

1. ROLL CALL AND GREETING OF VISITORS

The meeting was called to order by Chair Jayanti Addleman.

Commissioners Present: Vice Chair Kay Kirkland, Billy DeBerry, Bob Greene, Josie Duque. Fabian Barrera, Joe Watson and Nancy Valdez.

Commissioners Absent: Maria Castillo and Freda Escobar.

Guests and Staff Present: Equal Opportunity Officer Irma Ramirez-Bough, Associate Equal Opportunity Analyst Sonje Dayries; Michelle Gomez Equal Opportunity Specialist-Confidential, Deputy County Counsel William Litt.

2. PUBLIC COMMENTS

Mary Claypool Chair of the Publicity Committee of the National Association for the Advancement of Colored People (NAACP) addressed the Commission. Ms. Claypool stated she is very interested in learning more about diversity within the County. She is also interested in knowing the duties and responsibilities of the Commission. Ms. Claypool thanked Mr. Joe Watson for representing the NAACP on the Commission. She also indicated the Monterey Peninsula Branch of the NAACP is conducting a workforce survey.

3. REVIEW AND APPROVAL OF MINUTES

Commissioner DeBerry made a motion to approve the minutes of September 21, 2011; seconded by Commissioner Duque. The minutes were approved.

4. DISCUSS COMMISSION'S ANNUAL REPORT

Ms. Ramirez-Bough stated the Clerk of the Board informed her, that a template has been submitted to the Board of Supervisors, but no feedback has been received. Mrs. Ramirez-Bough will look into this and report at the next meeting. Commissioner Addleman stated she will start on putting something together.

5. Standing Committees Report:

- a. County Review of Monterey Plan Compliance Committee
Commissioner DeBerry stated the Committee has had several meetings and is working hard on revising the Monterey Plan. He stressed that the goal of this Committee is to submit a revised Monterey Plan to the full Commission for their review and input. The Committee is hoping to get a draft to the Board of Supervisors by December 31, 2011. Commissioner DeBerry stressed that this is an important task that requires hard work and commitment from everyone. Commissioner DeBerry announced that the Committee will meet again on November 7, 2011 and November 14, 2011. He

also recommended that Commissioners report back to their organizations the progress being made. Commissioner Barrera asked if they were to circulate the draft to their organizations. Commissioner DeBerry stated that the Board will probably hold public meetings for the public to give their input.

- b. Departmental Review of Monterey Plan Compliance Committee
Commissioner Addleman stated that unfortunately, the Committee has only had one meeting. They worked on defining the roles and responsibilities of their Committee, they made some minor changes to the E O Plan form. Commissioner DeBerry had some suggestions on the form. Commissioner Addleman asked that he sent his suggestions to her so the Committee can discuss them at their next meeting. She also stated that if any Commissioners had other suggestions, to forward them to her.

6. ADVERSE IMPACT STUDY

Ms. Ramirez-Bough stated she did not have the information due to the fact that the IT person has been working on getting the data requested by Biddle for the Monterey Plan. That being a priority, she hopes to have the study at the next meeting. Commissioner Barrera asked if the study included those people that were laid off. He also asked for the number of complaints and or suits that have been filed due to being laid off. Ms. Ramirez-Bough stated she can provide the Commission with the number of complaints filed with our Office and those filed with the Department of Fair Employment and Housing the Equal Employment Opportunity Commission. Deputy County Counsel Litt stated all suits filed against the County are a matter of public record. He said he will work with Ms. Ramirez-Bough to prepare the information requested.

7. DIVERSITY PROGRAM

Ms. Ramirez-Bough stated that Ms. Dayries has been working hard on putting together the diversity training that will be provided to Department Heads and Board of Supervisors on November 2, 2011. Diversity Training will also be provided to Supervisors and Managers and to all line staff. Ms. Ramirez-Bough stated the Equal Opportunity Office will recommend declaring a Diversity Day, to the Board of Supervisors. There was a question on whether training will be required every two years. Ms. Ramirez-Bough stated the Diversity Policy does not address the issue; but it is something she will be working on.

8. ANNOUNCEMENTS AND EVENTS

Commissioner Valdez announced that North Monterey County LULAC is hosting their Fashion Show and Dance on Friday, October 21, 2011. Tickets are \$75.00 per person. She also mentioned that her Council, LULAC District XII sponsors 190 families by collecting cans of food during

the month of November. She will send out an email with all the information.

Commissioner Watson announced the Blues Festival will be on Friday, October 21, 2011 in Monterey, Wharf #2. Tickets are \$50.00 per person and it includes dinner and dance. If you wish to attend, call the Monterey Blues Festival at 394-2652.

Mr. Greene announced that the City of Salinas will be honoring the Veterans on November 11, 2011.

9. FUTURE AGENDA ITEMS

Discuss Annual Report
Standing Committees' Report
Adverse Impact Study with respect to Layoffs
Report on complaints received

10. DATE AND TIME OF NEXT MEETING

November 16, 2011

11. ADJOURNMENT

There being no further business to discuss, the meeting was adjourned.