



EQUAL RIGHT COMMISSION MEETING
Stanislaus County Learning Institute
Wednesday, December 15, 2010 - 3:30 P.M.

MINUTES

ATTENDANCE:

Commissioners – Carmen Morad
Leslie Beggs
Jeremiah Williams
Dionico Cruz

Ag Commissioner - Milton O'Haire`
Aging & Veterans - Bipin Surti
Animal Services -
Alliance Worknet - Steve Hopkins
Assessor - Glafira Villalobos
Auditor - Jan Ingold
Behavioral Health - Christi Golden
Chief Executive Office - Brandi Welsh
Chief Executive Office - Jody Hayes/Nancy
Branstein
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
General Services Agency - Donna Riley
Health Services Agency - Phoebe Leung
Health Services Agency - Sue Herzog
Library -
Planning - Marianne Rucker
Probation - Katty Sandhu
Public Defender -
Public Works - Julie Serrano

Public Works -
Strategic Business Technology - Allison Turner
Sheriff - Mick Hardenbrook
SR 911 -
Treasurer/Tax Collector -

I. CALL THE MEETING TO ORDER

- Jody Hayes, County EEO Officer called meeting to order at approximately 3:45 PM

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II. COMMISSION BUSINESS

- Welcomed all commission members present; introduced everyone present at meeting and Nancy Bronstein as the new County Equal Rights Officer. Invited everyone to help themselves to goodies made available at this meeting.
- Commissioner Cruz made motion to accept minutes from last meeting and Commissioner Beggs seconded; motion approved (Minutes from August 2010; Awards Ceremony was in October and there were no minutes)
- No Correspondence

III. EEO TRAINING

Jody reported out classes/attendees (information below).

Diversity – No Classes held this year

Disabilities Awareness – No currently scheduled classes

Effective Communications – Class held 10-2-10 - 25 attendees

Preventing Sexual Harassment (non-mandatory training) – 166 have attended since September 2010

Mandatory Sexual Harassment – 125 have attended since September 2010

IV. EEO COMPLAINTS

Jody reported out complaint information (information below)

- 18 county-wide
- EEO: 7 are in process, 2 completed, 2 pending. DFEH: 5 are pending (responded); 1 closed and 1 dismissed
- There is a variety, medical conditions and retaliations are increasing. New guidelines on the interactive process will be out in early 2011.

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

- **Diversity week update** - Overall comments were that it was a successful event; there were some issues with potential inappropriate information, etc. on the 5th floor; first time it happened. 2011 have meeting to establish guidelines, educating about different cultures, etc. to get objectives across.

All departments who participated (HSA, CSA, DER, AG, 10th Street Building, etc.) shared out information about their specific activities and how they went.

- **Religious Discrimination Article**
Copies shared out with everyone. Practical discussions on "hot" topics; MOU Seniority Shift bidding agreement overrules religious accommodation, also safety overrules religious accommodation, MOU cannot be violated to provide accommodation; has to be reasonable, case-by-case; call with questions (CEO/HR staff and/or County Counsel)
- **Commissioners/Members thanked Jody for his service**
Jeremiah presented Jody with Thank You card for his leadership and Jody shared memories and his appreciation with everyone.
- **August Survey Results were Shared**
17 out of 23 departments responded; Commissioners had expressed desire to keep meetings as they stand during closed session in August.
- **Draft Non-Discrimination Statement/US EEOC Fact Sheet** - Shared with group; minor edits (Brandi to confirm language on status as parent, etc.) - any thoughts/changes send to Brandi via email) - Will go to BOS for approval in January 2011.

VI. UPDATES

- **Operation Welcome Home** - Flyer/sign up sheet for different events, brochures shared out with the group.

Departmental EEO Officers - BHRS forwards monthly newsletter CEO; then CEO forwards to EEO Commissioners and members via email.

Meeting handed over to Nancy Bronstein; she stated that she looks forward to continuing the existing momentum and if you have any ideas/comments to send her an email.

VII. ADJOURNMENT

The meeting adjourned at approximately 4:50 p.m.

The next meeting will be **February 16, 2011 @ 3:30 p.m., County Center III, Room #2.**

Respectfully Submitted, Patsy Chmielecki