

COUNTY OF SACRAMENTO

EQUAL EMPLOYMENT OPPORTUNITY ADVISORY COMMITTEE

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

February 22, 2021
3:30 pm

MINUTES

I. **Call to Order**

Mr. Zakaria, Chairperson, brought the meeting to order at 3:35 pm. Quorum present.

Members Present

Courtney Bailey-Kanelos, Kimberly Gin, Chris Jenkins, Kristy Lac, Robert Reisig, Amar Shergill, Doug Sloan, Monica Stephens, Jerry Yamashita, and Rami Zakaria

Members Excused

Brandon Luke & Patrice Pratt

Guests Present

Mark Cullum, Vance Jarrod, Sandra Paschal & Jena Sylva

Staff Present

Cori Stillson and Richard Chang

II. **Approval of Meeting Minutes**

Mr. Zakaria entertained a motion to approve the January 25, 2021 Meeting Minutes. Mr. Shergill moved to approve the minutes and Ms. Gin seconded. The motion carried with all in favor.

III. **Communications** (from EEO Office or Chair)

IV. **Unfinished Business**

1. Review Comparative Workforce Statistic Spreadsheets

Ms. Stillson reviewed workforce data for the County's employee and management positions over time, as well as hiring and promotional data.

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

Mr. Zakaria noted that he, Ms. Gin, and Ms. Stillson met with the Chiefs of Staff

for the Board of Supervisors (BOS) for a briefing on the EEO Advisory Committee goals and invited the Chiefs to the meeting. Mr. Zakaria reviewed the draft EEOAC 2020 Report to the BOS, including findings, statistical data, and recommendation. Mr. Zakaria highlighted a reason for reviewing County workforce statistics is to help determine if the County workforce is representative of the community served, in comparison to Census population data for Sacramento. Mr. Zakaria noted the census data is 2010 and hopefully more current census data will release soon. Ms. Stillson reviewed new data tables, which compared representation (by race and sex) of total County Workforce and Management for 2013, 2017 and 2021 reporting years (displaying prior years' data). Comparing Countywide employee data with 2010 Census data, the numbers appear reflective of the community served. However, when comparing Management employee to Census data, there is considerable room from improvement. Ms. Stillson noted the County has made improvements in minority and female representation over the years.

Brief discussion occurred regarding efforts to provide Implicit Bias Mitigation Training. Ms. Paschal noted the BOS' resolution included creation of a Cabinet Level group and one directive is to look at policies, procedures, processes and practices to assess if systemic issues exists within the County's processes. Mr. Zakaria stated he would confer with the County Executive to learn more about the Cabinet and directives.

Specifically, regarding the Reports' findings, discussion occurred regarding management, salary information, and ensuring the charts have correct data and that they support the findings and recommendations. It was agreed that a Special Meeting should be set up to finalize the Reports' language.

3. Workforce Statistics Reports

Mr. Chang reviewed the Agricultural Commission's Workforce Statistics Report. Discussion occurred. Mr. Shergill motioned for the committee to note the Agricultural Commissioner, Assessor, Coroner, and Revenue Recovery Workforce Statistics Reports as received and Ms. Stephens seconded. A roll call vote regarding the motion to note the reports as received resulted in six ayes (Mr. Jenkins, Ms. Lac, Mr. Reisig, Mr. Shergill, Ms. Stephens, & Mr. Yamashita), three abstentions (Ms. Bailey-Kanelos, Ms. Gin & Ms. Sloan), and one nay (Mr. Zakaria). The motion carried.

VI. Open Discussion & Public Comment

a) None

Mr. Jenkins exited the meeting at 4:45 pm. Mr. Zakaria thanked everyone for the participation and the meeting ended at 5:42 pm.

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