



County of Monterey

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

Meeting Minutes Equal Opportunity and Civil Rights Advisory Commission

Wednesday, November 15, 2023

3:30 PM

Join via Zoom: <https://montereycty.zoom.us/j/94705656936>; or in person at: 1441
Schilling Place - Cayenne Room

3:30 PM CALL TO ORDER

The Regular Meeting was called to order at 3:32 p.m. by Chairperson Barrera.

ROLL CALL AND GREETING OF VISITORS

ATTENDEES

Commissioners Present: Christopher Barrera, Anita Crawley, Dionne Ybarra, Crystal Libby, Gina Martinez and Mary Claypool

Commissioners Absent: Rosalyn Green (excused) and Lee Ann Magoski (excused)

Staff Present: Naudia Velarde, Associate Equal Opportunity Analyst; Natalie Alfaro Frazier, Senior Equal Opportunity Analyst; Ruby Jacinto, Administrative Secretary; Juan Rodriguez, Civil Rights Officer; and Ellen Lyons, Deputy County Counsel

PUBLIC COMMENT PERIOD

None.

APPROVAL OF ACTION MINUTES

1. Action Item: Review and Approve Regular Meeting Minutes of October 18, 2023.

Commissioner Crawley made a motion to approve the Regular Minutes of October 18, 2023; seconded by Commissioner Libby; motion passed by the following vote:

AYES: Barrera, Ybarra, Martinez, Libby, and Crawley

NOES: None

ABSENT: Magoski and Green

ABSTAIN: Claypool

DEPARTMENT PRESENTATION

2. Clerk of the Board Equal Opportunity Plan Presentation - Valerie Ralph, Clerk of the Board

Emmanuel Santos, Management Analyst I, presented on the department's Equal Opportunity Plan.

COMMISSION MATTERS

3. Discuss EOCRAC Survey Results - Naudia Velarde, Associate Equal Opportunity Analyst

Naudia Velarde, Associate Equal Opportunity Analyst, presented on the Commission Survey Results.

Commissioner Crawley requested the need of a template for the review and scoring of the Equal Opportunity Plan (EOP).

CRO will work with EOCRAC to create the EOP scoring template.

4. Review, Discuss, and Approve the EOCRAC Meeting Schedule for 2024 - Naudia Velarde, Associate Equal Opportunity Analyst

The EOCRAC reviewed, discussed, and approved the EOCRAC Meeting Schedule for 2024, with the recommendation of holding a few Special Meetings at different locations within the County.

Commissioner Crawley made a motion to approve the EOCRAC Meeting Schedule for 2024; seconded by Commissioner Libby; motion passed by the following vote:

AYES: Barrera, Ybarra, Martinez, Libby, Claypool, and Crawley
NOES: None
ABSENT: Magoski and Green
ABSTAIN: None

5. Discuss EOCRAC Bylaws and Approve the Formation of an Ad-Hoc Committee to Review and Update the Commission Bylaws - Juan P. Rodriguez, Civil Rights Officer

This item was tabled for the next meeting in December.

6. Action Item: Appoint an Ad-Hoc Committee to Review and Update the Commission Bylaws - Juan P. Rodriguez, Civil Rights Officer

This item was tabled for the next meeting in December.

7. Discuss the Nomination and Election of Chairperson and Vice-Chairperson for Calendar Year 2024 - Chairperson Barrera

The EOCRAC discussed the Nomination and Election of Chairperson and Vice-Chairperson for 2024.

8. Action Item: Discuss and Approve the Formation of Ad Hoc Nomination Committee for Chairperson and Vice-Chairperson for Calendar Year 2024 - Chairperson Barrera

The EOCRAC discussed and approved the formation of Ad Hoc Committee for the nomination and election of EOCRAC Chairperson and Vice-Chairperson for 2024.

Commissioner Crawley expressed interest to serve on the Ad Hoc Committee.

The EOCRAC nominated Commissioner Crawley, Chairperson Barrera, and Commissioner Martinez to serve on the Ad Hoc Committee.

9. Discuss and Approve Equal Opportunity Plan Revisions - Naudia Velarde, Associate Equal Opportunity Analyst

This item was tabled for the next meeting in December.

10. Receive a presentation on Budget Equity Tool - Natalie Alfaro-Frazier, Senior Equal Opportunity Analyst

Natalie Alfaro Frazier, Senior Equal Opportunity Analyst, gave a brief presentation on the Budget Equity Tool.

11. Discuss and Approve Possible Date, Location, and Agenda Items for Special Retreat - Naudia Velarde, Associate Equal Opportunity Analyst

This item was tabled for the next meeting in December.

ANNOUNCEMENTS

None.

FUTURE AGENDA ITEMS

- a. EOP Presentation – County Administrative Office (December)
- b. EOP Presentation – Assessor-Clerk-Recorder (December)
- c. Nomination of Chair and Vice-Chairperson (December)

DATE AND TIME OF NEXT MEETING

Wednesday, December 20, 2023 at 3:30 p.m.

ADJOURNMENT

The meeting adjourned at 5:20 p.m.