



**EQUAL RIGHTS COMMISSION MEETING**  
**Stanislaus County Learning Institute**  
**917 Oakdale Road, Modesto CA**  
**Wednesday, April 20, 2016 @ 3:30 PM**

**MINUTES**

PRESENT: Please see attached sign-in sheet.

I. Meeting called to order by Mari Adwar at 3:32 p.m.

Mari introduced Dale Butler, Former Deputy Executive Officer with the Chief Executive Office as a guest speaker. Mr. Butler spoke to the beginnings of the Affirmative Action Committee in 1971. He then shared highlights from his career with Stanislaus County relative to the PEP program, the Affirmative Action – EEO Program, the creation of the commission. Mr. Butler was one of the first appointed to the committee and represented the County's Personnel Department. Other departments represented were: Health, Welfare, Hospital, Chief Administrative Office and three community members. Mr. Butler shared the roles of the members on the Commission. Of note was that in the early 1970s, Stanislaus County was 94% Caucasian and almost 3% Hispanic. Goals and time tables were established to address underutilization areas. The County still has some underutilization today and Mr. Butler is proud, though, that the County is still focused and working on correcting that today. Mr. Butler stated that Equal Employment Opportunity takes work and diligence. Cannot take care of one day and forget the next. Must continue to make the system better. Encouraged the Commission to keep up the good work.

Commissioner Williams applauded Mr. Butler's commitment to EEO and the community and thanked him on behalf of the Commission.

II. Commission Business

- Previous Minutes – Motion (Rodriguez) / Second (Williams / Carried (all) to approve the minutes of August 19, 2015, December 16, 2015 and February 17, 2016 as presented.
- Correspondence – No correspondence was received.

III. EEO Training

- Training Update
  - Effective Communications – Class was held on March 23, 2016 with 30 attendees. The next class will be held May 19, 2016.
  - Preventing Sexual Harassment (non-mandatory training) – Class was held on February 24, 2016 with 22 attendees. The next class will be held on May 13, 2016.
  - Mandatory Sexual Harassment – Class was held on March 4, 2016 with 89 attendees. The next class will be held on April 21, 2016.
  - Ethics – Class was held on March 9, 2016 with 28 attendees. The next class will be June 2, 2016.
  - Disability Management Training – There have been no classes held since the last Equal Rights Commission meeting in February. The next class will be April 28, 2016.

#### IV. EEO Complaints

- County and Departmental Complaints – Update will be provided at the next Equal Rights Commission meeting.

#### V. Community Outreach – How have we reached out to the community recently? EEO directory – how do individual agencies want to be contacted for recruitment purposes. Intent is to share out report at the next meeting.

#### VI. Non-Standing Items

- There was an Equal Rights Orientation held on April 1, 2016 with four attendees
- EEO Report and Plan 2016-2018 – After some minor clean up, the report was approved by the Board of Supervisors on April 5, 2016.

#### VII. Comments and Updates

- Commissioners –

Commissioner Williams yielded the floor to Miguel Donoso a guest attending the Commission meeting. Mr. Donoso provided a written statement and addressed the chairperson. Commented that 44 years have passed and there are still not enough Hispanics working for the County. Billion dollar budget, grants from the Federal and State governments. Hispanics / Latinos are still the biggest minority. Requested several documents and information. Wants meetings held when more citizens can come to address their issues. How many people can come at 3:30?

Commissioner Williams thanked him for coming. The meeting is advertised and open to the public. Stated that there was the opportunity for more exposure through open meetings at later times.

Supervisor Beggs asked where the agenda is posted and was informed that it is posted 72 hours in advance of the meeting at County Center III and 10<sup>th</sup> Street – covered under the Brown Act.

Mr. Donoso wanted the agenda posted at the Public Library. That idea will be reviewed.

- County EEO Officer – Mari indicated that the Equal Rights Commission meeting is a public meeting and to invite people, let them know about what Stanislaus County is doing. Pictures will be taken for the EEO website.
- Departmental EEO Officers –
  - Ryan discussed with the Assistant Chief Executive Officer approval to move forward with Decision Making and Bias course. This is a good course for interview panels. Estimates that it will take about two months to implement.
  - Planning Department staff thanked Mr. Butler for the report where initially there were only 3% Hispanics and now there are 36%. Mr. Butler agreed it was a big change.

#### VIII. Adjourned at 4:24 p.m.

Information recorded by Brandi Welsh and formatted by Barbara Barker.

Respectfully submitted,

Barbara Barker