



EQUAL RIGHTS COMMISSION MEETING
Stanislaus County Learning Institute
917 Oakdale Road, Modesto CA
Wednesday, February 19, 2014 @ 3:30 PM

MINUTES

PRESENT: Please see attached sign-in sheet.

I. Meeting called to order by Cari Griffin at 3:32 p.m.

II. Commission Business

- Previous Minutes – Motion (Williams) / Second (Morad) / Carried (4/0) to approve the minutes of June, August and December, 2013 as presented.
- Correspondence – No correspondence.

III. EEO Training

- Training Update
 - Effective Communications – Class was held on February 13, 2014 with 15 enrolled. Next class will be held May 15, 2014.
 - Preventing Harassment, Discrimination and Retaliation (non-mandatory training) – No class was held during this time period. The next class will be held on March 21, 2014.
 - Mandatory Sexual Harassment – Class was held on January 16, 2014 with 101 attendees. The next class will be held on March 6, 2014.
 - Workplace Investigations training will be offered on May 9 from 8-5 at the Salida Library. The presenter is Sue Ann Van Dermeyden. She was a presenter at CalPelra this year. The training is open to Human Resource managers, EEO commission and EEO department representatives. There is room for 70 to attend. We will let everyone know when it opens up for registration.

IV. EEO Complaints

- County Complaints – Cari provided verbal update on County complaints. Detailed report provided in meeting packet.
- Departmental Complaints – Cari provided verbal update on departmental complaints. Detailed report provided in meeting packet. Barbara will send an email to all departments to get updates on what is occurring at the department level. A lot of recent complaints are related to the interactive process and lack of communication due to doctor notes not providing enough information or the right kind of information.

V. Non-Standing Items

- 2014 EEO Commitment Statement – The statement is updated each year. This year, military and veterans status were included as protected classes. It is good to provide the statement to employees who are presenting an issue and also to those with allegations against them. It will be posted on the County's Equal Rights website shortly.
- EEO Goals – review of goals.

- Diversity week celebration – good job with lots of activities planned. Felt it would be good to have a master calendar to put out to all departments especially the smaller ones that do not have programs. Want to tie it into the International Festival which this year is October 4. Carmen said heard that diversity week took too much time away from work. One of ideas presented was to have ambassadors to promote diversity week to the county, go to the Board of Supervisors to get a proclamation, bring groups together, and serve as points of contact to receive and disperse information. Cari – we will need to reach out to others to assist in the process. Jeremiah encouraged everyone to attend the International Festival this year. No County representative attended last year's event. International Heritage event would be a good place to get ideas. Brandi commented that it was a good, free community event with lots of community based organizations present.

Jeremiah liked the festivities in the Tenth Street Plaza prior to the EEO award event, saying that it was a nice addition to last year's events and cultural awareness. Cultural competency training at Center Plaza was also in October. Carmen provides the International Heritage Festival folks with information and they provide information in return – a good exchange. There is no one yet assigned to coordinate Tenth Street Place departments for Diversity Week. It was noted that we need to bring City of Modesto in earlier rather than later.

- Community Outreach – need to put together a to-do list to follow up on what we are doing and look at other options. Need to settle on specific items under Community Outreach category and then reach out to some of the partners. Jeremiah suggested robo-calls to residents with a message from Stan. Check with David Jones?

We have updated outreach list and are providing job flyers to those on the list. We have received new census data and will be providing new information. Barbara will get outreach list for commission members for the next meeting. Contact Cari to add agencies to list. Barbara will email the updated list and EEO department contacts can email suggestions back.

- Improve County Commitment to Equal Rights. Only one meeting regarding the EEO manual occurred before Kym left. Completed an EEO plan in 2013 that is now on the EEO website. The new commission members and department representatives met with Nancy for some training / orientation and Nancy hopes to continue these.

There was no consensus on whether an EEO Commissioners manual is something that needs to be pursued further. The EEO plan that was created is thorough and the training that was provided by Nancy was good. Donna suggested something similar to a 5 minute YouTube video on-line would be better than a paper manual and would act as training process for new officers when they come on. Refer to David Jones? Jeremiah suggested that a manual be created that would be like a Kindle e-book download. Sophia and Jeremiah suggested creating a Facebook page for diversity week as was done with the International Heritage Festival as this will help provide updated information on what is occurring.

- It was asked if these are the goals the Commission wishes to continue working on or if there was anything that should be changed. It was decided that these are good and to keep going. Leng commented that, as the County broadens the range protected, efforts should be made to include those other groups – i.e. veterans, etc. Will move forward and continue our efforts in these three areas. Will break off into groups next meeting.

- EEO Department Contacts Updated – If any changes, please advise Cari so that the list can be updated.
- Dale Butler Award Presentation in lieu of regular EEO Meeting scheduled for October 15, 2014
 - One suggestion was to have the presentation at a Board of Supervisors meeting. Carmen suggested this would offer a better dynamic with more people present along with Modesto Bee representation. Have something in the middle of the week during the plaza festivities as well.
- ADA / Civil Rights Initiative – geared more toward community and services provided to the community versus as it relates to employees. Access to services for all residents of Stanislaus County. ADA coordinator for the County is Christine Ferraro. Information is available on the County's website. Barbara will send the link to the commission members and department representatives.

VI. Comments and Updates

- Commissioners – Jeremiah asked if the new CEO Stan Risen would speak to the EEO Commission. CEO staff will check and report back. Leng Power introduced herself. She commented that DRAIL has a diversity plan along with a Black History celebration at King Kennedy Center and a Cesar Chavez event in March. Leng will provide flyer for the events.
- County EEO Officer – No Comments or Update
- Departmental EEO Officers – No Comments or Update

VII. Adjourned at 4:20

Respectfully submitted,

Barbara Barker

Equal Rights Commission Sign in Sheet

February 19, 2014 @ 3:30 p.m. -- Room #1

NAME	REPRESENTING	INITIAL	REPLACEMENT
Jeremiah Williams	Commissioner	JW / BB	
Leslie Beggs	Commissioner	LB	
Carmen Morad	Commissioner	CM / BB	
Sofia Schultz	Commissioner	SS	
Leng Power	Commissioner	LP	
Daniel Bernaciak	Ag Commissioner	DB	
Bipin Surti	Aging & Veterans	BS	
Steve Hopkins	Alliance Worknet	SH	
Mavis Williamson	Animal Services		
Glafira Villalobos	Assessor	GV	
Janice Ingold	Auditor		
Veronica Ortiz-Valle	Behavioral Health	VO	Christi Alder
Nancy Bronstein	Chief Executive Office – HR		
Cari Griffin	Chief Executive Office – HR	CG	
Peggy Huntsinger	Chief Executive Office – Risk Mgmt		
JoAnn Sarhad	Child Support Services	JAS	
Stephanie Loomis	Children and Families Commission		
Jeremy Howell	Clerk Recorder		
Brandi Welsh	Community Services Agency	BW	
Veronica Torres	Cooperative Extension		
Edward Burroughs	County Counsel		
Sara Haub	District Attorney	SA	
Lillie Farriester	Environmental Resources		
Donna Riley	General Services Agency		
Sue Herzog	Health Services Agency		
Lindsey Pimentel	Library		
Angelica Ramos	Planning	AR	
Delilah Vasquez	Probation		
Julie Serrano	Public Works		
Jennifer Valencia	Sheriff	JV	
To be Determined	Stanislaus Regional 9-1-1		
Kellie Gomes	StanCERA		
Allison Turner	Strategic Business Technology	AT	
Angie Valdez	Treasurer	AV	
Alice Minnis	County Counsel	AM	
Francine Crutcher	Animal Services	FC	