



EQUAL RIGHTS COMMISSION MEETING
Stanislaus County Learning Institute
917 Oakdale Road, Modesto CA
Wednesday, August 16, 2017 @ 3:30 PM

MINUTES

PRESENT: Please see attached sign-in sheet.

- I. Meeting called to order by Ryan Leupp at 3:35 pm prior to quorum. Commissioner Leng Power, Leslie Beggs are present for meeting. Jeremiah Williams attended meeting late to make a quorum.
- II. Commission Business
 - Reminder of our bylaws by Ryan stating that only 3 commissioners are needed for a quorum.
 - Introductions of members around the room.
 - Previous Minutes – Motion (Leslie Beggs) / Second (Jeremiah Williams) / Carried (3/3) to approve February 15, 2017 minutes. Motion (Jeremiah Williams) / Second (Leng Power) / Carried (3/3) to approve April 19, 2017 minutes. Motion (Leng Power) / Second (Jeremiah Williams) / Carried (3/3) to approve June 21, 2017 minutes.
 - Correspondence – No correspondence.
- III. EEO Training
 - Effective Communication – Scheduled for August 30, 2017.
 - Preventing Sexual Harassment (non-mandatory training) – Scheduled for August 24, 2017.
 - Mandatory Sexual Harassment – 62 have completed online training since last meeting. A class was held on August 10, 2017 and 49 people completed that course.
 - Ethics – Scheduled for late Fall 2017.
 - Disability Management Training – Scheduled for October 25, 2017.
 - Crucial Conversations – Class was held on August 14 & 15. 19 people attended.
- IV. EEO Complaints
 - All current open complaints available to members in provided spreadsheet.
- V. Community Outreach
 - Report Out:
 - Peter Ishaya complimented the Sheriff department for a Diversity program so cadets and others can learn about the different cultures in our community. Undersheriff thanks Peter for being part of the program.

- Tamara asked the group for feedback about the Shaw Law Training. Members commented that it was effective and interesting, different teaching style than past instructors. Thought it was very good. Tamara talked about how people raise issues and we do not get to judge what warrants fact finding; our job is to do due diligence and investigate. Pointed out that we are sometimes in a hard spot being involved in investigation and being the investigator (ie Department head or HR Representative). How to manage that situation without being in a conflict role is something that the HR team is looking at. It also provided opportunity to cross train with other departments as a learning tool.
- Ryan in fourth week of PSDMPJ class for managers. Talked about biases and how we all have them. It is powerful to not be ashamed of them or deny them, but to make decisions being conscious of the fact that they are there.

VI. Non-Standing Items

- Career Ladders were introduced to group. Ryan brought the website up on the screen to show to members. The 5 ladders are a starting point and he is hopeful that is it a good introduction to people that do not know about the opportunities at the county but also that more ladders can be created.
- Dale Butler Award Ceremony tentatively scheduled for October 6th. It will also be in lieu of our October meeting.
- Diversity week planning week of October 2 – 6. Members tabled what the plan is for their department with others. Tabling took place for 10-15 minutes.

VII. Comments and Updates

- Commissioners – Leslie Beggs talked about the College working on pathways that will be similar to the career ladders. It is to help students work towards degrees but she sees the parallel in what we now have. Lang Power serves on the Interfaith Counsel and around Nov 23rd they are having an event. No other details provided but she will get that to us once fliers have been created.
- County EEO Officer – Tamara talked about the news article in packet. He was a huge civil rights activist that passed away and it is important for us to touch base on his effort especially since what our country is currently facing. Shared personal story about her brother in law. The community that he moved to in the 1960's decided to try to spearhead integration in the school system in their area. There is a documentary about their experience if anyone is interested in watching. It is called the "Reunion". Asked what are we leaving for our future in what we are doing now? Ryan pointed out that he doesn't want the discussion to end here, take this back to your department and share with your employees.
- Departmental EEO Officers – No Comments or Update

VIII. Adjourned to closed session at 4:21 pm.

IX. Closed Session

- Closed session was held to discuss nominees for Dale Butler Award winners. Recipients were selected.

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	<i>LB</i>	
Judith Martinez	Commissioner		
Yvette McShan	Commissioner		
Leng Power	Commissioner	<i>LP</i>	<i>Joy Lee</i>
Jon Rodriguez	Commissioner		
Sofia Schultz	Commissioner	<i>SN</i>	
Jeremiah Williams	Commissioner		<i>JW</i>
Daniel Bernaciak	Ag Commissioner	<i>DB</i>	
Stephanie Navarette	Aging & Veterans	<i>SN</i>	
Martha Ruano	Animal Services	<i>MR</i>	
Rosalia Juarez	Assessor	<i>RJT</i>	
Carol Locke	Auditor	<i>CL</i>	
Veronica Ortiz-Valle	Behavioral Health	<i>OV</i>	
Brandi Hopkins	Chief Executive Office – HR	<i>BH</i>	
Ryan Leupp	Chief Executive Office – HR		
Monica Coryea	Chief Executive Office – HR		
Jennifer Jacquez	Chief Executive Office – HR		
Peter Ishaya	Chief Executive Office – HR	<i>PI</i>	
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	<i>JS</i>	
Stephanie Loomis	Children and Families Commission	<i>SL</i>	
Jeremy Howell	Clerk Recorder	<i>JH</i>	

NAME	REPRESENTING	INITIAL	REPLACEMENT
Delilah Vasquez	Community Services Agency	DV	
Kim Delucchi	Cooperative Extension	AD	
Alice Mimms	County Counsel	AM	
Sara Haub	District Attorney	SH	
Lillie Farriester	Environmental Resources/Parks	LF	
Donna Riley	General Services Agency	DR	
Cindy Bunch	Health Services Agency	CB	
Lindsey Pimentel	Library		
Mark Loeser	Planning	ML	
Bernard Licata	Probation		Kelly Valeri
Stephanie Chavez-Smith	Public Defender		
Amber Gomes	Public Works	AG	
Veronica Hernandez	Sheriff		
John Bettencourt	Stanislaus Regional 9-1-1	JB	
Kellie Gomes	StanCERA		
Allison Turner	Strategic Business Technology	AT	
Angie Valdez	Treasurer	AV	
Adolph Lopez	Workforce Development	AL	
Angel Hurtado	Planning	AH	
Ralph Gonzalez	Sheriff	RG	
Cathy Winchester	GSA	CW	
Tamara Thomas	CEO	TT	
Jim DeMaxim	BOS	JD	
Joanna Narullo	CSA	JN	