

# COUNTY OF SACRAMENTO

## EQUAL EMPLOYMENT OPPORTUNITY ADVISORY COMMITTEE

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

March 8, 2021  
3:30 pm

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### 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, Brandon Luke, Patrice Pratt, Robert Reisig, Amar Shergill, Doug Sloan, Jerry Yamashita, & Rami Zakaria

##### **Members Excused**

Monica Stephens

##### **Guests Present**

Janet Bender (County Counsel) & William Hale (Public)

##### **Staff Present**

Cori Stillson and Richard Chang

#### II. **Unfinished Business**

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

Mr. Zakaria highlighted the draft Report to the Board of Supervisors, with findings, statistical data, and recommendations. Mr. Chang reviewed the committee's duties and EEO Policy. Mr. Zakaria introduced Ms. Bender to assist with any questions regarding recommendations. Mr. Zakaria reviewed data from tables in the Report regarding female and minority representation, noting there were slight increases over the 2017-2020 years. Mr. Zakaria noted, the EEO Office provided new findings for countywide and management hires and promotional data for 2012, 2016, and 2020. Female and minority new hire and promotion numbers increased, so the County is making progress in improving representation. Comparing that data to the 2010 Census data, the County is exceeding female percentages and minority percentages appear in line with the

numbers of the community served. Mr. Shergill stated these numbers confirm details the County has known that female and minority workforce numbers are at or near representative of the of the community served, yet female and minority tend to be hired into position with lower paying salaries. Management hires and promotions are areas where the County needs improvement. Mr. Shergill recommended a description be included in the EEOAC Report to the Board to explain further the reasons the charts were included. Discussion occurred regarding the inclusion of salary data.

Mr. Zakaria addressed a section in the Report that incorporated a statement from Ms. Sandra Paschal, manager for the Talent and Acquisition Development Team within the Employment Services Division (ESD). Mr. Zakaria reviewed information about the team's priorities around recruitment efforts to assist the County in meeting a workforce representative of the community served. Mr. Zakaria also confirmed ESD does not look into issues of systemic racism, yet they hope to offer Implicit Bias Mitigation Training for supervisors or managers who hire new employees, and brief discussion occurred. Mr. Sloan noted it could be good for Implicit Bias Training to occur once every couple of years for all employees, and Ms. Bailey-Kanelos agreed. Mr. Zakaria updated the recommendation language for training in the area of hiring and promotional processes.

Mr. Zakaria highlighted the BOS' resolution declaring racism as a public health crisis. The resolution noted the intent to establish by separate resolution a "Sacramento County Racial Equity Policy Cabinet" which would issue periodic public reports to the Board of Supervisors and be responsible for promoting strategic coordination, cooperation and collaboration across all County Departments and the community regarding all efforts documented herein to promote racial equity. Mr. Zakaria opened the floor for discussion and advised he would clean up the language in the Report to the Board. Discussion occurred regarding tuition reimbursement and the potential for the recommendation of increasing the amount.

Mr. Zakaria returned to the topic of salaries and discussion occurred regarding the need to include salary data and what explanation may be included with it. Mr. Shergill indicated that the salaries should be included because data shows that the County is underpaying women and people of color and it is one of the definitions of systemic racism. The committee discussed the matter at length and many members voiced their concerns at including the salaries tables. Mr. Zakaria stated that pay in the County is based on job classification and not race or gender. All job classification occupants receive the same pay regardless of race or gender. In a previous meeting, Department of Personnel Services representatives indicated that pay is set based on comparable classifications in similar size government entities and is a subject to labor negotiation. Mr. Zakaria made a motion to removing the salary tables and charts from the report. Ms. Gin seconded. A roll-call vote resulted in seven (7) Yays (Ms. Bailey-Kanelos, Ms. Gin, Ms. Lac, Mr. Luke, Ms. Pratt, Mr. Reisig, & Mr. Zakaria), two (2) Nays (Mr. Shergill & Mr. Yamashita), & one member was away (Mr. Sloan),

the motion to remove the salary tables and charts passed.

Mr. Zakaria opened the floor for additional comments and recommendations, stating he would work on cleaning up the current language in the Report based on the meeting's discussion. Mr. Reisig suggested surveying County employees about their promotional opportunities, and whether there are barriers to those promotional opportunities. Brief discussion occurred. Mr. Zakaria stated he would confer with the County Executive.

Mr. Zakaria asked committee members to review the EEOAC Report, specifically the recommendations, and email any suggested recommendations to the EEO Office to compile and add to the Report. Mr. Zakaria requested another Special Meeting be scheduled to finalize the Reports' language.

**VI. Open Discussion & Public Comment**

a) None

Mr. Zakaria entertained a motion to adjourn the meeting at 5:35 pm. Concurrently, Mr. Luke and Ms. Bailey-Kanelos motioned to adjourn, and Ms. Lac seconded. The motioned carried with all in favor. Mr. Zakaria thanked everyone for participating and the meeting ended at 5:40 pm.

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