



EQUAL RIGHTS COMMISSION MEETING
Stanislaus County Learning Institute
917 Oakdale Road, Modesto CA
Wednesday, April 15, 2015 @ 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

- Group introductions – Barbara to up an orientation meeting for JoAnn Henley, Sonny Sandhu, John Bettencourt, Jon Rodriguez, Pamela Watson
- New commission member – Judith Martinez
- Previous Minutes – Motion (Power) / Second (Rodriguez) / Carried (all) to approve the minutes as presented.
- Correspondence – No correspondence.

III. EEO Training

- Training Update
 - Effective Communications – Class was held on March 25, 2015 with 21 attendees. The next class will be held May 27, 2015.
 - Preventing Harassment, Discrimination and Retaliation (non-mandatory training) – Class was held on February 27, 2015 with 14 attendees. The next class is scheduled for May 15, 2015.
 - Mandatory Sexual Harassment – Class was held on February 12, 2015 with 77 attendees. The next class will be held April 30, 2015. Email Noemi Leon if system doesn't let you sign up and you can be added.
 - Ethics – Class was held on March 4, 2015 with 22 attendees. The next class is scheduled for June 10, 2015.
 - Disability Management Training – Class was held on February 25, 2015 with 6 attendees. Abbreviated class will be offered at Department Head Meeting on April 22 from 8:30 – 10. Send out a reminder tomorrow. The next class is scheduled for May 27, 2015.
 - Brandi will do training for bilingual testers.

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.

V. Non-Standing Items

- Commission Bylaws was approved by the Board of Supervisors on March 10.
- 2015 Commission Priorities and Goals – Briefly discussed the goals and action plans. Some departments do well at sharing their activities. Need to develop other other opportunities to celebrate.
 - Calendar – A calendar to share events was discussed. Want to work on something for 2016 and have it part of the diversity celebration, maybe make it more elaborate. It could serve as an awareness tool. Have other groups look at it to add celebrations. Suggested to send out the page for the month at the beginning of each month as an informational tool. Religion is a way that we are diverse so including religious holidays was discussed. Carmen suggested having contest at schools to decorate calendar. Meets goal to outreach. Need group to coordinate.
 - Evaluate underutilized areas – Brenda is updating this and a report will be brought to the commission. Document will be sent out via email for comment. Where we should be focusing recruitments based on statistics was discussed.
 - Link community to County recruitment – Delilah Vasquez will follow up and update regarding flyers to community groups. Delilah will be coordinating outreach to job fairs and other organizations. Central Valley Job Fair and Veterans Summit are coming up. If you want to attend, please let Delilah know.
 - Manual for EEO officers – The Program Plan fulfills this goal. Please review and see what else might be useful to add.
 - Toolkit – At the Commission meetings, the talk is global but each of the EEO department representatives is on the front line and requires a specialized product for each department. Veronica working on it. Could be a useful tool for a new supervisor. Words and message are the same, but how implemented in each department would be different. Veronica wants to pilot with her managers and get feedback.
 - Diversity week – Some departments are already preparing. Requested volunteers to coordinate Tenth Street Place (TSP). If Probation and SBT are interested in working with TSP that would be great. Sheriff, Alliance and CSA will work together. DCSS may participate on the committee with CSA this year. HSA and BHRS will work together. Will reach out to cultural competency committee at BHRS. Commissioners encouraged to attend where possible and can allow for active role if commissioner wants to participate in that way. It was suggested departments take a single theme, cultural event or milestone – i.e. wedding, quincinera, etc. which provide a lot of cultural insight with each department choosing a different culture.

VI. Comments and Updates

- Commissioners – Carmen made two presentations, one for King Kennedy Center and one for El Concilio. There were a lot of questions regarding the Equal Rights Commission and County training. Nancy put together a PowerPoint for her to use.
- County EEO Officer – No Comments or Updates
- Departmental EEO Officers – No Comments or Update

VII. Adjourned at 4:30 p.m.

Respectfully submitted,

Barbara Barker

Equal Rights Commission Sign in Sheet

April 15, 2015 @ 3:30 p.m. -- Room #1

NAME	REPRESENTING	INITIAL	REPLACEMENT
Leslie Beggs	Commissioner	<i>[Handwritten Signature]</i>	
Judith Martinez	Commissioner	<i>[Handwritten Signature]</i>	
Carmen Morad	Commissioner	<i>[Handwritten Signature]</i>	
Leng Power	Commissioner	<i>[Handwritten Signature]</i>	
Jon Rodriguez	Commissioner	<i>[Handwritten Signature]</i>	
Sofia Schultz	Commissioner	<i>[Handwritten Signature]</i>	
Jeremiah Williams	Commissioner		
Daniel Bernaciak	Ag Commissioner		<i>Susan Azevedo</i>
Stephanie Navarette	Aging & Veterans	<i>M</i>	<i>[Handwritten Signature]</i>
Steve Hopkins	Alliance Worknet	<i>SH</i>	
Martha Ruano	Animal Services	<i>[Handwritten Signature]</i>	
Glafira Villalobos	Assessor	<i>[Handwritten Signature]</i>	
JoAnn Henley	Auditor	<i>JH</i>	
Veronica Ortiz-Valle	Behavioral Health	<i>[Handwritten Signature]</i>	
Nancy Bronstein	Chief Executive Office – HR		
Cari Griffin	Chief Executive Office – HR		
Brenda Suarez	Chief Executive Office – HR	<i>B.S.</i>	
Delilah Vasquez	Chief Executive Office – HR		
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>[Handwritten Signature]</i>	
Veronica Torres	Cooperative Extension	<i>[Handwritten Signature]</i>	
Alice Mimms	County Counsel		
Sara Haub	District Attorney		
Lillie Farriester	Environmental Resources/Parks	<i>[Handwritten Signature]</i>	
Donna Riley	General Services Agency	<i>[Handwritten Signature]</i>	<i>[Handwritten Signature]</i>
Sue Herzog	Health Services Agency	<i>[Handwritten Signature]</i>	
Lindsey Pimentel	Library	<i>[Handwritten Signature]</i>	
Angelica Ramos	Planning		
Bernard Licata	Probation	<i>Bob</i>	
Sandip (Sonny) Sandhu	Public Defender		
Julie Serrano	Public Works	<i>[Handwritten Signature]</i>	
Jennifer Valencia	Sheriff	<i>[Handwritten Signature]</i>	
John Bettencourt	Stanislaus Regional 9-1-1	<i>[Handwritten Signature]</i>	
Kellie Gomes	StanCERA		
Allison Turner	Strategic Business Technology	<i>[Handwritten Signature]</i>	
Angie Valdez	Treasurer	<i>AV</i>	
JoAnn Henley	Auditor	<i>JH</i>	
<i>JIM DeMARTINO</i>	<i>Bos</i>	<i>JD</i>	