

COUNTY OF SACRAMENTO

EQUAL EMPLOYMENT OPPORTUNITY ADVISORY COMMITTEE

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

March 28, 2022
3:30 pm

MINUTES

I. Call to Order

Mr. Ross, Chair, brought meeting to order at 3:31; after roll call quorum present

Members Present: Courtney Bailey-Kanelos, Lt. Shelly Hodgkins, Patrick Hunter, Kristy Lac, Patrice Pratt, Robert Reisig, Martin Ross, & Roland Shield

Members Excused: Doug Sloan & Jerry Yamashita

Staff Present: Cori Stillson & Richard Chang

II. Approval of Meeting Minutes

- Mr. Ross entertained motion to approve the February 28, 2022, Meeting Minutes. Ms. Bailey-Kanelos moved to approve and Lt. Hodgkins seconded. The motion to approve the minutes carried with all in favor.

III. Communications (EEOAC Chair or EEO Office):

- Ms. Stillson asked the Clerk of the Board about in person or virtual meetings, discussion occurred, and directions to follow.
- Mr. Ross reiterated chair rotation responsibilities between him and Ms. Bailey-Kanelos; Ms. Bailey-Kanelos will chair the next meeting. Discussion occurred.

IV. New Business (from committee, agencies or public)

- a. Discuss Best Practices List to Share with other County departments:

Mr. Ross suggested recognizing ten departments (five of the highest performers and five most improved) to celebrate successes. In addition, he suggested creating a compendium of best practices and present a certificate. Concerns were raised about the workforce statistics report's current format and hence concerns with basing recognition on the statistics. There was general support for the idea of recognition. Ms. Bailey-Kanelos moved to approve this initiative in concept. Mr. Hunter seconded the concept. Mr. Ross called for a vote on the initiative in concept. Although there was concern that some departments might

be disadvantaged in recruitment, all were in favor and the motion carried.

b. Workforce Statistics Reports, data appearance, and evaluated outcomes:

Mr. Ross reiterated concerns about how statistics within reports display that were previously raised Mr. Hunter, Mr. Shield, and Mr. Yamashita, and opened the floor to discussion. Mr. Shield questioned why specific reports are listed on the agenda. Ms. Stillson noted that, in January, a schedule was provided that listed the months for review of each department and that un-reviewed reports carry over to the next agenda. Mr. Shield noted that the reports contain race and gender categories, but other characteristics, such as disability, do not appear on reports. Ms. Stillson stated that the County does not track disability status. Mr. Hunter questioned if the statistics are relevant and suggested revisiting goals. Mr. Ross suggested establishing a taskforce or taking time out of a meeting to consider these concerns. Mr. Shield noted the EEOAC reviews statistics, but may not have time to make suggestions for positive change. Mr. Hunter suggested inviting in Mr. Fadal, Ms. Edwards, and Bargaining Union heads to discuss their goals and thoughts regarding the committee's approach.

Mr. Ross asked the EEO Office to provide establishing documents in order to determine what reviews the EEOAC is required to do.

V. Open Discussion (None)

It was moved (Mr. Hunter) and seconded (Ms. Lac) to adjourn the meeting. The meeting ended at 4:59 pm.

cc: Sylvester Fadal, Director, Department of Personnel Services