

COUNTY OF SACRAMENTO

EQUAL EMPLOYMENT OPPORTUNITY ADVISORY COMMITTEE

[Zoom Meeting Link](#) or
1-669-254-5252 (ID: 161 157 8743 & Passcode: 984112)

April 25, 2022
3:30 pm

NOTES (No Quorum)

- I. **Call to Order:** Ms. Bailey-Kanelos, Co-Chair, brought meeting to order at 3:31; **no quorum** (Members Present: Ms. Bailey-Kanelos, Lt. Hodgkins, Mr Hunter, Ms. Pratt, Mr. Ross, Mr. Shield & Mr. Sloan. Excused: Ms. Lac. Absent: Mr. Reisig & Mr. Yamashita. Staff Present: Ms. Stillson & Mr. Chang).
- II. **Approval of Meeting Minutes: no quorum**, [March 28, 2022](#) Minutes moved to May 23 meeting.
- III. **Communications:** Ms. Stillson said BOS approved continued virtual meetings through 5/12/22, possibly through summer. Committee has option to pass a resolution to carry on meetings' virtually, live (in-person), and/or hybrid. Discussion occurred to continue virtual meetings with potential for occasional in-person meetings, and a motion for a resolution could occur next meeting.
- IV. **New Business:** Share Best Practices List with other County departments:
- V. **Unfinished Business:** Reviewed [Sheriff 2022](#) Workforce Statistics Report.
- VI. **Open Discussion & Public Comment:**
 - Dr. Sylvester Fadal, Director of Personnel Services (DPS), joined the County in December, has 28 years in Human Resources, and 24 years with Public Sector. After an employee survey to compile information about the County's culture, he was part of a Diversity, Equity, & Inclusion (DEI) committee to select a firm to assist with improving approaches and effect cultural change. A consultant is currently working to develop framework and overall scope, which will have transparency. Separately, Dr. Fadal sought EEO statistics based on females in positions of authority, not only race, like Table 2 categories, as other components may play into workforce stats. The current workforce statistics data is relevant since it shows representation. Diversity should include representation of people at every position of authority. Moving forward we need to explore opportunities to get people interested in working in County government as a career.

- Mr. Sloan discussed support from DPS with DWMR's need for current drivers. In the past, the hiring process sometimes took 4-5 months. DPS created a job fair on 5/6/22 & 5/7/22, where candidates with their commercial license and driving history can interview and demonstrate their driving ability. Successful candidates could immediately receive an offer letter that initiates a background and medical check.
- Mr. Hunter welcomed Dr. Fadal to the County, sought his thoughts on diversity in recruitment, hiring, retention, and promotion, and asked if the committee could provide him recommendations. Mr. Hunter encouraged departments to implement programs to help employees feel enjoyment and rewarded, and offer fair opportunities in promotions. Mr. Hunter expressed a belief the workforce statistics reveal that interviewers choose who they want to interview/hire, and felt the EEOAC is not meeting its charge in ensuring workforce diversity. Last, Mr. Hunter noted that he hoped the diversity, equity, and inclusion team was comprised of diverse individuals.
- Discussion occurred about workforce statistics report reviews, relevancy, and whether the committee should spend meeting time on these reviews versus introducing and tackling initiatives that may bring positive workforce diversity change. Mr. Shield, Lt. Hodgkins, Mr. Hunter, Ms. Bailey-Kanelos and Mr. Ross noted report changes could occur through a motion at a future meeting.

At 5:15 pm, discussion ended.

cc: Sylvester Fadal, Director, Department of Personnel Services