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
Meeting Location: 700 H St.
Date: October 26, 2026
Time: 3:00 p.m.

Join by computer: Join Teams Meeting
Join by phone: 1-916-245-8966 & ID: 904 783 446# (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

1. **Call to Order, Roll Call, and Guest Introductions**
2. **Approval of Member Absences (Action; limit comments to 2 min.)**
3. **Approval of Meeting Minutes (Action; limit comments to 2 min.)**
    - August 24, 2026
4. **Public Comment (Limit to comments 2 min.)**
5. **Communications/Reports – EEOAC Chair or EEO Office**
    - Guest speakers: James Robbins, Personnel Services Division Chief, and Cephoni Jackson, Human Resources Manager 3.
6. **New Business**
    - Workforce Statistics Reports (Limit comments to 5 min.)
    1. Health Services 2026 (Reviewed)
    2. Finance 2026 (Reviewed)
    3. County Counsel 2026 (Pending review)
    4. Probation 2026 (Pending review)
    5. Personnel Services (Pending review)
    6. District Attorney 2026 (Pending review)
    7. Environmental Management 2026 (Pending review)
    8. County Executive 2026 (Pending review)

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.

9. Child, Family, and Adult Services 2026
10. Human Assistance 2026
11. County Clerk Recorder 2026
12. General Services 2026
13. Conflict Criminal Defenders 2026
14. First 5 2026
15. Department of Technology 2026
16. Community Development 2026
17. Voter Registration 2026
18. Public Defender 2026

7. 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 2026 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.)

- Finalize the exit interview-related questions for the Employee Relations analyst in preparation for presenting.

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 Join Teams Meeting (OR Phone: call 1-916-245-8966 & when prompted enter ID: 349 521 491#)

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.