



EQUAL RIGHTS COMMISSION MEETING

Stanislaus County Learning Institute
Microsoft Teams Meeting
1010 10th Street, Suite 1013
Wednesday, December 16th, 2020 @ 3:30 PM

MINUTES

PRESENT/CALL: Please see attached sign-in sheet.

- I. Meeting called to order by Evelyn Gardner at 3:37 p.m. prior to quorum. Commissioners Leslie Beggs Jeremiah Williams present for meeting.
- II. Commission Business
 - Previous Minutes – Meeting minutes from previous meeting in August were passed. Motion (Jeremiah Williams)/ Second (Leslie Beggs)/ Carried 2/2 to approve minutes of August 19, 2020.
 - Correspondence – County EEO officer, Tamara Thompson, shared that EEO Commissioner Kennan Kirk has submitted his Letter of Resignation and the letter has been passed on to the Clerk of Board for notice of his departure from the Commission.
- III. EEO Training
 - Effective Communication – There are no sessions scheduled at this time.
 - Preventing Sexual Harassment (non-mandatory training) – There are no sessions scheduled at this time.
 - Mandatory Sexual Harassment – 3,539 employees have completed the training online between 8/19/20 - 12/10/20. Additionally, 7 in-person trainings have been delivered since our last meeting, training 191 additional non-supervisory employees.
 - Ethics – There are no sessions scheduled at this time.
 - Disability Management Training – There are no sessions scheduled at this time.
 - Crucial Conversations – There are no sessions scheduled at this time.
 - Evelyn stated to not anticipate jumping back in to in-person trainings but County will be trying to bring more virtual trainings in 2021.
- IV. EEO Complaints
 - All current open complaints have been given to the Commissioners.

- County EEO Officer, Tamara Thompson, gives update that there has been an increase in complaints in certain areas due to more training being provided and greater awareness among employees.

V. Community Outreach

- Report Out:
 - Both Commissioners Leslie and Jeremiah have served on the Commission for many years now. Ryan Leupp asks members if they know anyone who would be interested in being a part of this Commission because we would love to have them. Ryan talks about how it is a great way for the public to have a connection with the government and to see what is going on in our community.

VI. Non-Standing Items

- The Dale Butler Awards Ceremony took place in October. The award winners were:
 - Donna Linder
 - Jillian Kraut
 - Barbara Vassell
 - Amy Carroll
- Dionicio Cruz Award Winners:
 - Information Technology Central
 - Health Services Agency
- Evelyn shared that the upcoming Shaw Law Group training is an advanced EEO training. This training is good for HR representatives and EEO officers. Departments have been given some places in the training and the number of people per department depends on the size. The training will take place Friday 22nd of January from 9am – 4pm virtually.
- Evelyn updates the group about some changes that have been made to the Equal Rights Statement that will be presented to the Board of Supervisors for approval in January 2021.
- Ryan talks about dealing with COVID-19 and trainings that took place last week regarding it. He also gives a reminder from Cal OSHA about keeping individuals' medical information confidential when conducting investigations regarding COVID-19.

VII. Comments and Updates

- Commissioners – No Comments or Updates.
- County EEO Officer – No Comments or Updates.
- Departmental EEO Officers – No Comments or Updates.

VIII. Meeting adjourned at 4:29 p.m.

Respectfully submitted,

Devan Bains