

COUNTY OF SACRAMENTO

EQUAL EMPLOYMENT OPPORTUNITY ADVISORY COMMITTEE

[Zoom Meeting Link](#) or
1-669-900-9128 (ID: 840 6789 8541 & Passcode: 054101)

March 22, 2021
3:30 pm

MINUTES

I. **Call to Order**

Mr. Zakaria, Chairperson, brought the meeting to order at 3:30 pm. Quorum present.

Members Present

Courtney Bailey-Kanelos, Kimberly Gin, Chris Jenkins, Kristy Lac, Brandon Luke, Patrice Pratt, Robert Reisig, Amar Shergill, Doug Sloan, Monica Stephens, Jerry Yamashita, & Rami Zakaria

Guests Present

William Hale (Public), Sandra Paschal & Jena Sylva (Employment Services)

Staff Present

Cori Stillson and Richard Chang

II. **Approval of Meeting Minutes**

Mr. Zakaria entertained a motion to approve the February 22, 2021 and March 8, 2021 Meeting Minutes. Ms. Gin moved to approve the February 22 minutes and Mr. Reisig seconded. The motion to approve the February minutes carried with all in favor. Mr. Sloan moved to approve the March 8 minutes and Ms. Lac seconded. Mr. Shergill opposed, stating he spoke at length yet the March minutes included no discussion of his notes made, and felt everything he said was completely excluded. Discussion occurred. **Action Item:** Mr. Zakaria, Ms. Stillson, & Mr. Chang to revisit the March 8 minutes.

III. **Communications (EEOAC chair or EEO Office) - None**

IV. **Unfinished Business**

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

Mr. Zakaria highlighted the draft Report to the Board of Supervisors, with findings, statistical data, and specifically reviewed each of the

recommendations, and stated he would add Mr. Reisig's recommendation regarding an employee survey about what employees feel they need from the County to better prepare for promotional opportunities.

Mr. Reisig, along the lines of recommendation #2, asked if the County recruits at colleges/universities with specific demographics (i.e., Black, Hispanic, women's colleges). Ms. Paschal stated yes, their group has a nationwide list of colleges with specific demographics where County recruitment can occur. Discussion occurred. Mr. Luke stated the Sheriff's dept. has done this, and if there was need to reach out to some of those schools, we have alumni that may be able to assist facilitate the communication.

Mr. Shergill presented the idea of adding a minority report (or other name) to the EEOAC Board Report and stated that the work of this group is an accurate study on bias. Specifically, he stated that he reported on vast issues of implicit bias and this group deleted it; not paying people what they are worth is the definition of equal employment, and a minority report should be included to acknowledge his voice, as he speaks out on behalf of women and minorities. Absent any other discussion, Mr. Shergill would like the deleted topics added to the end of the document as a minority report, making clear his specific input. Mr. Zakaria stated he never heard of minority report in any other venue. Mr. Shergill stated we are an advisory committee and can vote on including minority report. Mr. Reisig said he would not be prepared to vote on a minority report and would abstain. Mr. Zakaria suggested Mr. Shergill write a separate document to submit to the committee and we can vote on whether to include it. Mr. Shergill said this was an exercise in deciding whether his voice would be heard or not, and believed the Report needs to contain the voice of the minority. Mr. Sloan, after reading the bottom section of EEOAC duties, noted that items which he had said were also not included, such as regularly conducted bias training. He noted if we afford the right of one, we need to afford to everyone, which is a slippery slope with too much detail about internal communications. Mr. Zakaria stated it would be best if Mr. Shergill wrote his own separate document about what he disagrees with, as the committee needs to make suggestions as a committee. Ms. Gin stated this is a majority rules committee, and there are eight (8) recommendations, one of which she didn't agree with, yet does not believe there's a need to include a statement for reasons she does not agree with that recommendation. Mr. Shergill stated our US history is replete with not listening to the minority and the committee has displayed bias. Mr. Sloan stated the committee voted not to include salary data, yet if we include it in a minority report at the end of the Report, what was the point of voting on it? Mr. Zakaria agreed that it did not make sense. Mr. Shergill reiterated a need to include a minority report.

Mr. Shergill motioned to approve the EEOAC Board Report as written, with appending the deleted portions under a heading that "the following is a minority report that was not approved by the rest of the committee" and Mr. Yamashita seconded. A roll-call vote resulted in two (2) Yays (Mr. Shergill & Mr. Yamashita), nine (9) Nays (Ms. Bailey-Kanelos, Ms. Gin, Mr. Jenkins, Ms. Lac,

Mr. Luke, Ms. Pratt, Mr. Reisig, Mr. Sloan, & Mr. Zakaria), & one member was away (Ms. Stephens). The motion to approve the EEOAC Board Report as written, with appending of deleted portions under the heading that "the following is a minority report that was not approved by the rest of the committee" was denied.

Mr. Zakaria motioned to approve the EEOAC board Report as written with the additional of recommendation #8 and Mr. Sloan seconded. A roll-call vote resulted in nine (9) Yays (Ms. Bailey-Kanelos, Ms. Gin, Mr. Jenkins, Ms. Lac, Mr. Luke, Ms. Pratt, Mr. Reisig, Mr. Sloan, & Mr. Zakaria), two (2) Nays (Mr. Shergill & Mr. Yamashita), & one member was away (Ms. Stephens), the motion to approve the EEOAC board Report as written with the additional of recommendation #8 passed.

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

a. [County Counsel \(2020\)](#)

Mr. Chang presented the County Counsel Workforce Statistics Report. Brief discussion occurred. The committee requested a representative be invited to discuss low minority numbers and recruitment.

b. [Personnel Services \(2020\)](#)

Mr. Chang presented the Personnel Services Workforce Statistics Report. Discussion occurred regarding the high female representation and the high turnover for this period. The committee requested a representative be invited to discuss reasons for high female numbers and high turnover.

c. [District Attorney \(2020\)](#)

Mr. Chang presented the District Attorney Workforce Statistics Report. Discussion occurred regarding whether recruitment is limited to California. Ms. Paschal stated all posting occur within NeoGov allowing anyone to view qualification requirements. The committee requested a representative be invited to discuss low minority numbers and recruitment.

VI. Open Discussion & Public Comment

- a) Discussion occurred about including the prior three (3) years' data in Table 1, in addition to the current year, to allow a review of trends. **Action Item:** the EEO Office will look at modifying Table 1 or adding a separate table.
- b) Mr. Sloan mentioned the County passed the climate action plan, and one month later, the Board asked Mr. Sloan how his department was complying with the plan. Mr. Zakaria stated he was anxious to see the progress that comes together, and it may offer insight into what the EEOAC needs to report on next year.

Mr. Zakaria entertained a motion to adjourn the meeting at 4:52 pm. Mr. Reisig motioned to adjourn, and Ms. Gin seconded. The motioned carried with all in favor. Mr. Zakaria thanked everyone for participating and the meeting ended at 4:53 pm.

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