



Agenda

ADVISORY COUNCIL ON EQUAL EMPLOYMENT OPPORTUNITY

July 23, 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=UjU2bE9WYU5vUXJzSWpXeHFadURPd_z09

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

• Introduction / Roll Call	9:30 a.m.
• Public Comment (3 minute commentary limit)	9:35 a.m.
• Review and Approve the May 28, 2021 Minutes	9:40 a.m.
• Speaker – Lara Delaney, Legislative Analyst	10:00 a.m.
• Discuss HR accessibility recommended changes	10:40 a.m.
• Discuss the ACEEO Strategic Plans for 2021	10:45 a.m.
• Roundtable Discussion/Public Comment	11:00 a.m.
• Adjourn	11:15 a.m.
• The next ACEEO meeting is scheduled for August 27, 2021	

Advisory Council on Equal Employment Opportunity

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

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.

Public comment may be submitted via electronic mail on agenda items at least one full workday prior to the published meeting time.

For Additional Information Contact:

Antoine J. Wilson
Equal Employment Opportunity Officer
Phone (925) 335-1455, Fax (925) 500-0086
antoine.wilson@riskm.cccounty.us

ACEEO Members:

Kelli Collins: Labor-Trade Member Seat	Marilynn Schuyler: 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	Tracey Walker: Union Member Seat #1
Dr. Michelle Hernandez: Community Seat #4	George Carter: Veteran's Seat
Vacant: Management Seat #1	Vacant: Management Seat #2
Vacant: Union Member Seat #2	

ACEEO Member Visions/Goals for 2021

Tracey Walker

1. Getting every vacant seat filled on the Council. Create outreach strategy to accomplish this.
2. Review the H2O Final 2020- 2021 report (discuss outreach strategies to accomplish goals the reports suggest)
3. Invite the Chair of the Merit Board to present and explain their process
4. Invite the Small Business Enterprise Liason to present and explain their process
5. Review the list of Equal Employment Officers by Department and update as needed
6. Invite a representative from Health Services (Declaring Racism as a Public Health Crisis) to discuss their plans to improve the quality of life for residents of Contra Costa County
7. Invite a representative from the committee of the Contra Costa Office of Racial Equity and Social Justice

Marilynn Schuyler

1. Provide guidance to the county on the new diversity office
2. Recommend adding an accommodation request link on the HR webpage and the job announcement webpage

George Carter

1. Develop a plan to prepare for upcoming Council members whose terms are ending Nov. 30th
2. Obtain feedback from new CAO on ideas/vision/opportunities to support EEO (if appropriate)

Kelli Collins (I think these are big tasks but needed conversations)

1. I think we should solicit info from county employees in some manner, whether it is asking different people to speak about their experience being hired and promoted or those who applied for promotions but didn't receive them and then potentially give recommendations to the process to make it more equitable. I also think we should find ways to work with the newly created office for equality and provide integration suggestions that deal with employment in the county.

AB (Allwyn Brown)

1. We should discuss and think about ways the purpose of ACEEO could align with the BOS's expanded policy view on equity and inclusion. The County's current EEO policy is framed around employment discrimination laws, which are limited and by nature passive, focused on addressing harms resulting from what has happened. Through recent actions, BOS is now signaling that more active, expansive approaches are needed to create and to protect fairness. In establishing the Office of

Advisory Council on Equal Employment Opportunity

Racial Equity and Social Justice, the agenda report acknowledges”a sense of urgency for change so that we cultivate and sustain a County ecosystem rooted in belonging, mutuality, equity, and justice.” There is overlap, but how can we merge these concepts with ACEEO goals?

2. The BOS authorized a Community Planning Process for the creation of the new Office of Racial Equity and Social Justice. The ACEEO could benefit if the Chair assigned one member to the Community Planning subcommittee, who would then report back to the group. It may help with designing ACEEO strategies and priorities.

Angela Malala

1. Familiarize ourselves with the various trainings available to county employees; participate in trainings made available to the ACEEO.
2. Support the development of the new Office of Racial Equity and Social Justice. Learn more about their priorities, to understand how we can align, engage and support.
3. Assure that our ACEEO recommendations/ideas are made known to relevant leadership, even if they are unlikely to be approved (such as when we discussed recommending that implicit bias training be made mandatory).
4. Discuss having a representative from HR come speak to the council about the trainings available to employees, as well as equity and inclusion practices in the recruitment and application process.