

# COUNTY OF SACRAMENTO

## EQUAL EMPLOYMENT OPPORTUNITY ADVISORY COMMITTEE

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1-916-245-8966 & ID: 382 345 455#

February 26, 2024  
3:30 pm

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### MINUTES

#### I. Call to Order

Mr. Ross, Chair, brought the meeting to order with quorum at 3:38pm. Through roll call the following were present and excused.

**Members Present:** Jennifer Avalo, Annette Bedsworth, Amanda Benson, Patrick Hunter, Martin Ross, Paula Thomas-Nelson, & Rosa Vega.

**Staff Present:** Cori Stillson & Richard Chang.

- II. **Members Excused:** Lt. Hodgkins, Hang Nguyen, & Patrice Pratt. Mr. Ross entertained a motion to excuse absences. Ms. Avalo motioned to approve, and Ms. Benson seconded. Through a roll call vote all were in favor and the motion carried.

#### III. Approval of Meeting Minutes

Mr. Ross entertained a motion to approve the January 22, 2024, Meeting Minutes with updates (Item V: date change from May 31, 2024, to May 20, 2024, and Item VIII: add "Schedule December Meeting."). Ms. Benson moved to approve, and Ms. Avalo seconded. Through a roll call vote of six (6) Yays (Ms. Avalo, Ms. Bedsworth, Ms. Benson, Mr. Ross, Ms. Thomas-Nelson, & Ms. Vega) and one (1) Abstain (Mr. Hunter) the motion carried.

#### IV. Chair and Vice Chair Elections

Mr. Ross entertained a motion to open elections for Chair and Vice Chair.

- Chair: Mr. Ross was nominated as Chair by Ms. Bedsworth and Ms. Benson seconded. Mr. Ross entertained a motion to close nominations with Mr. Hunter motioned to close and Ms. Benson seconded. Through a roll call vote all were in favor; the motion carried.
- Vice Chair: Ms. Bedsworth was nominated as Vice Chair by Mr. Hunter and Ms. Benson seconded. Mr. Ross entertained a motion to close nominations with Ms. Benson motioned to close and Mr. Hunter seconded. Through a roll call vote of five (5) Yays (Ms. Benson, Mr. Hunter, Mr. Ross, Ms. Thomas-Nelson, & Ms. Vega) and two (2) abstains (Ms. Avalo & Ms. Bedsworth) the motion carried.

A brief discussion occurred about:

- changing the EEOAC Rules & Procedures election month; staff to update the Rules & Procedures for the committee's review and action.
- including rotation of chair/vice-chair leading meetings as discussion on the next agenda in unfinished business.

**V. Workforce Statistics Report**

- Community Development's 2022 Workforce Statistics Report was presented.

A discussion occurred about 2022 and 2023 report reviews and a request to view the "dashboard" reflecting current workforce statistics that Mr. Zakaria, Chief Information Officer, introduced at a prior meeting. A request was made for a Community Development Rep to offer information about the female representation decrease and recruitment efforts and goals to increase workforce diversity.

**VI. December Meeting Discussion**

A discussion occurred about a December meeting with the 28<sup>th</sup> not recommended. It was noted the 2<sup>nd</sup> or 3<sup>rd</sup> Monday, 12/9 or 12/16, respectively could be options. A request was made to list this item on March's Agenda for discussion and action.

**VII. Communications (EEOAC Chair or EEO Office)**

A discussion occurred about suitable audio/visual set-up requirements for two main meeting locations identified as Personnel Services, 9310 Tech Center Drive, Room 157, and County Administration Building, 700 H Street, Hearing Room 1. Mr. Hunter suggested a DHA location at 24<sup>th</sup> and Florin and to reach out to DHA (Meena Deo) to confirm the room meets requirements.

**VIII. Open Discussion & Public Comment:**

- A discussion occurred about extending an invite to the Diversity Equity and Inclusion (DEI) Officer to speak about what goals exist to increase workforce diversity that reflects the community, and about EEOAC updating language for consistency with DEI terminology.
- No Public Comment.

Mr. Ross entertained a motion to adjourn. Ms. Vega moved to adjourn the meeting and Ms. Avalo seconded. The meeting adjourned at 5:08pm.

cc: Joseph Hsieh, Interim Director, Department of Personnel Services