



**EQUAL RIGHTS COMMISSION MEETING
Stanislaus County Learning Institute
917 Oakdale Road, Modesto CA
Wednesday, April 17, 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. Commissioners were unable to attend the meeting.
- II. Commission Business
 - Previous Minutes – As there was not a quorum present, the minutes for February 20, 2019 will be held over to June 19, 2019.
 - Correspondence – No correspondence received.
- III. EEO Training
 - Effective Communication – Last session held on April 10th which 21 employees attended. The next session is scheduled for June 19th.
 - Preventing Sexual Harassment (non-mandatory training) – 16 employees attended the session on April 11th. The next training session is scheduled for July 17th.
 - Mandatory Sexual Harassment – 83 employees have completed the training since our last meeting. The next in person session is scheduled for September 12th.
 - Ethics – Last session was held on April 16th which 14 employees attended. The next session is scheduled for June 13th.
 - Disability Management Training – 11 employees attended our last session held on April 2nd. The next session is scheduled for May 21st.
 - Crucial Conversations – 18 employees have completed Crucial Conversations training since our last meeting. The next session is scheduled for April 25th and 26th.
- IV. EEO Complaints
 - All current open complaints available to members in provided spreadsheet.

V. Community Outreach

- Report Out:
 - A Special Observances Calendar was handed out and posted on the Commission's website. This is a useful tool to utilize when looking for ways to celebrate equal rights.
 - The Commission has 2 open at large seats. According to the County's Equal Rights Plan, seats cannot be filled by County employees.

VI. Non-Standing Items

- EEO Report
 - As there was not a quorum present, acceptance of the EEO report will be held over to June 19, 2019.
- ADA Presentation
 - ADA Coordinator Liz King and Tim Fedorchak provided an overview of the County's ongoing efforts to enhance the accessibility of services the County provides to the community. Title II of the Americans with Disabilities Act (ADA) prohibits all state and local governmental agencies from discriminating against qualified individuals with disabilities in the operation of all services and programs and Title VI of the Civil Rights Act prohibits all state and local governmental agencies from discriminating against a person on the basis of race, color, and national origin. The County recently underwent an audit of Title II compliance in which areas of improvement were found. A County wide approach to address improvement areas is currently underway. Department ADA liaisons should ensure frontline staff are aware of who to contact when receiving a complaint, concern, or recommendation regarding ADA Title II and Civil Rights Title VI.

VII. Comments and Updates

- Commissioners – no commissioners present.
- County EEO Officer – Tamara spoke about the impact of the Me-Too Movement and new legislation as a direct result of the movement. Tamara stressed the importance of having a robust training program along with properly reviewing workplace practices to help mitigate harassment issues.
- Departmental EEO Officers – No Comments or Update

VII. Adjourned at 4:24 pm

Respectfully submitted,

Adrienne Rios