



COUNTY OF SANTA CRUZ

PERSONNEL DEPARTMENT EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

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EEO COMMISSION MEETING MINUTES

January 17, 2024, 5:30 p.m.

Location: 701 Ocean Street, Board Chambers
Present: Patrick Garcia (1st District), Deena Pais (1st District), Patrice Edwards (2nd District), Joy Flynn (3rd District), Isabel Alvarado Dees (4th District), Carol Turley (Chair, 4th District),
Excused: Jeff Ursino (2nd District), Nancy Gordon (5th District), Dawn Harker (5th District)
Unexcused Absence: None
Staff Present: Mitsuno Baurmeister (*EEO Officer*)
Guests/Public: None

I. Roll Call – Quorum present. Meeting called to order at 5:34 p.m. by Chair Turley.

II. Agenda Review

III. Public comment - None

IV. Business/Action Items

A. Approve July 2023 Minutes

Motion/Second: Garcia/Flynn

Aye: Garcia, Pais, Edwards, Dees, Turley, Flynn; Nay: None; Abstain: None

Motion passed.

B. Bylaws Review

Discussion and feedback, to be continued at the next meeting.

V. Reports

A. Staff Report

a. Baurmeister reported on the County Workforce Statistics as of December 31, 2023:

60% women (14% over market availability)

54% people of color (19% over market availability)

Current workforce: 2,454; Same time previous year, 2,359

b. Administrative Review

i. Underutilization of Women:

1. Agricultural Commissioner -11% (last quarter -11%)

2. Information Services -18% (last quarter -18%)

3. Public Works -20% (last quarter -21%)

ii. Underutilization of People of Color

None

c. Equity & Data Group Update

The Equity & Data Group continues to meet regularly and check in with departments in support of 2023-2025 operational strategic goals with an equity focus. Equity Framework Team coordinated community and staff workgroups to develop an Equity Statement for the County that was approved by the Board on October 3, 2023.

d. Current and Pending Recruitment:

Commission reviewed current open positions.

e. EEO Complaints and Reasonable Accommodation Requests

Commission received an overview of EEO complaints and reasonable accommodation requests during the prior two quarters.

f. EEO/Cultural Competence Plan Follow Up

EEO Officer and CAO Analysts are meeting with each department's leadership to review EEO/CC Plan commitments and progress toward implementation. Updates to be posted on EEO division page of County website.

B. Chair and Commissioners Reports: None

VI. Announcements: Flynn noted an article in Black Voice News that highlights the County's equity work.

VII. Adjournment

Meeting adjourned at 6:58 p.m.

Submitted by Mitsuno Baurmeister, EEO Officer