

1. ROLL CALL AND GREETING OF VISITORS

The meeting was called to order by Chair Addleman at 3:35 p.m. The meeting was held at the Marina Library.

Commissioners Present: Chair Jayanti Addleman, Vice Chair Kay Kirkland, Billy DeBerry, Maria Castillo, Alma McHoney, Kathrina Ognyanovich, Bob Greene and Fabian Barrera.

Commissioners Absent: Josie Duque (excused), Yaz Emrani, Freda Escobar

Guests and Staff Present: Irma Ramirez-Bough, Equal Opportunity Officer; Associate Equal Opportunity Analyst Sonje Dayries; Associate Equal Opportunity Analyst Bonita Monarque; David Medrano; Harry Gamaton.

Commissioner Alma McHoney was introduced to the Commission. Commissioner McHoney is representing Supervisorial District 2.

2. PUBLIC COMMENTS

Harry Gamaton introduced himself as a former Commissioner and spoke of his continued interest in the Commission.

3. REVIEW AND APPROVAL OF MINUTES

The minutes of October 20, 2010 meeting were unanimously approved.

4. REVIEW AND APPROVAL OF ANNUAL REPORT

There was a correction made to the annual report (Page 3, Section F). Officer Ramirez-Bough stated that the Equal Opportunity Office will present the annual report to the Board of Supervisors for their approval. There will also be a standard format used for all annual reports of the various County Commissions. Commissioner Kirkland moved to approve the annual report, with the correction; seconded by Commissioner Barrera. The annual report, as corrected, was approved.

5. REVIEW OF EO PLAN FORM – IDENTIFYING “RED FLAGS”

There was discussion on the proposal to have all department heads submit an annual EEO report at the beginning of the year. The Commission would then prioritize the department heads' appearance at the Commission meetings based on the information contained in the report submitted. There was also discussion regarding having the reports reviewed by Human Resources and Equal Opportunity Office staff. There were some changes to the forms that were suggested: remove one of the two “that’s” on page 4 and place a comments section on the form. Commissioner Barrera moved to have the form approved, with changes, (removal of a duplicate “that” and add a section for comments) and the process approved (reports will be reviewed by Equal Opportunity and Human Resources staff; presentations will be scheduled based on

information contained in the report). Seconded by Commissioner Kirkland. The motion passed.

6. APPOINTMENT OF NOMINATING COMMITTEE

Chair Addleman appointed an ad hoc nominating committee, consisting of Commissioners Kirkland and Castillo. At the next meeting, the ad hoc committee will provide the Commissioners with the names of those interested in serving as Chair and Vice Chair.

7. FUTURE AGENDA ITEMS

- Presentation by James Egar, Public Defender
- Report from ad hoc nominating committee
- Election of Officers

8. ANNOUNCEMENTS AND EVENTS

Commissioner Ognyanovich announced that she will no longer be serving on the Commission. Commissioner Ognyanovich stated that a new representative would be selected by the NAACP. Commissioner Ognyanovich was thanked for her support and participation.

9. DATE AND TIME OF NEXT MEETING

January 19, 2011 at 3:30.

10. ADJOURNMENT

The meeting was adjourned at 4:20 p.m.