

COUNTY OF SACRAMENTO

EQUAL EMPLOYMENT OPPORTUNITY ADVISORY COMMITTEE

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1-669-254-5252, ID: 161 317 1704 & Password: 546050

August 28, 2023
3:30 pm

MINUTES

I. Call to Order

Mr. Ross, Chair, brought the meeting to order; quorum was reached at 3:34. Through attendance roll call the following were present and excused.

Members Present: Amanda Benson, Annette Bedsworth, Sylvia Garcia, Patrick Hunter, Martin Ross, Patrice Pratt, & Marlon Yarber.

Members Excused: Lt. Shelly Hodgkins & Hang Nguyen. Mr. Ross entertained a motion to excuse absences. Mr. Hunter motioned to approve absences and Ms. Benson seconded. The motion carried.

Staff Present: Cori Stillson, Richard Chang & Christina Meyers

II. Guest Speakers

As the committee had concerns and discussions about how the DEI committee and MGT Consultant were selected Sylvester Fadal, Personnel Services Director, and Rami Zakaria, Technology Director and prior EEOAC Chair offered a Diversity, Equity, & Inclusion (DEI) Update.

In the Fall of 2020, the Board of Supervisors (BOS) [Declared Racism as Public Health Crisis](#). BOS instructed the County Executive to assemble a Diversity, Equity, and Inclusion (DEI) team and establish a DEI Cabinet that is in its early stages to look at promoting racial equity. A [DEI Request For Proposal \(RFP\)](#) resulted in a [Resolution for an Agreement between the County and MGT of America Consulting](#), identifying [MGT's Scope of Work](#). MGT had breadth experience and knowledge, their proposal came within budget, and they're no longer on contract.

The County had a meeting with Race Forward, a vendor that works collaboratively with the Government Alliance on Racial Equity (GARE), on preparing County Leadership training on DEI and Racial Equity. Public health has a team to promote health equity, and racial equity will be taken into consideration for Behavior Health, so there's progress towards improvement, and there is much to be done.

The County, through Personnel Services, will hire a Chief Diversity, Equity, and Inclusion (DEI) Officer to lead the community engagement efforts. County staff with

differing roles and community members will be part of the interview panel to help identify top candidates. DEI Chief will lead efforts for meetings with community groups to address the Boards' declaring racism as a public health crisis. Sacramento County's [Racial Equity Summit](#) is to be held October 18th and 19th at Sacramento State (CSUS) and attendance was encouraged.

III. Approval of Meeting Minutes

Mr. Ross entertained motion to approve Amended May 22, 2023, and July 24, 2023, Meeting Minutes. Request received to print Minutes for future meetings. Ms. Benson moved to approve, and Ms. Bedsworth seconded. The motion carried, no opposition (*Ms. Bedsworth, Ms. Benson, Ms. Garcia, Ms. Pratt, Mr. Ross, & Mr. Yarber*), and one abstain (*Mr. Hunter*).

IV. Discuss County Executive Letter to Recommend LGBTQ and Disability Data Capture

Initially, the committee to draft letter to the County Executive with a recommendation. Non-action item, instead move forward with necessary discussion about how to capture LGBTQ and Disability Data and how it will be presented and used.

V. Vice-Chair Nominations and Vote.

Mr. Ross entertained a motion for Vice-Chair nominations. No nominations were received. A request was made to check the bylaws for language and email the committee about the election. If no Vice Chair in place and Chair unable to attend, the committee elects a temporary Chair to lead the meeting that day.

VI. Communications (EEOAC Chair or EEO Office)

Ms. Stillson stated she cancelled the Zoom Invite for December as meetings are typically not held in December. Ms. Stillson stated Chair and Vice-Chair nominations and elections will occur during the 1st meeting in January.

VII. Open Discussion & Public Comment:

None.

Mr. Ross entertained a motion to adjourn. Ms. Pratt moved to adjourn, and Mr. Hunter seconded.

cc: Sylvester Fadal, Director, Department of Personnel Services