

COUNTY OF SACRAMENTO

EQUAL EMPLOYMENT OPPORTUNITY ADVISORY COMMITTEE

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

May 24, 2021
3:30 pm

MINUTES

I. Call to Order

Mr. Zakaria, Chairperson, brought the meeting to order. Quorum present.

Members Present: Kimberly Gin, Chris Jenkins, Kristy Lac, Brandon Luke, Patrice Pratt, Robert Reisig, Doug Sloan, Jerry Yamashita, & Rami Zakaria

Members Absent: William Hale & Amar Shergill

Members Excused: Courtney Bailey-Kanelos & Monica Stephens

Public Present: Martin Ross

Staff Present: Cori Stillson and Richard Chang

II. Approval of Meeting Minutes

Mr. Zakaria entertained a motion to approve the [April 26, 2021](#), Meeting Minutes. Mr. Sloan moved to approve the minutes and Ms. Gin seconded. The motion to approve the minutes carried with all in favor.

III. Communications (EEOAC Chair or EEO Office): **None**

IV. Unfinished Business

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

a. Mr. Chang reviewed the reports for [County Executive Office \(2020\)](#), [County Clerk Recorder \(2020\)](#), [Conflict Criminal Defenders \(2020\)](#), [First 5 Sacramento \(2020\)](#), and [Finance \(2020\)](#).

b. Mr. Chang reviewed the following reports, requests were made to invite the Department Heads to the next meeting, and the following discussion occurred:

[Human Assistance \(2020\)](#): Mr. Zakaria noted social services tend to have higher female representation. In viewing female and minority employee numbers, Captain Luke sought detail about training opportunities for upward mobility. Ms. Gin noted a section that spoke to

holding mock interviews; responses to #5 address promotion and career advancement procedures. Ms. Stillson stated efforts look good, yet in viewing Table 2: Job Category Comparisons in 2019 or 2020 display percentages in the mid/high 60% for females and minorities (Professionals, Para-Professionals, and Office/Clerical Workers), yet the percentage drops to 35.3% for minorities in Officials/Administrators. Mr. Zakaria requested an invite to Ethan Dye, Acting Director, to speak to the percent difference in those areas and efforts that occur for employees in training to prepare for promotional opportunities. Captain Luke added a request to include detail about overtime, if there is a difference in pay, and whether it affects line staff decision/desire to promote to supervisory positions.

Technology (2020): Mr. Zakaria noted progress in representation, as hiring is currently at 60% for minorities. Mr. Reisig asked if improved numbers occur with recruitment or are a result of the number of candidates from which to choose. Mr. Zakaria stated both, and in working with Sac. State and community colleges, students interested in the sciences, technology, and engineering fields tend to be minorities. Captain Luke asked if 60% minority occurs from current personnel or entry level recruiting. Mr. Zakaria noted management has not seen change in the last 8 years with little turnover, yet 3 retirements are to occur in August. Mr. Zakaria started with Technology when minority numbers were low, yet a trend of increased minorities occurred over the years, so there may be potential for increased minority hires in supervisory or management positions. Mr. Ross asked about efforts to source individuals from those underrepresented groups. Ms. Paschal noted her team's outreach efforts includes clubs or groups. In Human Assistance there is a need to ensure employees with language/culture skills are available to provide services to community members with those same language/culture. The First Generation Institute at Sac. State serves underrepresented groups within the community and works with students to help achieve graduation. The team attends First Generation events and provides application workshops for underrepresented community organizations such as Sacramento Urban League, Environmental Justice League, and at various libraries. In addition, various social media platforms are used to reach out to underrepresented communities. Mr. Zakaria noted low female representation and stated they reach out to Sac. State Management Information Sciences (MIS) and Computer Sciences professors, when internship opportunities exist and to encourage qualified candidates to apply, test, and get onto the eligible lists for when hiring does occur. They have hired quite a few Sac. State students and have gotten good feedback. Mr. Jenkins wondered about the big number jump for minority Technicians in Table 2: Job Category Comparisons from 2019 to 2020 and Ms. Stillson agreed, wondering if Technology absorbed a

unit or something else occurred for that increase. Mr. Zakaria stated no consolidation during this period, so there is a need to look at the underlying data for these periods, work with EEO to determine reasons for the increase, and report back at the next meeting.

[Sanitation District Agency \(2020\)](#): Mr. Zakaria noted a shift in public works with high male representation versus social services with high female representation; it was requested to invite the department head to learn more about what is being done for outreach to improve minority and female representation.

VI. Open Discussion & Public Comment

- a) Mr. Zakaria noted the Board of Supervisors' resolution that Declared Racism as a Public Health Crisis, included a line item to establish an Equity, Inclusion and Diversity Cabinet within the County to work on those issues in service delivery, improved recruitment and hiring representation in the supervisory and management ranks. Mr. Zakaria happily reported the County Executive began the effort, inviting County Directors to establish a team to create the resolution to create the Cabinet. It is a step in the right direction to take an inward look at the County and outward to the community we serve.
- b) Captain Luke asked Ms. Paschal whether the County has a job placement program for students in high school to give them an idea or opportunity to gain interest in County careers. Ms. Paschal stated the County works with several school districts and technical education instructors to speak to their students to offer job insight within the County in areas of information technology and Sheriff's. Another virtually held event was Careers in Government day where 100 students participated online, along with U.C. Davis, Los Rios Community College District and Health Services to speak about jobs within the County.
- c) Mr. Reisig noted research academics proposed females go into jobs that provide non-monetary recompense, more than what salaries provide, such as job flexibility, free time, childcare opportunities, or those kinds of things. Mr. Reisig wondered about collaborating with Sac. State to learn about minority communities wants/needs to help them with opportunities that the County can possibly provide that we may not be providing. Ms. Paschal noted speaking with a Sac. State Career Center Analyst to learn what they can do and information they can provide for us, and possibly collaborate with the County. Additionally, the State of California (CA) commissions a report annually that provides a status on women and girls outlining the various areas they are interested in going into and how occupations are gendered in CA, letting us know how girls and women are in a variety of jobs within the state which is helpful information. Mr. Zakaria asked Ms. Paschal whether we could invite the Sac. State individual to join us and offer a presentation

and for discussion. Ms. Paschal noted she would extend an invite to the analyst for the next meeting.

- d) Ms. Ross commented about upcoming mass retirements and tapping into needs of underserved communities through internships, recruitment, and/or work experience, and state circles of exposure/influence. Ms. Paschal stated the County has a robust internship program and each department manages their own as there is a cost. While working with Sacramento Employment and Training Agency (SETA) grants were available, at one time, to fund interns who worked for the County for several weeks to get exposure. Other funding sources exist that we may be able to tap into and participate in. Ms. Paschal noted going to the Sac. State Student Internship Fair to speak to students about the available County internships offered to give a bit more broad exposure. Mr. Sloan mentioned Waste Management uses interns quite a bit in the engineering field, tries to use interns for community outreach, and within the next 12 months will be hiring for quite a few positions. Ms. Paschal reiterated she will ask Mary Kober from Sac. State's Career Center to speak about department connections.

Mr. Zakaria entertained a motion to adjourn the meeting at 4:35 pm. Mr. Sloan 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 4:38 pm.

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