



EQUAL RIGHTS COMMISSION MEETING
Teams Conference Call / 1010 10th Street, Suite 1013
Wednesday, April 20, 2022 @ 3:30 PM

MINUTES

- I. Call to Order – Meeting called to order by Evelyn Gardner at 3:34pm
- II. Commission Business
 - Previous Minutes
 - December 15, 2021(hold for next meeting)
 - February 16, 2022 – Motion (Altman) / Second (Beggs), Approved (Altman, Beggs, and Williams).
 - Correspondence
 - No Correspondence
- III. EEO Training
 - Training Update
 - Training Report
 - 2/3/22-4/13/22, 261 employees completed sexual harassment training online.
 - 2/17-2/18, 26 employees completed in-person sexual harassment training.
 - Crucial Conversations training April 11th & 14th – 20 employees completed.
 - In March of 2022, 18 employees completed Disability management & Managing Employee Performance.
 - Tamara included that in person brought connectivity & a true connection that happens, connection/networking has been missing in the County. People are gravitating to what they have been missing. Proud of participation and energy in the room.
 - Evelyn echo that it was electric.
 - Evelyn spoke about Supervisory series – Cross generational workforce class that breaks down the idea of stereotyping – encouraging supervisors to drive and motivate each of their team members in individual ways. In some ways this class addresses topics of diversity, equity, and inclusion.
 - Ryan is proud of the CGW class. Generation as a way to talk about difference, cultural, economic, and other differences.
 - The County is in exploration mode for in-person meetings, including EEO meeting.
- IV. EEO Complaints
 - County and Departmental
 - Communicate w/ CEO-HR. We are required to track from an organization level. If you have an investigation that is happening, please reach out to Jennifer Marchy to see if it is on the list.
 - Tamara is keeping us in the loop, such as request for appeals. We have all the information we needed to stream-line consistence practice. All investigations are treated equally.

V. Community Outreach

- Report Out
 - Evelyn mentioned this is an open space. Commissioners & Officers welcome to share their ideas.
 - Tamara suggested that before we meet again it will be close to celebrating Juneteenth. Be on the watch for community activities/outreach.
 - Commissioner Jeremiah mentioned a Juneteenth celebration June 17th or 18th at Graceda Park.

VI. Non-Standing Items

- Commissioner Recruitment: [Application for Appointment to Equal Rights Commission](#)
 - Application is hyperlinked in the agenda. Looking for individuals to volunteer.
 - Bringing to next management HR meeting – have a conversation with at least one person who might be interested. Evoking a challenge, inviting you all to find someone to apply or identify someone in your network.
 - 3 Commissioners currently. We can have up to 7 Commissioners. 4 seats are available.
 - Previous County employees can be a Commissioner, but not current County employees.
 - Maria has a question – can UC employees serve as Commissioner?
 - CEO-HR is confirming.
 - Retired Employees of Stanislaus County (RESCO) – could help identify potential Commissioners.
- 2022 Diversity Week, Proposed Dates: Sunday 10/2/22 – Saturday 10/8/22
 - Please begin planning in your department
 - Evelyn hopes CEO will bring back salsa competition

VII. Comments and Updates

- Commissioners
 - Altman – Involved in Sister Cities fundraiser 6/4/22. Melting pot and sitting around cooking food. King Kennedy Center, Team of African American women preparing borsh dinner for Ukrainian women, public event – Commissioner is selling tickets, also sold through State Theatre (209) 404-7120. Costco apple pie for dessert. Chef John Surla is overseeing the event. Education through food and culture.
 - Jeremiah mentioned Love Modesto – April 30th. Selling breakfast tickets. Breakfast runs from 7:30am-8:30am downtown Modesto. Later this summer Modesto will host American Graffiti festival, Modesto Kiwanis will need volunteers to manage/marshal streets. View of 800-900 cars going through McHenry & Downtown.
 - Ryan - County is official sponsor of Love Modesto
<https://www.lovemodesto.com/>
- County EEO Officer – Tamara Thomas
 - May is Mental Health Awareness Month – April is stress awareness month. Supervisors and managers must practice due diligences to recognize that there are conditions related to mental health which might meet an EEO protected class. Covid 19 has had an impact on employees' wellness. Pay attention to what is happening in the workplace. There is a rise in the discussion/transparency around mental health. Some employees may have mental health challenges that manifest in

performance issues and inability to be at work. Our EAP program offers a 24/7 call environment with supportive resources.

<https://www.stancounty.com/riskmgmt/docs/eb-forms/eap-compsych.pdf>

- Employer can make it emotionally safe to talk about wellness in the workplace.
 - 5 ways: making it safe to talk about it, making sure employees know where resources are, be flexible when people need time off; take advantage of FMLA, encourage use of vacation & be free of work when on vacation to promote work/life balance. Not making it a taboo. 1 in 3 employees are having difficulty with mental health issues; prior to covid it was 1 in 4.
 - Tamara recommended a LinkedIn Learning course regarding mental health for leaders and holding yourself accountable. <https://www.linkedin.com/learning/managing-your-well-being-as-a-leader/be-intentional-about-reaching-out?autoplay=true&resume=false&u=56744297>
 - Be intentional, importance of making connection in the workplace so people are included and not alone, real connection.
 - Evelyn shared - We have a Wellness Collection of learning courses and snippets on LinkedIn Learning, which includes content on stress, anxiety, burnout management, resilience, etc. Many more courses on this topic exist on LinkedIn Learning. <https://www.linkedin.com/learning-login/share?account=56744297&forceAccount=true&redirect=https%3A%2F%2Fwww%2Elinkedin%2Ecom%2Flearning%2Fcollections%2Fenterprise%2F1%7EAAAAAANh2Wk%3D737746%3FshareId=27c57764-a884-455f-83a3-ef3194e3cbe5>
 - Ryan talks about building a sandbox for his son & how this was important for his mental health & finding work/life balance.
 - Evelyn – do you take lunch breaks? Do you do stretch breaks? Do you encourage these for your team?
 - Sweena – Consider the concept of the airplane. Put on your oxygen mask before helping others. A lot of challenge in people lives. We are all pressed for time. Being approachable and empathetic is such a simple thing – people will come to you if you show them empathy. Listen and make suggestions. Support others and be grateful yourself.
 - Tamara – think about what you can do to help other people shine.
 - Share articles with other leaders – way more powerful if we can transfer these key steps to help elevate mental health for our employees. Include the article or topic in a meeting, distilling key learning insight and sharing.
- Departmental EEO Officers

VIII. Adjournment at 4:48

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 Solange Altman

Respectfully submitted,

Sena Tath