



EQUAL RIGHT COMMISSION MEETING
Stanislaus County Learning Institute
Wednesday, February 21, 2007 - 3:30 P.M.

MINUTES

ATTENDANCE:

Commissioners – Bev Hatcher, Leslie Beggs, Jeremiah Williams and Jonathan Rogers
Ag Commissioner - Aging & Veterans –
Animal Services - Assessor - Janice Reinking
Auditor - Behavioral Health - Linda Torres
Child Support - JoAnn Sarhad Clerk Recorder – Monica Coryea
Community Services Agency - John Turner CEO - Brandi Welsh
Cooperative Extension - Debbie LaBarbara County Counsel - Edward Burroughs
District Attorney - Ramon Bawan Alliance Worknet (DET) – Adolph Lopez
Environmental Resources - Health Services - Phoebe Leung
Library – Donna Witt Strategic Business – Tricia Turner
Planning – Marianne Rucker Probation -
Public Defender - Public Works –
Sheriff - Stanislaus Regional - Jan James
Treasurer – Vijay Chand
CEO - Jody Hayes

CALL THE MEETING TO ORDER

Jody Hayes called meeting to order at 3:37 PM.

APPROVAL OF THE PREVIOUS MINUTES

Had a quorum - Approval of:
October 28, 2006 Minutes – Yes
December 20, 2006 Minutes - Yes

APPROVAL OF THE AGENDA

Agenda was approved.

EEO TRAINING

Jody Hayes reviewed the EEO classes offered by the CEO-CARE Unit during the months of January – March 2007.

Bridging Diversity – Next class March 27, 2007.

Disabilities Awareness – Last class was February 2, 2007, and 17 attended. Participants found the panel members who spoke about their disabilities to be “very powerful, eye opening and informative.” Next class May 9, 2007

Gender Communications - Next class February 28, 2007.

Preventing Sexual Harassment (non-mandatory class) – Next class February 22, 2007.

Mandatory Sexual Harassment – Next training – April 19, 2007.

- Please continue to encourage your staff to attend these very important EEO classes. EEO Commissioners are also encouraged to attend these classes.

EEO COMPLAINTS

None

GOALS

Meeting Structure: (Future Meeting)

- Training used to be more extensive and more to report – maybe due to budget?
- Training should lead into something more tangible
- Update on goals at each meeting
- Guest speaker
 - County Counsel one at a time
 - Civic Groups
 - Guest Speakers CSUS
 - CEO – encourage participation
 - Alternate at each meeting between a Civic Group and a County official
 - Commission Member visit departments – meet an hour with department head once a year
 - Procedures on how to address EEO complaints
 - Next meeting proposal of Agenda format

DEPARTMENT EQUAL RIGHTS OFFICERS REPORTS

- EEO Commissioner Jonathan Rogers spoke about getting awareness out to the community on County jobs based on underutilization.
 - Proposal to provide list of local businesses, and meet with local business owners - Ask for bulletin board space to post job openings related to underutilization. (Provides a reason for individual's to frequent these businesses.)
 - Currently send job openings to local community groups, but not retail establishments. Will continue discussion on process
 - Provide entire list of openings to all organizations
- Group wants EEO Report and Utilization Report
 - How is EEO report put together
 - Next meeting, review how report is created/put together
- John Turner, CSA EEO Rep – Will provide flyer for outside training next Thursday on reasonable accommodation in Oakland
- Jody Hayes, County EEO Officer – Focus group on Interactive Process update

- Ramon Bawanan, D.A. EEO Rep – Job Fair in January
 - Update outreach flyer
 - Feel free to work at booth next time
- EEO Commissioner Leslie Beggs – Are we committed to equality of opportunity?
- Research - How do different cultures look for employment?
- JoAnn Sarhad, Child Support Services EEO Rep - DCSS had EEOC matter. John Turner assisted them and she wanted to recognize him for his help.

CORRESPONDENCE

No correspondence was received.

ADJOURNMENT

The meeting adjourned at 4:22 p.m. The next meeting will be April 18, 2007 at 3:30 p.m. located at Stanislaus County Learning Institute, 917 Oakdale Road, Modesto CA.

Respectfully Submitted, Brandi Welsh/Fay Craft.