

EOCRAC

Annual Report

Equal Opportunity and Civil
Rights Advisory Commission



**Civil
Rights Office**
Oficina de Derechos Humanos

Purpose

The purpose of the Equal Opportunity and Civil Rights Advisory Commission (EOCRAC) is to advise and make recommendations to the Board of Supervisors on matters relating to equal opportunity as part of the Equal Opportunity Plan for County of Monterey (EOP), recommend goals and time tables regarding the EOP for departments and the County, and review annually and make recommendation of the progress of departmental plans and furtherance of the EOP goals for equal opportunity.

The commission consists of representatives from

Various community organizations e.g. Salinas Valley Pride, NAACP, etc.

Monterey County Sheriff's Association

Monterey County Department Heads Council

Each supervisory district

Commission on the Status of Women

Commission on Disabilities

Monterey County Employees Association/SEIU Local 521

A community organization representing the local indigenous community & indigenous community from Mexico

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Accomplishments & Activities

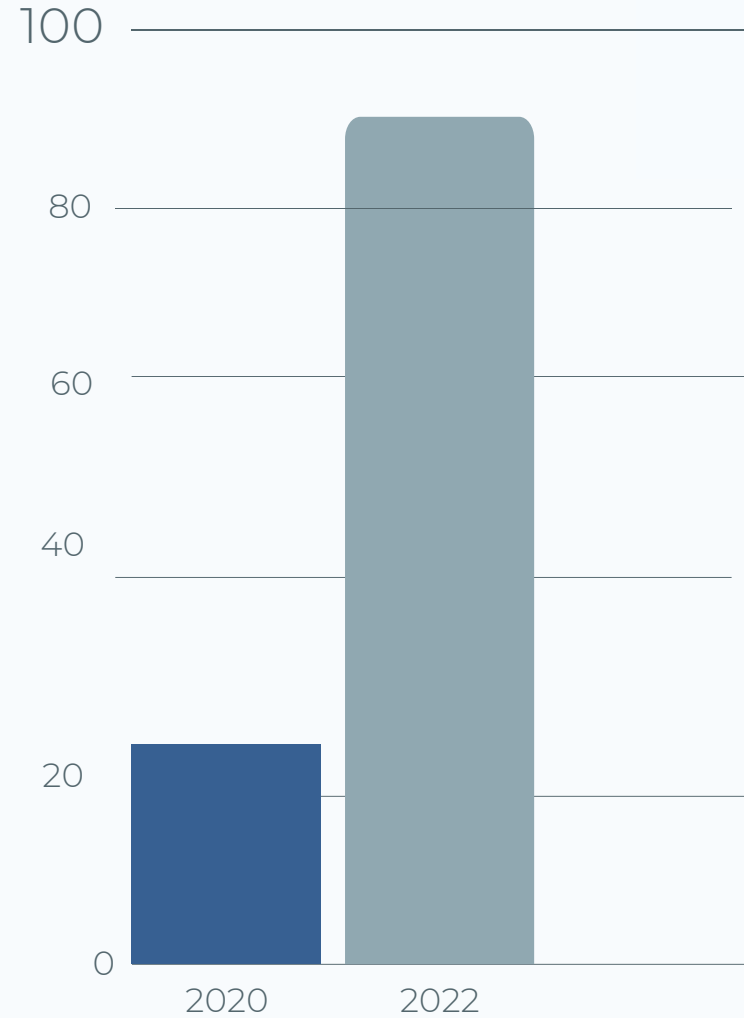
- Reviewed the County's Equal Opportunity Plan
- Received training on the departmental Equal Opportunity Plan; specifically, on how to review workforce analyses
- Requested and received a presentation on General Recruitment Process for Monterey County from the Human Resources Department
- Worked with 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
- Ad Hoc Committee to Review Equal Opportunity Plans
- Equal Opportunity Plan Compliance

Equal Opportunity Plan Compliance

Project Spotlight

Since applying a compliance procedure in December 2020,

65%
Increase in
compliance



Recruiting for:

A community organization that represents an indigenous community of Mexico residing in Monterey County

A community organization representing the indigenous community from the geographical area currently known as Monterey County

Commission on Disabilities



THANK YOU

Contact us

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