

1. ROLL CALL AND GREETING OF VISITORS

The meeting was called to order by Chair Jayanti Addleman at 3:35 p.m. All Commissioners introduced themselves.

Commissioners Present: Chair Jayanti Addleman, Vice Chair Kay Kirkland, Billy DeBerry, Joe Watson, Nancy Valdez, and Louann Raras.

Commissioners Absent: Bob Greene, Josie Duque, Fabian Barrera. Maria Castillo, and Freda Escobar.

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

2. PUBLIC COMMENTS

None

3. REVIEW AND APPROVAL OF MINUTES

Commissioner Kirkland stated that she would like to make a change to the minutes of November 16, 2011 as the last sentence on Page 2, Paragraph 7 is misstated. It was decided to omit the last sentence which reads "*it is basically the original anti-discrimination law*". Commissioner Watson made a motion to approve the minutes of November 16, 2011 as amended; seconded by Commissioner Valdez. The minutes of November 16, 2011 were approved, as amended.

4. APPOINTMENT OF NOMINATING COMMITTEE

The Chair appointed Commissioners, Kirkland, DeBerry and Watson to the nominating Committee. Commissioner Kirkland to be in charge.

5. DISCUSS COMMISSION'S ANNUAL REPORT

- a. County Review of Monterey Plan Compliance Committee
- b. Departmental Review of Monterey Plan Compliance Committee

Ms. Ramirez-Bough stated she has received the report from the County Review of Monterey Plan Compliance Committee. She is waiting for the report from the Departmental Review of Monterey Plan Compliance Committee. She and the Chair will get together and work on the annual report. Ms. Ramirez-Bough stated she will bring a draft to the next meeting for the Commission's approval.

6. UPDATE ON THE REVISED MONTERE PLAN

Commissioner DeBerry stated the Committee worked hard on the draft

of the Plan. He thanked the Committee, staff and Mr. Medrano for their commitment and hard work on the Plan.

Mr. Medrano also thanked the Committee and staff for their hard work. Mr. Medrano provided the Commission with two handouts, an Update Plan Project and a Power Point. He walked the Commission through the power point handout. Mr. Medrano said that in updating the plan, the Committee looked for areas of concern. The two most important, were "underutilization" and indicators for "adverse impact." The Committee also had concerns on such things as "limited term employees" and "written tests validation." The Committee included language in the Plan to cover these and other concerns. Mr. Medrano went over some of the other highlights included in the draft Plan. Emphasis was placed on diversity, career progression, inter-departmental collaboration in implementing the plan and equal pay.

Mr. Medrano stated that the draft Plan is now being reviewed by other stakeholders including County Counsel and Human Resources Division. The draft Plan probably will be made available to other internal and external stakeholders, perhaps through community meetings and forums, for review and input. After all input is received and processed, the draft Plan could come back to the Commission for review and adoption. Mr. Medrano stressed that the Garza Consent Decree was not a matter for review by the Committee.

7. COMMISSIONERS RESPONSIBILITIES/CODE OF ETHICS

The Chair reminded the Commissioners that as stated in the Code of Ethics (copies provided to Commissioners), they are to report back to their organizations and get feedback from them.

8. FUTURE AGENDA ITEMS

- Report from Nominating Committee
- Election of Officers
- Discuss and adopt draft Annual Report

9. ANNOUNCEMENTS AND EVENTS

The Chair announced that York School has been actively courting minority students. She encouraged the Commission to get the word out. She also announced that on February 11, 2012 the Library will be kicking off their Centennial Celebration.

Commissioner Valdez announced that the food drive for Thanksgiving was a success. She thanked Commissioner DeBerry for his contribution.

Commissioner Raras announced the Commission on the Status of Women will be honoring the Outstanding Women of Monterey County.

Deadline to submit nominations is February 1, 2012 at 5:00 p.m.
Nomination forms can be downloaded from their website
<http://www.co.monterey.ca.us/csw/owabout.htm>

Commissioner Watson announced that on February 4, 2012 the NAACP will have their annual banquet. The speaker will be Benjamin Jealous, President of the NAACP.

10. DATE AND TIME OF NEXT MEETING

January 18, 2012.

11. ADJOURNMENT

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