



EQUAL RIGHTS COMMISSION MEETING
Stanislaus County Learning Institute
917 Oakdale Road, Modesto CA
Wednesday, June 20, 2018 @ 3:30 PM
MINUTES

PRESENT: Please see attached sign-in sheet.

- I. Meeting called to order by Ryan Leupp at 3:32 pm prior to quorum. Commissioners Tatiana Olivera, Jeremiah Williams, and Leslie Beggs were all present shortly after the meeting was called to order.
- II. Commission Business
 - Previous Minutes – Motion (Jeremiah Williams) / Second (Leslie Beggs) / Carried (3/3) to approve the minutes for August 16, 2017, December 20, 2017, February 21, 2018, and April 18, 2018.
 - Correspondence – New Commissioner George Gillispie was given an introduction. There were some new faces representing the departments so the Commission did introductions around the room.
- III. EEO Training
 - Effective Communication – Last session was held on April 11th and 26 employees attended. The next session is scheduled for June 21st.
 - Preventing Sexual Harassment (non-mandatory training) – Last session was held on April 12th and 13 employees attended. The next session is scheduled for July 17th.
 - Mandatory Sexual Harassment – Class was held on March 15th and 12 employees attended. 74 employees have completed the training online since our last meeting.
 - Ethics – Class was held on April 24th and 17 employees attended. The next session is scheduled for June 27th.
 - Disability Management Training – 30 employees attended the session on May 14, 2018. The next session is scheduled for September 2018.
 - Crucial Conversations – 33 employees have completed Crucial Conversations training since our last meeting. There is another session scheduled on June 22nd and 15 employees are enrolled.
 - Ryan Leupp added that if any were interested they could request to host one of these training in their department.
- IV. EEO Complaints
 - All current open complaints available to members in provided spreadsheet.
- V. Community Outreach
 - Report Out:
 - CEO HR is working on the HR Rebrand and is finishing up different videos and testimonies with our own employees. This effort allows up to show the County's diversity and we are very excited to start showcasing these works in early 2019.

VI. Non-Standing Items

- The Commission was provided a copy of the edits that they had recommended last meeting for the Roles and Responsibilities section of the EEO Report. The Commission will continue to work on parts of the report meeting by meeting.
- Seeing that so much of what we do is directly connected to our employees, the EEO Officer wanted to spend a lot of today's time focused on information that can be passed on to them.
 - 2018 Pathways article on Sexual Harassment – Hit on some discussion points that are covered in the article. People, who are in positions that break the gender norm, experience sexual harassment more. An example is women that work on roads crews. In order to make sure we are making every effort to prevent employees from experience harassment, we need to continue to encourage employees to come forward. Encouraged Commission members to take this back to their employees as it is an easy read that is applicable.
 - Lynda.com Confronting Bias playlist – Before showing video, explained how the video can be shown in an environment just like this one back in the office and it does not need to be very long. This particular playlist is just shy of 9 minutes.
 - Platinum Rule – treat people like they want to be treated.
 - If you say something wrong, apologize right away. Remember that both your intent and your impact are important and you need to know the different to make the situation right.
 - Stay engaged, learn from the mistake and grow.
 - We must all practice consciousness, courage, and compassion in order to turn our world into an environment that more inclusive.
- Commissioner Olivera spoke up about how she felt the video was timely in what our society is experiencing right now and a great training on how to be more empathetic.
- The Commission was provided a draft of the 2018 Strategic Priorities that was edited in February. It was brought to the Commissioners for a vote to adopt.
 - Motion (Jeremiah Williams) / Second (Tatiana Olivera) / Carried (3/3) to approve the EEO Commission 2018 Strategic Priorities.
- The EEO Dale Butler Award Ceremony is only three months away. October 5, 2018 at 3:00 pm has tentatively been scheduled to hold the event. Encouraged everyone to add the date to their calendars. The nomination form will stay the same from last year and will be sent out to all departments in the upcoming weeks. Asked the departments to try to get employees involved in the nomination process as it is open for them to do so as of last year.
- 2018 Diversity week is tentatively scheduled for October 1-5. Recommended that the members go back to departments and begin discussions about how they may want to celebrate the event this year. We will have breakout sessions during the next meeting to discuss ideas.

VII. Comments and Updates

- Commissioners – Stan County Fair coming up – July 13 – 23, hoped to see everyone there.
- County EEO Officer – Talked about June being LGBTQ or Pride Month. This month is dedicated to the observance of the LGBTQ community around the world. This observance stems from the Stone Wall Riots of 1969. The Bay Area and LA have set the tone for the rest of the world for decades and she encouraged the Commission to be empathetic to understanding differences and the need to feel accepted and understood is universal among all people.
- Also asked how departments get information to employees. They stated that they use:
 - Bulletin boards, email blasts, newsletters and the intranet.
 - Recommended starting an EEO Intranet page to spark discussion and place link on the internet EEO page.
- Departmental EEO Officers – No Comments or Update

VII. Adjourned at 4:14 pm

Respectfully submitted,

Arielle Arias