



**EQUAL RIGHTS COMMISSION MEETING**  
**Stanislaus County Learning Institute**  
**917 Oakdale Road, Modesto CA**  
**Wednesday, February 21, 2018 @ 3:30 PM**

**MINUTES**

PRESENT: Please see attached sign-in sheet.

- I. Meeting called to order by Ryan Leupp at 3:36 pm prior to quorum. Commissioner Leslie Beggs and Tatiana Olivera are present for meeting.
- II. Commission Business
  - Previous Minutes – No quorum of members was achieved at the meeting so the minutes for August 16<sup>th</sup> 2017 and December 20, 2017 will be held over to April 18, 2018.
  - Correspondence – Ryan announced that Leng Power has resigned from her commission seat due to taking a job with BHRS. She wanted to express her gratitude for being part of the group and is excited about being a member of the Stanislaus County team. Tatiana Olivera is the newest member of the Commission. Ryan introduced her to the group; she is currently working on her MPA at Stanislaus State and is also an editor and writer for their newspaper. She is happy to be part of the commission and is looking forward to the future. Introductions were made around the room.
- III. EEO Training
  - Effective Communication – Last session was held on February 15, 2018 and 23 employees attended. Next session is scheduled for April 11, 2018.
  - Preventing Sexual Harassment (non-mandatory training) – Last session was held on January 18, 2018 and 17 employees attended. Next session is scheduled for April 12, 2018.
  - Mandatory Sexual Harassment – 85 employees have completed online training since last meeting. A class will be held on March 15, 2018.
  - Ethics – Scheduled for Spring 2018. We should have a schedule posted for this class within the next month.
  - Disability Management Training – 28 employees attended the session on January 30, 2018. The next session is scheduled for May 14, 2018.
  - Crucial Conversations – Being offered once a month by CEO HR Learning Institute.
- IV. EEO Complaints
  - All current open complaints available to members in provided spreadsheet.
- V. Community Outreach
  - Report Out:
    - Cindy from the Health Services Agency met with the MJC Nursing program, which currently has about 50 students, to discuss opportunities at the County.

- All County managers met with Jody Hayes this morning to discuss his vision for the future and lots of the discussion revolved around Focus on Prevention. Ryan talked about how making an impact on a 5 year old can pay off in 15 years when that child becomes a County employee.

## VI. Non-Standing Items

- Tamara talked about the current EEO plan. Asked the group to be part of writing a new plan as the current one is expired. More support for EEO is part of the County strategic plan and there is a want to be able to concentrate on outreach, be a positive influence on employees, and provide more opportunities for equal rights. Members in the room have the opportunity to look at the current plan with fresh eyes to move forward this year.
- Ryan talked about the handouts and explained how he would like the groups to use those to work together to revise the annual report. Tamara provided some direction to the group for what she is hoping for. Reiterated that this work is to be done during the EEO Commission meetings. Ryan asked for volunteers to be the group leaders.
  - Lindsey P. and Norma R. – Goal 1 – Enhance celebration opportunities
  - Cindy B. and Peter I. – Goal 2 – Improve community outreach and raise public awareness of job opportunities for minorities
  - Delilah V. and Jennifer J. – Goal 3 – Improve County commitment to Equal Rights
- Groups had table discussion for 20 minutes followed by reporting out to the whole group.
- Goal 1
  - Get management buy in so more people participate in planned activities or days
  - Lots of employees like to travel, have a place where they can submit photos to highlight different places around the world
  - Having a platform to highlight different cultures throughout the county
- Goal 2
  - Work more closely with non-profits in the community to do outreach
  - Use social media as an outreach tool, find which platforms minorities prefer
  - Hosting workshops open to the public showcasing how to apply for County employment
  - Outreach to local high schools and colleges about the benefits of County employment
  - Work with International Rescue Committee to reach out to the refugee community
- Goal 3
  - Look at processes that can be streamlined
  - Write expectations and policies for EEO Officers
  - Provide an onboarding process for EEO Officers
  - Make a County-wide effort to ensure employees are reading the annual commitment statement, add to annual acknowledgement list

## VII. Comments and Updates

- Commissioners – No comments or updates
- County EEO Officer – Tamara discussed the handout on Women’s History Month in that is in March. This year’s theme is Nevertheless she persisted: Honoring women who fight all forms of discrimination against women. She talked about how far the movement has come and all the contributions that women have made to our community. Her favorite depiction of women rights is Rosie the Riveter. Women in the workplace is a hot topic and it is important that we discuss it professionally and respectfully. She encouraged members to post or talk about this back in their departments. This is how we facilitate change.
- Departmental EEO Officers – No Comments or Update

VII. Adjourned at 4:38 pm

Respectfully submitted,

Arielle Arias

# Equal Rights Commission Sign in Sheet

## February 21, 2018 @ 3:30 p.m. -- Room #1

NAME	REPRESENTING	INITIAL	REPLACEMENT
Leslie Beggs	Commissioner	LB	
Judith Martinez	Commissioner		
Yvette McShan	Commissioner		
Tatiana Olivera	Commissioner	TO	
Jeremiah Williams	Commissioner		
Daniel Bernaciak	Ag Commissioner	DB	
Stephanie Navarette	Aging & Veterans	SN	
Martha Ruano	Animal Services	MR	
Rosalia Juarez	Assessor	RJ	
Carol Locke	Auditor	CL	
Veronica Ortiz-Valle	Behavioral Health	OV	
Brandi Hopkins	Chief Executive Office – HR	BH	
Ryan Leupp	Chief Executive Office – HR		
Monica Coryea	Chief Executive Office – HR		
Jennifer Jacquez	Chief Executive Office – HR	JJ	
Peter Ishaya	Chief Executive Office – HR	PI	
Mari Tamimi	Chief Executive Office – HR		
Tina Von Stade	Chief Executive Office – HR		
Norma Rodriguez	Chief Executive Office – HR	NR	
Tamara Thomas	Chief Executive Office – HR	TT	
Derek Davis	Chief Executive Office – Risk Mgmt.	DD	
JoAnn Sarhad	Child Support Services	JAS	
Denae Davis	Children and Families Commission		
Jeremy Howell	Clerk Recorder	JH	

