



County of Monterey

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

Meeting Minutes - Final-Revised Equal Opportunity and Civil Rights Advisory Commission

Wednesday, January 21, 2026

3:30 PM

Join via Zoom at <https://montereycty.zoom.us/j/91204114697> or in person at: 1441
Schilling Place - Cayenne Room, Salinas, Ca. 93901

3:30 P.M. CALL TO ORDER

The meeting was called to order at 3:38 pm by Chairperson Melgoza.

ROLL CALL AND GREETING OF VISITORS

ATTENDEES

Commissioners Present: Adriana Melgoza, Victor Caravez, Yesica Guzman, Estella Padilla, Lee Ann Magoski, Carolynne Roderick, and Joe Sanchez.

Commissioners Absent: Gina Martinez (excused), Karen Araujo via Zoom (unexcused), and Rosalyn Green (unexcused).

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

PUBLIC COMMENT

Martha Gonzalez provided a public comment regarding County of Monterey District Attorney case v Lucy Rios.

APPROVAL OF ACTION MINUTES

1. Action Item: Review and Approve Minutes of October 15, 2025

Commissioner Magoski made a motion to approve the Special Meeting Minutes of October 15, 2025; seconded by Commissioner Sanchez; motion passed by the following vote:

AYES: Melgoza, Caravez, Guzman, Padilla, Magoski, Roderick, and Sanchez.

NOES: None

ABSENT: Green, Araujo, and Martinez

ABSTAIN: None

COMMISSION MATTERS

2. Introduction of New Commissioners - Naudia Velarde, Civil Rights Office

Naudia Velarde, Senior Equal Opportunity Analyst, introduced Commissioners Karen Araujo and

Estella Padilla to the EOCRAC.

3. Certificate of Appreciation Presentation for Crystal Libby - Naudia Velarde, Civil Rights Office

Naudia Velarde, Senior Equal Opportunity Analyst, announced Commissioner Crystal Libby's resignation to the EOCRAC. Crystal Libby was not in attendance to receive the Certificate of Appreciation.

4. Review, Discuss, and Approve 2026 EOCRAC Meeting Schedule - Naudia Velarde, Civil Rights Office

The EOCRAC reviewed, discussed, and approved the 2026 EOCRAC Meeting Schedule as presented.

Commissioner Caravez made a motion to approve the 2026 EOCRAC Meeting Schedule as submitted; seconded by Commissioner Sanchez; motion passed by the following vote:

AYES: Melgoza, Caravez, Guzman, Padilla, Magoski, Roderick, and Sanchez.

NOES: None

ABSENT: Green, Araujo, and Martinez

ABSTAIN: None

5. Discuss and Approve the Nomination and Election of Chairperson and Vice-Chairperson for Calendar Year 2026 - Chairperson Melgoza

The EOCRAC discussed, nominated, and approved the re-election of Chairperson Melgoza as Chairperson for Calendar Year 2026.

Commissioner Melgoza made a motion to approve the re-election of Chairperson for 2026, as voted; seconded by Commissioner Guzman; motion passed by the following vote:

AYES: Melgoza, Caravez, Guzman, Padilla, Magoski, Roderick, and Sanchez.

NOES: None

ABSENT: Green, Araujo, and Martinez

ABSTAIN: None

The EOCRAC discussed, nominated, and approved the election of Commissioner Caravez as Vice-Chairperson for Calendar Year 2026.

Commissioner Caravez made a motion to approve the election of Vice-Chairperson for 2026, as voted; seconded by Commissioner Sanchez; motion passed by the following vote:

AYES: Melgoza, Caravez, Guzman, Padilla, Magoski, Roderick, and Sanchez.

NOES: None

ABSENT: Green, Araujo, and Martinez

ABSTAIN: None

6. Review, Discuss, and Approve Revisions to the EOCRAC Bylaws - Naudia Velarde, Civil Rights Office

Naudia Velarde, Senior Equal Opportunity Analyst, gave an update on the proposed revisions to the EOCRAC Bylaws.

EOCRAC provided feedback and recommended revisions be made to the labor representation

language on the bylaws.

EOCRAC approved the revisions to the bylaws as recommended.

CRO will revise and finalize the bylaws for Board of Supervisors' approval.

Commissioner Roderick made a motion to approve the revisions to the bylaws, as recommended; seconded by Commissioner Melgoza; motion passed by the following vote:

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

NOES: None

ABSENT: Green, Araujo, and Martinez

ABSTAIN: Magoski

7. Receive Update on Department Equal Opportunity Plan Presentations for 2025 - Naudia Velarde, Civil Rights Office

Naudia Velarde, Senior Equal Opportunity Analyst, gave an update on Department EOP presentations.

ANNOUNCEMENTS

None.

FUTURE AGENDA ITEMS

Modified Presentation for EOP (Add)

DATE, TIME, AND LOCATION OF NEXT MEETING

Wednesday, February 18, 2026, at 3:30 p.m. at 1441 Schilling Place-Cayenne Room, Salinas, CA 93901

ADJOURNMENT

The meeting adjourned at 4:52 pm.