



# 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

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Wednesday, April 16, 2025

3:30 PM

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Join via Zoom at <https://montereycty.zoom.us/j/92425302837> or in person: 1441  
Schilling Place - Cayenne Room, Salinas, Ca. 93901

### 3:30 P.M. CALL TO ORDER

The meeting was called to order at 3:35 pm by Vice-Chairperson Libby.

### ROLL CALL AND GREETING OF VISITORS

### ATTENDEES

Commissioners Present: Crystal Libby, Lee Ann Magoski, Rosalyn Green, Victor Caravez, Joe Sanchez, and Gina Martinez.

Commissioners Absent: Adriana Melgoza (excused) and Yesica Guzman (excused)

Staff Present: Naudia Velarde, Senior Equal Opportunity Analyst; Natalie Alfaro Frazier, Senior Equal Opportunity Analyst; Daniel Gonzalez, Senior Equal Opportunity Analyst; Kevin Serrano (via Zoom), Deputy County Counsel; Ellen Lyons (via Zoom), Deputy County Counsel; and Ruby Jacinto, Administrative Secretary

### PUBLIC COMMENT PERIOD

Karen Araujo made a public comment expressing interest in serving on the EOCRAC representing the Commission on the Status of Women.

### APPROVAL OF ACTION MINUTES

1. Action Item: Review and Approve the Special Meeting Minutes of February 19, 2025

Commissioner Martinez made a motion to approve the Special Meeting Minutes of February 19, 2025; seconded by Commissioner Sanchez; motion passed by the following vote:

AYES: Magoski, Sanchez, Green, Caravez, Martinez, and Libby

NOES: None

ABSENT: Melgoza (excused) and Guzman (excused)

ABSTAIN: None

### COMMISSION MATTERS

2. Introduction of New Commissioner - Naudia Velarde, Civil Rights Office  
  
Naudia Velarde introduced and welcomed Joe Sanchez to the EOCRAC.
3. Receive Departmental Equal Opportunity Plan Submission Report - Naudia Velarde, Civil Rights Office  
  
Naudia Velarde gave an update on the EOP Submission Report.
4. Receive Departmental Budget Equity Tool Submission Report - Natalie Alfaro Frazier, Civil Rights Office  
  
Natalie Alfaro Frazier gave an update on the Budget Equity Tool Submission Report.
5. Placeholder - Departmental Equal Opportunity Plan Submissions - Naudia Velarde, Civil Rights Office  
  
Kelsey Scanlon, Director of Emergency Management, gave a verbal report regarding the department's non-compliance status of the required EOP submittal deadline.  
  
Craig Spencer, Director of Housing and Community Development, gave a verbal update on the status of the department's EOP submittal.
6. Discuss and Approve Process for Departments of Non-compliance with Equal Opportunity Plan - Naudia Velarde, Civil Rights Office  
  
The item was discussed; the process will remain as is. No further action taken.
7. Adopt the Departmental EOP Guidelines for the Budget Equity Tool - Natalie Alfaro Frazier, Civil Rights Office  
  
The EOCRAC held a roll call vote to adopt the EOP guidelines for the Budget Equity Tool.  
  
Commissioner Caravez made a motion for a vote to be taken; seconded by commissioner Green; with an equal number of votes for and against, the motion did not pass by the following vote:  
  
AYES: Sanchez, Green, and Caravez  
NOES: Magoski, Libby, and Martinez  
ABSENT: Melgoza (excused) and Guzman (excused)  
ABSTAIN: None

### **ANNOUNCEMENTS**

United States Election Assistance Commission honored the County of Monterey: Books and Ballots program with a national Clearinghouse Award for Innovation and New Practices in Election Administration.

International Workers Day Rally – May 1, 2025

### **FUTURE AGENDA ITEMS**

- a. EOP Revisions

**b. Title VI Compliance Report**

**DATE, TIME, AND LOCATION OF NEXT MEETING**

**Wednesday, May 21, 2025, at 3:30 p.m. at 1441 Schilling Place - Cayenne Room**

**ADJOURNMENT**

**The meeting adjourned at 4:40 pm.**