



Agenda

ADVISORY COUNCIL ON EQUAL EMPLOYMENT OPPORTUNITY

January 28, 2022
9:30 a.m. – 11:30 a.m.
(Virtual Web Meeting)

To slow the spread of COVID-19, the ACEEO meeting will be accessible via Zoom as permitted by Government Code section 54953 (e). The Public may observe and participate in the Virtual ZOOM Meeting by calling in using this Phone Number and Meeting Id:

Below is the link to the meeting for visual/audio:

JOIN ZOOM MEETING

Join from PC, Mac, Linux, iOS or Android: https://cccounty-us.zoom.us/j/98973785614?pwd=UjU2bE9WYU5vUXJzSWpXeHFadURPd_z09

Or Telephone:

Dial:

USA 214 765 0478

USA 8882780254 (US Toll Free)

Conference code: 684505

To indicate you wish to speak on an agenda item, please raise your hand in the Zoom app when your item is called.

The objective of the ACEEO is to help build an inclusive workforce in an environment that fosters dignity and respect for the individual.

Chair

Angela Malala, Vice Chair

Agenda Items:

Items may be taken out of order based on the business of the day and preference of the Committee

• Introduction / Roll Call	9:30 a.m.
• Public Comment (3 minute commentary limit)	9:35 a.m.
• Review and Approve the November 19, 2021 Minutes	9:40 a.m.
• Nominate, Discuss, and Vote for 2022 ACEEO Chair and Vice-Chair	9:45 a.m.
• Comments from Angela Malala, outgoing Vice-Chair	10:00 a.m.
• Speaker – Chris Verdugo, CCTV	10:05 a.m.

• Review and Discuss 2021 Accomplishments and 2022 Goals	10:45 a.m.
• Review and Discuss Potential 2022 Speakers List	10:55 a.m.
• Roundtable Discussion/Public Comment	11:00 a.m.
• Adjourn	11:30 a.m.
• The next ACEEO meeting is scheduled for February 25, 2022	
<p>The ACEEO will provide reasonable accommodations for persons with disabilities planning to attend. Contact the staff person listed below at least 72 hours before the meeting</p>	
<p>Any disclosable public records related to an open session item on a regular meeting agenda distributed by the County to a majority of members of the ACEEO less than 96 hours prior to that meeting are available for public inspection at 2530 Arnold Drive, #140 during normal business hours.</p>	
<p>Public comment may be submitted via electronic mail on agenda items at least one full workday prior to the published meeting time.</p>	
<p>For Additional Information Contact: Antoine J. Wilson Equal Employment Opportunity Officer Phone (925) 335-1455, Fax (925) 500-0086 antoine.wilson@riskm.cccounty.us</p>	
<p>ACEEO Members:</p>	
Kelli Collins: Labor-Trade Member Seat	Vacant: Business Member Seat
Allwyn Brown: Committee Member Seat #1	Roosevelt Gipson, Jr.: Education Member Seat
Angela Malala: Community Member Seat #2	Mark Pighin: Disability Seat
Eric Maldonado: Community Member Seat #3	Vacant: Union Member Seat #1
Dr. Michelle Hernandez: Community Seat #4	Vacant: Veteran's Seat
Lara Delaney: Management Seat #1	Amrita Kaur: Management Seat #2
Vacant: Union Member Seat #2	

ADVISORY COUNCIL ON EQUAL EMPLOYMENT OPPORTUNITY MEMBERS

LABOR-TRADE MEMBER SEAT

Kelli Collins
Appointed: October 20, 2020
Expires: November 30, 2023

COMMUNITY MEMBER SEAT #1

Allwyn Brown
Appointed: February 9, 2021
Expires: November 30, 2023

COMMUNITY MEMBER SEAT #2

Angela Malala
Appointed: October 20, 2020
Expires: November 30, 2023

COMMUNITY MEMBER SEAT #3

Eric Maldonado
Appointed: June 21, 2021
Expires: November 30, 2022

COMMUNITY MEMBER SEAT #4

Dr. Michelle Hernandez (**Renewing**)
Appointed: November 12, 2019
Expires: November 30, 2021

MANAGEMENT MEMBER SEAT #1

Lara Delaney
Appointed: October 12, 2021
Expires: November 30, 2022

MANAGEMENT MEMBER SEAT #2

Amrita Kaur
Appointed: October 12, 2021
Expires: November 30, 2024

BUSINESS MEMBER SEAT

Vacant
Appointed: May 14, 2019
Expires: November 30, 2021

EDUCATION MEMBER SEAT

Roosevelt Gibson, Jr
Appointed: December 1, 2019
Expires: November 30, 2022

DISABILITY SEAT

Mark Pighin
Appointed: December 1, 2019
Expires: November 30, 2022

UNION MEMBER SEAT #1

Vacant
Appointed: May 14, 2019
Expires: November 30, 2021

UNION MEMBER SEAT #2

Vacant
Appointed:
Expires: November 30, 2019

VETERAN'S SEAT

Vacant
Appointed: May 14, 2019
Expires: November 30, 2021

STAFF TO ACEEO

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[Email Antoine Wilson](#)

Piedad Fracasso
Clerk-Experienced Level
(925) 335-1468
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❖ January

- Welcome of new Chair & Vice-Chair and their visions for the ACEEO in 2021
(Tracey Walker & Angela Malala)
- Approval of 2020 ACEEO Annual Report
- H2O Committee had approved Allwyn Brown for Community Seat #1
- Discussed expiring seats in November 2021
 - Business Member Seat (Marilynn Schuyler)
 - Veterans Seat (George Carter)
 - Community Seat #4 (Dr. Michelle Hernandez)
 - Union Member Seat #1 (Tracey Walker)
- Implicit Bias Training completed by Dr. Michelle Hernandez and Roosevelt Gipson Jr.

❖ February

- BOS appointment of Allwyn Brown & accepted 2020 ACEEO Annual Report
- Continued discussions on the HR webpage contact information for those requiring accommodations.
- Update potential future speakers list
- Resignation of Jena Williams (Management Seat #1)

❖ March

- Presentation of the 2020 Countywide Promotional Data Report
- ACEEO requested they be able to have input into the Office of Racial Equity and Social Justice
- Linda Mason resigned Community Seat #3
- H2O Committee business and approvals
 - Tracey Walker assigned Host/Task Table for the Office of Racial Equity and Social Justice
 - Angela Matamoros interviewed and approved for Union Seat #2
 - ACEEO 2021 Goals and Objectives were approved

❖ April

- Angelica Matamoros was appointed to Union Seat #2
- Angelica Matamoros resigned from the ACEEO
- Karen Caoile, Director Risk Management, visitor
- ZOOM Public Forum for the ACEEO to participate in a listening session for the Office of Racial Equity and Social Justice.

❖ **May**

- 3 visitors expressing interest in joining the ACEEO
- Speaker - Alycia Leach, Human Resources. Discussed the 2020 Countywide Promotional Data.
- Discuss how ACEEO Management Seats are filled and should be filled

❖ **June**

- H2O committee business & approvals
 - Eric Maldonado was interviewed and approved for Community Seat #3
- BOS business and appointments
 - Eric Maldonado to Community Seat #3
 - Resignations of Jena Williams and Angelica Matamoros were accepted
 - Open Seats declared for Management Seat #1 and Union Seat #2
- Discussion on HR website accessibility recommended changes
- Discuss future speakers

❖ **July**

- Amrita Kaur, County employee, visitor. Expressed interest in ACEEO Management Seat
- Speaker - Lara Delaney, Legislative Analyst. Discussed Assembly Bills introduced to address open and public meetings due to Covid-19 & update on Office of Racial Equity and Social Justice.
- Update on HR Accessibility website updates. DOIT and Communications & Media will be updating website with input from HR.
- Discussion on future speakers
- Discussion on open ACEEO seats & on how ACEEO seats will be filled
 - For open ACEEO seats, the H2O Committee will interview and approve all applicants, no input from ACEEO
 - County Administrator will submit recommendations for open Management seats to the H2O Committee
- George Carter gave an update on Contra Costa WorkForce Collaborative, One Stop Career Center System and EDD operations due to Covid restrictions.

❖ **August**

- Speaker – Antoine Wilson, Equal Employment Opportunity Officer. Presented Contra Costa County's (County) Annual Outreach and Recruitment Report.
- Discussions on COVID-19 vaccine mandates and exceptions

- Visitor – Tamia Brown, Executive Director of the Workforce Development Board.
- George Carter gave an update on the reopening of the America’s Job Center of California on September 14, 2021

❖ **September**

- Speaker – Gilbert Salinas, Chief Equity Officer, Health Services. Discussed the County’s efforts to bring equity in health care to all.
- Update on open and public meetings. Virtual meetings will continue per BOS
- Discuss the COVID vaccine mandate and the effect on the County workforce
- Discuss future speakers
- H2O Committee business and approvals
 - Lara Delaney and Amrita Kaur were appointed to Management Seats 1 and 2
 - Antoine Wilson presented the annual EEO Outreach and Recruitment Report
 - The updated Advisory Council on EEO by-laws were accepted to reflect that the CAO will recommend represented and unrepresented management employees to serve on the council when a Management Seat vacancy occurs.

❖ **October**

- Speaker – Tamia Brown, Executive Director of the Workforce Development Board. Asked for ACEEO recommendations to ensure their work in the Workforce Development Board is achieving equity for the marginalized populations. To be discussed further.
- Lara Delaney and Amrita Kaur were appointed by the BOS to Management Seats 1 and 2.
- Speaker – Antoine Wilson for Cynthia Shehorn, Public Works. Presentation, discussion, and review of the Small Business Enterprise (SBE), Outreach, and Local Bid Programs Report
- Discuss expiring seats & process for filling open seats
 - Community Seat 4 (Dr. Michelle Hernandez will renew)
 - Union Seat #1 (Tracey Walker will not renew)
 - Veterans Seat (George Carter will not renew)

- Business Member Seat (Marilynn Schuyler will not renew)
- Discuss future guest speakers
- Visitor – Jennifer Quallick, representative for Supervisor Candace Andersen.
- George Carter stated that the One Stop Career Centers are now open and available to those seeking employment and training.

❖ **November**

- Speaker - Jonathan Gackowski, Captain, Sheriff's Office
- Discuss and review expiring seats and steps for finding replacements
- Visitor – Donn Matsuzaki, Workforce Development Board

Potential Speakers:

ORESJ Committee Member

Cynthia Shehorn, Procurement Services Manager, Public Works, or a
representative

BOS Chief of Staff

Monica Nino, County Administrator