

# MONTEREY COUNTY



## EQUAL OPPORTUNITY and CIVIL RIGHTS ADVISORY COMMISSION

168 WEST ALISAL STREET • SALINAS, CA 93901 • (831) 755-5117

### EQUAL OPPORTUNITY AND CIVIL RIGHTS ADVISORY COMMISSION

#### AGENDA

**Wednesday, January 15, 2020  
3:30 p.m.**

THE MONTEREY COUNTY EQUAL OPPORTUNITY and CIVIL RIGHTS ADVISORY COMMISSION welcomes and encourages all interested persons to attend and participate in the discussion. Meetings are held on the third Wednesday of each month at 3:30 p.m. in the Government Center, 168 West Alisal Street, First Floor, Salinas CA 93901 - Board of Supervisors' Chambers, unless otherwise posted. All meetings are conducted in compliance with the Ralph M. Brown Act, Government Code §54950, et seq.

ANY PERSON WISHING TO ADDRESS THE COMMISSION on Agenda or non-agenda topics may do so at the appropriate time after receiving recognition from the Chairperson. Persons doing so should state their name and address or organization/ agency, prior to making their comments or asking questions. Persons speaking on non-agenda topics should do so only during the section of the Agenda reserved for "Public Comments and Petitions." Persons wishing to comment on an Agenda topic should do so when that topic has been reached on the Agenda. Comments should be brief and limited to the subject matter. Reasonable time limitations may be imposed at the discretion of the Chairperson. An emergency item (as defined by the Brown Act) may be added to the agenda only by vote of the Commission.

**DISABILITY ACCESS** The Board of Supervisors Chambers is wheelchair accessible. The following services are available when requests are made by Friday before the Commission meeting: American Sign Language interpreters or use of a reader during a meeting; large print agenda or minutes in alternative format; assistive listening devices. Please contact the Civil Rights Office (831) 755-5117, if you need assistance in order to participate in a public meeting or if you need the agenda and public documents modified as required by Section 202 of the Americans with Disabilities Act.

**DOCUMENT DISTRIBUTION:** Documents related to agenda items that are distributed to the Commission less than 72 hours prior to the meeting shall be available for public inspection at the Civil Rights Office, 1441 Schilling Place, Salinas, CA 93901. Documents distributed to the Commission at the meeting by Staff will be available at the meeting; documents distributed to the Commission by members of the public shall be made available after the meeting.

---

1. Roll Call and Greeting of Visitors – Chairperson Ybarra 3 minutes
2. Public Comment 5 minutes
3. Action Item: Review and Approve Minutes 5 minutes  
Minutes of November 20, 2019
4. Presentation of Certificate of Appreciation to Linwood Eady – 5 minutes  
Chairperson Ybarra
5. Discuss Nomination and Election of Chairperson and Vice-Chairperson for 5 minutes  
Calendar Year 2020 – Chairperson Ybarra
6. Action Item: Discuss and Approve the formation of *Ad Hoc* Nomination Committee 5 minutes  
for Chairperson and Vice-Chairperson for Calendar Year 2020 – Chairperson Ybarra
7. Discuss Meeting Locations for 2020 – Civil Rights Officer, Juan P. Rodriguez 10 minutes
8. Action Item: Review, Discuss, and Approve the 2020 Meeting Schedule – 10 minutes  
Chairperson Ybarra
9. Department Head’s Equal Opportunity Plan Presentation – 15 minutes  
Irma Ramirez-Bough, Human Resources Director
10. Department Head’s Equal Opportunity Plan Presentation – 15 minutes  
Dr. Gary Gray, Natividad Medical Center CEO
11. Receive a Standing Report from the Civil Rights Office – 10 minutes  
Civil Rights Office Staff
12. Announcements
13. Future Agenda Items
  - Human Resources Presentation on Recruitment Process
  - Cooperative Extension EO Plan Presentation
  - Sheriff’s Report
  - Nomination and Election of Chairperson and Vice-Chairperson for Calendar Year 2020
14. Date and Time of Next Meeting  
Wednesday, February 19, 2020, at 3:30 p.m.
15. Adjournment