

COUNTY OF SACRAMENTO

EQUAL EMPLOYMENT OPPORTUNITY ADVISORY COMMITTEE

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

August 23, 2021
3:30 pm

MINUTES

I. Call to Order

Mr. Zakaria, Chair, brought the meeting to order; quorum present at 3:31 pm.

Members Present: Courtney Bailey-Kanelos, Kimberly Gin, Chris Jenkins, Brandon Luke, Patrice Pratt, Robert Reisig, Martin Ross, Amar Shergill, Monica Stephens, & Rami Zakaria

Members Excused: Kristy Lac, Doug Sloan & Jerry Yamashita

Staff Present: Cori Stillson and Richard Chang

II. Approval of Meeting Minutes

- Mr. Zakaria entertained a motion to approve the [May 24, 2021](#), Meeting Minutes. Mr. Reisig noted a change to a minor typo (Ms. to Mr. Zakaria). Ms. Bailey moved to approve the minutes and Ms. Gin seconded. The motion to approve the minutes carried with all in favor.
- Mr. Zakaria entertained a motion to approve the [July 26, 2021](#), Minutes. Ms. Bailey moved to approve the minutes and Ms. Pratt seconded. The motion to approve the minutes carried with all in favor.

III. Guest Speakers:

Eduardo Amenyro, Acting Deputy Director, [Human Assistance 2020](#), discussed training opportunities provided for staff such as leadership development with Q&A sessions, Investment in Excellence, career path insights, Culture Café to improve DHA work culture, brown bag sessions, and the Pacific Institute Training for personal/career development. DHA management works closely with various civil rights caucuses on issues relevant to members, their represented communities and community agencies to enhance ability to build a diverse workforce. DHA sends exam or vacancy announcements to caucuses to help with workforce diversity at all levels, especially leadership positions. DHA evaluates the effectiveness its training and promotional opportunity program through feedback from participants.

Mr. Amenyro noted Official/ Administrator numbers and percentages increased slightly from 2020 to 2021 with (12/35.3% to 15/44.1%). Mr. Amenyro stated

opportunities to work overtime are offered for all positions except management level and he has not heard directly from staff whether those who work overtime do not pursue promotions because it could result in loss of pay.

Culture Café is a DHA initiative modeled after Pacific Institute Training, and was a main driver for understanding effectiveness and improved communication. Employees were surveyed, discussions were facilitated where staff can offer suggestions or feedback for improvement. Workgroup discussions led to strategic initiatives implemented last year.

Prabhakar Somavarapu, District Engineer, commented on the [Sanitation District Agency 2020](#) workforce statistics report and discussed efforts by the County recruitment team to recruit and encourage women and minorities into Skilled Craft Workers, Technicians, and Officials/ Administrators positions. Mr. Somavarapu spoke about the internal Sanitation District Agency Training Department's Leadership Development and Supervisory Academy Program offering career growth opportunities for all employees. Mr. Somavarapu also stated the department attends various veterans, community college, high school, and international events to introduce job opportunities in local government.

Mr. Somavarapu noted a culture survey was completed with a goal of making the department an employer of choice and 80% of staff provided feedback. This resulted in roll out of additional training to improve workplace culture. Mr. Somavarapu noted the department tends to attract male employees, since a majority of the work involves hands on, getting dirty, digging trenches, laying pipe, or working with wastewater. However, in the last 10 years, there have been more women entering the wastewater operator job. On the technical side, women and minorities have been more attracted to various jobs, such as engineers and instrument technicians, yet Mr. Somavarapu believed with more outreach the numbers could increase. SDA attends and has a booth at various community heritage events hosted by nearby cities with 1000+ participants to educate the community about what the department does, offer insight about home waste best practices and provide recruitment outreach and job information to interested attendees.

Jená Sylva, Personnel Technician (County Recruitment Team), highlighted numerous career fairs, community, and college/university events attended. Attendees were provided information about county jobs and internship availability, including those jobs specific to SDA.

Sandra Paschal, Talent and Acquisition Manager, noted that California's annual status report of women and girls, similarly shows women only make up 1% of the workforce in construction, maintenance, or natural resources. There are initiatives at the state level focusing on recruiting women in those areas through apprenticeships. Women make up 17% of architects and engineers, and percentage of women at SDA in those jobs are above that level. To try to get women and minorities into the pipeline for other job classes, the Recruitment Team's Youth and Government Day (in which SDA participates) helps educate high school students about the work of specific County jobs, allowing them to ask

questions and tour facilities to generate interest in working in these fields. SDA also worked with the Sacramento Job Corp, who focuses on youths 16-24 years old who come from homes with incomes below poverty level, receiving public assistance, homeless, or foster care.

Rami Zakaria, Chief Information Officer, commented on the [Technology 2020](#) Workforce Statistic Report to explain why the numbers of Technicians in Table 2 from 2019 to 2020 increased. The County conducted a class study that reviewed all of Technology's job classes and reclassified some positions after job duty changes. This resulted in the Information Technology Customer Support Specialist job class being labeled as Technician versus its previous designation, Professional.

IV. Communications (EEOAC Chair or EEO Office):

- The Executive Order in place when the pandemic began temporarily removed some Brown Act requirements to allow virtual meetings is set to expire at the end of September and has not been extended. At present, a possible return to in-person meetings may be in October, yet that may change, so EEO Office will confirm prior to the next meeting.
- A request was made for EEOAC input regarding County Budget Priorities ([FY 2021-2022 Budget in Brief](#)).

V. Unfinished Business

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

- a. A review of the reports occurred May 24, 2021, and above notes from presentations by Mr. Amenyro for [Human Assistance 2020](#), Mr. Zakaria for [Technology 2020](#) & Mr. Somavarapu for [Sanitation District Agency 2020](#).

Mr. Shergill applauded SDA's recruitment and outreach efforts and recognition that improvement needs to occur with women and minority representation. He noted that, even with efforts, the numbers have not increased in the last five years. Mr. Shergill stated SDA, and other departments, need to look at connecting recruitment efforts to whether results in hiring produce a diverse workforce, and the County needs to focus on diverting funds to better results in those areas. Mr. Shergill highlighted that half of the hires and 60% of promotions from 2019 to 2020 went to white males. Mr. Shergill was concerned that he is the only member raising issues about the lack of diverse hire and promotion numbers and nothing appears done. He was concerned that women and minorities seem to only be hired into entry-level, lower paying positions because of issues of systemic bias.

Mr. Ross discussed a countywide recommendation for all departments to put together a strategic plan with SMART Goals, establish a program similar to DHA's Culture Café, include apprenticeships or entry-level job classifications to get people in the door, and increase recruitment to

access a more diverse candidate pool for all jobs across the County. Ms. Bailey-Kanelos stated that she agreed with Mr. Ross about the Culture Café and suggested possibly inviting DHA back to discuss what they did revolving around their Culture Café.

Mr. Shergill made a motion to send a letter to the County Supervisors which said: "We have reviewed the Sanitation Workforce Statistics Report. We found that, over the past five years, women and minorities continue to be underrepresented. In 2019, almost half of new hires went to white men and over half of promotions went to white men. There is no indication that there is a plan in place which will remedy this inequity." Mr. Somavarapu objected to the characterization and noted that the Sanitation District numbers exceed those of the State in similar field of work and pointed out that he is a person of color who was promoted through the ranks to reach the director level. Mr. Somavarapu noted that the goal is to always hire the most qualified candidate for the job regardless of their race, sex, religion, etc. Discussion occurred regarding Mr. Shergill's motion and that it deviated from a long practice of the committee to single out one department and report to the board. Mr. Shergill stated, "Hearing no second, folks this will be my last meeting. I will be resigning. I am not resigning because I have personal animosity with any of you. You do good work, but it is fairly, clear the voices here are not comfortable talking about the issues we are here to address. If we cannot find a second to my motion about the statistics of hiring white men, then we are not doing anything or our job. We are doing harm to the issue of equity. We are giving cover to the departments. If we cannot advise the Board of Supervisors the inequities occurring, I cannot, in good conscience, be a part of an organization that is going to be part of the problem, not the solution. I wish you all the best."

Mr. Ross wanted to further discuss the motion and suggested amended language: "We have reviewed the Sanitation Workforce Statistics Report. We found that, over the past five years, women and minorities continue to be underrepresented. We recommend a plan review be in place which will remedy this inequity."

Mr. Shergill reiterated his proposed language is all that needs to be included in the letter. Additional discussion occurred. Mr. Ross felt it would put people on the defensive to call out a specific department. Mr. Shergill reiterated the BOS do not review the WFSR and stated he did not share Mr. Ross' optimism. Mr. Shergill stated he would leave it to the members to determine what the letter should look like. Mr. Zakaria had concerns about ambushing departments with the wording specific directed at one department. Several members agreed ambushing the department is not a way to open dialog and these issues appear across the board.. Mr. Zakaria noted we did not receive a second for Mr. Shergill's motion.

2. After a review of the FY 2021-2022 Budget in Brief, Mr. Zakaria and Ms. Stillson communicated, the EEOAC has an opportunity to submit recommendations about where money should be directed for the next County budget season. Advisory Boards and Commissions were being given an opportunity to suggest budget priorities to the Chief Financial Officer. for the 2022-2023 budget. Mr. Zakaria proposed EEOAC members review the 2021-2022 budget presentation, and provide the EEO Office any feedback or recommendations about how money could be directed for the next budget. Ms. Stillson noted the input sought is broad. The input needs to be provided to the EEO Office by Friday August 27th. The EEO Office will compile committee recommendations and possibly have a special meeting the following week to discuss priorities.

VI. Open Discussion & Public Comment: None

- Mr. Zakaria reminded members to submit recommendations and availability for a special meeting to the EEO Office.

Mr. Zakaria ended the meeting approximately at 5:14 pm.

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