



COUNTY OF SANTA CRUZ

PERSONNEL DEPARTMENT

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

701 OCEAN STREET, SUITE 510, SANTA CRUZ, CA 95060-4073

(831) 454-2600 FAX: (831) 454-2411 TTY/TDD: 711

AJITA PATEL, PERSONNEL DIRECTOR

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION MEETING AGENDA

NOTICE OF PUBLIC MEETING

Date: **Wednesday, October 16, 2024**
Time: **5:30 PM**
Location: **County of Santa Cruz Board Chambers
5th Floor, 701 Ocean Street, Santa Cruz, CA 95060**

A meeting of the County of Santa Cruz Equal Employment Opportunity Commission has been set for October 16, 2024, at the Board of Supervisors Chambers at 701 Ocean Street, Fifth Floor, Santa Cruz, California. Oral reports for ongoing Equal Employment Opportunity Commission business are included for information purposes only. Written reports, if any, are available upon request. All items are subject to continuance. No notice of rescheduled meeting dates is mailed.

The Commission will receive Oral Communications before discussion of the scheduled action items; however, in compliance with the Brown Act, no discussion or decisions will be made on matters raised during Oral Communications. Any person may address the Commission on any item of interest to the public, before or during the Commission's consideration of the item, restricted to three minutes per individual, provided that no action shall be taken on any item not appearing on the agenda.

The County of Santa Cruz does not discriminate on the basis of disability, and no person shall, by reason of a disability, be denied the benefits of its services, programs or activities. If you are a person with a disability and require assistance in order to participate in the meeting, please contact Mitsuno Baurmeister at (831) 454-2935 (TTY/TDD 711 California Relay Service) at least 48 hours in advance of the meeting to make arrangements. Persons with disabilities may request a copy of the agenda in an alternative format.

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

Public Meeting

County of Santa Cruz Board Chambers
5th Floor, 701 Ocean Street, Santa Cruz, CA 95060
October 16, 2024, 5:30 PM

Agenda

- I. Roll Call
- II. Agenda Review
- III. Public Comment
Members of the public may address the Commission on items not on the agenda for a maximum of three minutes each.
- IV. New/Ongoing Business/Action Items
 - A. Approve *April 17, 2024 Meeting Minutes*
 - B. Approve *July 16, 2024 Meeting Minutes*
 - C. *Santa Cruz County Commission on Disabilities* Presentation re: Disability Employment Awareness Month
- V. Reports:
 - A. Staff Report
 - a. Workforce Statistics September 30, 2024
 - b. Administrative Review Update
 - c. Data & Equity Group Update
 - d. Current/Pending Recruitments
 - e. EEO/ADA Update
 - f. 2022-2024 EEO/CC Plan Implementation Progress
 - g. 2025-2027 EEO/CR Plan Draft Status
 - h. Diversity, Equity & Inclusion Survey Status
 - B. Commissioners' Reports
- VII. Announcements
- VIII. Adjournment

Next Meeting will be held on Wednesday, January 15, 2025 at 5:30 p.m. in Santa Cruz



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PERSONNEL DEPARTMENT EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

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(831) 454-2600 FAX: (831) 454-2411 TTY/TDD: 711

EEO COMMISSION MEETING MINUTES

April 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*); Kaite McGrew (*Commissions Manager*)
Guests/Public: None

- I. Roll Call** – Quorum present. Meeting called to order at 5:45 p.m. by Chair Turley.
- II. Agenda Review** – Chair Turley re-ordered the agenda to start with Section V. Reports, pending quorum.
- III. Public comment** - None
- IV. Business/Action Items**
 - A. Approve January 2024 Minutes
Motion/Second: Garcia/Dees
Aye: Garcia, Pais, Edwards, Flynn, Dees, Turley; Nay: None; Abstain: None
Motion passed.
 - B. Election of Officers
Motion to elect Isabel Alvarado Dees as Chair
Motion/Second: Turley/Garcia
Aye: Garcia, Pais, Edwards, Flynn, Dees, Turley; Nay: None; Abstain: None
Motion passed.

Motion to elect Joy Flynn as Vice Chair
Motion/Second: Turley/Pais
Aye: Garcia, Pais, Edwards, Flynn, Dees, Turley; Nay: None; Abstain: None
Motion passed.
 - C. Consider holding October 2024 meeting in South County.

Commissioners discussed preference to hold the July meeting in South County, and adjust the start time to 6:00 p.m.

Motion to approve holding the July 2024 EEO Commission Meeting in an accessible South County Location to be determined by staff; starting at 6:00 p.m.

Motion/Second: Flynn/Dees

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

Motion passed.

F. Consider Revised Bylaws

McGrew reviewed draft of proposed changes. Commissioners requested additional information on the differences between Robert's Rules of Order and Rosenberg's Rules of Order before finalizing revisions to the Bylaws. Item tabled to the July meeting.

V. Reports

A. Staff Report

- a. Baurmeister reported on the County Workforce Statistics as of March 31, 2024:
60% women (14% over market availability)
55% people of color (20% over market availability)
Current workforce: 2,507; Same time previous year: 2,337

b. Administrative Review

- i. Underutilization of Women:
1. Information Services -17% (last quarter -18%)
2. Public Works -21% (last quarter -20%)
ii. Underutilization of People of Color: None

NOTE: Agricultural Commissioner -8% (last quarter -11%) – removed from Admin Review for underutilization of women.

c. Equity & Data Group Update

The Equity & Data Group continues to support departments with disaggregating data to support 2023-2025 operational strategic goals with an equity focus. Received grant from Annie E. Casey Foundation to create 5 Equity Videos to highlight equity work in County Departments.

d. Current and Pending Recruitments:

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 quarter.

f. EEO/Cultural Competence Plan Follow Up

EEO Division Staff and CAO Analysts met with each department's leadership to review EEO/CC Plan commitments and progress toward implementation. Updates to be posted on the EEO section of the County's Personnel web page. 2025-2027 EEO/Cultural Responsiveness Plan Draft to be reviewed by the Commission at the July 2024 meeting.

g. Diversity, Equity, and Inclusion (DEI) Employee Survey

Next DEI employee survey being developed to implement in 2024.

VI. Chair and Commissioners Reports: None.

VII. Announcements: Flynn shared information about the Santa Cruz Black Film Series currently underway; Pais reported on an upcoming Santa Cruz Black community education event regarding Historically Black Colleges and Universities (HBCUs).

VIII. Adjournment

Meeting adjourned at 6:47 p.m.

Submitted by Mitsuno Baurmeister, EEO Officer



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AJITA PATEL, PERSONNEL DIRECTOR
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454-2600 FAX: (831) 454-2411 TTY/TDD: 711

EEO COMMISSION MEETING MINUTES

July 16, 2024, 6:00 p.m.

Location: Watsonville City Council Chambers, 275 Main Street, 4th Floor, Watsonville, CA
Present: Patrick Garcia (1st District), Deena Pais (1st District), Joy Flynn (Vice Chair, 3rd District), Isabel Alvarado Dees (Chair, 4th District), Carol Turley (4th District), Nancy Gordon (5th District), Dawn Harker (5th District)
Excused: Jeff Ursino (2nd District)
Unexcused Absence: Patrice Edwards (2nd District)
Staff Present: Mitsuno Baurmeister (*EEO Officer*); Kaite McGrew (*Commissions Manager*)
Guests/Public: Elizabeth Padilla (*Sr. Analyst*) and one member of the public attended

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- I. **Roll Call** – Quorum present. Meeting called to order at 6:05 p.m. by Chair Dees.
 - II. **Agenda Review**
 - III. **Public Comment.**
 - IV. **Business/Action Items**
 - A. Motion to Approve April 2024 Minutes
Motion/Second: Turley/Flynn
Aye: Turley, Dees, Flynn, Pais, Garcia;
Nay: None;
Abstain: Gordon, Harker.
Motion did not pass.
 - B. Consider conducting future meetings with Rosenberg’s Rules of Order instead of Robert’s Rules of Order
Padilla summarized the elements of Rosenberg’s Rules of Order for the Commission
Motion to adopt Rosenberg’s Rules of Order as the Commission’s official parliamentary procedure
Motion/Second: Gordon/Turley
Aye: Gordon, Turley, Dees, Flynn, Harker, Pais, Garcia ; Nay: None; Abstain: None;
Motion passed unanimously.

- C. Consider proposed revisions to EEO Commission Bylaws
Commission discussed revisions the EEO Commission amended bylaws as presented including revised parliamentary procedures, and revised language related to quorum criteria to align with County code.

Motion to approve and adopt EEO Commission Bylaws as revised.

Motion/Second: Garcia/Pais

Aye: Gordon, Turley, Dees, Flynn, Harker, Pais, Garcia;

Nay: None;

Abstain: None;

Motion passed unanimously.

- D. Consider providing input on Draft 2025-2027 EEO/Cultural Responsiveness Plan
Commission discussed the best means to by which to ensure that their feedback included a broader perspective and was well considered.

Motion to establish an Ad Hoc Subcommittee to provide feedback on the draft 2025-2027 EEO/CR Plan.

Motion/Second: Turley/Gordon

Aye: Gordon, Turley, Dees, Flynn, Harker, Pais, Garcia;

Nay: None;

Abstain: None;

Motion passed unanimously.

Chair appointed Flynn, Harker, and Garcia to the EEO/CR Ad Hoc Subcommittee.

V. Reports

A. Staff Report

- a. Baurmeister reported on the County Workforce Statistics as of June 30, 2024:
60% women (14% over market availability)
56% people of color (21% over market availability)
Current workforce: 2,535; Same time previous year: 2,359
- b. Administrative Review
 - i. Underutilization of Women:
 - 1. Information Services -16% (last quarter -17%)
 - 2. Public Works -20% (last quarter -21%)
 - ii. Underutilization of People of Color: None
- c. Equity & Data Group Update
The Equity & Data Group continues to support departments with disaggregating data to support 2023-2025 operational strategic goals with an equity focus.
- d. Current and pending recruitments
Commission reviewed list of current recruitments.
- e. EEO Complaints and Reasonable Accommodation Requests
Commission received an overview of EEO complaints and reasonable accommodation requests during the prior quarter.

- f. 2022-2024 EEO/CC Plan Implementation Progress
Department updates to be posted on the EEO section of the County's Personnel web page by August 2024.
- g. Diversity, Equity, and Inclusion (DEI) Employee Survey
Next DEI employee survey being finalized to be implement by September 2024.

VI. Chair and Commissioner Reports: None

VII. Announcements: Turley announced that her resignation effective upon adjournment of the meeting; Commissioners thanked her and wished her well in her future endeavors.

VIII. Adjournment

Meeting adjourned at 7:30 p.m.

Submitted by Mitsuno Baurmeister, EEO Officer

2024 National Disability Employment Awareness Month

Access to Good Jobs for All

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Today's Agenda

Disability Employment Awareness Month 2024

Rehabilitation Act of 1973

Seven Inclusivity Priorities:

- ◆ Create an **Inclusive Business Culture**
- ◆ Implement **Inclusive Outreach and Recruitment**
- ◆ Optimize **Diverse Talent Acquisition and Retention**
- ◆ Ensure **Reasonable Accommodation**
- ◆ Develop **Consistent External and Internal Communications**
- ◆ Provide **Accessible ICT** (Information and Communication)
- ◆ Embed **Accountability and Self-Identification**

Conclusions and Key Take-Aways

Questions?

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Disability Employment Awareness Month

- ❖ Disability Employment Awareness Month is now a global movement.
- ❖ 2024 theme: *Access to Good Jobs for All*
- ❖ **Purpose**
 - ✓ **Promoting Inclusivity and Awareness:** Highlighting the importance of inclusivity in the workplace and raising awareness about the potential of employees with disabilities
 - ✓ **Celebrating the Valuable Contributions** that people with disabilities bring to the workforce.

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The Rehabilitation Act of 1973

- ✓ Prohibits discrimination on the basis of disability in federal programs, with federal employers or employers receiving federal financial assistance
- ✓ Predecessor of and laid the groundwork for the ADA
- ✓ Marked the beginning of disability rights advocacy and initiated a cultural paradigm shift

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Seven Inclusivity Priorities

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Create an Inclusive Business Culture
- 

Implement Inclusive Outreach and Recruitment
- 

Optimize Diverse Talent Acquisition and Retention
- 

Ensure Reasonable Accommodation
- 

Develop Consistent External and Internal Communications
- 

Provide Accessible ICT (Information and Communication)
- 

Embed Accountability and Self-Identification Protocols

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Create an Inclusive Business Culture

- ✓ Core mission of equal employment opportunity for individuals with disabilities clearly communicated by leadership
- ✓ Ongoing inclusivity initiatives with strong leadership and follow-up protocols
- ✓ Inclusivity policy statements
- ✓ Disability featured prominently in diversity, equity and inclusion efforts
- ✓ Organization-wide teams to implement inclusivity efforts

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Create an Inclusive Business Culture (cont'd)

- ✓ Consistent employee feedback opportunities
- ✓ Workplace flexibility and accommodation for all employees, with and without disabilities as appropriate
- ✓ Work-life balance programs and initiatives
- ✓ Emergency preparedness and management plans to specifically address the needs of employees with disabilities

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Inclusive Outreach & Recruitment: Building a Diverse Talent Pipeline

Value of diverse
recruitment sources

Benefits of tapping
into overlooked
talent

Role of public
resources,
educational
institutions, and peer
networking

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Diverse Talent Acquisition and Retention: Hiring & Retaining the Best

- ❖ Importance of accommodations & flexible qualification standards
- ❖ Effective job announcements
- ❖ Strategies for career development, advancement, and retention

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Reasonable Accommodation: Ensuring Workplace Productivity

- Reasonable accommodations can include everything from assistive technology and interpreters to telework, flextime and time off for medical appointments
- Cost-effectiveness of accommodations
- Effective policies for implementation and communication
- Tracking accommodations in order to document success

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Effective Communication Strategies

<h2>Internal Communications</h2> <ul style="list-style-type: none"> Foster awareness and acceptance Build strong support at all levels Establish a centralized office for disability program management Integrate accommodations, policy, oversight and education Establish a disability-focused Employee Resource Group (ERG) Provide training to elevate awareness Include disability management in Employee Assistance Programs (EAP) 	<h2>External Communications</h2> <ul style="list-style-type: none"> Inclusive representation in organization media and publications Participation in disability-focused job fairs Informing disability organizations about hiring events Engaging subcontractors, vendors, and unions Displaying inclusion policies on public website
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Accessible Information Communications Technology (ICT):

<h2>Why ICT Accessibility?</h2> <ul style="list-style-type: none"> ICT = Virtual Access Comparable access and use of information and data Ensure online applications are accessible Ensure productivity and fair assessment of skill after hire 	<h2>Evaluation & Testing</h2> <ul style="list-style-type: none"> Evaluating the user's experience of technology Automated accessibility testing tools Manual user testing by diverse users Reliable user feedback protocols to ensure continuous improvement 	<h2>Policies & Guidelines</h2> <ul style="list-style-type: none"> Commitment from leadership Comprehensive Accessible ICT policies Distribution and visibility of ICT accessibility policies Adopting specific technical and functional standards
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Accountability & Self-Identification

Regular Training on disability-related issues

Establishing accountability measures and setting benchmarks

Strategies for self-identification and feedback

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Conclusion & Key-Takeaways

- ❖ A comprehensive approach to disability inclusion is needed
- ❖ Continuous assessment and feedback are key
- ❖ Clear and consistent support from top leadership organization-wide will make the difference between “meeting mandated requirements” and becoming *truly inclusive*

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COUNTY OF SANTA CRUZ
SANTA CRUZ COUNTY GOVERNMENT
WORKFORCE COMPOSITION AND UTILIZATION ANALYSIS
SEP 30, 2024

EEOC CATEGORY	TOT EMP	TOT MALE	TOT FEMALE	CBSA* MALE	CBSA* FEM	WHT TOT	CBSA* WHT	BLK TOT	CBSA* BLK	HISP TOT	CBSA* HISP	ASN TOT	CBSA* ASN	AIAN TOT	CBSA* AIAN	NHPI TOT	CBSA* NHPI	BAL** TOT	CBSA* BAL**	POC TOT^	CBSA* POC TOT^
ELECTED	10	7	3	7	3	7	7	1	1	2	2	0	0	0	0	0	0	0	0	3	3
OFFICIAL		70%	30%	0%	0%	70%	0%	10%	0%	20%	0%	0%	0%	0%	0%	0%	0%	0%	0%	30%	0%
OFFICIAL	78	25	53	-19	19	51	-9	3	2	14	2	6	3	1	1	0	0	3	1	27	9
ADMINS		32%	68%	56%	44%	65%	77%	4%	1%	18%	15%	8%	4%	1%	0%	0%	0%	4%	3%	35%	23%
PROF	1,007	356	651	-107	107	568	-217	14	4	319	198	68	8	5	5	2	2	31	1	439	217
		35%	65%	46%	54%	56%	78%	1%	1%	32%	12%	7%	6%	0%	0%	0%	0%	3%	3%	44%	22%
TECH	410	129	281	-84	84	167	-42	8	4	195	27	16	0	5	5	2	2	17	5	243	42
		31%	69%	52%	48%	41%	51%	2%	1%	48%	41%	4%	4%	1%	0%	0%	0%	4%	3%	59%	49%
PROT	327	237	90	-38	38	129	-77	9	2	168	83	10	3	3	3	0	0	8	-12	198	77
SERV		72%	28%	84%	16%	39%	63%	3%	2%	51%	26%	3%	2%	1%	0%	0%	0%	2%	6%	61%	37%
PARA-	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROF		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
ADMIN	457	57	400	-126	126	108	-171	4	-1	326	193	10	-13	1	1	0	0	8	-10	349	171
SUPP		12%	88%	40%	60%	24%	61%	1%	1%	71%	29%	2%	5%	0%	0%	0%	0%	2%	4%	76%	39%
SK CRAFT	108	106	2	6	-6	48	-12	1	1	52	9	3	1	2	2	1	1	1	0	60	12
WORKERS		98%	2%	93%	7%	44%	56%	1%	0%	48%	40%	3%	2%	2%	0%	1%	0%	1%	1%	56%	44%
SVC &	138	105	33	26	-26	45	-7	0	-1	89	13	3	-3	0	0	0	0	1	-2	93	7
MAINT		76%	24%	57%	43%	33%	38%	0%	1%	64%	55%	2%	4%	0%	0%	0%	0%	1%	2%	67%	62%
TOTAL**	2535	1,022	1513	-347	347	1123	-525	40	15	1165	531	116	-11	17	17	5	5	69	-7	1412	525
		40%	60%	54%	46%	44%	65%	2%	1%	46%	25%	5%	5%	1%	0%	0%	0%	3%	3%	56%	35%

* Core-Based Statistical Area (CBSA) percentage data populated by the ACS 2014-2018 EEO-ALL06R Report - associated employee count represents the number of employees that would represent that percentage of the total current employee count for that job classification. Numbers above the percentages represent the difference between the actual number of staff members and the expected number of staff members representative of the CBSA percentage, with negative numbers reflecting under-utilization, positive numbers reflecting over-utilization and zero reflecting proportionate utilization.

**Balance (BAL) represents the balance of not Hispanic or Latino individuals who do not fit into any other categories; and two or more races.

^POC represents "People of Color"

COUNTY OF SANTA CRUZ
 SANTA CRUZ COUNTY GOVERNMENT
 WORKFORCE COMPOSITION AND DISTRIBUTION
 SEP 30, 2024

EEOC	TOT	TOT	TOT	WHT	WHT	BLK	BLK	HISP	HISP	ASN	ASN	AIAN	AIAN	NHPI	NHPI	BAL*	BAL*	TOT	TOT	TOT
CATEGORY	EMP	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	POC^
ELECTED	10	7	3	5	2	1	0	1	1	0	0	0	0	0	0	0	0	2	1	3
OFFICIAL		70%	30%	50%	20%	10%	0%	10%	10%	0%	0%	0%	0%	0%	0%	0%	0%	20%	10%	30%
OFFICIAL	78	25	53	17	34	0	3	6	8	1	5	0	1	0	0	1	2	8	19	27
ADMINS		32%	68%	22%	44%	0%	4%	8%	10%	1%	6%	0%	1%	0%	0%	1%	3%	10%	24%	35%
PROF	1,007	356	651	210	358	10	4	98	221	27	41	0	5	1	1	10	21	146	293	439
		35%	65%	21%	36%	1%	0%	10%	22%	3%	4%	0%	0%	0%	0%	1%	2%	14%	29%	44%
TECH	410	129	281	67	100	4	4	43	152	7	9	2	3	0	2	6	11	62	181	243
		31%	69%	16%	24%	1%	1%	10%	37%	2%	2%	0%	1%	0%	0%	1%	3%	15%	44%	59%
PROT	327	237	90	95	34	7	2	117	51	9	1	1	2	0	0	8	0	142	56	198
SERV		72%	28%	29%	10%	2%	1%	36%	16%	3%	0%	0%	1%	0%	0%	2%	0%	43%	17%	61%
PARA-	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROF		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
ADMIN	457	57	400	19	89	0	4	38	288	0	10	0	1	0	0	0	8	38	311	349
SUPP		12%	88%	4%	19%	0%	1%	8%	63%	0%	2%	0%	0%	0%	0%	0%	2%	8%	68%	76%
SK CRAFT	108	106	2	47	1	1	0	51	1	3	0	2	0	1	0	1	0	59	1	60
WORKERS		98%	2%	44%	1%	1%	0%	47%	1%	3%	0%	2%	0%	1%	0%	1%	0%	55%	1%	56%
SVC &	138	105	33	34	11	0	0	67	22	3	0	0	0	0	0	1	0	71	22	93
MAINT		76%	24%	25%	8%	0%	0%	49%	16%	2%	0%	0%	0%	0%	0%	1%	0%	51%	16%	67%
TOTAL**	2,535	1,024	1,513	494	629	23	17	421	744	50	66	5	12	2	3	27	42	528	884	1,412
		40%	60%	19%	25%	1%	1%	17%	29%	2%	3%	0%	0%	0%	0%	1%	2%	21%	35%	56%

* Balance (BAL) represents the balance of not Hispanic or Latino individuals who do not fit into any other race categories; and two or more races

^POC represents "People of Color"



COUNTY OF SANTA CRUZ

PERSONNEL DEPARTMENT EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

AJITA PATEL, PERSONNEL DIRECTOR
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(831) 454-2600 FAX: (831) 454-2411 TTY/TDD: 711

Scheduled Meetings

Unless otherwise specified below, regularly scheduled Equal Employment Opportunity Commission meetings are generally held as follows:

DAY: Third (3rd) Wednesday**
MONTH: Quarterly (January, April, July, October)
TIME: 5:30 PM
LOCATION: **Santa Cruz County Government Building**
Fifth Floor, Board of Supervisors Chambers
701 Ocean Street, Santa Cruz, CA 95060

2025 MEETING DATES		
DATE	TIME	LOCATION
January 15, 2025	5:30 PM	Board Chambers
April 16, 2025	5:30 PM	Board Chambers
July 16, 2025	5:30 PM	Board Chambers
October 15, 2025	5:30 PM	Board Chambers

****All meetings are subject to cancelation or rescheduling.**

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