



**EQUAL RIGHTS COMMISSION MEETING**  
**Stanislaus County Veterans Center, 3500 Coffee Road, Suite 15, Modesto, CA 95355**  
**Wednesday, February 15, 2023 @ 3:30 PM**

**MINUTES**

- I. Call to Order
  - a. Evelyn Gardner, Learning & Organizational Development Manager, called meeting to order at 3:46 P.M. There was no quorum.
  - b. Commissioners Williams and Bieseimer are present at the beginning of the meeting.
    - i. Commissioner Beggs arrived at 4:25 P.M.
  - c. Commissioner Kaur was unable to attend.
  - d. Commissioner Altman was unable to attend.
  - e. Evelyn Gardner called for new meeting attendees to introduce themselves.
    - i. Aimee Soto – On behalf of Probation Dept.
    - ii. Blanca Torres – On behalf of BHRS
    - iii. Nancy Aguirre – On behalf of Sheriff
- II. Commission Business
  - Previous Minutes
    - December 21, 2022
      - Approval of past meeting minutes – because quorum was not present, the minute meeting approval was deferred.
  - Correspondence - There is no correspondence from any of the Commissioners
- III. EEO Training
  - Training Update
    - Training Report - 197 employees completed the County's Mandatory Sexual Harassment Training between 12/13/2022 and 2/09/2023.
    - Training Report – The next disability management training is scheduled for March 14, 2023, part of the Supervisor Training Academy.
    - Training Report – The next managing employee performance training is scheduled for March 8, 2023, part of the Supervisor Training Academy
    - Training Report – The next Crucial Conversations training is scheduled for March 30 and April 6, 2023.
    - Training Report - trainings conducted by Shaw Law Training, which included a three-course series on the fundamentals of investigations, advanced aspects of EEO investigations, and investigation report writing techniques.
      - Tamara commented that the training was exactly what the organization needed, and that CEO-HR will provide an in-service to evaluate and conduct training from a County perspective. The training involved experiential scenarios, which were critical for telling a neutral story during investigations. About 25 people attended the trainings, and the participants shared positive feedback, including feeling empowered, good networking, and learning new things. The training also provided a safe space for open dialogue on EEO investigations.

#### IV. EEO Complaints

- County and Departmental
  - If you have any EEO investigations, within your department, please notify Shannon Smith, Executive Assistant to Tamara Thomas. The County is responsible for tracking all EEO Investigations.
    - Tamara discusses working on an updated reporting mechanism and expresses gratitude for the commissioners' cooperation in advising us on our reporting. She also notes progress in investigations and emphasizes the importance of ensuring proper quality control. Tamara indicates that a new process will be coming from the CEO's office to offer assistance and ensure nothing falls through the cracks.
      - Diane Parkinson asks a question about an investigation where the complainant had ended employment with the County. Tamara advises her to speak with the HR office for clarification and advice.
  - The Stanislaus County Equal Rights Complaint Log was included with the Commissioners' packets

#### V. Community Outreach

- Report Out
  - Kristen Velarde highlighted the significance of taking photos of various departments for recruitment purposes and showcasing the diversity of the County.

#### VI. Non-Standing Items

- 2023 Equal Rights Commitment Statement, Approved 1/31/23
  - Evelyn requests that the statement be shared within their department and requests that the word be spread to help establish a culture for their employees, adding that the information in the statement is a living tool for them.
    - Frankie asked where the 2023 Equal Rights Commitment Statement is stored, to which Evelyn responded that it should be uploaded soon to the County's website.

#### VII. Comments and Updates

- Commissioners
  - Commissioner Williams
    - Events for Black History Month during the month of February
      - February 18<sup>th</sup> at the State Theater – “Songs of Joy” Youth Musical/Talent Show starting at 5:00 P.M. at a cost of \$10
        - [An Evening of Black Joy \\* State Theatre of Modesto \(thestate.org\)](#)
      - February 21<sup>st</sup> Ileisha Sanders, DEI Manager, will be speaking at the Kiwanis Club in Modesto honoring Black History Month at 12:00 P.M. no charge for this event.
        - [Kiwanis Club of Modesto \(modesto-kiwanis.org\)](#)
      - February 24<sup>th</sup> – King Kennedy Center will be having a program at 5:00 P.M. no charge for this event.
      - February 25<sup>th</sup> – Martin Luther King Jr. Event – Michael Baldwin at Modesto Junior College at 7:00 P.M. no charge for this event.
        - [Community Leader, Michael Baldwin, to speak at MLK Commemoration : Modestoview](#)

- County EEO Officer
    - February is Black History Month
      - Tamara Thomas emphasized the significance of Black History Month and suggested spending more time discussing its importance. She called for building support for Black history beyond just the designated month and encouraged personal engagement and proactive efforts to shape change. She also urged individuals to speak up and inject themselves into conversations to show support and facilitate discussions.
        - Tamara reflects on her personal connection with Black History Month and how we can all better respond and help the Black community to make things better.
          - Williams suggests expanding to other cultures, such as Hmong and Asian. He recommends being considerate of how we treat individuals from all sorts of historically marginalized groups.
          - During the meeting, the group discussed inclusivity and asked hard questions. They recalled personal stories of discrimination, they discussed how to approach conversations in a conscious manner and to be mindful of privileges. They also talked about the importance of dialogue and finding good data to support conversations. They concluded by highlighting the need for training opportunities and building inclusive environments.
          - Tamara emphasized the importance of discussing facts and finding good data to support a broader conversation on supporting women in the workplace and driving conditions. Williams stated that dialogue is the greatest way to lift a conversation and make everyone better individuals. Evelyn encouraged everyone to engage in content on LinkedIn Learning and announced that Ileisha would be providing future training opportunities to build inclusive environments.
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- Departmental EEO Officers

During the Comments and Updates portion of the agenda, Commissioner Altman entered the meeting room at 4:25pm. With three Commissioner present (Beggs, Bieseimer, Williams), 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 21, 2022
    - Biesemeier noted an update to the 12/21/23 meeting minutes. She noted the need to update the title of the document from “AGENDA” to “MINUTES”
    - Approval of past meeting minutes with the update identified by Biesemeier.
      - Motion (Biesemeier)/ Second (Beggs), Approved (Beggs, Biesemeier, Williams).

**VIII. Adjournment**

- a. Motion (Williams)/Second (Biesemeier), Approved (Beggs, Biesemeier, Williams) at 4:55 P.M.

Respectfully submitted,

Misael Canales-Salas

**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  
Rhonda Biesemeier      Harjit Kaur