



**EQUAL RIGHTS COMMISSION MEETING**  
**Stanislaus County Learning Institute**  
**917 Oakdale Road, Modesto CA**  
**Wednesday, February 18, 2015 @ 3:30 PM**

**MINUTES**

PRESENT: Please see attached sign-in sheet.

I. Meeting called to order by Nancy Bronstein at 3:35 p.m.

II. Commission Business

- Group introductions
- New commission member – Jon Rodriguez is lifetime resident of Modesto. Ran for City Council in 2013; involved in various committees and boards; was on was on the Equal Rights Commission for the City of Modesto.
- Previous Minutes – Motion (Williams) / Second (Power) / Carried (all) to approve the minutes as presented.
- Correspondence – No correspondence.

III. EEO Training

- Training Update
  - Effective Communications – Class was held on September 10, 2014 with 27 attendees and on November 25, 2014 with 26 attendees. The next class will be held March 25, 2015.
  - Preventing Harassment, Discrimination and Retaliation (non-mandatory training) – Class was held on September 5, 2014 with 20 attendees and on November 14, 2014 with 22 attendees. Next class will be held February 27, 2105.
  - Mandatory Sexual Harassment – Class was held on September 11, 2014 with 132 attendees, on December 4, 2014 with 115 attendees and on February 12, 2015 with 88 attendees. The next class will be held April 30, 2015.
  - Ethics – Class was held on September 17, 2014 with 34 attendees and on December 19, 2014 with 29 attendees. The next class is scheduled for March 4, 2015.
  - Disability Management Training – Class was held on September 3, 2014 with 152 attendees and on September 4, 2014 with 108 attendees. Nickie Hall helped develop new curriculum for class. The first class trial is scheduled for February 25, 2015. Plan is to have all managers attend.
  - HR Policies and Legal Obligations Class – will be updating since a lot of it is now covered in new Disability Management class

#### IV. EEO Complaints

- County Complaints – Nancy provided verbal update on County complaints. Detailed report provided in meeting packet. Few EEOC complaints where we respond. Still have one back to 2010 that we can't get an official response to – have reached out to the EEOC.
- Departmental Complaints – Nancy provided verbal update on departmental complaints. Detailed report provided in meeting packet.
- Working hard to do thorough investigations. Report includes open or recently closed.

#### V. Non-Standing Items

- Brought bylaws and got feedback – Ready to take to the Board of Supervisors on March 10 to adopt them
- 2015 Commission Priorities and Goals – these have been goals. Are we okay continuing to work through these or are there things to add? Enhanced celebrations – we did a great job last year – stay on course and continue to expand.
  - Community outreach – didn't hire for so long due to economic crisis. Like to see us do more outreach now that we are doing more hiring. Talked about handout
    - Sheriff – connected to Jr College and Stan State
    - Probation – ROP programs locally to get interested at High School
    - BHRS – Prevention Education – doing presentations – mental health
    - If anyone has ideas, speakers to go out to do presentations
    - Creating videos
  - Would like to look at opportunities where we can work together
  - PowerPoint for new commissioners and EEO plan – need to work on Plan – needs updated 2012-2014. Will start working on it and should be able to send out before next meeting.
  - Something to use to share with managers – toolkit, interactive, did you know. What to do if... Pamphlet not just for managers but for all employees – same message so that everyone is giving the same message.
  - One sheet or pamphlet, FAQs. Reaffirmation of our commitment.
  - Could spend some time next meeting going over what you have started and see what we can develop
  - Anything else we can add going forward – want to be realistic. Black History month, Chinese New Year – other ethnic celebrations throughout the year. Disability awareness, veterans. Put together a calendar
  - Email Nancy if you are interested in working on some of these goals.

#### VI. Comments and Updates

- Commissioners – Sunday, March 8, 3:00 p.m. – Modesto High, Black History Month program, \$10 donation
- County EEO Officer
  - 2015 EEO Commitment Statement – The statement is updated each year. This year, a few minor things have been changed. It is good to provide the statement to employees who are presenting an issue and also to those with allegations against them. It has been posted on the website and was previously emailed to Commission and department representatives.
  - 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 21, 2015. Nominations are open
  - Need representative from Public Defender's Office

- Departmental EEO Officers – No Comments or Update

VII. Adjourned at 4:30 p.m.

Respectfully submitted,

Barbara Barker / Cari Griffin

# Equal Rights Commission Sign in Sheet

## February 18, 2015 @ 3:30 p.m. -- Room #1

NAME	REPRESENTING	INITIAL	REPLACEMENT
Leslie Beggs	Commissioner	<i>LB</i>	<i>Leslie Beggs</i>
Matthew Jacob	Commissioner		
Carmen Morad	Commissioner		
Leng Power	Commissioner	<i>LP</i>	
Jon Rodriguez	Commissioner		
Sofia Schultz	Commissioner	<i>SS</i>	
Jeremiah Williams	Commissioner		
Daniel Bernaciak	Ag Commissioner	<i>DB</i>	
Stephanie Navarette	Aging & Veterans	<i>SN</i>	<i>Binit Surti</i>
Steve Hopkins	Alliance Worknet	<i>SH</i>	
Martha Ruano	Animal Services	<i>MR</i>	
Glafira Villalobos	Assessor		
Janice Ingold	Auditor	<i>ji</i>	
Veronica Ortiz-Valle	Behavioral Health	<i>VO</i>	
Nancy Bronstein	Chief Executive Office – HR		
Cari Griffin	Chief Executive Office – HR	<i>CG</i>	
Brenda Suarez	Chief Executive Office – HR	<i>B.S.</i>	
Peggy Huntsinger	Chief Executive Office – Risk Mgmt		
JoAnn Sarhad	Child Support Services	<i>JS</i>	
Stephanie Loomis	Children and Families Commission		
Jeremy Howell	Clerk Recorder		
Brandi Welsh	Community Services Agency	<i>BW</i>	
Veronica Torres	Cooperative Extension		
Edward Burroughs	County Counsel		
Alice Mimms	County Counsel	<i>AM</i>	
Sara Haub	District Attorney	<i>SH</i>	
Lillie Farriester	Environmental Resources/Parks	<i>LF</i>	
Donna Riley	General Services Agency	<i>DR</i>	
Sue Herzog	Health Services Agency	<i>SH</i>	
Lindsey Pimentel	Library	<i>LP</i>	
Angelica Ramos	Planning	<i>AR</i>	
Bernard Licata	Probation	<i>BL</i>	
Julie Serrano	Public Works	<i>JS</i>	
Jennifer Valencia	Sheriff	<i>JV</i>	
Wendy Silva	Stanislaus Regional 9-1-1	<i>WS</i>	
Kellie Gomes	StanCERA		
Allison Turner	Strategic Business Technology	<i>AT</i>	
Angie Valdez	Treasurer	<i>AV</i>	
<i>RALPH GONZALEZ</i>	<i>SHERIFF</i>	<i>RG</i>	
<i>Delilah Vasquez</i>	<i>CEO</i>	<i>DV</i>	
<i>Tim D. ...</i>	<i>BOC</i>		