

ADVISORY COUNCIL ON EQUAL EMPLOYMENT OPPORTUNITY

Tracey Walker, Chair
Angela Malala, Vice Chair

Meeting Minutes

January 22, 2021

ZOOM Meeting

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

Tracey Walker, Chair, called the meeting to order.

Mark Pighin, Dr. Michelle Hernandez, Linda Mason, Roosevelt Gipson Jr., Kelli Collins, Angela Malala, Marilynn Schuyler, Antoine Wilson (staff), Piedad Fracasso (staff), Allwyn Brown (awaiting BOS appointment), and Angela Matamoros (visitor) were present.

Absent: George Carter and Jena Williams

2. Public Comment

Angela Matamoros explained that she would like to be a part of the Advisory Council on Equal Employment Opportunity (ACEEO) and has submitted her application. She is employed as an LVN with Contra Costa County (County) and serves as a union shop steward.

3. Approval of the Minutes

There was a motion to approve the November 20, 2020 minutes. The minutes were approved.

4. 2021 Chair & Vice Chair Visions

Tracey Walker, Chair

- Ensure the Board of Supervisors (BOS) is aware of the dynamic workforce within the County and promotes diversity and fairness to all.
- Witness the evolution of the Office of Racial Equity and Social Justice and how the ACEEO can be of assistance.
- The Council implement the ideals of the Office of Equal Employment Opportunity (EEO) 5-year Strategic Plan 2017 – 2022.
- Revisit the 1991 Board Order Establishing the Advisory Council on Equal Employment Opportunity and discuss how the ACEEO has evolved since inception.
- Work to retain employees

Angela Malala, Vice Chair

- Eliminate inequity and biases in our County workforce
- Mandatory Implicit Bias training for all County employees

5. Reviewed documents discussed at the November 20, 2020 ACEEO meeting

- The 2020 ACEEO Annual Report

- The BOS Board Order establishing development of the Office of Racial Equity and Social Justice
- The Health Department Resolution Declaring Racism as a Public Health Crisis

6. Update on items brought before the Hiring Outreach and Oversight Committee (H2O) on December 7, 2020

- Allwyn Brown was interviewed and approved for Community Seat #1.
- The 2020 ACEEO Annual Report was approved.

7. Discussion of the ACEEO Strategic Plans was tabled to the next meeting

- Tracey Walker asked ACEEO members to e-mail their 2021 visions/goals to Piedad Fracasso. She asked members to think about questions they have regarding the Office of Racial Equity and Social Justice.

8. Future Guest Speakers for 2021

- Monica Nino, County Administrator
- Health Services - Health Department resolution declaring Racism as a Public Health Crisis
- Office of Racial Equity and Social Justice
- Human Resources
- Employment & Human Services Department (EHSD) – Equity and Inclusion Task Force
- EHSD - CCWORKS Program
- Iliana Choate, EHSD Social Services Staff Development Specialist
- Nathan Johnson, Veterans Services Officer
- Unions

9. Roundtable

- Tracey Walker thanked Marilyn Schuyler for the hard work she did the last 2 years as Chair of the ACEEO
- Tracey Walker and Angelica Matamoros stated that they would both have information to share on the COVID-19 vaccination process and how to ensure equity for all.
- Allwyn Brown asked for more information about the EHSD Equity and Inclusion Task Force.
- Piedad Fracasso informed the ACEEO that we have four members whose seats will be expiring in November 2021. They are Marilyn Schuyler (Business Member Seat), George Carter (Veteran's Seat), Tracey Walker (Union Member Seat #1), and Dr. Michelle Hernandez (Community Member Seat #4).
- Piedad Fracasso informed the ACEEO that the Union Member Seat #2 and Management Member Seat #2 are vacant and must be filled by County employees.
- The 2021 H2O quarterly meetings are scheduled. The dates and times are below:
 - March 1, 2021, 10:30 a.m.
 - June 7, 2021, 10:30 a.m.
 - September 13, 2021, 1 p.m.
 - December 6, 2021, 10:30 a.m.

- Piedad Fracasso will speak with the training department to provide Implicit Bias Training to Dr. Michelle Hernandez and Roosevelt Gipson, Jr.
- The next ACEEO meeting will be held on February 26, 2021.

12. Adjourn: The meeting adjourned at 11:26 am.