do them around week of diversity for more community/public attendance.
- **Annual Award Ceremony (Dale Butler Equal Rights Awards) - 2010** - Commission approved October 2010 meeting for awards ceremony. Closed session after meeting to discuss nominees.
- **Update on Report Committee** - Shared minutes from 7/8 meeting in a handout, group will come back with a draft of suggested changes to the annual report. Census data changed
- **Department EEO Training** - continued from February - How do you orient a person to EEO (new assignment, etc.) handout; volunteers needed - formed a couple of subcommittees

VI. COMMENTS AND UPDATES

- **Commissioners** - Jeremiah asking how, with the economic situation, everyone is doing.
- **County EEO Officer** - Staffing levels at about 1990 levels. Employees working harder. Hiring Freeze vs. Retirement; pension rules will be there unless county declares bankruptcy, state budget impact county's budget. Shared information about new assignment and Nancy Bronstein's role; December to be "transition" meeting
- **Departmental EEO Officers** - Uncertainty about future affects morale. Doing what is required instead of what is best. Technology is helping a little; more collaboration with other departments and CEO (RIFs) reserving spots (synergy). Valuable partnerships; more areas for training. Due to EEO Officer caseload(s) do meetings need to be reduced, location changed, rotated? Change format to computer? Public meeting; has to consider public access, face time is valuable. Survey for December meeting to find out opinion of computer meetings, etc
Christi - BHRS has a monthly cultural competency newsletter - will bring hard copy to next meeting

VII. ADJOURNMENT

The meeting adjourned at approximately 4:35 p.m.

The next meeting will be **October 27, 2010 - The Annual Awards Ceremony presentation at 1010 10th Place, BOS Chambers @ 3:30 p.m.**

VIII. CLOSED SESSION

Respectfully Submitted, Patsy Chmielecki