

# ADVISORY COUNCIL ON EQUAL EMPLOYMENT OPPORTUNITY (ACEEO)

Tracey Walker, Chair  
Angela Malala, Vice Chair

## Meeting Minutes

November 19, 2021

ZOOM Meeting

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

George Carter called the meeting to order.

Mark Pighin, Roosevelt Gipson Jr., Allwyn Brown, Dr. Michelle Hernandez, Kelli Collins, Marilynn Schuyler, Amrita Kaur, Eric Maldonado, Lara DeLaney, Antoine Wilson (staff), Piedad Fracasso (staff), Jonathan Gackowski, Captain, Sheriff's Office (visitor), Donn Matsuzaki, Workforce Development Board (visitor), and Jennifer Quallick, District 2 Representative (visitor) were present.

Absent: Tracey Walker, Angela Malala

### **2. Public Comment**

There was no public comment.

### **3. Approval of the Minutes**

There was a motion to approve the October 22, 2021, minutes by Eric Maldonado and seconded by Dr. Michelle Hernandez. The minutes were approved with a possible amendment to add that Marilynn Schuyler would be providing a model EEO Policy document to share with the ACEEO. Piedad Fracasso will review the audio to verify the need for this amendment.

### **4. Update on the Small Business Enterprise, Outreach, and Local Bid Programs Report**

There were no updates.

### **5. Speaker – Jonathan Gackowski, Captain, Sheriffs Office**

Jonathan Gackowski presented the hiring data for the Sheriff's Office ("Office"). The data presented was broken down by gender and race/ethnicity. He stated that the gender breakdown for sworn officers is 85% males and 15% females, which is in line with the rest of the country. He stated that the race/ethnicity breakdown is 9% Black, 14% Asian, 16% Hispanic, and 61% White for the department overall, both sworn and non-sworn.

Jonathan shared that the Office does not have an official mentoring program to encourage younger officers, especially minorities and women, to apply for promotions and advancement opportunities. He discussed the Sheriff's Office recruitment efforts for new sworn officers, especially in light of today's anti-police climate. George Carter recommended the Workforce Development Board (WDB) as a resource the Office can use to help them market open recruitments. They would also be able to conduct on-site recruitments at the WDB office. For more information about the Sheriff's Office, go to their website: <http://www.joincocosheriff.org>

## **6. Nominate, Discuss, and Vote for 2022 ACEEO Chair and Vice-Chair**

George Carter nominated Kelli Collins for Chair and Eric Maldonado for Vice-Chair. Roosevelt Gipson, Jr. nominated Dr. Michelle Hernandez for either Chair or Vice-Chair. Due to time constraints and three members who left the meeting early, members agreed to delay the vote to a special meeting on December 3 or December 10. If there is no December meeting, voting will take place at the January 28, 2022, meeting.

## **7. Review and Discuss 2021 Accomplishments and 2022 Goals**

This item will be reviewed and discussed at the January 2022 meeting. Piedad Fracasso will send out the list of 2021 accomplishments.

## **8. Review and Discuss the ACEEO's Expiring Seats**

- The ACEEO has 4 seats that will be expiring in November:
  - ❖ Dr. Michelle Hernandez, Community Member Seat #4 (wishes to continue in ACEEO)
  - ❖ Tracey Walker, Union Seat #1 (will not be renewing)
  - ❖ Marilynn Schuyler, Business Member Seat (will not be renewing)
  - ❖ George Carter, Veterans Seat (will not be renewing)
- There was a discussion on the process for filling the vacant seats.
  - ❖ The ACEEO requests that the Hiring Outreach Oversight Committee declare the vacancies. Their recommendation is then passed on to the Board of Supervisors who (BOS) declare the vacancies and direct the Clerk of the Board to post the vacancies. CCTV works with EEO to develop the press releases for the vacant seats and once they are approved, CCTV will send them to the BOS offices and other community partners to post to fill these seats.

## **9. Roundtable/Public Comment**

- George Carter stated that Tamia Brown, Executive Director Workforce Development Board, would still like to work with the ACEEO to solicit feedback to ensure WDB policies help marginalized populations achieve equity. George will share an email with more information pertaining to this request.
- The next ACEEO meeting will be on January 28, 2022.

## **10. Adjourn**: The meeting adjourned at 11:32 am.