

COUNTY OF SACRAMENTO

EQUAL EMPLOYMENT OPPORTUNITY ADVISORY COMMITTEE

Skype Meeting (connect by computer or phone)
Conference ID: 8631827
<https://meet.saccounty.net/changr/HJB69Z3K>

December 7, 2020
3:30 pm

MINUTES

I. **Call to Order**

Mr. Zakaria, Chairperson, brought the meeting to order at 3:33 pm. Quorum present.

Members Present

Kimberly Gin, Chris Jenkins, Kristy Lac, Brandon Luke, Robert Reisig, Amar Shergill, Monica Stephens, and Rami Zakaria

Members Excused

Peter Beilenson, Cindy Nichol, and Jerry Yamashita

Members Absent

Patrice Pratt

Staff Present

Cori Stillson and Richard Chang

II. **Guest Speakers:**

Michael Peterson, Director, Water Resources, addressed the low number and percentage of women, stating entry-level positions are in the water supply and maintenance crew fields and recruitment has been difficult, as the work has not historically appealed to female candidates. In the field, work includes unclogging drains and repairing broken water lines. While the department has had opportunities to go to high schools and junior colleges to try to recruit, they have experienced fewer candidates, especially females. No questions asked.

Doug Sloan, Director, Waste Management & Recycling (WM&R), addressed the low number and percentage of women, stating historically there has been low female candidates for interview/hire as the workforce consists mostly of drivers and operators of automatic refuse trucks, requiring licenses Class A or B (hard to come by), sanitation workers, traffic directing spotters, and work at the landfill. There has been a lot of outreach to different backgrounds at career fairs, local high schools, visits to elementary schools, and the Junior League. Unfortunately, in 2020, Covid-19 had a great impact on recruitment events. The American

Trucking Association notes 4-6.6% females work in the field and WM&R is in-line with the national average, yet there is room for improvement. Suggestions were made regarding groups to potentially advertise with to increase recruitment. In addition, WM&R has an internal Leadership Development Series to encourage development to all, including female employees.

III. Approval of Meeting Minutes

Mr. Zakaria entertained a motion to approve the October 26, 2020 Meeting Minutes. Ms. Gin moved to approve the minutes and Mr. Zakaria seconded. The motion carried with all in favor.

IV. Unfinished Business

1. Review other Counties Workforce Statistics (or similar) (Tabled).

2. Workforce Statistics Reports (Discussion limited to 5 minutes)

a. Technology (2019)

Mr. Zakaria noted the report review occurred at the last meeting.

b. Child Support Services (2019)

Mr. Chang presented the 2019 Child Support Services Workforce Statistics Report. No questions raised and no discussion occurred.

c. Sanitation District Agency (2019)

Mr. Chang presented the 2019 Sanitation District Agency Workforce Statistics Report. No questions raised and no discussion occurred.

3. EEOAC 2020 Report and Workforce Diversity recommendations for the Board of Supervisors

Mr. Zakaria advised no updates were received, and the subcommittee met twice to review and include considerations for the report. Included was the BOS' Resolution declaring Racism as a Public Health Crisis. Mr. Zakaria noted one bullet point appears to be a call for action; specifically, an inclusion to "Actively work to nurture and enhance diversity across the County workforce, especially in leadership and management positions." Discussion occurred about the charts within the report and the best way to present the data.

Discussion ensued about the County looking at systematic bias and how to address it. It was indicated that the Talent Acquisition and Development Team may be working on these issues. Mr. Zakaria requested we invite Sandra Paschal, Human Resources Manager I, to provide an overview of the team and how they are working to achieve Diversity & Inclusion, and any initiatives they are taking. Suggestions were made regarding groups to invite to future meetings. The topic was tabled for more discussion at the next meeting.

VI. Open Discussion & Public Comment

a) None

Mr. Zakaria entertained a motion to adjourn. Ms. Gin motioned to adjourn, and Ms. Stephens seconded. The motion carried with all in favor and the meeting adjourned at 4:46 pm.

cc: David Devine, Director, Department of Personnel Services