



**EQUAL RIGHTS COMMISSION MEETING**  
**Teams Conference Call / 1010 10<sup>th</sup> Street, Suite 1013**  
**Wednesday, February 16, 2022 @ 3:30 PM**

**MINUTES**

- I. Call to Order - Meeting called to order by Evelyn Gardner at 3:33 p.m.
- II. Commission Business
  - Previous Minutes
    - Minutes will be approved at a future meeting when a quorum is available
  - Correspondence
    - No Correspondence
- III. EEO Training
  - Training Update
    - Mandatory Sexual Harassment training still mostly online. 166 employees have completed the online training between 12/8/21 and 2/2/22. In person classes are delivered as needed for employees without regular access to a computer.
    - Crucial Conversation training and Managing Employee performance: we have not held these two trainings since the fall. In the process of meeting with trainers and facilitators to begin this Spring/Summer.
- IV. EEO Complaints
  - County and Departmental
    - Contact Jennifer Marchy if there is a complaint in your department.
    - Sweena & Tamara held the training on investigator writing skills, how to adequately address all potential information in an investigation report, today before this meeting.
- V. Community Outreach
  - Report Out
    - Evelyn acknowledges BHRS for their work on the Cultural Competence, Equity, and Social Justice Committee (CCESJC) which is now known as the Behavioral Health Equity Committee (BHEC)
    - Tamara asked that departments send us any outreach events that they are doing.
    - Arielle Arias discussed that a training about diversity and inclusion should be developed.
    - Tamara told the EEO Officers to send any training curriculum that they may use in their departments to Evelyn Gardner.
- VI. Non-Standing Items
  - Commissioner Recruitment: [Application for Appointment to Equal Rights Commission](#)
    - Application is hyperlinked in the agenda. Looking for individuals to volunteer.
    - 3 Commissioners currently. We can have up to 7 Commissioners.

- The requirements to be a commissioner is 18 years or older and you cannot be an active county employee. If you know of anyone that would be a good fit for the group, please encourage them to apply.
- 2021 EEO Plan and Report Update
  - Evelyn worked with County staff and pulled the most current benchmark data, which was 2014-2018, from American Community Survey data. Census will not be releasing the EEO comparison data until approximately 2023 or 2024.
  - CSA would use the EEO plan and report as an outreach or recruitment tool to colleges.
  - Tamara brought up the 02/15/2022 BOS meeting's last agenda item. About using grants to help the underserved population. There were many people at the meeting speaking about what the community needs.
  - Leslie Beggs asked if we have partnerships with the colleges?
  - Tamara said that we do have some recruitment partnerships. We are attending job fairs at MJC and Stan State.
  - Hughson's Chief of Police has created a class for Spanish speaking citizens to become trained for community awareness.
- 2022 Equal Rights Commitment Statement
  - Draft statement was shared with Commissioners and officers for any feedback in late 2021. Statement was submitted to Board of Supervisors in early 2022. Board of Supervisors approved EEO Statement at the 1/25/22 Board of Supervisors Meeting.

#### **VII. Comments and Updates**

- Commissioners
  - No comments
- County EEO Officer
  - February is Black History Month. Tamara recommended watching the PBS special called find your roots.
  - Lunar New Year 2022. Tamara highlighted some aspects of the lunar new year and recommended attending the Lunar New Year parade in San Francisco.
- Departmental EEO Officers
  - No comments

#### **VIII. Adjournment at 4:50 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      Solange Altman

Respectfully submitted,  
Jennifer Marchy