

COUNTY OF SACRAMENTO
EQUAL EMPLOYMENT OPPORTUNITY
ADVISORY COMMITTEE

JOSEPH ANGELO, Director
Department of Personnel Services

CORI STILLSON, EEO Officer
Equal Employment Opportunity Office

Department of Personnel Services
9310 Tech Center Drive

November 24, 2025
3:30 p.m.

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

Join by phone: 1-916-245-8966 & ID: 200 159 702# (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.)**
 - October 27, 2025
- IV. Public Comment (Limit to comments 2 min.)**
- V. Communications/Reports – EEOAC Chair or EEO Office**
- VI. New Business**
 - Workforce Statistics Reports (Limit comments to 5 min.)
 - 1. Health Services 2023 & 2024 (In progress)
 - 2. [Probation 2024](#)
 - 3. [County Counsel 2024](#)
 - 4. [Personnel Services 2024](#)
 - 5. [District Attorney 2024](#)
 - 6. [Environmental Management 2024](#)
 - 7. [County Executive 2024](#)
 - 8. [Human Assistance 2024](#)
 - 9. [Clerk Recorder 2024](#)
 - 10. [General Services 2024](#)
 - 11. Conflict Criminal Defender 2024 (In Progress)
 - 12. [First 5 2024](#)
 - 13. [Community Development 2024](#)
 - 14. [Sanitation District Agency 2024](#)

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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VII. Unfinished Business

- Discussion of guest invites to present on topics of vision & progress.
 - Department Heads (Future invites: new CEO: Pride Initiative & Vision for EEO countywide goals), Labor Units, Brainstorm other invites, and what the EEOAC would like them to prepare for based on interests.
- Discussion of Rules & Procedures Sections: 8, 13 & 14 changes; 30-day posting (Staff must draft update prior to discussion).
- Discussion items for EEOAC to keep in the forefront for 2024 based on past meetings and agenda items:
 - Criteria development for Top 10 Most Improved Departments and Best Practices, & Retention Statistics.
 - Discuss: reviewing recruitment and enhancing outreach methods for hard-to-reach groups.
 - Mid-year review of the WFSR stats to see if they are meeting the objectives and review the needs and concerns of the EEOAC.
 - Discuss: County Survey review.
 - Discuss: what EEOAC is required to review, practices, and past practices.
 - Discussion: (Continued) LGBTQ and Disability Data Capture. (How to capture LGBTQ and Disability Data, how it will be presented, how it will be used, and the accuracy of data.)
 - Discuss: status update on the letter of changes previously sent to the Board, which outlined action items and concerns raised by the EEOC. Do we have confirmation of receipt from the Board?

EEOAC Teams Meeting Instructions:

The following guidelines will help prepare for the EEOAC Teams 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: Computer: click [Teams Meeting link](#) (**OR** Phone: call 1-916-245-8966 & when prompted enter ID: 200 159 702#)

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.