

County of Monterey
Annual Report to Board of Supervisors
2022

ORGANIZATION INFORMATION

The Equal Opportunity and Civil Rights Advisory Commission (EOCRAC) was formed in 1972 by the Monterey County Board of Supervisors. The EOCRAC is guided by the policies and procedures established by the Board of Supervisors and is governed by its Board-approved bylaws.

The Commission advises and makes recommendations to the Board of Supervisors on matters relating to equal opportunity as part of the County's Equal Opportunity Plan. The Commission reviews and makes recommendations regarding the progress of Department Plans in hiring and promotion of women and people of color in furtherance of the goals of the County's Equal Opportunity Plan.

The Commission meets every third Wednesday of the month, with a scheduled break in August.

STRUCTURE AND MEMBERSHIP OF THE COMMISSION

The Commission consists of no more than 17 representatives, as follows:

- Up to five representatives from each Supervisorial District
- Up to two representatives from the Monterey County Department Heads Council
- One representative from the Commission on the Status of Women
- One representative from the League of United Latin American Citizens
- One representative from the National Association for the Advancement of Colored People
- One representative from the LGBTQ+ community
- One representative from the Commission on Disabilities
- One representative of a community organization that represents the indigenous community from the geographical area currently known as Monterey County
- One representative of a community organization that represents an indigenous community of Mexico residing in Monterey County
- Three members from the following bargaining units:
 - One representative from the Monterey County Sheriff's Association; and,
 - Two representatives from the Monterey County Employees Association/SEIU Local 521.

All Commissioners serve three-year terms, which can be renewed once consecutively for another three years. There are currently eight Commissioners serving on the EOCRAC, with two Commissioners' terms set to expire December 2022.

SUMMARY OF ACTIVITIES AND ACCOMPLISHMENTS

Election:

At its December 2021 meeting, the EOCRAC conducted its annual election of officers for 2022. The EOCRAC elected Commissioner Dionne Ybarra, representing the Commission on the Status of Women, as Chairperson, and Commissioner Chris Barrera, representing the League of United Latin American Citizens (LULAC), as Vice-Chairperson, for 2022.

Summary of Activities:

Over the last months, the Equal Opportunity and Civil Rights Advisory Commission has focused on advancing the County's equal opportunity goal of ensuring a workforce representative of the community we serve by monitoring the hiring and promotion of women and people of color. More specifically, the Commissioners engaged in the following:

- Reviewed the County's Equal Opportunity Plan
- Received training on the departmental Equal Opportunity Plan; specifically, on how to review workforce analyses
- Requested and received a presentation on General Recruitment Process for Monterey County from the Human Resources Department
- Worked with the Human Resources Department to create a Subject Matter Experts database for interview panel members from our local community
- Created an ad-hoc committee to review departmental Equal Opportunity Plans
- Implemented measures to ensure departments follow the County's Equal Opportunity Plan requirements
- Created guidelines for reviewing the departmental Equal Opportunity Plans to promote consistency and fairness in the review process
- Revised the bylaws to include more community representation
- Received a presentation and offered recommendations to the Housing and Community Development Restrictive Covenant Project

Increase Community Representation:

The Equal Opportunity and Civil Rights Advisory Commission discussed increasing community representation on the Commission. They focused on two groups: indigenous community and people with disabilities. On April 20, 2022, the Commission approved amending its bylaws to increase community representation. On that date, they added:

- One representative from the Commission on Disabilities
- One representative of a community organization that represents the indigenous community from the geographical area currently known as Monterey County
- One representative of a community organization that represents an indigenous community of Mexico residing in Monterey County

On July 19, 2022, the Board of Supervisors approved the amendments to the bylaws.

Ad Hoc Committee to Review Equal Opportunity Plans:

The Equal Opportunity and Civil Rights Advisory Commission created an *ad hoc* committee to review departmental equal opportunity plans. The *ad hoc* committee consisted of representatives from District 4 (Andrea Monroe), District 5 (Anita Crawley), and the Commission on the Status of Women (Dionne Ybarra).

The *ad hoc* committee met in May, July, September, and October 2021, and looked closely at the departmental equal opportunity plans and identified areas for improvement. This was the foundation for the Commission's work on departmental equal opportunity plans in 2022.

Equal Opportunity Plan Compliance 2022:

Every year, County departments must submit their departmental Equal Opportunity Plan to the Civil Rights Office by March 31, with one extension to April 14. The Commission implemented new procedures for compliance that included accountability and consequences related to compliance.

In 2022, County departments submitted their Equal Opportunity Plan on the following dates:

Department	Submission Date
Agricultural Commissioner	March 22, 2022
Assessor-County Clerk-Recorder	March 28, 2022
Auditor-Controller's Office	March 28, 2022
Child Support Services	March 30, 2022
Civil Rights Office	March 24, 2022
Clerk of the Board	March 14, 2022
Cooperative Extension	April 1, 2022 (untimely)
County Administrative Office	April 14, 2022 (extension granted; timely)
County Counsel's Office	March 30, 2022
District Attorney's Office	March 31, 2022
Elections	March 30, 2022
Emergency Communications	March 30, 2022
Health Department	March 30, 2022
Housing and Community Development	April 14, 2022 (untimely)
Human Resources Department	April 1, 2022 (extension granted; timely)
Information Technology Department	March 18, 2022
Monterey County Free Libraries	March 28, 2022
Military and Veterans Affairs Office	March 30, 2022
Natividad Medical Center	March 31, 2022
Probation Department	March 30, 2022
Public Defender's Office	March 29, 2022

Public Works, Facilities, and Parks	April 14, 2022 (untimely)
Sheriff-Coroner	March 30, 2022
Social Services Department	March 30, 2022
Treasurer-Tax Collector	March 30, 2022
Water Resources Agency	March 31, 2022

Department Presentations:

Every two years, County departments present their Departmental Equal Opportunity Plan to the Commission. The Departmental Plans are a shortened version of the County’s Equal Opportunity Plan focused on the specific department and its needs. It includes, among other things, workforce analysis and what specific actions the department will take to advance the goals of the County’s Equal Opportunity Plan.

In 2022, the following Departments presented – or are scheduled to present – their equal opportunity plan to the Commission:

Departments Scheduled for 2022	Month of Presentation
Probation Department	June
Information Technology Department	June
Human Resources Department	July
Public Works, Facilities and Parks	July
Water Resources Agency	July
Emergency Communications	September
Housing and Community Development	September
Auditor-Controller’s Office	September
Child Support Services	October
Contracts/Purchasing	October
Natividad Medical Center	November
Sheriff’s Department	November
Treasurer-Tax Collector	December

CURRENT MEMBERSHIP

The current membership is as follows:

Board of Supervisors

Representing	Commissioner	Appointment	End of Appointment
District 1	VACANT		
District 2	VACANT		
District 3	VACANT		
District 4	Andrea Monroe	1/1/2021	12/31/2023
District 5	Anita Crawley	10/1/2019	12/31/2021

Department Heads Council

Representing	Commissioner	Appointment	End of Appointment
Department Heads (Emergency Communications)	Lee Ann Magoski	2/9/2021	12/31/2023
Department Heads (Agricultural Commissioner)	Henry Gonzales	2/11/2020	12/31/2022

County Commissions

Representing	Commissioner	Appointment	End of Appointment
Commission on the Status of Women	Dionne Ybarra	02/23/2021	12/31/2023
Commission on Disabilities	VACANT		

Labor Organizations

Representing	Commissioner	Appointment	End of Appointment
Deputy Sheriffs Association	VACANT		
SEIU Local 521	VACANT		
SEIU Local 521	VACANT		

Community-Based Organizations

Representing	Commissioner	Appointment	End of Appointment
League of United Latin American Citizens (LULAC)	Christopher Barrera	3/9/2021	12/31/2023
National Association for the Advancement of Colored People (NAACP)	Mary Claypool	9/15/2020	12/31/2022
United Veterans Council	VACANT		
LGBTQ+ Community	Crystal Libby (Salinas Valley Pride)	4/19/2022	12/31/2024
Filipino Community	VACANT		
Organization representing indigenous community from Monterey County	VACANT		

Organization representing indigenous community of Mexico residing in Monterey County	VACANT		
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STAFF CONTACT

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Department: Civil Rights Office