



**EQUAL RIGHTS COMMISSION MEETING
Stanislaus County Learning Institute
917 Oakdale Road, Modesto CA
Wednesday, August 15, 2018 @ 3:30 PM
MINUTES**

PRESENT: Please see attached sign-in sheet.

- I. Meeting called to order by Brandi Hopkins at 3:35 pm. Commissioner Tatiana Olivera / George Gillispie / Jeremiah Williams present for meeting.
- II. Commission Business
 - Previous Minutes – Motion (Jeremiah Williams) / Second (Tatiana Olivera) / Carried (3/3) to approve minutes of June 20, 2018.
 - Correspondence – No correspondence.
- III. EEO Training
 - Effective Communication – Last session was held on June 21st and 26 employees attended. The next session is scheduled for August 23rd.
 - Preventing Sexual Harassment (non-mandatory training) – Last session was held on July 17th and 21 employees attended. The next session is scheduled for October 25th.
 - Mandatory Sexual Harassment – Class was held on March 15th and 31 employees attended. 46 employees have completed the training online since our last meeting. The next class is scheduled for September 13th.
 - Ethics – Class was held on June 27th and 18 employees attended. The next session is scheduled for August 29th.
 - Disability Management Training – 30 employees attended the session on May 14, 2018. The next session is scheduled for September 18th.
 - Crucial Conversations – 35 employees have completed Crucial Conversations training since our last meeting. There is another session scheduled on September 27th and 9 employees are enrolled.
 - An Emotional Intelligence class was held in July. Feedback from members: excellent learning experience. Well worth the 2 days of training away from the office. Engaged the whole time. The Learning Institute is interested in bringing the instructors back and will keep the commission informed on any updates.
 - Equal Opportunity Commission may come out to present for the County. We will update the group in December about bringing the EEOC to Stanislaus County.
- IV. EEO Complaints
 - All current open complaints available to members in provided spreadsheet.
- V. Community Outreach

- Report Out:
 - Meet the Firms Night coming soon at CSU Stanislaus.
 - HSA Cindy Bunch, in the next 2 months have had about 50 students come to do their apprenticeships.
 - GSA working with the VOLT institution for outreach and internships.
 - Idea: future recruitment booth at the Stanislaus County Fair.
 - Assyrian festival coming up in September, Commissioner Tatiana will talk with the coordinators to see if we can have a presence there.

VI. Non-Standing Items

- DFEH Update
 - Information on the updated protected classes and clarified some of the terms.
 - National Origin Discrimination
 - Gender Identity and Expression
 - Went over the use of facilities, because this often comes up as a question in class.
 - Brandi encourages all officers to go back to their offices and look at the restroom signs and then we can go to Counsel and see what updates we need to take.
 - English Language Only Rules
 - Important that we are aware and we are talking to our Managers and Supervisors and making sure that they understand what the expectations are.
 - County Officer is going to talk about these at the Manager Summit this Friday. She encouraged people to ask questions to ensure that we are in compliance.
- Section III. Equal Right Program Components was provided to the group. We will continue working on this section in December. Instructed to review this so we are ready to do edits and updates when the time comes. Will send a reminder as the December meeting gets closer.
- Diversity Week will be October 1st - 5th. Take some time to talk in table groups about our pluses and deltas for the event.
 - Most departments are not prepared at this time, but love the food, presentations, and support for this event. All looking forward to the planning process.
 - Animal Services – going to talk with Cornucopia Way residents about joining in with them. Also talked about the historical aspects of Diversity Week.
 - CSA/DCSS/WD/Sheriff – team shared that they are ready to go, but the set up will be in hour increments so that way everyone can attend. Also going to have the community offices have their own events so they can also participate.
 - Dale Butler Equal Rights Award Ceremony will be held on October 5th. Please attend and let your management team know that they are also invited.

VII. Comments and Updates

- Commissioners – Jeremiah thought that a list of open positions would be nice to have available at the Latino Community Roundtable.
- County EEO Officer – Shared an article about Ruth Bader Ginsburg, a champion of equal rights in our world. The Supreme Court has only had 4 female justices. Talked about her early life and the adversity that she faced trying to achieve a legal career. She's fair, deliberate, caring, understanding, and she stands her ground. Shared that we would be having a guest speaker to talk about diversity and adversity at the Management Summit this Friday.
- Departmental EEO Officers – No Comments or Update

VII. Adjourned at 4:34 pm

Respectfully submitted,
Arielle Arias