



EQUAL RIGHTS COMMISSION MEETING
Stanislaus County Learning Institute
917 Oakdale Road, Modesto CA
Wednesday, February 20, 2019 @ 3:30 PM

MINUTES

PRESENT: Please see attached sign-in sheet.

- I. Meeting called to order by Ryan Leupp at 3:35 p.m. Commissioner Leslie Beggs / Jeremiah Williams / Keenon Krick / Tatiana Olivera present for meeting.
- II. Commission Business
 - Previous Minutes – Motion (Jeremiah Williams) / Second (Keenon Krick) / Carried (3/3) to approve minutes of August 15, 2018 and December 19, 2018.
 - Correspondence – Resignation of Commissioner Judith Martinez.
- III. EEO Training
 - Effective Communication – Last session held on February 12th which 27 employees attended. The next session is scheduled for April 10th.
 - Preventing Sexual Harassment (non-mandatory training) – The January session was canceled due to low enrollment. The next session is scheduled for April 11th.
 - Mandatory Sexual Harassment – 100 employees have completed the training online since our last meeting. The next in person session is scheduled for March 14th.
 - Ethics – The February session was canceled due to low enrollment. The next session is scheduled for April 16th.
 - Disability Management Training –No new sessions scheduled since our last meeting. The next session is scheduled for October 1st.
 - Crucial Conversations – 13 employees have completed Crucial Conversations training since our last meeting. The next session is scheduled for March 21st and 28th.
- IV. EEO Complaints
 - All current open complaints available to members in provided spreadsheet.
- V. Community Outreach
 - Report Out:
 - Black and Brown Building Bridges Mixer on February 21st from 11:30 a.m. – 1:00 p.m. at 900 8th Street, Modesto.
 - “This Is The Next Time: Reflections On Resistance Through Rhymes & Revolutions,” by A.D. Carson. February 25th at 7 p.m. at CSU, Stanislaus (Snider Recital Hall).
 - Ethnic Studies “Black Power Matters” Art, Dance, Discussion & Food, February 27th from 5:30 - 8 p.m. at CSU, Stanislaus (Mainstage Theatre).

VI. Non-Standing Items

- Adrienne announced the County's new online training interface for Mandatory Sexual Harassment. Employees who are required to complete training will receive information via email on how to login to the new system.
- Ryan mentioned that SB778 requires all supervisory staff to complete 2 hours of harassment training prior to January 1, 2020, even if training was completed in 2018. All non-supervisory staff are required to complete 1 hour of training prior to January 1, 2020.
- Tamara talked about a major change in the standard of what constitutes as harassment. She also mentioned there is no clear definition of a hostile work environment and that a single incident of harassing conduct is sufficient to create a triable issue.
- A Lynda.com playlist on the topics of diversity, inclusion, and unconscious bias was distributed and will also be posted on the County's EEO and Learning Institute websites. Department EEO Officers are encouraged to share the playlist with their staff.
- Ryan went over Section VII - X of the EEO Report. Commissioners requested additional time to review the report and requested that a table of contents is added.

VII. Comments and Updates

- Commissioners – Jeremiah - Modesto City Schools is taking steps towards addressing bias to help reduce expulsions and behavior issues. Jeremiah also thanked the County Board of Supervisors for declaring February as Black History Month.
- County EEO Officer – Tamara shared an article on implicit bias and the impact it has on individual thought process and belief systems. It is important that we challenge our own thinking to ensure we do not allow our unconscious bias to impact our decision making.
- Departmental EEO Officers – No Comments or Update

VII. Adjourned at 4:40 pm

Respectfully submitted,

Adrienne Rios