



EQUAL RIGHTS COMMISSION MEETING
Stanislaus County Learning Institute
917 Oakdale Road, Modesto CA
Wednesday, June 21, 2017 @ 3:30 PM

MINUTES

PRESENT: Please see attached sign-in sheet.

- I. Meeting called to order by Ryan Leupp at 3:34 PM prior to quorum. Ryan introduced himself. Commissioner J. Martinez, J. Rodriguez, and J. Williams present for meeting.
- II. Commission Business
 - Previous Minutes – No quorum of members was achieved at the meeting so the minutes for February 15, 2017, April 19, 2017 will be held over to August 16, 2017.
 - Correspondence – No correspondence.
- III. EEO Training
 - Training Update - Effective Communication – Scheduled for late Summer / Fall 2017.
 - Preventing Sexual Harassment (non-mandatory training) – Scheduled for late Summer / Fall 2017.
 - Mandatory Sexual Harassment – 20 have completed online training since last meeting. The next class will be August 10, 2017. Ryan discussed how this has been a great development.
 - Ethics – Scheduled for late Summer / Fall 2017.
 - Disability Management Training – Class was held on May 7, 2017 with 44 attendees. The next class will be in October 2017.
 - EEO Investigations – Shaw Law Group – Class was held on June 16, 2017 with 52 attendees. Derek talked about how thorough the class was and claimed his competency level is much higher after taking the class. Ryan recapped how the class benefited our County.
 - Announced Training for Trainers that will be held 7/17/17. Facilitation techniques and reenergize the Learning Institute for the future.
- IV. EEO Complaints
 - All current open complaints available to members in provided spreadsheet.
- V. Community Outreach
 - Report Out:
 - CSA attended the Veterans Fair, several hundred people attended and explained our point preference for them.
 - Social Worker Conference in Long Beach, CA to recruit hard to fill positions.
 - HSA went to fairs at University to Phoenix, Stanislaus State University, MJC and Merced College for nursing opportunities.

- Tamera asked if outside County knew about the opportunities we have available? Instructors are a good source of contacts to get to students. University of Phoenix students did not know we were an option prior to our visit.
- Ryan has connected with firms within the county to ask the right questions in order to have easy access for people that are interested in opportunities here. He encouraged members to make those connections as well.

VI. Non-Standing Items

- EEO Department Contacts Updated
- Equal Rights Award Criteria and Nomination Form – Jeremiah encouraged members to nominate their fellow colleagues. Tamera talked about the time line and how much time we may need to get this process done and voted on. Mentioned a special meeting may need to happen with the commission members in order to have new form available for use.
- 2017 Equal Rights Awards – Scheduled for October 6, 2017. Tamera talked about diversity week which is scheduled for October 2 - 6. International Festival scheduled for October 7, 2017. Diversity week will be left to happen individually within the departments. Talked about what it may look like at 1010 10th Street, not having a public celebration due to lack of attendance and expense of resources. Focus on employees and their diversity. CSA was brought up; they hold a large celebration and is always a big success. Tamara will be reaching out to people located in 1010 10th street for what their week may look like. Ryan chimed in with the tradeoffs of getting away from the public event and focus on internal event. Jeremiah talked about how this event can be built up and the opportunity to look at the resources differently in order to make this event stand for what this group stands for. Follow up on this topic will come up again at a later date.

VI. Comments and Updates

- Commissioners – Jeremiah had update about Stanislaus County Fair starting on July 13th, Free on Sundays until 3:00 PM (entrance). Looking at more than 250,000 people compared to last year. 4th of July Parade of Modesto is coming up as well. Will be honoring our fallen officers at opening ceremonies. Lots of headliners and fun events including an airplane that will drop a huge flag onto the middle of Modesto after flying overhead for 15 minutes. www.modestojulyparade.com is the website for more information. Supervisor Jim DeMartini commented on how Stanislaus County does well in Equal Rights and he enjoys coming to these meetings.
- County EEO Officer – Tamara thanked the group for their efforts. She learned from the Shaw Law Group training that CEO needs to work on a packet or examples to give to departments in order to help make the process easier. She thanked the officers for being patient and stressed how important their efforts and involvement are to our employees. There was a handout of a news article by V. Lipnic made available to commission. Articles similar to this will be in the folder moving forward. If officers find articles, encouraged to contact Ryan. Having more than one a meeting is acceptable.
- Departmental EEO Officers – No Comments or Update

VII. Adjourned at 4:01 PM

Respectfully submitted,

Arielle Arias

Equal Rights Commission Sign in Sheet

June 21, 2017 @ 3:30 p.m. -- Room #1

NAME	REPRESENTING	INITIAL	REPLACEMENT
Leslie Beggs	Commissioner		
Judith Martinez	Commissioner	JM	
Yvette McShan	Commissioner		
Leng Power	Commissioner		
Jon Rodriguez	Commissioner		
Sofia Schultz	Commissioner		
Jeremiah Williams	Commissioner		
Daniel Bernaciak	Ag Commissioner		
Stephanie Navarette	Aging & Veterans		
Adolph Lopez	Alliance Worknet		
Martha Ruano	Animal Services		
Rosalia Juarez	Assessor		
Carol Locke	Auditor		
Veronica Ortiz-Valle	Behavioral Health		
Brandi Hopkins	Chief Executive Office – HR		
Ryan Leupp	Chief Executive Office – HR	RL	
Monica Coryea	Chief Executive Office – HR		
Jennifer Jacquez	Chief Executive Office – HR		
Peter Ishaya	Chief Executive Office – HR		
Mari Tamimi	Chief Executive Office – HR		
Tina Von Stade	Chief Executive Office – HR		
Norma Rodriguez	Chief Executive Office – HR		
Tamara Thomas	Chief Executive Office – HR		
Derek Davis	Chief Executive Office – Risk Mgmt.		
JoAnn Sarhad	Child Support Services		
Stephanie Loomis	Children and Families Commission		

