



# Agenda

## ADVISORY COUNCIL ON EQUAL EMPLOYMENT OPPORTUNITY

May 28, 2021

9:30 a.m. – 11:30 a.m.  
(Virtual Web Meeting)

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://cccouny-us.zoom.us/j/98973785614?pwd=UjU2bE9WYU5vUXJzSWpXeHFadURPdZ09>

Password: 963748

Or Telephone:

Dial:

USA 214 765 0478

USA 8882780254 (US Toll Free)

Conference code: 684505

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

Tracey Walker, 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

1. Introduction / Roll Call	9:30 a.m.
2. Public Comment (3 minute commentary limit)	9:35 a.m.
3. Review and Approve the April 23, 2021 Minutes	9:40 a.m.
4. HR presentation on the 2020 Countywide Promotional Data	9:45 a.m.
5. Continue discussion on how Management Seats are filled.	10:15 a.m.
6. Discuss the Office of Racial Equity and Social Justice Listening Session	10:25 a.m.
7. Discuss speaker recommendations for 2021	10:45 a.m.
8. Discuss the ACEEO Strategic Plans for 2021	10:55 a.m.
9. Roundtable Discussion/Public Comment	11:15 a.m.

**Advisory Council on Equal Employment Opportunity**

<b>10. Adjourn</b>	11:30 a.m.
<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>	

## 2020 Countywide Promotions

Head count by occupational category			
Occupational Category	Ethnicity	Gender	Total
Administrative Support	American Indian/Alaska Native	M	1
	<b>American Indian/Alaska Native Total</b>		<b>1</b>
	Asian	F	35
		M	4
	<b>Asian Total</b>		<b>39</b>
	Black/African American	F	68
		M	4
	<b>Black/African American Total</b>		<b>72</b>
	Hispanic/Latino	F	104
		M	13
	<b>Hispanic/Latino Total</b>		<b>117</b>
	Native Hawaiian or Other Pacific Islander	F	6
	<b>Native Hawaiian or Other Pacific Islander Total</b>		<b>6</b>
	Not Specified	F	60
		M	8
	<b>Not Specified Total</b>		<b>68</b>
	Two or More	F	16
		M	4
	<b>Two or More Total</b>		<b>20</b>
	White	F	105
	M	19	
<b>White Total</b>		<b>124</b>	

<b>Administrative Support Total</b>			<b>447</b>
<b>No EEO-4 Reporting</b>	<b>White</b>	F	2
	<b>White Total</b>		<b>2</b>
<b>No EEO-4 Reporting Total</b>			<b>2</b>
<b>Not Applicable</b>	<b>White</b>	F	1
	<b>White Total</b>		<b>1</b>
<b>Not Applicable Total</b>			<b>1</b>
<b>Officials and Administrators</b>	<b>American Indian/Alaska Native</b>	M	1
	<b>American Indian/Alaska Native Total</b>		<b>1</b>
	<b>Asian</b>	F	2
		M	1
	<b>Asian Total</b>		<b>3</b>
	<b>Black/African American</b>	F	4
		M	4
	<b>Black/African American Total</b>		<b>8</b>
	<b>Hispanic/Latino</b>	F	4
		M	1
	<b>Hispanic/Latino Total</b>		<b>5</b>
	<b>Not Specified</b>	F	3
	<b>Not Specified Total</b>		<b>3</b>
	<b>Two or More</b>	F	4
		M	2
	<b>Two or More Total</b>		<b>6</b>
<b>White</b>	F	19	
	M	7	
<b>White Total</b>		<b>26</b>	
<b>Officials and Administrators Total</b>			<b>52</b>
<b>Professionals</b>	<b>American Indian/Alaska Native</b>	M	1
	<b>American Indian/Alaska Native Total</b>		<b>1</b>
	<b>Asian</b>	F	41

		M	13
	<b>Asian Total</b>		<b>54</b>
	<b>Black/African American</b>	F	60
		M	19
	<b>Black/African American Total</b>		<b>79</b>
	<b>Hispanic/Latino</b>	F	64
		M	20
	<b>Hispanic/Latino Total</b>		<b>84</b>
	<b>Native Hawaiian or Other Pacific Islande</b>	F	2
		M	2
	<b>Native Hawaiian or Other Pacific Islander Total</b>		<b>4</b>
	<b>Not Specified</b>	F	44
		M	20
	<b>Not Specified Total</b>		<b>64</b>
	<b>Two or More</b>	F	21
		M	8
	<b>Two or More Total</b>		<b>29</b>
	<b>White</b>	F	107
		M	94
	<b>White Total</b>		<b>201</b>
	<b>Professionals Total</b>		<b>516</b>
<b>Protect Svc Wrkrs - Non-Sworn</b>			
	<b>Asian</b>	M	2
	<b>Asian Total</b>		<b>2</b>
	<b>Black/African American</b>	F	3
		M	2
	<b>Black/African American Total</b>		<b>5</b>
	<b>Hispanic/Latino</b>	F	8
		M	5
	<b>Hispanic/Latino Total</b>		<b>13</b>
	<b>Native Hawaiian or Other Pacific Islande</b>	F	1
	<b>Native Hawaiian or Other Pacific Islander Total</b>		<b>1</b>

	Not Specified	F	4
		M	2
	<b>Not Specified Total</b>		<b>6</b>
	Two or More	M	2
	<b>Two or More Total</b>		<b>2</b>
	White	F	4
		M	4
	<b>White Total</b>		<b>8</b>
<b>Protect Svc Wrkrs - Non-Sworn Total</b>			<b>37</b>
<b>Protective Svc Wrkrs - Sworn</b>	American Indian/Alaska Native	M	1
	<b>American Indian/Alaska Native Total</b>		<b>1</b>
	Asian	F	1
		M	3
	<b>Asian Total</b>		<b>4</b>
	Black/African American	F	3
		M	13
	<b>Black/African American Total</b>		<b>16</b>
	Hispanic/Latino	F	11
		M	27
	<b>Hispanic/Latino Total</b>		<b>38</b>
	Native Hawaiian or Other Pacific Islande	F	1
		M	3
	<b>Native Hawaiian or Other Pacific Islander Total</b>		<b>4</b>
	Not Specified	F	1
		M	13
	<b>Not Specified Total</b>		<b>14</b>
	Two or More	M	6
	<b>Two or More Total</b>		<b>6</b>
	White	F	12
		M	93
	<b>White Total</b>		<b>105</b>

<b>Protective Svc Wrkrs - Sworn Total</b>			<b>188</b>
<b>Service/Maintenance</b>	<b>Asian</b>	M	7
	<b>Asian Total</b>		<b>7</b>
	<b>Black/African American</b>	M	3
	<b>Black/African American Total</b>		<b>3</b>
	<b>Hispanic/Latino</b>	F	1
		M	4
	<b>Hispanic/Latino Total</b>		<b>5</b>
	<b>Not Specified</b>	F	1
		M	5
	<b>Not Specified Total</b>		<b>6</b>
	<b>White</b>	F	1
	M	7	
	<b>White Total</b>		<b>8</b>
<b>Service/Maintenance Total</b>			<b>29</b>
<b>Skilled Craft Workers</b>	<b>Asian</b>	M	1
	<b>Asian Total</b>		<b>1</b>
	<b>Black/African American</b>	M	1
	<b>Black/African American Total</b>		<b>1</b>
	<b>Hispanic/Latino</b>	M	1
	<b>Hispanic/Latino Total</b>		<b>1</b>
	<b>Not Specified</b>	M	1
	<b>Not Specified Total</b>		<b>1</b>
	<b>White</b>	M	4
	<b>White Total</b>		<b>4</b>
<b>Skilled Craft Workers Total</b>			<b>8</b>
<b>Technicians</b>	<b>Asian</b>	F	1
		M	6
	<b>Asian Total</b>		<b>7</b>
	<b>Black/African American</b>	F	3
	<b>Black/African American Total</b>		<b>3</b>

	Hispanic/Latino	F	11
		M	5
	<b>Hispanic/Latino Total</b>		<b>16</b>
	Not Specified	F	3
		M	8
	<b>Not Specified Total</b>		<b>11</b>
	Two or More	F	3
		M	2
	<b>Two or More Total</b>		<b>5</b>
	White	F	20
		M	29
	<b>White Total</b>		<b>49</b>
<b>Technicians Total</b>			<b>91</b>
<b>Grand Total</b>			<b>1371</b>