



**EQUAL RIGHTS COMMISSION MEETING**  
Stanislaus County Learning Institute  
917 Oakdale Road, Modesto CA  
Wednesday, December 18, 2019 @ 3:30 PM

**MINUTES**

PRESENT: Please see attached sign-in sheet.

- I. Meeting called to order by Equal Rights Officer, Tamara Thomas, at 3:35 p.m. prior to quorum. Commissioner Leslie Beggs and Tatiana Olivera were present for the meeting.
- II. Commission Business
  - Previous Minutes – No quorum of members was achieved at the meeting, therefore, the minutes for June 9, 2019 and August 21, 2019 will be held over to the February 19, 2020 commission meeting.
  - Correspondence – No correspondence.
- III. EEO Training
  - Effective Communication – 18 employees attend the October session of training and the next session is scheduled for February 11, 2020.
  - Preventing Sexual Harassment (non-mandatory training) – 22 employees attended the session on July 17th. The next training is scheduled for January 15, 2020.
  - Mandatory Sexual Harassment – 163 employees have completed the training since our last meeting.
  - Ethics – Last session was held on October 10th in which 9 employees attended. The next class is scheduled for April 29, 2020.
  - Disability Management Training – 20 employees attended our last session held on October 1st.
  - Crucial Conversations – 30 employees have completed Crucial Conversations training since our last meeting. The current session has 27 enrolled.
- IV. EEO Complaints
  - All current open complaints made available to commissioners in provided spreadsheet.

## V. Community Outreach

- Report Out:
  - The Equal Rights Commission has two vacancies and is currently accepting applications.

## VI. Non-Standing Items

- Lisa Clifton provided an update on Senate Bill 778. The deadline to get all employees trained is now January 1, 2021. The Learning and Organizational Development Team is in the process of developing a plan to rollout training to the entire County workforce. It was mentioned that Community Services Agency may have training material that meets SB 778 requirement. It is preferred to have a local organization provide in person training along with an online option. Waiting on Equal Employment Opportunity Commission (EEOC) will provide an outline of the required training. Department of Fair Employment and Housing (DFEH) is working on a sample online training module that the County can leverage as a training option. All non-supervisors will have to complete a 1-hour training course, whereas supervisors and above classifications have to complete 2 hours of training.

## VII. Comments and Updates

- Commissioners – Leslie Beggs has requested to participate in upcoming trainings provided by Shaw Law. Therefore, it was decided that all commissioners will receive an invitation to attend any future trainings provided by Shaw Law.
- County EEO Officer – Tamara provided an overview of an article that discussed International Day of Persons with Disabilities which is December 3, 2019. The article covered the percentage of disabled persons, socio-economic status, disadvantages, and barriers that make it more challenging when living with a disability. The article provided a reminder that it is good to be aware and mindful and to accommodate as possible. Public and employee accommodation look different. United Nations has an inclusion plan that is simple and mentions small things that can be done to accommodate those with disabilities.
- There are two upcoming Skelly Hearing trainings that are open to all department heads.
- Departmental EEO Officers – No Comments or Updates.

VII. Adjourned at 4:10 p.m.

Respectfully submitted,

Adrienne Rios