



**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