

ADVISORY COUNCIL ON EQUAL EMPLOYMENT OPPORTUNITY (ACEEO)

Tracey Walker, Chair
Angela Malala, Vice Chair

Meeting Minutes

September 24, 2021
ZOOM Meeting

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

Angela Malala called the meeting to order.

George Carter, Mark Pighin, Roosevelt Gipson Jr., Eric Maldonado, Allwyn Brown, Dr. Michelle Hernandez, Antoine Wilson (staff), Piedad Fracasso (staff), Karen Caoile (visitor), Amrita Kaur (visitor), and Gilbert Salinas, Chief Equity Officer, Health Services Department (visitor), were present.

Absent: Tracey Walker, Kelli Collins, Marilynn Schuyler

2. Public Comment

There was no public comment.

3. Approval of the Minutes

There was a motion to approve the August 27, 2021 minutes by George Carter and seconded by Roosevelt Gipson Jr. The minutes were approved.

4. Speaker – Gilbert Salinas, Chief Equity Officer, Health Services

Gilbert Salinas presented Contra Costa County's (County) efforts to bring equity in health care for all. Before accepting the job with Contra Costa County Health Services Department in November 2020, Gilbert worked for the Los Angeles County Department of Health Services and various non-profits. In his first months on the job, he sought to understand the landscape and the relationships in the community. This provided him with an equity lens for large-scale decision-making. Applying an equity lens is key to bringing equitable and ethical health care to all County residents. During the pandemic, he established the Vaccination Allocation Committee and Mobile Equity Strike Teams. These teams were designed to reach the hardest-hit communities by working with churches, schools, community-based organizations, and businesses to address the community's needs in their areas.

5. Update on Reopening County Board Meetings and Board Standing Meetings

The ACEEO will continue to meet virtually through October 1, 2021. Advisory bodies who wish to continue meeting virtually should adopt a resolution to implement AB 361 at their first meeting in October. Bodies will have three options for their first October meeting:

- 1) meet live;
- 2) hold a teleconference meeting consistent with the prior rules that require posting of teleconference locations, etc.;
- 3) meet virtually, and provide notice on the agenda of how the public may participate by call-in or Zoom. This should be consistent with what bodies have done during the pandemic. Teleconference locations do not need to be listed and teleconference locations need not be

accessible to the public.

6. Discuss Potential COVID Vaccine Mandates and Exceptions

- The County has mandated that employees must receive the COVID vaccine by October 4, 2021, or be subject to discipline up to and including termination. If an exemption is requested, it must be submitted in time for review and be granted by October 4. Weekly COVID testing will be required for those employees granted an exemption. Discussions and comments were heard from Advisory Council members and one visiting County employee.

7. Future Guest Speakers For 2021

- 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. Roundtable

- Hiring Outreach Oversight Committee, September 13, 2021, discussions and approvals.
 1. Lara Delaney and Amrita Kaur were both interviewed and approved for Management Seats 1 and 2.
 2. Antoine Wilson presented the annual EEO Outreach and Recruitment Report. Changes were requested and will be presented at a special meeting.
 3. The updated Advisory Council on EEO by-laws were accepted to reflect that the CAO will recommend represented and unrepresented management employees to serve on the council when a Management Seat vacancy occurs.
- The County Administrator, Monica Nino, asked for the opinion of the ACEEO about how the annual EEO Outreach and Recruitment Report should be presented to the Board of Supervisors. Should it be submitted as a consent item, or have Antoine Wilson present the report orally? The consensus was to have Antoine Wilson present the report orally.
- The ACEEO November meeting will be held on November 19, 2021. The ACEEO does not meet in December.
- The next ACEEO meeting will be on October 22, 2021.

9. Adjourn: The meeting adjourned at 11:15 am.