



# County of Monterey

## Meeting Minutes - Draft Equal Opportunity and Civil Rights Advisory Commission

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

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Wednesday, February 21, 2024

3:30 PM

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Join via Zoom at <https://montereycty.zoom.us/j/96420139282> or in person at 1441 Schilling Place-Cinnamon Room, Salinas, Ca. 93901

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

The meeting was called to order at 3:32 pm by Chairperson Claypool.

### ROLL CALL AND GREETING OF VISITORS

### ATTENDEES

Commissioners Present: Anita Crawley, Crystal Libby, Gina Martinez, Lee Ann Magoski, and Rosalyn Green, and Mary Claypool.

Commissioners Absent: None

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

### PUBLIC COMMENT PERIOD

There was no response when the meeting was opened to public comment.

### APPROVAL OF ACTION MINUTES

1. Action Item: Review and Approve Action Minutes of January 17, 2024

Commissioner Crawley made a comment on the Regular Meeting Minutes of January 17, 2024 and requested a correction to be made under "Public Comment" as follows:

Addition: Lyndon Tarver, NAACP, provided public comment in support of a one-year extension for Christopher Barrera's expired terms of membership.

Commissioner Martinez made a motion to approve the Regular Minutes of January 17, 2024, as revised; seconded by Commissioner Libby; motion passed by the following vote:

Motion passed by the following vote:

AYES: Crawley, Libby, Martinez, Claypool, Green, and Magoski  
NOES: None

**ABSENT:** None  
**ABSTAIN:** None

**COMMISSION MATTERS**

- 2.** Receive, Discuss, and Approve Revisions to the EOCRAC Meeting Schedule and Alternate Meeting Locations - Naudia Velarde, Associate Equal Opportunity Analyst

The EOCRAC reviewed, discussed, and recommended moving the June 19, 2024, EOCRAC meeting to August, and no meeting in June due to the Juneteenth holiday.

The EOCRAC approved the EOCRAC Meeting Schedule as revised.

Commissioner Magoski made a motion to approve the revisions to the EOCRAC Meeting Schedule; seconded by Commissioner Martinez; motion passed by the following vote:

**AYES:** Crawley, Libby, Martinez, Claypool, Green, and Magoski  
**NOES:** None  
**ABSENT:** None  
**ABSTAIN:** None
- 3.** Receive an Update on the Equal Opportunity Plan Recommendations - Vice-Chairperson Crawley, Commissioner Martinez, and Commissioner Libby

Commissioners Crawley, Martinez, and Libby gave a verbal report on updates to the Equal Opportunity Plan Recommendations.
- 4.** Discuss and Approve Chair/Vice-Chairperson to Send Notice of EOCRAC Vacancies to Districts/Organizations - Chairperson Claypool

The EOCRAC discussed and approved the Chair/Vice-Chairperson to send Notice of EOCRAC Vacancies to districts/organizations.

Chairperson Claypool and Commissioner Crawley will work with CRO regarding vacancies on EOCRAC.

Commissioner Green made a motion to approve the Chair/Vice-Chairperson to send Notice of EOCRAC Vacancies to districts/organizations; seconded by Chairperson Claypool; motion passed by the following vote:

**AYES:** Crawley, Libby, Martinez, Claypool, Green, and Magoski  
**NOES:** None  
**ABSENT:** None  
**ABSTAIN:** None
- 5.** Discuss and Approve the Formation of an Ad Hoc Committee to Review Departmental EOP Template and Evaluation Rubric - Chairperson Claypool

The EOCRAC discussed and approved the formation of an Ad-Hoc Committee to review Departmental EOP Template and Evaluation Rubric.

Commissioners Crawley, Martinez, and Libby were appointed as the Ad-Hoc Committee to review the Departmental EOP Template and Evaluation Rubric.

Commissioner Green made a motion to approve the formation of an Ad-Hoc Committee; seconded by Chairperson Claypool; motion passed by the following vote:

**AYES:** Crawley, Libby, Martinez, Claypool, Green, and Magoski

**NOES:** None

**ABSENT:** None

**ABSTAIN:** None

6. Discuss and Approve the Formation of an Ad Hoc Committee to Review EOCRAC Bylaws - Chairperson Claypool

This item is deferred to Future Agenda Items.

### ANNOUNCEMENTS

Commissioner Libby suggested a refresher training for EOCRAC Commissioners on the Equal Opportunity Plan and evaluation process.

This item will be added to Future Agenda Items.

### FUTURE AGENDA ITEMS

- a. EOCRAC Retreat
- b. EOCRAC Bylaws
- c. EOP Refresher Training

### DATE AND TIME OF NEXT MEETING

Wednesday, March 20, 2024, at 3:30 p.m.

### ADJOURNMENT

The meeting adjourned at 4:38 pm.