

COUNTY OF SACRAMENTO

EQUAL EMPLOYMENT OPPORTUNITY ADVISORY COMMITTEE

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

February 28, 2022
3:30 pm

MINUTES

I. **Call to Order**

Mr. Ross, Chair, welcomed everyone and brought the meeting to order at 3:31; quorum present after roll call and introductions occurred.

Members Present: Courtney Bailey-Kanelos, Shelly Hodgkins, Patrick Hunter, Patrice Pratt, Robert Reisig, Martin Ross, Roland Shield, Doug Sloan & Jerry Yamashita

Members Excused: Kristy Lac

Staff Present: Cori Stillson

II. **Approval of Meeting Minutes**

- Mr. Ross entertained motion to approve the January 24, 2022, Meeting Minutes. Mr. Sloan moved to approve the minutes and Ms. Hodgkins seconded. The motion to approve the minutes carried with all in favor.

III. **Communications** (EEOAC Chair or EEO Office):

- Ms. Stillson noted three (3) remaining 2021 WFSRs to review and the 2022 WFSR Calendar.
- Mr. Ross welcomed new members (Ms. Hodgkins, Mr. Hunter, & Mr. Shield) and recognized Mr. Zakaria's work as Chair and Ms. Gin as Vice Chair.

IV. **Unfinished Business**

a. **Workforce Statistics Reports** (Discussion limited to 5 minutes)

- a. A review of the following reports occurred: [Technology 2021](#), [Child Support Services 2021](#), & [Sanitation District Agency 2021](#)

Discussion occurred regarding SDA's WFSR. Mr. Sloan asked if the employee numbers in the SDA reports was combined across all divisions, and Ms. Stillson confirmed that they were.

Mr. Shield asked about the categories that jobs were grouped into. Ms. Stillson explained that job categories are the same as those that the County report on for the EEO Plan and to match Census data groupings. Mr. Shield stated that some may not be the same as they are grouped for other County purposes, such as bargaining units. To address any confusion, Ms. Stillson agreed that staff could provide lists of the jobs reported in each category.

Mr. Shield questioned why minorities were grouped together in some reports. Ms. Stillson stated that it was a hold-over from past reports and that it could be changed if the committee wanted to view data differently. Mr. Ross said if committee members have ideas about how to approach the reports or the committee's activities, to email EEO Staff with topic ideas for future agendas. Mr. Hunter asked if there was a protocol for presenting suggestions and proposals to the committee. Ms. Stillson said that actions items must be placed on the agenda prior to the meeting. Mr. Ross suggested adding the issues that Mr. Shields raised to a future agenda.

It was noted that Sylvester Fadal is the new DPS Director, and the suggestion was made that he attend a meeting to chat with the group. Ms. Stillson agreed to extend that invitation.

V. New Business (from committee, agencies or public)

- a. Develop a list of Best Practices to share with other County departments. Mr. Ross suggested the EEOAC annually recognize the Top 10 County departments' efforts. Five departments could be recognized that had the best in recruitment and retention statistics, and five departments could be recognized that had made significant process
- b. Mr. Ross suggested moving New Business after Communications on the Agenda and leaving 30 minutes for WFSRs at the end of the agenda.

VI. Open Discussion & Public Comment:

- Mr. Hunter asked if the pattern that the committee was following is relevant today. He suggested looking at past outcomes and the EEOAC had previously advised.
- Ms. Stillson confirmed that there had not been any significant new initiatives by the committee during the past few years.

At 5:20 pm, Mr. Ross entertained a motion to conclude the meeting. Mr. Hunter motioned to adjourn with a 2nd from Ms. Patt, all in were in favor, and the meeting ended.

cc: Sylvester Fadal, Director, Department of Personnel Services