



EQUAL RIGHTS COMMISSION MEETING
Stanislaus County Veterans Center, 3500 Coffee Road, Suite 15, Modesto, CA 95355
Wednesday, August 17, 2022 @ 3:30 PM

AGENDA

I. Call to Order

Evelyn Gardner, Learning & Organizational Development Manager, called meeting to order meeting at 3:34 pm.

Commissioners' Altman, Beggs, Biesemeier and Kaur are present at the beginning of the meeting. Commissioner Williams arrived at 4:07 pm.

Evelyn Gardner welcomed Rhonda Biesemeier and Harjit Kaur our two new commissioners.

Rhonda Biesemeier worked for Stanislaus County for 37 years in the Benefits Department. She retired from county 15 years ago. Rhonda served on the StanCERA Retirement Board. She chose to be on this commission because she likes to be involved with community activities.

Harjit Kaur currently works as the Pro Bono Program Managing Attorney at Equal Rights Advocates providing critically needed legal assistance/advocacy in Title IX processes. She also advocates for gender justice in the workplace, ensuring justice for victims of sexual assault, harassment and discrimination.

All attendees were invited to introduced themselves around the room.

II. Commission Business

- Previous Minutes
 - June 15, 2022 – It was decided not to motion to approve the minutes because our new Commissioners were not in place at the time of the previous meeting. The approval of the minutes will be postponed until the next meeting.
- Correspondence – There are no correspondence from any of the Commissioners.

III. EEO Training

- Training Update
 - Training Report - 1,228 employees completed the County's Mandatory Sexual Harassment Training between 06/14/2022 and 08/15/2022. This is about 1/3 of the County's active workforce.
 - Additional EEO related trainings are scheduled for fall 2022. There is not as much training in the summer season. There will be some additional supervisor training coming up soon.
 - There have been some problems accessing our online Harassment Prevention training. Evelyn has helped solve some login issues. Anyone having problems, please contact Evelyn.
 - Crucial Conversations Training coming in October and December 2022.

- CEO Human Relations staff were provided training by US EEOC. The course explained LGBTQI+ inclusion concepts and how to make the workplace more welcoming. US EEOC's Training Institute is a good resource for more information and trainings on EEO topics. Please continue to reach out to Tamara or Evelyn with ideas on training opportunities.

IV. EEO Complaints

- County and Departmental
If you have any EEO investigations, within your department, please notify Jennifer Marchy, Executive Assistant to Tamara Thomas. The County is responsible for tracking all EEO Investigations.
- It has been approximately 18 months since we have had Shaw Law EEO Investigation Training. By a show of hands, there are 12 people who are interested in having this training for themselves or their department.
- The Stanislaus County Equal Rights Complaint Log was included with the Commissioner's packets.

V. Community Outreach

- Report Out
 - Bernie Licata, Manager IV, said that the County will be conducting interviews Friday for the Marketing & Talent Acquisition Manager – Outreach. This position will go into the community to try and recruit applicants for our current openings. This will include schools and colleges. The County feels that this will lead to a greater pool of candidates. If anyone has any ideas about adding more tools for recruiting candidates for the County's open positions, please contact the County's recruitment team.
 - Frankie Juenamann, Management Consultant, was asked about the DEI Manager recruitment. Frankie let us know that the flyer is still getting finalized, and as of today, the position has not been posted. The HR Department is looking to partner with the Community to fill this position.
 - Jamie Croft, HR Management at HSA, announced that HSA is recruiting for a Health Equity Manager.
 - Evelyn let attendees know that on Saturday, August 27, 2022, there will be a 5K Walk/Run to Raise Awareness on Fatal Drug Overdoses and Poisonings.
 - There were no other announcements. All attendees are urged to let Evelyn know any other upcoming events. All information will be shared.

VI. Non-Standing Items

- Evelyn thanked all who have spread the word about Commissioner Recruitment. We have filled five out of the seven positions. We are really trying to fill the additional two seats. Please encourage qualified people to apply. The link below has all the necessary the conditions. All applications will be review by the Board of Supervisors.
 - Commissioner Recruitment: [Application for Appointment to Equal Rights Commission](#)
 - Commissioners must be over the age of 18 and not employed by Stanislaus County.
- 2022 Diversity Week, Proposed Dates: Sunday, October 2, 2022 – Saturday, October 8, 2022
 - There will be a Board Agenda item to proclaim this week Diversity week for Stanislaus County. We encourage all departments to participate. Departments might consider partnering with another department.

- CSA plans to continue their annual diversity event. They will be putting together a power point about Cultural differences for Children and Education. They plan to partner with DCSS. Evelyn agreed that using the County's CONNECT website has worked very well to celebrate diversity.
- Employees may want to find ideas by using LinkedIn Learning as a resource. All County employees are granted access and there are some excellent courses including Identity, Inclusion, Belonging, and Language.
- Commissioner Kaur suggested referencing the Public Learning Institute as another online resource for Cultural Competency Training.
- Save the Date: October 7, 2022, 3:30-5:00 pm for the 2022 Equal Rights Awards Ceremony
 - [Nomination Guidelines](#) and [Nomination Form](#) for Equal Rights Awards.
 - Please consider nominating someone within your department or network. Deadline to submit nominations is 08/26/2022.
 - As of today, Evelyn has not received any nominations for our Equal Rights Awards Ceremony. She asked if anyone has any questions about the nomination process. She also let everyone know that the person you are nominating does not have to be in your department. Nominations can come from more than one person. Please get your nominations in as soon as possible.
 - Commissioner Williams asked if anyone had nominated anyone. None of the attendees indicated that they had nominated anyone. He challenged all of us present to say thank you to an individual and let them know that they matter and that their hard work is appreciated. He added that honoring someone for their contributions will be reciprocal, and that it is not a difficult task to acknowledge someone. He would like to see many nominations.
 - Commissioner Williams said that attendees of past Awards presentations thought it was a great event to celebrate people in their organizations who have gone above and beyond. Past winners come back to be a part of this unique group. Jody Hayes, CEO, encourages all employees to nominate others and to attend event. Families are always welcome.

VII. Comments and Updates

- Commissioner Williams let us know that on September 3, 2022, from 4:00 pm – 6:30 pm, there is a Chinese Heritage Event at Graceada Park. There will be free yoga classes, live Martial Arts demonstrations, and booths with Chinese foods. On Friday, September 2, 2022, there will be a NAACP First Friday African American Professional Networking Mixer in partnership with United Way of Stanislaus County. It will be at the Double Tree Hotel Plaza. If you would like any further information, please contact the NAACP website naacpmodestostanislaus.org.
- County EEO Officer
 - September 15 – October 15 is Hispanic Heritage Month
Bernie Licata gave some history concerning the upcoming Hispanic Heritage Month. He said that President George H. W. Bush proclaimed Hispanic Heritage Month. All Departments are encouraged to share this information with their employees.

VIII. Adjournment

Meeting adjourned at 4:35 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 five minutes unless the Chairperson of the Commission grants a longer period. 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
Rhonda Bieseimeier Harjit Kaur