



**EQUAL RIGHTS COMMISSION MEETING**  
**Teams Conference Call / 1010 10<sup>th</sup> Street, Suite 1013**  
**Wednesday, June 16, 2021 @ 3:30 PM**

**MINUTES**

Present/Call: Please see attached attendance sheet.

- I. Meeting called to order by Evelyn Gardner at 3:33 p.m. Commissioners Leslie Beggs and Jeremiah Williams were present for the meeting.
- II. Commission Business
  - Previous Minutes
    - April 21, 2021 – hold off on approving minutes until future meeting as they cannot be approved until there are three commissioners.
  - Correspondence
    - Commissioner Jeremiah Williams connected to Supervisor Grewal to encourage additional commissioner participation.
- III. EEO Training
  - Training Update
    - Classes such as Ethics, Crucial Conversations, Decision Making 101 are currently still on hold.
    - The Mandatory Sexual Harassment Prevention Training continues to be offered to employees. 121 employees have completed this training via Everfi; 0 in-person harassment trainings.
    - Managing Employee Performance took place in April 2021 and was facilitated by Tamara Thomas. 66 employees participated and completed this training virtually.
    - Ryan Leupp reminded members of Cal/Osha meeting that will take place on 6/17/21.
- IV. EEO Complaints
  - County and Departmental
    - Tamara Thomas expressed appreciation of EEO officers in the different departments. Also mentioned to take any supplemental and or any additional trainings that will assist with conducting investigations.
- V. Community Outreach
  - Report Out
    - Commissioner Williams reminded all of Saturday, July 3<sup>rd</sup>: Modesto will hold a parade for the community to join with their families. There will be a vaccination clinic available to those who are still interested or have yet to receive their vaccination. There will also be a moment of silence in remembrance of a Gallo member who passed away recently. Also included will be Sikh involvement to show additional representation during the parade.
    - Commissioner Williams gave his personal condolences to a meeting participant who recently had a passing of a family member.
    - Tamara Thomas spoke of Stanislaus County having an in-person Diversity Week in October 2021. Wellness and Equal Rights Ceremony will take place during this month as well. This will allow the return of networking and gathering together in person.
    - Ryan Leupp spoke of the COVID-relief report that is a tool that outlines and showcases the fantastic work that Stanislaus County and the organization did in response to the pandemic.

## VI. Non-Standing Items

- Commissioner Recruitment: [Application for Appointment to Equal Rights Commission](#)
  - Evelyn Gardner reminded everyone that we are actively seeking nominations for commissioners. Link for application is included in this agenda. As applications come in, they are forwarded to Board of Supervisors for review. In addition to the form, there are criterion for eligibility: has to be someone who is a county resident but not a county employee and must be over 18 years of age. We are looking for individuals committed to equal rights and diversity inclusion.
  - Commissioner Williams congratulated Commissioner Beggs for her leadership in another local organization.
  - Commissioner Beggs expressed concern for the low number of commissioners that she has noticed.
- 2021 Proposed Diversity Week Celebrations, October 4 – 8, 2021
  - Evelyn Gardner reminded all that Diversity Week has historically been held during the first week of October. This year we are proposing for it to be held during the first full week of October.
- 2021 Proposed Dale Butler Equal Rights Awards, October 8<sup>th</sup> at 3:30pm
  - Evelyn Gardner reminded all that last year's awards ceremony was held in the Downtown Plaza. This ceremony is an important process to honor those individuals who are working day in and day out and are working hard to ensure equal rights.
  - Proposing a deadline of August 20<sup>th</sup> to submit nomination forms. This date is the day after next EEO meeting which will also allow one more opportunity to discuss this matter. Please share nomination forms and encourage others to complete and submit prior to 8/20/21 to either Evelyn Gardner or Adriana Harakh, who will in turn pass along applications to the Commissioners.
  - [Nomination Guidelines](#)
  - [Nomination Form](#)
- 2021 EEO Plan and Report
  - Every two years this plan and report is updated. Included is the tracked-changes version with the narrative section updated on the report. The statistical piece of the report is on hold until the census data is released. The updated statistics for diversity numbers within our county employment will be shared during the August EEO meeting. In advance to the August meeting, please review the report and changes that have been made. Any questions or concerns, please reach out to Evelyn Gardner at [gardnere@stancounty.com](mailto:gardnere@stancounty.com)
  - Commissioner Beggs discussed page 9 and recommended the definition of "offensive remarks" be included in the report for further clarification. Evelyn Gardner clarified that the verbiage is pulled from the Personnel Manual. Ryan Leupp further clarified and showed examples within the document, however, Commissioner Beggs expressed concern that the reader may interpret the wording in a specific way. Tamara Thomas discussed how this correlates to when one is conducting an EEO investigation.

## VII. Comments and Updates

- Commissioners
  - Commissioner Williams thanks Stanislaus County for having some employees help during Love Modesto and Amy Carrol for helping organize the County's participation.
- County EEO Officer
  - June is Pride Month
    - Tamara Thomas: We need to ask and reflect on how the community is feeling in representation and their feelings of inclusion while they are working. Are they also demographically being represented in the workplace? Recommended reading the article that was attached in the meeting packet. As a county, we want to ensure that employees can represent themselves and be supported and encouraged in the workplace. We need to make sure we are extending a hand to make sure anyone can be part of the organization.

- Animal Services shared that they are posting animal photos on their website with Pride colors in the background. Some employees requested from the Department Director if they could wear pride flags on their shirts during the month.
- Departmental EEO Officers
  - Tamara Thomas welcomed Marc Hartley who is now with County Counsel. Sweena Pannu has accepted an interim position with the Public Defender until the recruitment has been completed for Public Defender Laura Arnold's position. Marc Hartley will now be the only HR representative for County Counsel for the time being.
  - Ryan Leupp mentioned that a Bill is on its way to President Biden, proposing Juneteenth be a Federal Holiday. It would be the 11<sup>th</sup> Federal holiday.
  - Pam Williams discussed Community Services Agency focusing on Diversity Week in partnership with Department of Child Support Services & Sheriff's Department in hopes of having diversity training. During Diversity Week, Director Kathy Harwell would give a welcome and the theme would be "Cultural differences around the world" and are hoping to have cultural foods, a cultural dress day, as well as a Civil Rights newsletter. During Diversity Week, CSA wants to have video and photos taken to be posted on County's Intranet as well.
  - Evelyn Gardner recommended LinkedIn Learning courses around Diversity Inclusion.

**VIII.** Adjournment at 4:40 p.m.

**NOTES:**

- 1) Members of the public may be heard on any item of the Commission's agenda. A person addressing the Commission will be limited to 5 minutes unless the Chairperson of the Commission grants a longer period of time. Comments by members of the public on an item on the agenda will only be allowed during consideration of the item by the Commission.
- 2) Reasonable Accommodations – In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact CEO-HR at (209) 525-6341. Notification 72 hours prior to the meeting will enable the County to make reasonable arrangements to ensure accessibility to this meeting.
- 3) Supplemental materials will be available at the Chief Executive Office.
- 4) This meeting will be held online via Microsoft Teams. For a link to request access to the meeting, please email [gardnere@stancounty.com](mailto:gardnere@stancounty.com).

**EQUAL RIGHTS COMMISSION MEMBERS:**

Leslie Beggs      Jeremiah Williams