

# ADVISORY COUNCIL ON EQUAL EMPLOYMENT OPPORTUNITY

Tracey Walker, Chair  
Angela Malala, Vice Chair

## Meeting Minutes

August 27, 2021

ZOOM Meeting

### **1. Introductions/Call to Order- 09:35 a.m.**

Antoine Wilson (staff) called the meeting to order.

George Carter, Mark Pighin, Roosevelt Gipson Jr., Kelli Collins, Marilynn Schuyler, Eric Maldonado, Allwyn Brown, Amrita Kaur (visitor), and Tamia Brown, Executive Director of the Workforce Development Board (visitor), were present.

Absent: Tracey Walker, Angela Malala, Dr. Michelle Hernandez, Piedad Fracasso

### **2. Approval of the Minutes**

There was a motion to approve the July 23, 2021 minutes. The minutes were approved.

### **3. Speaker – Antoine Wilson, Equal Employment Opportunity (EEO) Officer**

Antoine Wilson presented Contra Costa County's (County) Annual Outreach and Recruitment Report. He discussed the County's progress and goals to address the underrepresentation based on race/ethnicity and sex within the County's workforce.

### **4. Update on Reopening County Board Meetings and Board Standing Meetings**

The ACEEO will continue to meet virtually thru October 1, 2021 due to the rise in COVID-19 cases. We will continue to look to the County Administrator (CAO) and Board of Supervisors (BOS) for direction. ACEEO members discussed hybrid meetings, which allows for both in-person and virtual attendance. This is helpful for ACEEO members and allows easier access for public attendance and interaction. Marilyn Schuyler asked that the council vote at the next meeting to show their support of hybrid meetings.

### **5. Discuss Potential COVID Vaccine Mandates and Exceptions**

- Some felt this could be discriminatory towards minorities if vaccination becomes a requirement to keep their jobs. Many of the unvaccinated are in minority groups and it would pose a hardship to those minorities.
- Some of the questions posed included the following:
  - How will the vaccination requirement affect service providers?
  - What about the public that conducts business at our County offices?
  - Will they be required to show proof of vaccination or a negative COVID-19 test?
- Kelli Collins stated that this could pose liability issues for private employers and the County.
- Marilynn Schuyler stated that the Americans with Disabilities Act forbids the County from initiating COVID-19 or temperature testing for job applicants and/or the general public conducting business.

- Some felt that since COVID-19 is a national health crisis, the vaccination requirement is understandable.
- Roosevelt Gipson, Jr. stated that some departments have testing sites for those that have health and/or other issues with the vaccines.
- Job postings should clearly state that COVID-19 vaccination is a requirement. It is unclear how exemptions will be handled

## **6. 2021 Strategic Plans**

No changes to goals for 2021.

## **7. Future Guest Speakers For 2021**

- Gilbert Salinas, Chief Equity Officer, Health Services (September).
- Cynthia Shehorn, Procurement Services Manager, Public Works. She also manages the Small Business Enterprises program.
- Department EEO Coordinators
- ORESJ Committee Member
- BOS Chief of Staff
- Monica Nino, County Administrator

## **8. Public Comment**

Tamia Brown, Executive Director of the Workforce Development Board. She attended the ACEEO meeting and was impressed with the topics discussed.

## **9. Roundtable**

George Carter informed us that America's Job Center of California (AJCC) will reopen to the public as of September 14. Due to COVID-19, the AJCC had been operating virtually.

The next ACEEO meeting will be held on September 24, 2021.

## **10. Adjourn**: The meeting adjourned at 10:45 am.