

# COUNTY OF SACRAMENTO

## EQUAL EMPLOYMENT OPPORTUNITY ADVISORY COMMITTEE

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Skype Meeting (connect by computer or phone)  
Conference ID: 54563472  
<https://meet.saccounty.net/changr/G1K3J4KH>

January 25, 2021  
3:30 pm

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### MINUTES

#### I. **Call to Order**

Mr. Zakaria, Chairperson, brought the meeting to order at 3:30 pm. Quorum present.

#### **Members Present**

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

#### **Staff Present**

Cori Stillson and Richard Chang

#### II. **Guest Speakers:**

Sandra Paschal, Human Resources Manager, spoke about the Talent Acquisition and Development Team's countywide outreach, recruitment and training participation efforts. The teams' activities include participating in advertising, career fairs, application workshops, CSUS academic success and educational programs, veteran's programs, student organizations and clubs, Innovative Pathways to Public Service Collaborative, Sacramento Employment and Training Agency, and other activities. Job postings emailed to a wide variety of organizations when announced, including industry specific groups. As part of the Diversity, Equity, & Inclusion initiative the team works with Northern California Business Advisory Council, UC Berkeley's Haas Institute for a Fair and Inclusive Society, Government Alliance on Race and Equity – Best Practices, Innovative Pathways to Public Service Collaborative, California commission on the Status of Women and Girls, and Environmental Justice Element of the Sacramento County Plan. Additionally, the County Training and Organization Development Team works on Pilot Project, Board of Supervisor, and Department Training initiatives. After a request, Ms. Paschal will reach out to her contacts to coordinate a guest speaker to offer a presentation, at a future meeting, regarding the work they do, experience encountered with Diversity, Equity, & Inclusion initiatives and outcomes.

### **III. Approval of Meeting Minutes**

Mr. Zakaria entertained a motion to approve the December 7, 2020 Meeting Minutes. Ms. Gin moved to approve the minutes and Mr. Luke seconded. The motion carried with all in favor. As he is new to the committee, Mr. Sloan abstained.

### **IV. Chair and Vice Chair Elections**

Mr. Zakaria volunteered to continue as Chair, and noted this will be his last term on the committee. Mr. Shergill motioned to nominate Mr. Zakaria as Chair and Ms. Lac seconded. Mr. Zakaria nominated Ms. Gin as Vice Chair and Mr. Sloan seconded. Both motions carried with all in favor.

### **V. Communications (from EEO Office or Chair)**

Mr. Chang highlighted 2020 and 2021 Workforce Statistics Report Schedules and noted background administrative housekeeping as the committee transitions from Skype to Zoom meetings.

### **VI. Unfinished Business**

#### **1. Review other Counties Workforce Statistics (or similar)**

The EEO Office had no updates other than asking for clarification about what the committee sought in looking at comparative data. Mr. Zakaria noted a desire to obtain other agency statistical data to offer insight or gain understanding of how the County is doing comparatively with regard to the general workforce and management/leadership positions.

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

Mr. Zakaria stated the subcommittee (Mr. Shergill, Ms. Gin, Ms. Stillson, and himself) continued to review and include considerations into the draft EEOAC 2020 Report, consistent with the Board of Supervisors' (BOS) Resolution, November 17, 2020, Declaring Racism a Public Health Crisis. The resolution pledged promotion of racial equity, while shaping policies, appropriating resources, implementing programs, and issuing directive, and other actions.

Mr. Zakaria highlighted several report areas in combination with statistical graphics that offers insight to the overall County workforce versus 2010 census data, and potential areas for improvement, specifically for management and leadership positions. A few report areas lack subcommittee's consensus about the verbiage used to communicate the findings of workforce statistics reports' statistical graphics and conclusions drawn.. Mr. Zakaria requested Ms. Paschal and Ms. Stuckert generate a brief statement of Employment Services Division's (ESD) current efforts and the direction ESD is moving toward to share with the committee. The committee's input along with discussion will be sought to help move towards a vote to include recommendation updates in the report. The topic was tabled for more discussion at the next meeting.

**VI. Open Discussion & Public Comment**

a) None

Mr. Zakaria entertained a motion to adjourn. Mr. Luke motioned to adjourn, and Mr. Shergill seconded. The motion carried with all in favor and the meeting adjourned at 4:46 pm.

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