

COUNTY OF SACRAMENTO

EQUAL EMPLOYMENT OPPORTUNITY ADVISORY COMMITTEE

County Administration Building
700 H Street, 5th Floor Training Room
[Join Teams Meeting](#) or
1-916-245-8966 & ID: 382 345 455#

October 28, 2024
3:30 pm

MINUTES

- **Call to Order**

Martin Ross, EEOAC Chair, called the meeting to order with quorum at 3:42pm. The following were present through roll call:

Members Present: Jennifer Avalo, Annette Bedsworth, Patrice Pratt, Patrick Hunter, Martin Ross, Paula Thomas-Nelson (online), Monika Mejia, & Jeff Bell (online)

Staff Present: Mindy Scates-Gonzales, Cori Stillson, Kaneswha Cheatum, Christina Meyers, & Katie Garcia

Guest Present: Cephoni Jackson, Allison Keene, & Mark Slaughter

- **Members Excused:** Amanda Benson, Hang Nguyen, & Rosa Vega. Mr. Ross entertained a motion to excuse absences. Ms. Avalo motioned to approve, and Ms. Pratt seconded. Mr. Hunter abstained; all others were in favor and the motion carried.

- **Approval of Meeting Minutes**

Mr. Ross entertained a motion to approve the September 23, 2024, Meeting Minutes. Ms. Pratt moved to approve, and Ms. Avalo seconded. Mr. Hunter abstained; all others were in favor, and the motion carried.

- **Public Comment (None)**

- **Guest Speaker:** Cephoni Jackson – Chief Diversity, Equity, and Inclusion Officer

In 2020, significant global events brought attention to issues of racism and health inequities. In response, the DEI (Diversity, Equity, and Inclusion) Cabinet was established in 2023. The cabinet's mission is to promote equity awareness and action, focusing on racial equity to empower allyship and advocacy. The cabinet comprises 15 static department heads and eight employee positions that serve two-year terms. Members of DEI work to implement equitable policies, develop cultural competency, and enhance diverse representation within Sacramento County for citizens receiving services. Key activities of the cabinet include embedding DEI

principles in hiring processes, offering executive coaching to foster inclusive leadership, and providing training to address harmful workplace behaviors. Additionally, the cabinet evaluates metrics related to employee turnover, promotion data, and feelings of belonging to tackle disparities in race-based outcomes.

Mr. Ross motioned to extend the meeting to 5:15pm to allow for questions. All were in favor, and the motion carried. A general discussion occurred, during which Ms. Jackson addressed questions regarding the composition of the cabinet, participation, representation, and community involvement. The committee raised concerns about the lack of involvement from EEO Advisory Committee members who review workforce and statistical data, and requested that an EEOAC member be added to the DEI Cabinet. Ms. Jackson provided a path for members to participate.

- **Unfinished Business:**
 - No time allowed to complete WFSRs

Mr. Ross entertained a motion to adjourn. All in favor. The meeting adjourned at 5:15pm.

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