



COUNTY OF SANTA CRUZ

PERSONNEL DEPARTMENT EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

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EEO COMMISSION MEETING MINUTES

January 18, 2023, 5:30 p.m.

Location: Remote Meeting
Present: Patrick Garcia (1st District), Deena Pais (1st District), Jeff Ursino (2nd District), Patrice Edwards (2nd District), Carlos Landaverry (Vice Chair, 3rd District), Carol Turley (Chair, 4th District), Dawn Harker (5th District), Nancy Gordon (5th District)
Excused: Paula Ann Samarron (3rd District)
Unexcused Absence: Isabel Alvarado Dees (4th District)
Staff Present: Mitsuno Baurmeister (*EEO Officer*), Kaite McGrew (*Commissions Manager*)
Guests/Public: Jonathan Cruz, Chief Deputy Public Defender

- I. **Roll Call** – Quorum present. Meeting called to order at 5:33 p.m. by Chair Turley.
- II. **Agenda Review**
- III. **Public comment** - None
- IV. **Business/Action Items**
 - A. Approve April 20, 2022 Minutes
Motion/Second: Ursino/Edwards
Motion passed unanimously.
 - B. Approve 2021-2022 Biennial Report
Motion/Second: Landaverry/Harker
Motion passed unanimously.
 - C. Diversity, Equity, and Inclusion Survey Presentation
Presentation of survey results by Baurmeister, followed by discussion.
 - D. Assembly Bill 361 Statement of Findings
Motion to approve statement of findings authorizing the Commission to hold their next meeting remotely if allowable under the provisions of AB 361.
Motion/Second: Landaverry/Harker
Motion passed unanimously.
 - E. 2023 Meeting Schedule
Motion to approve 2023 EEO Commission meeting schedule as presented.
Motion/Second: Gordon/Garcia

Motion passed unanimously.

V. Reports

A. Staff Report

a. Baurmeister reported on the County Workforce Statistics as of December 31, 2022:
59% women (13% over market availability)

52% people of color (17% over market availability)

Current workforce: 2,342; Same time previous year, 2,249

b. Administrative Review

i. Underutilization of Women:

1. Agricultural Commissioner -11% (last quarter -14%)

2. General Services -11% (last quarter -13%)

3. Information Services -20% (last quarter -19%)

4. Public Works -22% (last quarter -23%)

(Sheriff's Office on 'watch list' due to underutilization of -12%)

ii. Underutilization of People of Color

1. Planning -11% (last quarter -12%)

c. Equity & Data Group Update

The Equity & Data Group continues to meet regularly and check in with departments on disaggregating data to increase equity in service delivery and support operational strategic goals. E&D members are supporting Adaptive Assistance Teams within several County departments, to assist with development of strategic goals that are equity-focused, measurable, and benefit targeted populations within the community.

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

The 2022 – 2024 EEO/Cultural Competence Plan was approved by the Board of Supervisors on 12/13/22. Searchable PDF copy available on the County website on the Personnel/EEO page.

VI. Chair and Commissioners Reports: None

VII. Announcements: Cruz announced an upcoming Public Defender community event on 2/23/23 at 5:30 p.m.; McGrew suggested inviting a future guest speaker from the Public Defender's office.

VIII. Adjournment

Meeting adjourned at 6:46 p.m.

Submitted by Mitsuno Baurmeister, EEO Officer