

COUNTY OF SACRAMENTO

EQUAL EMPLOYMENT OPPORTUNITY ADVISORY COMMITTEE

[Zoom Meeting Link](#) or
1-669-254-5252 (ID: 161 157 8743 & Passcode: 984112)

January 24, 2022
3:30 pm

MINUTES

I. Call to Order

Mr. Zakaria, Chair, brought the meeting to order; quorum present at 3:33 pm.

Members Present: Courtney Bailey-Kanelos, Kimberly Gin, Shelly Hodgkins, Kristy Lac, Robert Reisig, Martin Ross, Doug Sloan & Rami Zakaria

Members Excused: Patrice Pratt & Jerry Yamashita

Staff Present: Cori Stillson and Richard Chang

Guests Present: Roland Shield

II. Chair and Vice Chair Elections

- Ms. Bailey-Kanelos nominated Mr. Ross for Chair, which was 2nd by Mr. Sloan and all were in favor. Mr. Sloan nominated Ms. Bailey-Kanelos for Vice Chair, which was 2nd by Ms. Lac and Mr. Reisig, and all were in favor.

III. Approval of Meeting Minutes

- Mr. Zakaria entertained a motion to approve the [November 22, 2021](#), Meeting Minutes. Mr. Reisig moved to approve the minutes and Ms. Gin seconded. The motion to approve the minutes carried with all in favor.

IV. Communications (EEOAC Chair or EEO Office):

- Committee introductions occurred for members and staff present.
- The 2022 Workforce Statistics Report Calendar will follow by email to members.

V. Guest Speakers

Liz Bellas, Director, Regional Parks (WFSR: [Regional Parks 2021](#)), discussed national averages for females in these occupations and mentioned another female is in process of being hired into the department.

Chevon Kothari, Director, Health Services (WFSR: [Health Services 2021](#)), discussed reflections about high women and minority employee numbers and percentages within the department and leadership, and its ability to draw diversity

exceeding Countywide workforce and the population for Sacramento County. Social services and health care fields tend to attract more women. DHS places focus on equity and diversity programs (i.e. refugee health programs for undocumented, black infant mortality programs, black child legacy or others) as the department is required to meet culturally competencies. With Covid-19, a light was shed on health equity. With grant funding, DHS is required to have a diverse workforce reflective of the community supported. The grants received helps teams access trainings, conferences or programs that allow more learning about diversity and equity. Having a diverse leadership team assists DHS with recruitment, mentoring, and retention processes, inspiring employees to aspire to leadership positions. Entry-level employees can benefit from onboarding, leadership courses or forums, coaching, and formal and informal mentorship. In coordination with the diverse local universities and colleges, DHS is able to bring in interns that lead to permanent employment opportunities.

VI. Unfinished Business

- **Workforce Statistics Reports** (Discussion limited to 5 minutes)
 - a. A review of the following reports occurred: [Child, Family & Adult Services 2021](#), [Human Assistance 2021](#), [Water Resources 2021](#), and [Waste Management & Recycling 2021](#).

VII. Open Discussion & Public Comment:

- Mr. Zakaria congratulated the new Chair and Vice Chair, thought he would chair this meeting, and turn the next meeting over to the new incumbents.

At 4:55 pm, Mr. Zakaria entertained a motion to conclude the meeting. Mr. Sloan motioned to adjourn with a 2nd from Ms. Gin, all in were in favor and the meeting ended.

cc: Sylvester Fadal, Director, Department of Personnel Services