

COUNTY OF SACRAMENTO
EQUAL EMPLOYMENT OPPORTUNITY
ADVISORY COMMITTEE

SYLVESTER FADAL, Director
Department of Personnel Services

CORI STILLSON, EEO Officer
Equal Employment Opportunity Office

Animal Care Services
3839 Bradshaw Rd.

September 25, 2023
3:30 p.m.

Join by computer: [Join ZOOM Meeting](#)

Join by phone: 1-669-254-5252, ID: 161 317 1704 & Password: 546050 (More instructions on page 3)

Anyone may address the Committee regarding any item that is within the Committee's subject matter jurisdiction. However, the Committee may not take any action on this agenda except as authorized by Government Code, Section 54954.3.

AGENDA

- I. Call to Order, Roll Call, and Guest Introductions**
- II. Approval of Member Absences (Action; limit comments to 2 min.)**
- III. Approval of Meeting Minutes (Action; limit comments to 2 min.)**
 - [August 28, 2023](#)
- IV. Guest speaker**
 - Rami Zakaria: Workforce Statistics Dashboard Overview
- V. Vice-Chair Nominations and Vote (Discussion/Action: limit comments to 2 min.)**
- VI. Communications/Reports – EEOAC Chair or EEO Office**
 - Future Meeting Location (700 H St. or 9310 Tech Center)
 - Workforce Statistics Reports (Job Categories - title/race detail)
- VII. Add Question/Data to Workforce Statistics Reports (Discussion and Action; comments limited to 2 min.)**
 - Capture allocated positions in department reports.
 - Capture attrition rate in department reports.
 - Capture job title and race detail for Job Categories.
- VIII. Unfinished Business (limit to half of remaining meeting time)**
 - Workforce Statistics Reports (Limit comments to 5 min.)
 1. [Voter Registration 2022](#)
 2. [Community Development 2022](#)
 3. [District Attorney 2022](#)
 4. [Environmental Management 2022](#)
 5. [Health Services 2022](#)
 6. [Finance 2022](#)

The meeting facilities are accessible to people with disabilities. Requests for interpreting services, assistive listening devices, or other considerations should be made through the Equal Employment Opportunity Office at (916) 874-7148, no later than five working days prior to meeting.

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7. [Human Assistance 2022](#)
8. [General Services 2022](#)
9. [First 5 Commission 2022](#)
10. [Sanitation District Agency 2022](#)
11. [Public Defender 2022](#)
12. [Sheriff 2023](#)
13. [Animal Care Services 2023](#)
14. [Probation 2023](#)
15. [Transportation 2023](#)
16. [Airport 2023](#)
17. [District Attorney 2023](#)
18. [Regional Parks 2023](#)
19. [Child Family & Adult Services 2023](#)
20. [Community Development 2023](#)

- Discussion: request guest invites to present on topics of vision, progress, concerns, and action steps:
 1. CEO – Topic: Pride Initiative
 2. Department Heads
- Discussion: criteria development for Top 10 Most Improved Departments and Best Practices List to share with County departments – Mr. Ross.
- Discussion: (Continued) LGBTQ and Disability Data Capture.
 1. How to capture LGBTQ and Disability Data, how will it be presented, determine how will it be used, and accuracy of data.

IX. New Business

- Discuss what EEOAC is required to review, practices, and past practices.
- Discuss Workforce Statistics category types and report changes.
- Discuss requests guest presentation and topics to present.
 1. Heads of Labor Units
- Discuss reviewing recruitment and enhance outreach methods for hard-to-reach groups.
- Discuss County Survey review.
- Discuss Retention Statistics.
- Discuss: Sacramento County Employee's should be both allowed and encouraged to participate in EEOAC Regular Public Meetings, as they are public meetings – Mr. Shield.
- Discuss Review of "Higher Level" HR Complaint data – Mr. Shield.

X. Public Comment (Limit to comments 2 min.)

EEOAC Zoom Meeting Instructions: September 25, 2022, 3:30-5:00 pm

The following guidelines will help prepare for the EEOAC Zoom Meeting.

Start Early: Log or call in 5 minutes (or so) prior to the start time to avoid everyone entering the conference, all at once at the beginning of the meeting.

Be Prepared: Review Agenda, minutes and materials, in advance, to help keep discussions concise and more effective.

Attend meeting: Click the [Zoom Meeting link](#) (**OR** call 1-669-254-5252, when prompted enter Meeting ID: 161 317 1704 & Password: 546050)

Mute Function Use: Locate the mute function on your device (landline phones, press *6 to mute/unmute). Please join the meeting with mute ON. When meeting is called to order, turn mute OFF for roll call & introductions, then back ON again until called on to speak. Members' votes & comments on Agenda items may occur by EEOAC member roll call, followed by the public. When your name is called, turn mute OFF to speak; turn it back ON when done speaking.

Reduce Ambient Noise: Call in from a quiet area as free as possible from background noise and distractions, such as TV or music, household members, pets, etc. Silence any rings or audio alerts on your device.

Don't Multi-task: The sounds of mouse and keyboard clicks, shuffling papers, eating and drinking can be a distraction.

Meeting Document Hyperlinks: PDF's auto-open in a browser, whereas MS Word docs may open a browser and a separate dialog box that you can close that then auto-opens the Word doc.

THANK YOU for your cooperation.