



EQUAL RIGHTS COMMISSION MEETING
Stanislaus County Veterans Center, 3500 Coffee Road, Suite 15, Modesto, CA 95355
Wednesday, April 19, 2023 @ 3:30 PM

MINUTES

- I. Call to Order
 - a. Evelyn Gardner, Learning & Organizational Development Manager, called meeting to order at 3:35 P.M. There was no quorum.
 - b. Commissioners Williams and Altman are present at the meeting.
 - c. Commissioner Beggs was unable to attend.
 - d. Commissioner Kaur was unable to attend.
 - e. Commissioner Bieseimer was unable to attend.
 - f. Evelyn Gardner called for new meeting attendees to introduce themselves.
 - i. Mary Moody from Auditor Controller.
 - ii. Michelle Avery from CEO's Office.

- II. Public Comment
 - a. No Public Comment

- III. Commission Business
 - Previous Minutes
 - February 15, 2023
 - Approval of past meeting minutes – because quorum was not present, the meeting minutes approval was deferred.

 - Correspondence - There is no correspondence from any of the Commissioners

- IV. EEO Training
 - Training Update
 - Training Report - 241 employees completed the County's Mandatory Sexual Harassment Training between 2/10/2023 and 4/12/2023.
 - Training Report – 34 Employees completed on 3/14/23. The next disability management training is scheduled for May 2023, part of the Supervisor Training Academy.
 - Derek thanked Jennifer Marchy for helping for this class.
 - Training Report – 40 Employees completed on 3/8/23. The next managing employee performance training is scheduled for May 2023, part of the Supervisor Training Academy
 - Tamara is encouraging Dept heads to also attend Supervisor Training Academy. She also emphasized how important to know who has attended and when is the last time they attended the training.
 - Training Report – 22 Employees completed on 4/6/23. The next Crucial Conversations training is scheduled for June 2023.
 - Training Report – Shaw Law training series was discussed at the last meeting. However, training numbers were not included in the last meeting's training report. 33 employees completed the Conducting Internal Investigations Training on 12/05/2022. 24 employees completed

the Advanced EEO Investigations Training on 02/01/2023. Lastly, 20 employees completed the Writing Effective Investigation Reports Training on 02/10/2023.

- Evelyn thanked employees for attending these sessions and participants have requested for more in the future.

V. 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 stressed the significance of submitting complaints and ensuring that the investigation process is completed. She emphasized that investigations are often intricate, and it is crucial to follow the proper procedures. The CEO HR is calling for a proactive approach when it handles investigations.
 - If someone makes a complaint, as individuals in supervisory positions, we are required by law to report and investigate.
 - Dianne emphasized the importance of being notified about the closure of an ongoing case. Tamara suggested sending a closure notice every time a case is closed and ensuring that every complaint opened is also managed to be closed. She acknowledged that investigations take a long time and hoped for more efficiency in the process. Tamara instructed to send the closure notice to Shannon Smith.
- The Stanislaus County Equal Rights Complaint Log was included with the Commissioners' packets.

VI. Community Outreach

- Report Out
 - Ryan attended and expressed gratitude to Commissioner Williams for attending the Cambodian New Year celebrations, stating that it was a great opportunity for Stanislaus County to engage with the Cambodian community. He also mentioned that the event was a wonderful place to visit for its festivities.
 - Kristen informed that the Stanislaus County Job Fair is approaching and requested everyone's assistance in sending out flyers for more outreach to businesses, ensuring that everyone should be informed about the job fair.
 - Tamara thanked everyone for getting the word out and that we are looking forward to displaying our county departments by showing diversity and inclusion. CEO Jody Hayes plans to be at the Stanislaus County Job Fair.
 - Commissioner Williams thanked the County for hosting Caesar Chavez Day 3/31/23 held at Harvest Hall
 - Commissioner Williams also shared info about these community events:
 - Chinese New Year celebration
 - Islamic "Break the Fast" event
 - "MoRow" event with the Mayor of Ukraine
 - Earth Day free event on Saturday at Graceada Park.
 - Sikh Temple free event on Sunday at Hatch Rd. at 11 am
 - Cultural events to commemorate Genocide Month for the Jewish Community on April 30th at the Granger Synagogue.

- San Joaquin Valley Portuguese Festival at the Stanislaus County Fair Grounds featuring Portuguese sweet potato, autism awareness, historical displays, bull nights, and performances, & all free of cost.
- Encouraged everyone to get involved with Love Modesto.

VII. Non-Standing Items

- Reflection Activity
 - Ileisha Sanders led the group in a “Guided Meditation” activity. Exercise and Discussion allowed attendees to understand norms and experiences that have shaped us throughout our lives.

VIII. Comments and Updates

- Commissioners
 - No additional comments and updates from the Commissioners
- County EEO Officer
 - Tips for Limiting Implicit Bias at Work
 - Tamara discussed an article about tips for limiting bias at work. She spoke about the importance of creating a comfortable and accepting workplace. She shared a personal story about sports and reflected on the importance of finding acceptance where one feels comfortable. Tamara emphasized the need for diversity, a broad span of people, and taking risks and challenges. She discussed the understanding of various components of bias, challenging one's habits, and promoting dialogue to create a safe and inclusive workplace. Tamara encouraged the willingness to challenge each other and holding oneself accountable for creating a positive work environment. She concluded by stating that people want to feel safe and be themselves in the workplace and encouraged everyone to dip their toes in the water and be exposed to diversity.
 - Ryan mentioned the Harvard Implicit Bias Tool, which he described as a fantastic tool that takes less than 5 minutes.
- Departmental EEO Officers

IX. Adjournment

- Evelyn adjourned the meeting without quorum at 5:04 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 Biese-meier Harjit Kaur