

County of Monterey

Cayenne Room
1441 Schilling Place
Salinas, CA 93901



Meeting Agenda - Final

Wednesday, April 15, 2026

3:30 PM

Join via Zoom at <https://montereycty.zoom.us/j/94902402978> or in person at: 1441 Schilling Place - Cayenne Room, Salinas, Ca. 93901

Civil Rights Advisory Commission

For information on The Ralph M. Brown Act: Open Meetings please click on the link below:

https://leginfo.legislature.ca.gov/faces/codes_displayText.xhtml?division=2.&chapter=9.&part=1.&lawCode=GOV&title=5

THE COUNTY OF MONTEREY CIVIL RIGHTS ADVISORY COMMISSION welcomes and encourages all interested persons to attend and participate in the discussion. Meetings are held on the third Wednesday of each month at 3:30 p.m. in the Cayenne Conference Room, 1441 Schilling Place-North Bldg., First Floor, Salinas CA 93901, unless otherwise posted. All meetings are conducted in compliance with the Ralph M. Brown Act, Government Code §54950, et seq.

ANY INDIVIDUAL ATTENDING THE MEETING IN PERSON AND WISHING TO ADDRESS THE COMMISSION on Agenda or non-agenda topics may do so at the appropriate time after receiving recognition from the Chairperson. Persons doing so should state their name and address or organization/agency, prior to making their comments or asking questions. Persons speaking on non-agenda topics should do so only during the section of the Agenda reserved for “Public Comments and Petitions.” Persons wishing to comment on an Agenda topic should do so when that topic has been reached on the Agenda. Comments should be brief and limited to the subject matter. Reasonable time limitations may be imposed at the discretion of the Chairperson. An emergency item (as defined by the Brown Act) may be added to the agenda only by vote of the Commission.

DISABILITY ACCESS The location is wheelchair accessible. The following services are available when requests are made by Friday before the Commission meeting: American Sign Language interpreters or use of a reader during a meeting; large print agenda or minutes in alternative format; assistive listening devices. Please contact the Civil Rights Office (831) 755-5117, if you need assistance in order to participate in a public meeting or if you need the agenda and public documents modified as required by §202 of the Americans with Disabilities Act.

DOCUMENT DISTRIBUTION: Documents related to agenda items that are distributed to the Commission less than 72 hours prior to the meeting shall be available for public inspection at the Civil Rights Office, 1441 Schilling Place, Salinas, CA 93901. Documents distributed to the Commission at the meeting by Staff will be available at the meeting; documents distributed to the Commission by members of the public shall be made available after the meeting.

Members of the Public may participate in meetings in one of two ways:

- 1. You may attend the meeting in person; or,**
- 2. You may observe the live stream of the meeting via computer by clicking on the following Zoom webinar link:**

PLEASE NOTE: IF ALL PARTICIPATING COMISSION MEMBERS ARE PRESENT IN PERSON, PUBLIC PARTICIPATION BY ZOOM IS FOR CONVENIENCE ONLY AND IS NOT REQUIRED BY LAW. IF THE ZOOM FEED IS LOST FOR ANY REASON, THE MEETING MAY BE PAUSED WHILE A FIX IS ATTEMPTED BUT THE MEETING MAY CONTINUE AT THE DISCRETION OF THE CHAIRPERSON.

<https://montereycty.zoom.us/j/94902402978?pwd=tmjfWY4IW6RTL8CnA2ymB8auI6IE2Z.1>

or the public may listen via phone by dialing 1-669-900-6833 and then when prompted, entering the Meeting ID 949 0240 2978 and Passcode 200150.

1.If a member of the public wishes to comment on a particular agenda item, the public is strongly encouraged to submit their comments in writing via email to the Civil Rights Office at CivilRights@countyofmonterey.gov by 2:00 p.m. on the Tuesday prior to the meeting. To assist County staff in identifying the agenda item to which the comment relates, the public is requested to indicate the Civil Rights Advisory Commission (CRAC) date and agenda item in the subject line. Comments received by the 2:00 p.m. Tuesday deadline will be distributed to the Commission and will be placed in the record.

2.Members of the public wishing to comment on a specific agenda item while the matter is being heard may participate by any of the following means:

a.When the Chairperson calls for public comment on an agenda item, Civil Rights Office staff will first ascertain who wants to testify (among those who are in the meeting electronically or telephonically) and will then call on speakers and unmute their device one at a time. Public speakers may be broadcast in audio form only.

b.If speakers or other members of the public have documents they wish to distribute to the Commission for an agenda item, they are encouraged to submit such documents by 2:00 p.m. on Tuesday before the meeting to: CivilRights@countyofmonterey.gov. To assist staff in identifying the agenda item to which the comment relates, the public is requested to indicate the Civil Rights Advisory Commission date and agenda number in the subject line.

c.If members of the public want to present documents/Power Point presentations while speaking, they should submit the document by 2:00 p.m. on Tuesday before the meeting at CivilRights@countyofmonterey.gov (If submitted after that deadline, staff will make best efforts, but cannot guarantee, to make it available to present at the Commission meeting.)

d.While the matter is being heard, a member of the public may submit a comment via email, preferably limited to 250 words or less, to Civil Rights Office staff at CivilRights@countyofmonterey.gov. To assist staff in identifying the agenda item to which the comment relates, the public is requested to indicate the Civil Rights Advisory Commission date and agenda number in the subject line. If the comment is received prior to close of public comment on an agenda item, every effort will be made to read the comment into the record, but some comments may not be read out loud due to time limitations or length of the comment (if the comment exceeds 250 words). Comments received prior to the close of the public comment period on an agenda item will be made part of the record for that item.

3.Members of the public who wish to make a general public comment for items not on the day's agenda may submit their comment via email, preferably limited to 250 words or less, to Civil Rights Office staff at CivilRights@countyofmonterey.gov. The Civil Rights Advisory Commission meeting date and "general comment" should be indicated in the subject line. The comment will be placed on the record for the meeting, and every effort will be made to read the comment into the record at the appropriate time on the agenda.

4.Individuals with disabilities who desire to request a reasonable accommodation or modification to

observe or participate in the meeting may make such request by sending an email to CivilRights@countyofmonterey.gov. The request should be made no later than noon on the Monday prior to the Commission meeting in order to provide time for County to address the request.

5.The Chairperson and/or Vice-Chairperson may set reasonable rules as needed to conduct the meeting in an orderly manner.

NOTE: All agenda titles related to numbered items are live web links. Click on the title to be directed to the corresponding Commission Report.

3:30 P.M. CALL TO ORDER

ROLL CALL AND GREETING OF VISITORS

PUBLIC COMMENT PERIOD

APPROVAL OF ACTION MINUTES

1. Action Item: Review and Approve Meeting Minutes of March 18, 2026

Attachments: [Meeting Minutes of March 18, 2026](#)

COMMISSION MATTERS

2. Review, Discuss, and Approve the Revised 2026 CRAC Meeting Schedule - Naudia Velarde, Civil Rights Office

Attachments: [Revised 2026 CRAC Meeting Schedule](#)

3. Receive the Departmental Equal Opportunity Plan Compliance Report - Naudia Velarde, Civil Rights Office
4. Receive Report from Departments Regarding Non-Compliance (if necessary) - Chairperson Melgoza

ANNOUNCEMENTS

FUTURE AGENDA ITEMS

- a. EOP Department Presentation Schedule (July)

DATE, TIME, AND LOCATION OF NEXT MEETING

Wednesday, May 20, 2026, at 3:30 p.m. at 1441 Schilling Place-CRO Conference Room, Salinas, CA 93901

ADJOURNMENT



County of Monterey

Item No.1

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: 26-308

April 15, 2026

Introduced: 4/1/2026

Current Status: Agenda Ready

Version: 1

Matter Type: General Agenda Item

Action Item: Review and Approve Meeting Minutes of March 18, 2026



County of Monterey

Monterey County
Government Center
Board of Supervisors
Chambers
168 West Alisal st. 1st
Floor
Salinas, Ca. 93901

Meeting Minutes Equal Opportunity and Civil Rights Advisory Commission

Wednesday, March 18, 2026

3:30 PM

Join via Zoom at <https://montereycty.zoom.us/j/94902402978> or in person at: 1441 Schilling Place - Cayenne Room, Salinas, Ca. 93901

NOTE: All agenda titles related to numbered items are live web links. Click on the title to be directed to the corresponding Commission Report.

3:30 P.M. CALL TO ORDER

The meeting was called to order at 3:39 pm by Chairperson Melgoza.

ROLL CALL AND GREETING OF VISITORS

ATTENDEES

Commissioners Present by Government Code Section 54953.8.6: Adriana Melgoza, Estella Padilla, Victor Caravez, Joe Sanchez, Karen Araujo, and Carolynne Roderick.

Commissioners Absent: Gina Martinez (unexcused), Lee Ann Magoski (excused), Yesica Guzman (excused) and Rosalyn Green (unexcused).

Staff Present: Daniel Gonzalez, Senior Equal Opportunity Analyst; Naudia Velarde, Senior Equal Opportunity Analyst (via Zoom); Natalie Alfaro, Senior Equal Opportunity Analyst (via Zoom); Juan P. Rodriguez, Civil Rights Officer (via Zoom); Ellen Lyons, Deputy County Counsel (via Zoom); and Ruby Jacinto, Administrative Secretary

PUBLIC COMMENT PERIOD

None.

APPROVAL OF ACTION MINUTES

1. Action Item: Review and Approve Revised Meeting Minutes of January 21, 2026 and Review and Approve Meeting Minutes of February 18, 2026

Commissioner Melgoza made a motion to approve the revised meeting minutes of January 21, 2026, and meeting minutes of February 18, 2026; seconded by Commissioner Caravez; motion passed by the following vote:

AYES: Melgoza, Sanchez, Araujo, Padilla, Caravez, and Roderick.

NOES: None

ABSENT: Guzman, Green, Martinez, and Magoski

ABSTAIN: None

DEPARTMENT PRESENTATIONS

2. Receive a Presentation on Title VI - Daniel Gonzalez, Civil Rights Office

Daniel Gonzalez, Senior Equal Opportunity Analyst, gave a presentation on Title VI.

3. Receive a Status Update on Departmental Equal Opportunity Plans - Naudia Velarde, Civil Rights Office

Naudia Velarde, Senior Equal Opportunity Analyst, gave an update on Departmental Equal Opportunity Plans.

ANNOUNCEMENTS

Juan P. Rodriguez, Civil Rights Officer, announced that future CRAC meetings will be moved to the Civil Rights Office – Conference Room.

FUTURE AGENDA ITEMS

EOP Department Presentation Schedule – July (add)
Revised CRAC Meeting Schedule – April (add)

DATE, TIME, AND LOCATION OF NEXT MEETING

Wednesday, April 15, 2026, via Zoom and in person at 3:30 p.m. at 1441 Schilling Place-Cayenne Room, Salinas, CA 93901

ADJOURNMENT

The meeting adjourned at 4:44 pm.



County of Monterey

Item No.2

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: 26-309

April 15, 2026

Introduced: 4/1/2026

Current Status: Agenda Ready

Version: 1

Matter Type: General Agenda Item

Review, Discuss, and Approve the Revised 2026 CRAC Meeting Schedule - Naudia Velarde, Civil Rights Office



CIVIL RIGHTS ADVISORY COMMISSION 2026 MEETING SCHEDULE

MEETING SCHEDULE

COMMISSION RESPONSIBILITIES	MEET, DISCUSS, REVIEW AND MAKE RECOMMENDATIONS TO THE BOARD OF SUPERVISORS ON MATTERS RELATING TO EQUAL OPPORTUNITY AS PART OF THE EQUAL OPPORTUNITY PLAN AND ISSUES BROUGHT FORWARD BY THE PUBLIC.	
MEETING LOCATION (UNLESS OTHERWISE POSTED)	CIVIL RIGHTS OFFICE CONFERENCE ROOM 1441 SCHILLING PLACE-NORTH BLDG., SALINAS, CA 93901	
MEETING DATES & TIME (UNLESS OTHERWISE POSTED)	THIRD WEDNESDAY OF EACH MONTH AT 3:30 P.M.	
STAFF CONTACT	RUBY JACINTO ADMINISTRATIVE SECRETARY - CONFIDENTIAL (831) 755-5117 JACINTOR@COUNTYOFMONTEREY.GOV	
MEETING DATES	MEETING PLACE	
WEDNESDAY, JANUARY 21, 2026	CAYENNE ROOM	
WEDNESDAY, FEBRUARY 18, 2026	CAYENNE ROOM	
WEDNESDAY, MARCH 18, 2026	CAYENNE ROOM	
WEDNESDAY, APRIL 15, 2026	CAYENNE ROOM	
WEDNESDAY, MAY 20, 2026	CRO CONFERENCE ROOM	
* WEDNESDAY, JUNE 17, 2026	NO MEETING	
WEDNESDAY, JULY 15, 2026	CRO CONFERENCE ROOM	
WEDNESDAY, AUGUST 19, 2026	CRO CONFERENCE ROOM	
WEDNESDAY, SEPTEMBER 16, 2026	CRO CONFERENCE ROOM	
WEDNESDAY, OCTOBER 21, 2026	CRO CONFERENCE ROOM	
WEDNESDAY, NOVEMBER 18, 2026	CRO CONFERENCE ROOM	
WEDNESDAY, DECEMBER 16, 2026	CRO CONFERENCE ROOM	



County of Monterey

Item No.3

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: 26-311

April 15, 2026

Introduced: 4/1/2026

Current Status: Agenda Ready

Version: 1

Matter Type: General Agenda Item

Receive the Departmental Equal Opportunity Plan Compliance Report - Naudia Velarde, Civil Rights Office



County of Monterey

Item No.4

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: 26-312

April 15, 2026

Introduced: 4/1/2026

Current Status: Agenda Ready

Version: 1

Matter Type: General Agenda Item

Receive Report from Departments Regarding Non-Compliance (if necessary) - Chairperson Melgoza