



**EQUAL RIGHTS COMMISSION MEETING**  
**Stanislaus County Learning Institute**  
**917 Oakdale Road, Modesto CA**  
**Wednesday, February 15, 2017 @ 3:30 PM**

**MINUTES**

PRESENT: Please see attached sign-in sheet.

- I. Meeting called to order by Brandi Hopkins at 3:35 p.m. after a quorum of members were present. Round table introductions.
- II. Commission Business
  - Previous Minutes – Motion (Rodriguez) / Second (Power) / Carried (3/3) to approve the minutes of August 17, 2016 meeting as presented. The Equal Rights Award celebration was in place of the October meeting and the meeting in December 2016 was canceled.
  - Correspondence – No correspondence.
- III. EEO Training
  - Training Update
    - Effective Communications – Class was held on August 25, 2016 with 29 attendees and on December 15, 2016 with 14 attendees. Next class will be held: to be determined at a later date.
    - Preventing Harassment, Discrimination and Retaliation (non-mandatory training) – Class was held on September 23, 2016 with 23 attendees and on December 9, 2016 with 18 attendees. Next class will be held: to be determined at a later date.
    - Mandatory Sexual Harassment – AB 1825 – Class was held on October 7, 2016 with 71 attendees, on December 18, 2016 with 127 attendees, and on February 10, 2017 with 84 attendees. The next class will be held August 10, 2017. This class is now also offered online. Ryan provided information on the online program, very interactive, individualized, lots of videos. Allows for greater business efficiency. Intent is to offer in person training twice a year. AB1661 requires local agency officials i.e. commission members receive training as well. Deadline is to take within the first six months of taking office.
    - Ethics – Class was held on September 8, 2016 with 19 attendees and on October 26, 2016 with 18 attendees. The next class will be held: to be determined at a later date.
    - Disability Management Training – Class was held on September 30, 2016 with 13 attendees and on November 8, 2016 with 13 attendees. The next class will be held: to be determined at a later date.
    - Decision Making 101 – Class was held on October 4, 2016 with 27 attendees, on October 18, 2016 with 22 attendees, on November 11, 2016 with 29 attendees, on

November 29, 2016 with 28 attendees, and on December 13, 2016 with 30 attendees.  
The next class will be held: to be determined at a later date.

IV. EEO Complaints

- County Complaints – Brandi provided verbal update on County complaints. Detailed report provided in meeting packet.
- Departmental Complaints – Brandi provided verbal update on departmental complaints. Detailed report provided in meeting packet.

V. Community outreach – Careers in Government is featuring us on their home page now. Will be having them come in and make presentation to commission.

VI. Non-Standing Items

- Job Fairs – CSA - Veterans, MJC, CSU Stanislaus, all coming up. Bernie to all three. CSA doing Social Worker outreach in April.
- EEO4 report – every two years County must file. Mari working on it. Instructions will be going out shortly to EEO commissioners and HR managers. We are working on allowing staff to self-select ethnicity in PeopleSoft.
- 2017 EEO Commitment Statement – The statement is updated each year. No changes this year. Departments should post and also to disseminate to all employees and managers and supervisors should go over it with all of their employees. It is good to provide the statement to employees who are presenting an issue and also to those with allegations against them. Will be posted on the website.
- There are new EEO department representatives and we will work on setting up a Commission orientation.
- EEO Department Contacts Updated – If any changes, please advise Barbara so that the list can be updated.

VI. Comments and Updates

- Commissioners – Leslie and Jon now YCCD board members. Leng mentioned some community on restorative communication in times of conflict; having to facilitate tough conversations. She will forward to Barbara to pass along.
- County EEO Officer – Equal Rights award docs. Read through, look at changes to guidelines, bring back suggestions.
- Departmental EEO Officers – Brandi as CSA representative, talked about CSA, the Sheriff, Alliance Worknet and DCSS working together for Diversity Week events. Theme – transportations systems public and private. 19 countries. Panel discussions – become customers of county and how to mitigate challenges of new folks just immigrated.

VII. Adjourned at 4:03.

Respectfully submitted,

Barbara Barker

# Equal Rights Commission Sign in Sheet

## February 15, 2017 @ 3:30 p.m. -- Room #1

NAME	REPRESENTING	INITIAL	REPLACEMENT
Leslie Beggs	Commissioner	<i>LB</i>	
Judith Martinez	Commissioner		
Yvette McShan	Commissioner		
Leng Power	Commissioner	<i>LP</i>	
Jon Rodriguez	Commissioner	<i>JR</i>	
Sofia Schultz	Commissioner	<i>SS</i>	
Jeremiah Williams	Commissioner	<i>JW</i>	
Daniel Bernaciak	Ag Commissioner		
Stephanie Navarette	Aging & Veterans	<i>SN</i>	
Adolph Lopez	Alliance Worknet	<i>AL</i>	
Martha Ruano	Animal Services <del>AAAP</del>	<i>MR</i>	MAUIS Williamson
Rosalia Juarez	Assessor	<i>RJ</i>	
Carol Locke	Auditor	<i>CL</i>	
Veronica Ortiz-Valle	Behavioral Health	<i>VO</i>	
Ryan Leupp	Chief Executive Office – HR		
Mari Tamimi	Chief Executive Office – HR		
Tamara Thomas	Chief Executive Office – HR		
Peggy Huntsinger	Chief Executive Office – Risk Mgmt		
JoAnn Sarhad	Child Support Services	<i>JAS</i>	
Stephanie Loomis	Children and Families Commission		
Jeremy Howell	Clerk Recorder		
Brandi Hopkins	Community Services Agency	<i>BH</i>	
Kim Delucchi	Cooperative Extension		
Alice Mimms	County Counsel	<i>AM</i>	
Sara Haub	District Attorney	<i>SH</i>	Ethelyn Rothschild <sup>for today</sup> only
Lillie Farriester	Environmental Resources/Parks	<i>LF</i>	

*Janine Nunez for To Ann Hurlay NSA*  
*Cathy Winchester GSA*

*JN*  
*CW*

*Joanna Navarro for*

NAME	REPRESENTING	INITIAL	REPLACEMENT
Donna Riley	General Services Agency		
JoAnn Henley	Health Services Agency	JH	Toni Nunes
Lindsey Pimentel	Library	LP	
Mark Loeser	Planning	ML	
Bernard Licata	Probation	BL	
Sandip (Sonny) Sandhu	Public Defender		
Julie Serrano	Public Works	JS	
Veronica Hernandez	Sheriff		
John Bettencourt	Stanislaus Regional 9-1-1	JB	
Kellie Gomes	StanCERA		
Allison Turner	Strategic Business Technology		
Angie Valdez	Treasurer	AV	
<del>Carol Lott</del>	AL		