



EQUAL RIGHT COMMISSION MEETING Stanislaus County Learning Institute Wednesday, December 15, 2010 - 3:30 P.M.

MINUTES

ATTENDANCE:

Commissioners - Carmen Morad

Leslie Beggs

Jeremiah Williams

Dionico Cruz

Ag Commissioner - Milton O'Haire`

Aging & Veterans - Bipin Surti

Animal Services -

Alliance Worknet - Steve Hopkins

Assessor - Glafira Villalobos

Auditor - Jan Ingold

Behavioral Health - Christi Golden Chief Executive Office - Brandi Welsh

Chief Executive Office - Jody Hayes/Nancy

Branstein

Child Support Services - Joann Sarhad

Clerk Recorder - Jeremy Howell

Community Services Agency - Kym Vieira

Cooperative Extension - Veronica Torres

County Counsel - Ed Burroughs District Attorney - Ramon Bawanan **Environment Resources**

General Services Agency - Donna Riley Health Services Agency - Phoebe Leung Health Services Agency - Sue Herzog

Library -

Planning - Marianne Rucker Probation - Katty Sandhu

Public Defender -

Public Works - Julie Serrano

Public Works -

Strategic Business Technology - Allison Turner

Sheriff - Mick Hardenbrook

SR 911 -

Treasurer/Tax Collector -

I. CALL THE MEETING TO ORDER

Jody Hayes, County EEO Officer called meeting to order at approximately 3:45 PM

II. COMMISSION BUSINESS

- Welcomed all commission members present; introduced everyone present at meeting and Nancy Bronstein as the new County Equal Rights Officer. Invited everyone to help themselves to goodies made available at this meeting.
- Commissioner Cruz made motion to accept minutes from last meeting and Commissioner Beggs seconded; motion approved (Minutes from August 2010; Awards Ceremony was in October and there were no minutes)
- No Correspondence

III. EEO TRAINING

Jody reported out classes/attendees (information below).

Diversity -No Classes held this year

Disabilities Awareness – No currently scheduled classes

Effective Communications – Class held 10-2-10 - 25 attendees

<u>Preventing Sexual Harassment (non-mandatory training)</u> – 166 have attended since September 2010

<u>Mandatory Sexual Harassment</u> – 125 have attended since September 2010

IV. EEO COMPLAINTS

Jody reported out complaint information (information below)

- 18 county-wide
- EEO: 7 are in process, 2 completed, 2 pending. DFEH: 5 are pending (responded); 1 closed and 1 dismissed
- There is a variety, medical conditions and retaliations are increasing. New guidelines on the interactive process will be out in early 2011.

V. NON-STANDING ITEMS (ACTIVITY OR OTHER SPECIFIC TO THIS MEETING)

• **Diversity week update** - Overall comments were that it was a successful event; there were some issues with potential inappropriate information, etc. on the 5th floor; first time it happened. 2011 have meeting to establish guidelines, educating about different cultures, etc. to get objectives across.

All departments who participated (HSA, CSA, DER, AG, 10th Street Building, etc.) shared out information about their specific activities and how they went.

• Religious Discrimination Article

Copies shared out with everyone. Practical discussions on "hot" topics; MOU Seniority Shift bidding agreement overrules religious accommodation, also safety overrules religious accommodation,

MOU cannot be violated to provide accommodation; has to be reasonable, case-by-case; call with questions (CEO/HR staff and/or County Counsel)

Commissioners/Members thanked Jody for his service

Jeremiah presented Jody with Thank You card for his leadership and Jody shared memories and his appreciation with everyone.

August Survey Results were Shared

17 out of 23 departments responded; Commissioners had expressed desire to keep meetings as they stand during closed session in August.

• **Draft Non-Discrimination Statement/US EEOC Fact Sheet** - Shared with group; minor edits (Brandi to confirm language on status as parent, etc.) - any thoughts/changes send to Brandi via email) - Will go to BOS for approval in January 2011.

VI. UPDATES

• **Operation Welcome Home** - Flyer/sign up sheet for different events, brochures shared out with the group.

Departmental EEO Officers - BHRS forwards monthly newsletter CEO; then CEO forwards to EEO Commissioners and members via email.

Meeting handed over to Nancy Bronstein; she stated that she looks forward to continuing the existing momentum and if you have any ideas/comments to send her an email.

VII. ADJOURNMENT

The meeting adjourned at approximately 4:50 p.m.

The next meeting will be February 16, 2011 @ 3:30 p.m., County Center III, Room #2.

Respectfully Submitted, Patsy Chmieleski