



EQUAL RIGHTS COMMISSION MEETING
Stanislaus County Learning Institute
917 Oakdale Road, Modesto CA
Wednesday, June 18, 2014 @ 3:30 PM

MINUTES

PRESENT: Please see attached sign-in sheet.

- I. Meeting called to order by Nancy Bronstein at 3:38 p.m. Roundtable introductions were made. Training to be provided in July to new members of the commission and new department representatives.
- II. Commission Business
 - Previous Minutes – There was no quorum of members present, therefore, approval of the minutes from the April meeting will be held over until the August meeting.
 - Correspondence – No correspondence.
- III. EEO Training
 - Training Update
 - Effective Communications – Class was held on May 28, 2014 with 14 attendees. Next class will be held September 10, 2014.
 - Preventing Harassment, Discrimination and Retaliation (non-mandatory training) – Class was held on May 2, 2014 with 24 attendees. Next in July? Check with Brandi. Next class will be held September 5, 2014.
 - Mandatory Sexual Harassment – Class was held on March 6, 2014 with 74 attendees. The next class will be held June 19, 2014 with 117 employees scheduled to attend.
 - Full day Disability Management training will be held on August 13, 2014 with an additional half day training scheduled for September 3rd. This class will be moved into the Supervisory Training Academy in the future.
- IV. EEO Complaints – Please send all investigations completed at the department level to Barbara to log and scan into the CEO's records. There are a lot of investigations going on. Disability discrimination / failure to interact complaints have gone up. Sexual harassment claims going down.
 - County Complaints – Nancy provided verbal update on County complaints.
 - Departmental Complaints – Nancy provided verbal update on departmental complaints.
- V. Non-Standing Items
 - Bylaw Review – In reviewing the documentation that was found, there are no bylaws but lots of other background information. The Commission doesn't want a lot of onerous bylaws but does want to update the documentation that we have. One fact which emerged was that the commission shall select its own chairperson. There is currently no chair selected. As there is no quorum today, we could take nominations today or address the issue in its entirety at the next meeting. Jeremiah nominated Carmen Morad as Chair and Leslie Beggs as Vice Chair. Need to

determine what the role of the chair will be. Getting rid of term limitations was suggested with the comment that longevity benefits the commission. Craft language to allow for a 3 year term and then to BOS to reappoint. We'll come back next time for vote. There is extra time to review the document as there is no quorum. Commission members and employee representatives to come to the meeting in August with any suggestions. After a cursory review, the following changes were indicated:

- Change Affirmative Action to EEO, change quorum number to fit Brown Act guideline (majority). Service and resource group – need clarification. Improve county's representation of equal rights.
 - In number 3 – body to review – we do Equal Rights report and will update language to reflect what is done.
 - In number 4 – affect attitudes – update language.
 - Review policies – update wording
 - On number 7 – for recruitments, it would be good for EEO commissioners to participate on recruitment panels. Department EEO staff often participate as panelists.
 - Majority of filled seats versus majority of the 7 members.
- Selection of Chairperson for Equal Rights Commission – Discussed under Bylaw Review
 - Dale Butler Award / Ceremony – Recap of what the event is and a discussion of when to have the awards ceremony. September 29 through October 3 is Diversity Week. A lot of planning for diversity week already occurring. October 17 is the date selected by the group for the award ceremony.
 - Department Award Naming – It was decided that the Department Award be named in honor of Dionicio Cruz. Exact wording to be determined.
 - Diversity Week – Each County Center is taking a day for their events. CEO staff will provide a schedule to all of the commissioners and BOS once it is established.

VI. Comments and Updates

- Commissioners – No Comments or Update provided by the Commissioners.
- County EEO Officer – No Comments or Update provided by Nancy.
- Departmental EEO Officers – No Comments or Update

VII. Adjourned at 4:20 p.m.

Respectfully submitted,

Barbara Barker

Equal Rights Commission Sign in Sheet

June 18, 2014 @ 3:30 p.m. -- Room #1

NAME	REPRESENTING	INITIAL	REPLACEMENT
Jeremiah Williams	Commissioner		
Leslie Beggs	Commissioner		
Carmen Morad	Commissioner		
Sofia Schultz	Commissioner		
Leng Power	Commissioner		
Matthew Jacob	Commissioner		
Daniel Bernaciak	Ag Commissioner		
Bipin Surti	Aging & Veterans		
Steve Hopkins	Alliance Worknet		
Mavis Williamson	Animal Services		
Glafira Villalobos	Assessor		
Janice Ingold	Auditor		
Veronica Ortiz-Valle	Behavioral Health		
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		
Veronica Torres	Cooperative Extension		
Edward Burroughs	County Counsel		
Sara Haub	District Attorney		
Lillie Farriester	Environmental Resources		Lori Damore for Lillie F.
Donna Riley	General Services Agency		Penelope Winters PW
Sue Herzog	Health Services Agency		
Lindsey Pimentel	Library		
Angelica Ramos	Planning		Anderson
Bernard Licata	Probation		
Julie Serrano	Public Works		
Jennifer Valencia	Sheriff		
John Bettencourt	Stanislaus Regional 9-1-1		
Kellie Gomes	StanCERA		
Allison Turner	Strategic Business Technology		
Angie Valdez	Treasurer		
Alie M. [unclear]	COO		
Brenda Suarez	CEO-HR		