



EQUAL RIGHTS COMMISSION MEETING
Stanislaus County Learning Institute
917 Oakdale Road, Modesto CA
Wednesday, April 16, 2014 @ 3:30 PM

MINUTES

PRESENT: Please see attached sign-in sheet.

- I. Meeting called to order by Nancy Bronstein at 3:33 p.m.
- II. Commission Business
 - Previous Minutes – Motion (Morad) / Second (Beggs) / Carried (4/0) to approve the February 2014 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) – This class was held on March 21, 2014 with 14 people attending. The next class will be held on May 2, 2014.
 - Mandatory Sexual Harassment – Class was held on March 6, 2014 with 74 attendees. The next class will be held on June 19, 2014.
- IV. EEO Complaints
 - County Complaints – Nancy provided verbal update on County complaints. Detailed report provided in meeting packet.
 - Departmental Complaints – Nancy provided verbal update on departmental complaints. Detailed report provided in meeting packet. Nancy indicated that the County is receiving complaints directly from the EEOC and that these complaints are not being investigated first by the Department or by the County as the employees are going straight to the EEOC.
- V. Non-Standing Items
 - County Chief Executive Officer Stan Risen introduced himself and pledged his support and commitment to the EEOC policy statement and encourages support for the County's vision to be respected for its service to the community and known to be the best county in America. He went over the six core values of the County: Trustworthiness, Fairness, Citizenship, Respect, Responsibility and Caring
 - Jeremiah responded that Stan had made a wonderful speech today.

- Cultural Awareness Week

Kathy Harwell and Shareen Richards (Chair) discussed CSA's training and event at their agency.

- They are mandated to have the training and it is part of their values. It is an All day event at CSA. Committee is made up of employees and they also get outside volunteers. Shareen passed out a handout. 4D – Taste, Smell, Feel, See. Fundraisers – pay for \$75 for each table. Reimbursed with receipts.
- Food, Fashion Show, Tables of Country Information, Training by World Relief Organization, One four hour event.
- Staff is required to complete an online survey afterwards.
- Question regarding if there are any unrepresented groups in the event? Yes they do reach out to the International Committee for representation which are not represented.
- Dale Butler Award Ceremony – The idea was presented of bringing in an outside speaker. Leslie brought up the idea of doing it as a presentation in a regular Board meeting. Jeremiah is in favor of keeping it the way it is. He doesn't like the Board meeting idea because he feels it will take away from the presentation of the award. Brandi brought up the idea of having Dale Butler open the event. Nancy we will start working on dates. Will plan on tying it to the international week and will create a calendar of all the events.
- Recruitment outreach efforts. Nancy asked if there were any additional organizations where we should be doing outreach.
- Investigations Training – Nancy asked for feedback. The training was well received by the attendees. How do we close the loop with the employee after the investigation? Nancy asked what the departments are currently doing. Brandi stated she meets with both the complainant and the respondent. Sara stated she has done one and she felt the employee appreciated understanding the reason for the outcome of the investigation. Jennifer connects with employees through email due to schedule differences. Jeremiah stated that timeliness is very important in getting the complaint handled.

VI. Comments and Updates

- Commissioners – Jeremiah would like to see the Commission have a chairman and vice chairman
- County EEO Officer – No Comments or Update
- Departmental EEO Officers – No Comments or Update

VII. Adjourned at 4:30

Notes taken by Keira Vink and formatted by Barbara Barker

Equal Rights Commission Sign in Sheet

April 16, 2014 @ 3:30 p.m. -- Room #1

NAME	REPRESENTING	INITIAL	REPLACEMENT
Jeremiah Williams	Commissioner	<i>[Signature]</i>	
Leslie Beggs	Commissioner	<i>[Signature]</i>	
Carmen Morad	Commissioner	<i>[Signature]</i>	
Sofia Schultz	Commissioner	<i>[Signature]</i>	
Leng Power	Commissioner	<i>[Signature]</i>	
Daniel Bernaciak	Ag Commissioner	<i>[Signature]</i>	Stephanie Navarette
Bipin Surti	Aging & Veterans	<i>[Signature]</i>	
Steve Hopkins	Alliance Worknet		
Mavis Williamson	Animal Services		
Glafira Villalobos	Assessor		
Janice Ingold	Auditor	<i>[Signature]</i>	
Veronica Ortiz-Valle	Behavioral Health	<i>[Signature]</i>	
Nancy Bronstein	Chief Executive Office – HR		
Cari Griffin	Chief Executive Office – HR		
Peggy Huntsinger	Chief Executive Office – Risk Mgmt		
JoAnn Sarhad	Child Support Services		
Stephanie Loomis	Children and Families Commission		
Jeremy Howell	Clerk Recorder		
Brandi Welsh	Community Services Agency	<i>[Signature]</i>	
Veronica Torres	Cooperative Extension		
Edward Burroughs	County Counsel	<i>[Signature]</i>	
Sara Haub	District Attorney	<i>[Signature]</i>	
Lillie Farriester	Environmental Resources	<i>[Signature]</i>	
Donna Riley	General Services Agency	<i>[Signature]</i>	Donna Riley for Donna
Sue Herzog	Health Services Agency	<i>[Signature]</i>	
Lindsey Pimentel	Library	LP	
Angelica Ramos	Planning	AR	<i>[Signature]</i>
Delilah Vasquez	Probation	<i>[Signature]</i>	Jennifer Jacques
Julie Serrano	Public Works	<i>[Signature]</i>	
Jennifer Valencia	Sheriff	<i>[Signature]</i>	
To be Determined	Stanislaus Regional 9-1-1		
Kellie Gomes	StanCERA		
Allison Turner	Strategic Business Technology	<i>[Signature]</i>	
Angie Valdez	Treasurer	AV	
Kathryn Harwell	Community Services Agency	Kathryn M Harwell	
Shareen Richards	Community Services Agency	Shareen Richards	
Alice Minnes	co-co	<i>[Signature]</i>	
Marnie Hays	CR	MHA	

Jim DeMartini

Steve Prober
KATHY JOHNSON

PW

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