



EQUAL RIGHTS COMMISSION MEETING
Teams Conference Call / 1010 10th Street, Suite 1013
Wednesday, August 18, 2021 @ 3:30 PM

MINUTES

- I. Call to Order- 3:33 pm.
- II. Commission Business
 - Previous Minutes
 - June 16, 2021
 - Minutes to be approved at a future meeting when a quorum of Commissioners are present.
 - Correspondence
- III. EEO Training
 - Training Update- 220 employees have completed the Mandatory Sexual Harassment online training between 06/3/21 – 08/10/21. Crucial Conversations is scheduled to be held in person, August 19th & August 20th.
 - Tamara Thomas - looking forward to training Crucial Conversations in person.
 - Training Report
- IV. EEO Complaints- Evelyn Gardner, reiterates that if you have a complaint and or investigation to please notify Jennifer Marchy. Tamara Thomas concurs with that and ask to please send all EEO investigations to Jennifer Marchy.
- V. Community Outreach- Evelyn Gardner, opens the floor for Diversity week comments, ideas and suggestions.
 - Pam Williams-CSA adding training to their website for employees to take the training. Working with other departments and getting ideas and feedback. They have a theme and other ideas for employees to focus on diversity week.
 - Evelyn Gardner, our department is still having conversations on how we are going to plan activities.
 - Tamara Thomas is there any departments that have decided to not participate? We encourage you to do something. We would like for all departments to have recognition and acknowledgment. If you are not having any activities reach out to Tamara.
 - Evelyn Gardner encourages you to use LinkedIn learning for ideas. Huge assortment of tools to assist you.
 - Nicole- Sheriff's office is working with CSA
 - Amy works on diversity monthly. They have a team to work on this as an ongoing process.

Report Out

- VI. Non-Standing Items
 - Commissioner Recruitment: [Application for Appointment to Equal Rights Commission](#) 7 potential seats available. We have included the link. Minimum qualifications, min age 18, not be a Stanislaus County Employee. TT states we continue to ask at these meetings. Encourage you to reach out to individuals at other groups, events, and functions.
 - 2021 Proposed Diversity Week Celebrations, October 4 – 8, 2021
 - 2021 Proposed Dale Butler Equal Rights Awards, October 8th at 3:30pm
 - [Nomination Guidelines](#) and [Nomination Form](#)
If they nominate someone the nominator is asked to attend the event. In the perfect world we would want you to attend. However, we live in the real world, so we understand if you can't attend and we would encourage you to nominate

them. Encourage you to think and take time nominate. Deadline is Friday August 20th.

- Guest: Mike Herzog, Stanislaus County ADA Manager
- ADA stands for American Disabilities Act. What does that mean for the County? It means that we have an equitable access. We are striving to eliminate physical barriers. We have done several projects over the last few years. One of them being, the upgrade to CSA parking lots and access to the buildings.
- Upcoming Project- Clerk Recorder, will be getting a remodel. We will work on ADA barriers, audited by the state and we didn't have any issues. Shout out to the ADA liaisons. Introducing Closed Captioning for board meetings. Working on bids for this. Evelyn Gardner, you can log into LinkedIn and share the learning clip video.
 - LinkedIn Learning Clip: "The Americans With Disabilities Act (ADA)" by Don Phin Evelyn Gardner- Mike what are your thoughts regarding resources? Mike Herzog- Don't feel like you must know everything. There are guidelines and building codes to follow. Mikes go to resources is Google and Pacific ADA center.
 - If a department is noodling about resources, could they reach out to you? Mike, Yes.
 - Tamara Thomas- Continue to be educated, ask the right questions. As you are getting ready to address the issues reach out to Mike to see if you have asked all the right questions. These are sensitive topics. Be vigilant I recognized that 1010 Tenth St, still doesn't have a lactation room. Not specifically ADA but it is a legislative. People go out and look for reasons to sue City and Counties for being out of compliance. Can be costly on the investigation side. This is a wide area that is impacted when you think about all the things that come into ADA compliance.
- 2021 EEO Plan and Report Update- US census finally released their census data. I will work on entering the numbers in our report. Coming next meeting. The narrative piece was given to you last meeting. We will have it updated and finalized for the December meeting.

VII. Comments and Updates

- Commissioners- Leslie, no updates
- County EEO Officer- Comments and updates Religious and medical exemption reports regarding vaccination will be coming to you soon. Stay consistent across the departments. In the Department Head meeting, it was mentioned we will be providing the forms. We do not want to add any further requirements to the health order. Please be linear. Exemptions are not for the masking and testing. This applies to the vaccination process only. Not being able to wear a mask due to religion does not fall under the guidelines for exemptions. Working on guidelines for religious exemptions now. More to come to departments and employees. EEO and HR managers need to be subject matter experts. It is impossible for CEO-HR to know where your staff go, i.e.: what facilities they enter, etc. Expect for you to have some training with your department managers, etc. Guidance out by the end of this week or the first of next week.
- Departmental EEO Officers-
 - Tamara Thomas- Anyone new on the EEO meetings? Julie Mendoza. Welcome!

Marc Hartley noted we will hold the minutes to the next meeting.

VIII. Adjournment: 4:32 pm.

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.
- 4) This meeting will be held online via Microsoft Teams. For a link to request access to the meeting, please email gardnere@stancounty.com.

EQUAL RIGHTS COMMISSION MEMBERS:

Leslie Beggs Jeremiah Williams