

COUNTY OF SACRAMENTO

EQUAL EMPLOYMENT OPPORTUNITY ADVISORY COMMITTEE

County Administration Building
700 H Street, 1st Floor, Hearing Room #1
Sacramento, CA 95814

November 25, 2019
3:30 pm

MINUTES

I. **Call to Order**

Rami Zakaria, Chairperson, brought the meeting to order. Committee introductions. Quorum present.

Members Present

Lacy Bennett, Kimberly Gin, Kristy Lac, Brandon Luke, Cindy Nichol, Patrice Pratt, Amar Shergill, and Rami Zakaria

Members Excused

Dr. Peter Beilenson, Mollie Chacon, and Indie Kallirai

Staff Present

Cori Stillson and Richard Chang

Visitors

District Attorney: Melissa Chavez, Sue Elliot, & Steve Grippi.

Mr. Grippi highlighted the District Attorney Office's participation in early on-campus recruitment efforts, an annual Diversity Reception with local and Bay Area law schools, and the Youth Academy Program, which grew from once a year to a quarterly event to help generate interest in prosecution careers. Mr. Grippi addressed low minority representation and recruitment challenges, including difficulty retaining legal research assistants (who are potential attorneys) because after a year's experience, they are highly sought after candidates, lower starting income compared to other agencies, and a lack of flexibility in schedules that detract from recruitment. Additionally, the California Bar Exam has one of the highest pass points. Last year, only 119 African Americans passed the bar.

II. Approval of Meeting Minutes

Mr. Zakaria entertained a motion to approve the October 28, 2019 Meeting Minutes. Mr. Shergill moved to approve the minutes and Ms. Gin seconded. The motion carried by the Committee; Ms. Nichol abstained, as not present at meeting.

III. Communications (from EEO Office or Chair)

Ms. Stillson noted that research must occur before the Committee can move forward with a quorum requirement change.

IV. Workforce Statistics Reports

Conflict Criminal Defender

Mr. Chang presented the 2018 Conflict Criminal Defender's Office Workforce Statistics Report. Ms. Gin moved to approve the Conflict Criminal Defender's Office Report and Mr. Shergill seconded. The motion carried with all in favor of approving.

First 5 Commission

Mr. Chang presented the 2018 First 5 Commission's Workforce Statistics Report. Ms. Nichol moved to approve the First 5 Workforce Statistics Report and Mr. Zakaria seconded. The motion carried with all others approving.

Finance

Mr. Chang presented the 2018 Finance Workforce Statistics Report. Mr. Luke moved to approve the Finance Workforce Statistics Report and Ms. Lac seconded. The motion carried with all in favor of approving.

Sanitation District Agency

Mr. Chang presented the 2018 Sanitation District Agency's Workforce Statistics Report. Discussion ensued about training, outreach and advertising question responses, and low women and minority representation. Mr. Zakaria noted these numbers are in the past and entertained a motion to approve the report. Mr. Luke moved to approve the report and Mr. Zakaria seconded. The motion carried with all in favor of approving. Mr. Zakaria suggested inviting a representative to attend a meeting to address low minority representation versus the community's average, along with discussion and encouragement to expand their training and outreach efforts. Staff will provide the committee with the list of job classes within the department specification requirements and request a representative attend the next meeting.

VI. Open Discussion & Public Comment

- a) Discussion ensued about reporting to the Board of Supervisors. Highlighted areas to include comments/patterns observed in workforce statistics reports, accomplishments, quorum issues, and Chiefs of Staff invite to quarterly meetings offering a platform to report to the Board. Mr. Shergill noted his presentation to the Board of Supervisors.

Mr. Shergill had to leave; the meeting adjourned at 4:35 p.m.

Respectfully submitted,

DocuSigned by:

Rami Zakaria

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Rami Zakaria, Chair

Equal Employment Opportunity Advisory Committee to the Sacramento County Board of Supervisors

RZ/eh

cc: David Devine, Director, Department of Personnel Services