County of Monterey

Civil Rights Office – Conference Room
1441 Schilling Place
Salinas, CA 93901

Meeting Agenda - Final

Join via Zoom at https://montereycty.zoom.us/j/94902402978 or in person at: 1441 Schilling Place - Civil Rights Office, Salinas, Ca. 93901

Wednesday, September 16, 2026

3:30 PM

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 Civil Rights Office 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=tmjfWy4IW6RTL8CnA2ymB8auI6lE2Z.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

This portion of the meeting is reserved for persons to address the Commission on any matter not on this agenda but under the jurisdiction of the Commission.

APPROVAL OF ACTION MINUTES

1. Action Item: Review and Approve Meeting Minutes of May 20, 2026

   Attachments: Meeting Minutes of May 20, 2026

2. Introduction of New Commissioners - Civil Rights Office

DEPARTMENT PRESENTATION

3. District Attorney Equal Opportunity Plan - Jeannine Pacioni, District Attorney

COMMISSION MATTERS

4. Presentation: Review of Department's Equal Opportunity Plan - Civil Rights Office

5. Review, Discuss, and Approve Additional Departments to be Scheduled or Modify Existing Departmental Equal Opportunity Plan Presentation Schedule - Civil Rights Office

ANNOUNCEMENTS

FUTURE AGENDA ITEMS

a. County Administrative Office EOP Presentation
b. Social Services EOP Presentation
c. Public Defender EOP Presentation
d. Health EOP Presentation
e. Natividad Medical Center EOP Presentation

DATE, TIME, AND LOCATION OF NEXT MEETING

Wednesday, October 21, 2026, at 3:30 p.m. at 1441 Schilling Place-CRO Conference Room, Salinas, CA 93901

ADJOURNMENT

County of Monterey

Board Report

Legistar File Number: 26-790

Item No.1

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

September 16, 2026

Introduced: 9/10/2026
Version: 1

Current Status: Agenda Ready
Matter Type: General Agenda Item

Action Item: Review and Approve Meeting Minutes of May 20, 2026

County of Monterey

Cayenne Room
1441 Schilling Place
Salinas, CA 93901

Meeting Minutes
Civil Rights Advisory Commission

Wednesday, May 20, 2026 **3:30 PM** **Join via Zoom at https://montereycty.zoom.us/j/94902402978 or in person at: 1441 Schilling Place - Civil Rights Office - Conference Room, Salinas, Ca. 93901**

3:30 P.M. CALL TO ORDER

The meeting was called to order at 3:36 pm by Chairperson Melgoza.

ROLL CALL AND GREETING OF VISITORS

ATTENDEES

Commissioners Present by Code Section 54953.8.6: Adriana Melgoza (in-person), Victor Caravez, Gina Martinez, Karen Araujo, Rosalyn Green, and Carolynne Roderick.

Commissioners Absent: Joe Sanchez (unexcused), Lee Ann Magoski (excused), and Estella Padilla (unexcused).

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

PUBLIC COMMENT PERIOD

None

APPROVAL OF ACTION MINUTES

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

Commissioner Roderick made a motion to approve the meeting minutes of March 18, 2026; seconded by Commissioner Melgoza; motion passed by the following vote:

AYES: Melgoza, Green, Caravez, and Roderick.
NOES: None
ABSENT: Sanchez, Padilla, and Magoski
ABSTAIN: Araujo and Martinez

COMMISSION MATTERS

2. Review, Discuss, and Approve the Revised 2026 CRAC Meeting Schedule - Chairperson Melgoza

The CRAC reviewed, discussed, and approved the revised 2026 meeting schedule.

Commissioner Araujo made a motion to approve the 2026 revised meeting schedule; seconded by Commissioner Martinez; motion passed by the following vote:

AYES: Melgoza, Araujo, Green, Martinez, Caravez, and Roderick.
NOES: None
ABSENT: Sanchez, Padilla, and Magoski
ABSTAIN: None

3. Review, Discuss, and Approve the Departmental Equal Opportunity Plan Presentation Schedule beginning July - Chairperson Melgoza

The CRAC reviewed, discussed, and approved of the Departmental Equal Opportunity Plan Presentation Schedule as follows:

1. Natividad Medical Center
2. Social Services
3. District Attorney
4. Public Defender
5. County Administrative Office

Commissioner Melgoza made a motion to approve the Departmental Equal Opportunity Plan Presentation Schedule as discussed; seconded by Commissioner Araujo; motion passed by the following vote:

AYES: Melgoza, Araujo, Green, Martinez, Caravez, and Roderick.
NOES: None
ABSENT: Sanchez, Padilla, and Magoski
ABSTAIN: None

4. Receive a Presentation on the CRAC Bylaws Overview - Naudia Velarde, Civil Rights Office

Naudia Velarde, Senior Equal Opportunity Analyst, gave a presentation on the CRAC Bylaws Overview.

5. Receive a Presentation on the Title VI Compliance Review - Daniel Gonzalez, Civil Rights Office

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

ANNOUNCEMENTS

Chairperson Melgoza announced the resignation of Commissioner Yescia Guzman from the CRAC.

FUTURE AGENDA ITEMS

a. Scheduling of Department EOP Presentations (July-Dec)

DATE, TIME, AND LOCATION OF NEXT MEETING

Wednesday, August 19, 2026, via Zoom and in person at 3:30 p.m. at 1441 Schilling Place-Civil Rights Office Conference Room, Salinas, CA 93901

ADJOURNMENT

The meeting adjourned at 4:36 pm.

County of Monterey

Board Report

Legistar File Number: 26-791

Item No.2

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

September 16, 2026

Introduced: 9/10/2026
Version: 1

Current Status: Agenda Ready
Matter Type: General Agenda Item

Introduction of New Commissioners - Civil Rights Office

County of Monterey

Board Report

Legistar File Number: 26-792

Item No.3

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

September 16, 2026

Introduced: 9/10/2026
Version: 1

Current Status: Agenda Ready
Matter Type: General Agenda Item

District Attorney Equal Opportunity Plan - Jeannine Pacioni, District Attorney

County of Monterey

Board Report

Legistar File Number: 26-793

Item No.4

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

September 16, 2026

Introduced: 9/10/2026
Version: 1

Current Status: Agenda Ready
Matter Type: General Agenda Item

Presentation: Review of Department's Equal Opportunity Plan - Civil Rights Office

County of Monterey

Board Report

Legistar File Number: 26-794

Item No.5

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

September 16, 2026

Introduced: 9/10/2026
Version: 1

Current Status: Agenda Ready
Matter Type: General Agenda Item

Review, Discuss, and Approve Additional Departments to be Scheduled or Modify Existing Departmental Equal Opportunity Plan Presentation Schedule - Civil Rights Office