



EQUAL RIGHTS COMMISSION MEETING
Stanislaus County Learning Institute
917 Oakdale Road, Modesto CA
Wednesday, December 16, 2015 @ 3:30 PM

MINUTES

PRESENT: Please see attached sign-in sheet.

I. Meeting called to order by Nancy Bronstein at 3:33. Roundtable introductions were made. Guest Yvette McShan introduced herself briefly.

II. Commission Business

- Previous Minutes – Minutes from the August 19th meeting will be held over until the February, 2016 meeting as there is no quorum of members.
- Correspondence – The Commission received a thank you letter from Christine Ferraro-Tallman for recognition at the Equal Rights Award Ceremony in October.

III. EEO Training

- Training Update
 - Effective Communications – Class was held on 09/08/2015 with 20 attendees and on 12/10/2015 with 28 attendees. The next class will be in 2016, schedule pending.
 - Preventing Sexual Harassment (non-mandatory training) – Class was held on 09/11/2015 with 21 attendees and on 12/04/2015 with 27 attendees. The next class will be in 2016, schedule pending.
 - Mandatory Sexual Harassment – Class was held on 09/03/2015 with 117 attendees and on 11/12/2015 with 116 attendees. The next class will be in 2016, schedule pending. Will increase to 8 classes per year with two teaching teams. Revising curriculum as well.
 - Ethics – Class was held on 09/17/2015 with 26 attendees and on 10/29/2015 with 30 attendees. The next class will be in 2016, schedule pending.
 - Disability Management Training – Class was held on 09/09/2015 with 24 attendees and on 12/11/15 with 17 attendees. The next class will be in 2016, schedule pending.
 - There will be a memo coming out about the Supervisor Training Academy. Ryan is looking for new teachers. Please email Nancy or Ryan if you are interested in teaching one or more of the Supervisor classes.

IV. EEO Complaints

- County Complaints – Nancy provided verbal update on County complaints. Detailed report provided in meeting packet.
- Departmental Complaints – Nancy provided verbal update on departmental complaints. Detailed report provided in meeting packet.

V. Community Outreach – How have we reached out to the community recently? Nancy reached out to a group at a local store who were discussing County employment. Bernie reported that they have added a day long training on the employment process in criminal justice classes. Angelica asked about the possibility of a community workshop on how to apply for County positions (i.e. what is the process the County goes through to hire, etc.). Ryan discussed Job Page revitalization; demystifying exam process, etc. good idea. Brandi remarked that County used to provide brochures about OEX and WEX processes when notifying candidates by US mail. Maybe provide links.

VI. Non-Standing Items

- Commission Chair and Vice Chair – No quorum so item tabled.
- Diversity Week 2015 Recap
 - CEO – Pleased with TSP's events; lots of involvement. Food trucks better this year. Increased number to reduce lines. Ryan talked with a community member who had booth at TSP and they represented Thailand. Good outreach.
 - CSA – Event was in cafeteria and training room rather than hallway because it was too crowded in past years. Wanted to avoid fire marshal.
 - HSA and BHRS together – One manager and one Community Health Worker spoke about their heritage and there was a good turnout at both events. Community members were invited to attend the presentations. Diversity costume contest with prizes at the end of the week. Asked for more volunteers from employees rather than just the managers and drew more line staff into the committee with less representation from managers and supervisors.
 - Ag Department had a cultural dishes contest and a special award for best dessert. There were decorations and music. Very competitive. Leadership team provided gift certificates to winners.
- Update – Organizational Improvement – Presentation by Ryan Leupp
 - Genesis – Methodology – Categorization (of challenges) – Toolkit (ways to address challenges) – leads to Conceptualization phase with richer domains like branding, recruitment, network revitalization – Realization (how do we go about doing them – what things will we be doing – what resources created) – how relates to EEO
 - Genesis – Given Tasks – Succession Planning, Leadership and Development, Generalized Consulting
 - Method – Ways and Means – Group meetings, succession planning focus group, individual meetings across hierarchy and departments, county and sector comparisons, case studies, search and analysis
 - Categorization – (Existing challenges) – features (programs, resources), Access (accessibility of information, broaden accessibility), Network shape (who knows who in an organization, what are pathways of communication and utilizing links between people. In recruitment - How info spread to folks who may want to work for the County, knowledge of opportunities that exist), Branding – important because it tells outsiders and those inside as well about the organization (REI Closed Christmas day – relates to core values), Cognitive processes, Continued learning (opportunity to say any organization can get better but need to be open to fact that not best, open to improvement. Org committed to learning and instill sense of individual responsibility), Usage (implementation priority – things we have created that are great but we're not using), [features access, network shape – individual; branding, cognitive processes, continued learning – management down; Usage – top down]
 - Tool kits – Solution Modes – development and revision, accessibility, network facilitation, institutional directive, shared vision
 - Conceptualization – Organizational improvement – recruitment, employee development, branding, accessibility of information, network revitalization
 - EEO Promotion – An engaging, safe and equitable learning organization
 - Recruitment test reformulation – Increased opportunity, restructured flows, adverse impact analysis.

- Accessibility of information – Career ladders, supervisors’ resources portal, targeted advertisement, network utilization
 - Cognitive Process Training – Fundamental Attribution Error, Anchoring and priming, Homophily effects, available heuristics, and more
 - Diversity training – Key elements incorporated into existing classes – from day one; Research in brief – continuing themes; diversity week
 - Developmental Aids – Supervisors Training Academy, Mentoring (formal/informal), personal learning plans
- Talked about Center of Poverty and Inequality – Pathways publication. Will Bring a couple of copies.
- 2016 EEO Commitment Statement / EEO Report 2016-2018 – Will be completed in January. Only adding one thing with no change in protected classes. Can’t discriminate against family members as well. EEO report – finishing stats as 2015 closes. Ryan changing formulas. Will send out before EEO meeting if we get it done in time and to BOS before February.
 - Goals – Not discussed.

VII. Comments and Updates

- Commissioners – No comment or update
- County EEO Officer – No Comments or Update
- Departmental EEO Officers – No Comments or Update

VIII. Adjourned at 4:37 p.m.

Respectfully submitted,

Barbara Barker

Equal Rights Commission Sign in Sheet

December 16, 2015 @ 3:30 p.m. -- Room #1

NAME	REPRESENTING	INITIAL	REPLACEMENT
Leslie Beggs	Commissioner	<i>LB</i>	
Judith Martinez	Commissioner	<i>JM</i>	
Leng Power	Commissioner		
Jon Rodriguez	Commissioner		
Sofia Schultz	Commissioner		
Jeremiah Williams	Commissioner		
Daniel Bernaciak	Ag Commissioner	<i>DB</i>	
Stephanie Navarette	Aging & Veterans		
Steve Hopkins	Alliance Worknet	<i>SH</i>	
Martha Ruano	Animal Services	<i>MR</i>	
Rosalia Juarez	Assessor	<i>RJ</i>	
JoAnn Henley	Auditor		
Veronica Ortiz-Valle	Behavioral Health	<i>OV</i>	
Mari Adwar	Chief Executive Office – HR	<i>MA</i>	
Nancy Bronstein	Chief Executive Office – HR		
Cari Griffin	Chief Executive Office – HR		
Brenda Suarez	Chief Executive Office – HR	<i>B.S.</i>	
Delilah Vasquez	Chief Executive Office – HR		
Peggy Huntsinger	Chief Executive Office – Risk Mgmt		
JoAnn Sarhad	Child Support Services	<i>JAS</i>	
Stephanie Loomis	Children and Families Commission		
Jeremy Howell	Clerk Recorder		
Brandi Welsh	Community Services Agency	<i>BW</i>	
Veronica Torres	Cooperative Extension		
Alice Mimms	County Counsel	<i>AM</i>	
Sara Haub	District Attorney	<i>SH</i>	
Lillie Farriester	Environmental Resources/Parks	<i>LF</i>	
Donna Riley	General Services Agency	<i>DR</i>	<i>Donna Riley</i>
Sue Herzog	Health Services Agency	<i>SH</i>	
Lindsey Pimentel	Library		
Angelica Ramos	Planning	<i>AR</i>	
Bernard Licata	Probation	<i>BL</i>	
Sandip (Sonny) Sandhu	Public Defender		
Julie Serrano	Public Works	<i>JS</i>	
Veronica Hernandez	Sheriff		
John Bettencourt	Stanislaus Regional 9-1-1		
Kellie Gomes	StanCERA		
Allison Turner	Strategic Business Technology	<i>AT</i>	
Angie Valdez	Treasurer	<i>AV</i>	
<i>3-31-15</i>			