



County of Monterey

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

Board Report

File #: 18-1107, Version: 1

Approve and adopt the proposed amended bylaws of the Equal Opportunity Advisory Commission, which includes the Commission's recommendation to change the name of the Commission to the Equal Opportunity and Civil Rights Advisory Commission.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

Approve and adopt the proposed amended bylaws of the Equal Opportunity Advisory Commission, which includes the Commission's recommendation to change the name of the Commission to the Equal Opportunity and Civil Rights Advisory Commission.

SUMMARY:

The Commission, previously named the Advisory Committee for Minority Employment was formed on July 11, 1972 by Resolution 72-274. On July 14, 1998, the Commission was renamed to the Equal Opportunity Advisory Commission.

The recommended bylaws revisions include the proposed name change, added responsibilities related to Title VI of the Civil Rights Act, creates term limits for commissioners, and clarifies commission and commissioner responsibilities.

DISCUSSION:

In January 2018, the Board of Supervisors changed the name of the Equal Opportunity Office to the Civil Rights Office. In response to this change, the Equal Opportunity Advisory Commission voted to form an *ad hoc* committee to recommend changes to the Commission's bylaws and the Commission's name. The *ad hoc* committee met April 4, 2018 and May 8, 2018. Later, the Equal Opportunity Advisory Commission discussed and made recommendations on the bylaws on May 16, 2018 and June 20, 2018. The Commission approved the bylaws on October 17, 2018.

The *ad hoc* committee and the Commission deliberated about the recommended name change. The intent was to have a name that included civil rights, but was not an overstep of their main role of advising the Board of Supervisors on matters related to equal opportunity. For that reason, they settled on the name Equal Opportunity and Civil Rights Advisory Commission.

The other changes in the bylaws include altering gender pronouns from his/her to their, updating the title of the Civil Rights Officer, and updating the office name to the Civil Rights Office. In addition, the Commission recommends distinguishing the duties of the commission and commissioners and adding Title VI oversight. Regarding membership, the Commission requested to clarify language for SEIU representatives to be County employees, since SEIU 521 encompasses a larger geographical area than Monterey County. Further, the definition of "protected groups" was clarified with updated language. The recommended bylaws also include the addition of commissioner terms that expire after three years. The rationale behind this recommendation is to ensure that diverse points of view are considered by different groups and geographic areas. Finally, the draft

bylaws eliminate standing committees, while still leaving the option of calling *ad hoc* committees as needed.

OTHER AGENCY INVOLVEMENT:

The revisions to the bylaws were reviewed and approved by the Equal Opportunity Advisory Commission and County Counsel.

FINANCING:

Members of the Equal Opportunity Advisory Commission serve without compensation. Changes to the bylaws, including any related staff support, will have no impact on the County's General Fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The Civil Rights Office, in conjunction with the Equal Opportunity Advisory Commission, aids the County in achieving its strategic goal of recruiting and retaining a diverse, talented workforce.

Mark a check to the related Board of Supervisors Strategic Initiatives

☐ Economic Development
☒ Administration
☐ Health & Human Services
☐ Infrastructure
☐ Public Safety

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Attachments: Attachment A: Current Bylaws of the Equal Opportunity Advisory Commission;
Attachment B: Proposed amended Bylaws of the Equal Opportunity Advisory Commission - redlined version;
Attachment C: Proposed amended Bylaws of the Equal Opportunity Advisory Commission (Attachments on file with the Clerk of the Board)