



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, September 17, 2025

3:30 PM

Join via Zoom: <https://montereycty.zoom.us/j/97729571879> 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 3:32 pm by Chairperson Melgoza.

ROLL CALL AND GREETING OF VISITORS

ATTENDEES

Commissioners Present: Adriana Melgoza, Gina Martinez, Crystal Libby, Lee Ann Magoski, Carolynne Roderick, and Joe Sanchez.

Commissioners Absent: Victor Caravez (unexcused), Yesica Guzman (unexcused), and Rosalyn Green (unexcused).

Staff Present: Naudia Velarde, Senior Equal Opportunity Analyst; Daniel Gonzalez, 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; and Ruby Jacinto, Administrative Secretary

PUBLIC COMMENT PERIOD

None.

APPROVAL OF ACTION MINUTES

1. Action Item: Review and Approve Minutes of July 16, 2025

Commissioner Magoski made a motion to approve the Regular Minutes of July 16, 2025; seconded by Commissioner Libby; motion passed by the following vote:

AYES: Magoski, Martinez, Melgoza, Sanchez, and Libby

NOES: None

ABSENT: Green, Caravez, and Guzman

ABSTAIN: Roderick

COMMISSION MATTERS

2. Receive a Presentation on Departments Underutilization by Race & Gender – Crystal Libby and Lee Ann Magoski

Commissioner Magoski gave a presentation on Departments Underutilization by Race and Gender.

3. Review and Discuss Revisions to the EOCRAC Bylaws – Naudia Velarde, Civil Rights Office

Naudia Velarde, Senior Equal Opportunity Analyst, held a discussion on the proposed revisions to the EOCRAC bylaws.

The EOCRAC made a recommendation to add the final proposed revisions to the bylaws as a future agenda item.

The EOCRAC made a recommendation to schedule departments for EOP presentations and add as a future agenda item.

4. Action Item: Appoint an Ad-Hoc Committee to Revise the EOCRAC Bylaws – Naudia Velarde, Civil Rights Office

No action required.

ANNOUNCEMENTS

Commissioner Martinez announced the upcoming November 4th election and expressed the need for volunteers to serve as poll workers.

FUTURE AGENDA ITEMS

Review and Approve Revisions to Bylaws (add)
Schedule Department EOP Presentations (add)

DATE, TIME, AND LOCATION OF NEXT MEETING

October 15, 2025 at 3:30 p.m., at 168 West Alisal Street, 2nd Floor – Monterey Room, Salinas, CA 93901.

ADJOURNMENT

The meeting adjourned at 4:54 pm.