

# County of Monterey

*Monterey County Government Center  
Board of Supervisors Chambers  
168 West Alisal st. 1st Floor  
Salinas, Ca. 93901*



## Meeting Agenda - Final

Wednesday, November 16, 2022

3:30 PM

Zoom Call-in Instructions

**Equal Opportunity and Civil Rights Advisory  
Commission**

**IMPORTANT NOTICE REGARDING COVID 19 AND PARTICIPATION IN THE MEETING OF THE MONTEREY COUNTY EQUAL OPPORTUNITY and CIVIL RIGHTS ADVISORY COMMISSION**

This meeting will be held by teleconference in order to minimize the spread of the COVID-19 virus, in accordance with the State of Emergency proclaimed by Governor Newsom on March 4, 2020, Executive Order N-29-20 issued by Governor Newsom on March 17, 2020, and the Shelter in Place Order issued by the Monterey County Health Officer on March 17, 2020, as may be periodically amended.

To participate in this Equal Opportunity and Civil Rights Advisory Commission meeting, the public are invited to observe and address telephonically or electronically.

**Public Participation Instructions:**

This meeting will be conducted via teleconference using the Microsoft Zoom program, and Commissioners will attend electronically or telephonically. The meeting will have no physical location to attend. The Public may observe the Zoom meeting via computer by clicking on the following link:

<https://montereycty.zoom.us/j/99161461882?pwd=Z0FiYzYrVnhDd054MXRzUmpRTWY0QT09>

or the public may listen via phone by dialing 1-669-900-6833 and then when prompted, entering the Meeting ID Access Code 991 6146 1882 and Password 932212. You will be asked for a “Participant ID”. You do not need a Participant ID to join the meeting, press the pound key (#) again and you will be automatically connected.

1. If a member of the public wishes to comment on a particular agenda item, the public is strongly encouraged to submit their comments in writing via email to the Civil Rights Office at [CivilRights@co.monterey.ca.us](mailto:CivilRights@co.monterey.ca.us) by 2:00 p.m. on Tuesday, November 15, 2022. To assist County staff in identifying the agenda item to which the comment relates, the public is requested to indicate the Equal Opportunity and Civil Rights Advisory Commission (EOCRAC) date and agenda item in the subject line. Comments received by the 2:00 p.m. Tuesday deadline will be distributed to the Committee and will be placed in the record.
2. Members of the public wishing to comment on a specific agenda item while the matter is being heard may participate by any of the following means:
  - a. When the Chairperson calls for public comment on an agenda item, Civil Rights Office staff will first ascertain who wants to testify (among those who are in the meeting electronically or telephonically) and will then call on speakers and unmute their device one at a time. Public speakers may be broadcast in audio form only.
  - b. If speakers or other members of the public have documents they wish to distribute to the Commission for an agenda item, they are encouraged to submit such documents by 2:00 p.m. on Tuesday before the meeting to: [CivilRights@co.monterey.ca.us](mailto:CivilRights@co.monterey.ca.us). To assist staff in identifying the

agenda item to which the comment relates, the public is requested to indicate the Equal Opportunity and Civil Rights Advisory Commission date and agenda number in the subject line.

c. If members of the public want to present documents/Power Point presentations while speaking, they should submit the document by 2:00 p.m. on Tuesday before the meeting at [CivilRights@co.monterey.ca.us](mailto:CivilRights@co.monterey.ca.us) (If submitted after that deadline, staff will make best efforts, but cannot guarantee, to make it available to present at the Commission meeting.)

d. While the matter is being heard, a member of the public may submit a comment via email, preferably limited to 250 words or less, to Civil Rights Office staff at [CivilRights@co.monterey.ca.us](mailto:CivilRights@co.monterey.ca.us). To assist staff in identifying the agenda item to which the comment relates, the public is requested to indicate the Equal Opportunity and Civil Rights Advisory Commission date and agenda number in the subject line. If the comment is received prior to close of public comment on an agenda item, every effort will be made to read the comment into the record, but some comments may not be read out loud due to time limitations or length of the comment (if the comment exceeds 250 words). Comments received prior to the close of the public comment period on an agenda item will be made part of the record for that item.

3. Members of the public who wish to make a general public comment for items not on the day's agenda may submit their comment via email, preferably limited to 250 words or less, to Civil Rights Office staff at [CivilRights@co.monterey.ca.us](mailto:CivilRights@co.monterey.ca.us). The Equal Opportunity and Civil Rights Advisory Commission meeting date and "general comment" should be indicated in the subject line. The comment will be placed on the record for the meeting, and every effort will be made to read the comment into the record at the appropriate time on the agenda.

4. Members of the public who wish to make a general public comment for items not on the day's agenda may submit their comment via email, preferably limited to 250 words or less, to Civil Rights Office staff at [CivilRights@co.monterey.ca.us](mailto:CivilRights@co.monterey.ca.us). The Equal Opportunity and Civil Rights Advisory Commission date and "general comment" should be indicated in the subject line. The comment will be placed in the record for the meeting, and every effort will be made to read the comment into the record at the appropriate time on the agenda.

5. Individuals with disabilities who desire to request a reasonable accommodation or modification to observe or participate in the meeting may make such request by sending an email to [CivilRights@co.monterey.ca.us](mailto:CivilRights@co.monterey.ca.us). The request should be made no later than noon on the Monday prior to the Commission meeting in order to provide time for County to address the request.

6. The Chairperson and/or Vice-Chairperson may set reasonable rules as needed to conduct the meeting in an orderly manner.

**NOTE: All agenda titles related to numbered items are live web links. Click on the title to be directed to the corresponding Commission Report.**

**3:30 P.M. CALL TO ORDER**

**ROLL CALL AND GREETING OF VISITORS**

**ACTION ITEM**

1. Consider finding, pursuant to AB 361 and in order for the Equal Opportunity and Civil Rights Advisory Commission to continue to meet remotely, that the COVID-19 pandemic state of emergency declared by Governor Newsom is still in effect, that the Equal Opportunity and Civil Rights Advisory Commission has reconsidered the circumstances of the state of emergency; and that the Monterey County Health Officer continues to recommend social distancing measures for meetings of legislative bodies.

**Attachments:** [Staff Report](#)

**PUBLIC COMMENT PERIOD**

*This portion of the meeting is reserved for persons to address the Commission on any matter not on this agenda but under the jurisdiction of the Commission.*

**APPROVAL OF ACTION MINUTES**

2. Action Item: Review and Approve Action Minutes of October 19, 2022

**Attachments:** [Action Minutes of October 19, 2022](#)

**DEPARTMENT PRESENTATIONS**

3. Natividad Medical Center Equal Opportunity Plan Presentation - Charles R. Harris, CEO Natividad Medical Center

**Attachments:** [NMC 2022 Equal Opportunity Plan](#)

4. Sheriff's Office Equal Opportunity Plan Presentation - Johnathan E. Thornburg, Chief Deputy Sheriff

**Attachments:** [Sheriff's Office 2022 Equal Opportunity Plan](#)

5. Review Departmental Equal Opportunity Plan Template and Guidelines - Naudia Velarde, Associate Equal Opportunity Analyst

**Attachments:** [2023 Department's Equal Opportunity Plan Template](#)  
[2022 Equal Opportunity Plan Review Guidelines](#)

**COMMISSION MATTERS**

6. Discuss the Nomination and Election of Chairperson and Vice-Chairperson for Calendar Year 2023 - Chairperson Ybarra
7. Action Item: Discuss and Approve the Formation of *Ad Hoc* Nomination Committee for Chairperson and Vice-Chairperson for Calendar Year 2023 - Chairperson Ybarra

**ANNOUNCEMENTS**

**FUTURE AGENDA ITEMS**

- a. *Treasurer-Tax Collector EO Plan Presentation (December)*
- b. *EOCRAC Meeting Schedule for 2023 (December)*

**DATE AND TIME OF NEXT MEETING**

*Wednesday, December 21, 2022, at 3:30 p.m.*

**ADJOURNMENT**