



**EQUAL RIGHTS COMMISSION MEETING**  
**Harvest Hall Rooms D & E / 3800 Cornucopia Way Ste B, Modesto, CA 95358**  
**Wednesday, June 15, 2022 @ 3:30 PM**

**MINUTES**

- I. Call to Order – Meeting without quorum called to order by Evelyn Gardner at 3:45pm. There was no quorum. Commissioners Beggs and Williams present.
- II. Commission Business
  - Previous Minutes
    - December 15, 2021 & April 20, 2022 - Because quorum was not present, the minute meeting approval was deferred.
  - Correspondence
    - CA Fair Employment and Housing Council's March 24, 2022, letter regarding resources available for victims of hate crimes
      - Ryan mentioned interaction with members of the public to raise awareness to help individuals get further resources.
      - You can find resources in different languages at [www.dfeh.ca.gov](http://www.dfeh.ca.gov).
- III. EEO Training
  - Training Update
    - Training Report
      - 4/14/22-6/13/22, 154 employees completed sexual harassment training online.
      - Crucial Conversations training June 7<sup>th</sup> & 9<sup>th</sup>, 21 employees completed. Special thanks to instructors: Tina Von Stade, Jennifer Jacquez, Sara Fearon, and Tamara Thomas.
      - Supervisor Training Academy – intense 6 days training; recommend retaking every 5-7 years. 2 classes with a connection to EEO matters include: 19 completed Disability Management training on 5/17/22. 25 completed Managing Employee Performance training on 5/12/22.
      - Emotional Intelligence EQ training is available to all supervisory and management level employees.
- IV. EEO Complaints
  - County and Departmental
    - Commissioners receive a log of these complaints. If you have an EEO investigation happening please reach out to Jennifer Marchy, CEO-HR office.
- V. Community Outreach
  - Report Out
    - Commissioner Williams noted that over \$82,000 was raised for the Borsh dinner at King Kennedy; 500 tickets sold.
    - Ryan Leupp spoke regarding Diversity, Equity, and Inclusion noting that a new position will be opening at Chief Executive Office.

- Working alongside community manager to accelerate DEI issues, external/internal thought leader; help organize civil rights complaints & concerns; duties to evolve over time to help lead efforts of community outreach.
  - Commissioner Williams some events that are happening in the area are Juneteenth, July 4<sup>th</sup> with a United We Stand theme, and the Stanislaus County Faire.

## VI. Non-Standing Items

- Commissioner Recruitment: [Application for Appointment to Equal Rights Commission](#)
  - Commissioners must be over the age of 18, not employee of Stanislaus County
  - Application will be reviewed and approved by Board of Supervisor
- 2022 Diversity Week, Proposed Dates: Sunday 10/2/22 – Saturday 10/8/22
  - How could we celebrate Diversity Week?
    - Jackie – choose a language of the day
    - Stephanie – cultural diversity in music, small potluck
    - Jamie – acknowledge people as individuals
    - Ryan – Hand tree – organizational tree
    - Tina – Submitting recipe from different cultural background
    - Sweena – make ethnic dessert
    - Maria – sharing cultural food
  - Consider partnership with other departments
- Equal Rights Award Nomination Guidelines
  - Commissioner Beggs mentioned to nominate people who would go out of their ways for others.
  - Commissioner Williams encourage all to do it yourself and nominate someone and give honor where honor is due.
  - Arielle requests that we should send all management staff email regarding nomination.
- Application for Equal Rights Commission Awards
  - Included in meeting packet.

During the non-standing items portion of the agenda, Commissioner Altman entered the meeting room. With 3 Commissioner present, there was a quorum.

- Evelyn Gardner called the meeting with quorum to order and returned to the Commission Business portion of the agenda.

## II. Commission Business

- Previous Minutes
  - December 15, 2021 & April 20, 2022 - Motion (Altman) / Second (Beggs), Approved (Altman, Beggs, and Williams).

## VII. Comments and Updates

- Commissioners
  - Commissioner Beggs, MJC classes are free this fall, [Free College - MJC](#)
- County EEO Officer
  - June is Pride Month
    - Bernie Licata spoke about inclusive language and shared a story of his wedding and his preference to refer to his guests as “Family and Friends” instead of “Ladies and Gentlemen.” It is important how we address people in our workplace and community to make all feel included.
    - LinkedIn Learning video [Embrace gender-inclusive language](#)

- Departmental EEO Officers
  - Monica Aleman offers an example of inclusive language - “Hey folks” in lieu of “Hey guys.”

**VIII.** Adjournment at 5:00pm

**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.

**EQUAL RIGHTS COMMISSION MEMBERS:**

Leslie Beggs      Jeremiah Williams      Solange Altman