



COUNTY OF SANTA CRUZ

PERSONNEL DEPARTMENT EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

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EEO COMMISSION MEETING MINUTES

July 19, 2023, 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), Dawn Harker (5th District)
Excused: Jeff Ursino (2nd District), Nancy Gordon (5th District)
Unexcused Absence: None
Staff Present: Mitsuno Baurmeister (*EEO Officer*)
Guests/Public: None

I. Roll Call – Quorum present. Meeting called to order at 5:32 p.m. by Chair Turley.

II. Agenda Review

III. Public comment - None

IV. Business/Action Items

A. Administration of Oaths of Office completed for EEO Commission members present.

B. Approve January 2023 Minutes

Motion/Second: Garcia/Edwards

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

Motion passed.

C. Election of Officers

Motion to re-elect Turley as Chair

Motion/Second: Edwards/Garcia

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

Motion passed.

Motion to elect Garcia as Vice Chair

Motion/Second: Edwards/Pais

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

Motion passed.

- D. Consider holding October 2023 meeting in South County.
Motion to approve holding the October EEO Commission Meeting in an accessible South County Location to be determined by staff; starting at 6:00 p.m.
Motion/Second: Flynn/Harker
Motion passed unanimously.
- E. Consider guest speaker for October 2023 or January 2024 meeting.
Motion to invite a member of the County’s Commission on Disabilities to speak at the October 2023 meeting regarding Disability Awareness Month.
Motion/Second: Pais/Harker
Motion passed unanimously.
- F. Correspondence
Commission reviewed letter from Supervisor Friend dated February 14, 2023 acknowledging receipt of the EEO Commission’s 2021-2022 Biennial Report.

V. Reports

A. Staff Report

- a. Baurmeister reported on the County Workforce Statistics as of June 30, 2023:
59% women (13% over market availability)
53% people of color (18% over market availability)
Current workforce: 2,359; Same time previous year, 2,267
- b. Administrative Review
 - i. Underutilization of Women:
 - 1. Information Services -18% (last quarter -20%)
 - 2. Public Works -22% (last quarter -22%)
 - 3. Sheriff’s Office -12% (Last quarter -12%)
(General Services Department on “watch list” with -12% underutilization)
 - ii. Underutilization of People of Color
 - 1. Planning -11% (last quarter -11%)
- c. Equity & Data Group Update
The Equity & Data Group continues to meet regularly and check in with departments on disaggregating data to support current and upcoming 2023-2025 operational strategic goals with an equity focus.
- 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
Over the next year, the EEO Officer will meet with each department’s leadership and CAO departmental analyst to review EEO/CC Plan commitments and progress toward implementation.

VI. Chair and Commissioners Reports:

Dees shared information about an event held in February 2023, Bending the Arc of Justice: Reimagining the Criminal System, hosted by Santa Cruz Black and the Santa Cruz County Office of the Public Defender; featuring speaker Keeda Haynes, author and criminal justice reform advocate.

Flynn shared information about CARES-Justice (Circle on Anti-Racism and Social Justice). Started by former Supervisor John Leopold, this group of community leaders of color was instrumental in supporting the Board's Declaration of Racism as a Public Health Crisis in August 2020.

Flynn reported that the County Equity Framework project is underway supported by the CAO Office with input from work groups of community members and staff focus groups to develop a common definition of what equity means for the County. An Equity Framework presentation is being prepared for the September 12, 2023 Board meeting.

VII. Announcements: Turley encouraged each EEO Commissioner to meet with their appointing Supervisor periodically to keep them informed of Commission activities.

VIII. Adjournment

Meeting adjourned at 7:10 p.m.

Submitted by Mitsuno Baurmeister, EEO Officer