

**HIRING OUTREACH OVERSIGHT  
COMMITTEE**  
**REVISED**  
**February 5, 2015**  
**1:00 P.M.**  
**651 Pine Street, Room 101, Martinez**

Supervisor Karen Mitchoff  
Supervisor Federal D. Glover

<b>Agenda Items:</b>	Items may be taken out of order based on the business of the day and preference of the Committee
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1. Introductions
2. Public comment on any item under the jurisdiction of the Committee and not on this agenda (speakers may be limited to three minutes).
3. CONSIDER approving the Record of Action for the September 8, 2014 meeting (Antoine Wilson, EEO Officer)
4. APPROVE the nominations of Amo Virk to the Business Seat and Paula Lochin to Union Seat #2 on the Advisory Council on Equal Employment Opportunity to which expires on November 30, 2015 and November 30, 2016 respectively.
5. CONSIDER accepting the Equal Employment Opportunity Office's Outreach and Recruitment report.
6. ACCEPT the resignations of Phil Arnold as the Veterans Seat which expires on November 30, 2015; Kylan Patterson as the Community Seat which expires on November 30, 2017; and Larry Jones as Union Seat #2 which expires on November 30, 2016 on the Advisory Council on Equal Employment Opportunity.
7. UPDATE - The Post Consent Decree EEO Strategic Outreach/Department Specific Goals rollout.
8. Adjourn
9. The next meeting is currently scheduled for March 5, 2015.

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*The Hiring Outreach Oversight Committee will provide reasonable accommodations for persons with disabilities planning to attend Hiring Outreach Oversight Committee meetings. Contact the staff person listed below at least 72 hours before the meeting.*

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*Any disclosable public records related to an open session item on a regular meeting agenda and distributed by the County to a majority of members of the Hiring Outreach Oversight Committee*

*less than 96 hours prior to that meeting are available for public inspection at 651 Pine Street, 3rd floor, during normal business hours.*

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*Public comment may be submitted via electronic mail on agenda items at least one full work day prior to the published meeting time.*

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For Additional Information Contact: Antoine J. Wilson, Equal Employment Opportunity Officer  
Phone (925) 335-1455, Fax (925) 335-1420  
antoine.wilson@riskm.cccounty.us



# Contra Costa County Board of Supervisors

## Subcommittee Report

### HIRING OUTREACH OVERSIGHT COMMITTEE

4.

**Meeting Date:** 02/05/2015  
**Subject:** ACEEO application  
**Submitted For:** David Twa, County Administrator  
**Department:** County Administrator  
**Referral No.:**  
**Referral Name:**  
**Presenter:** **Contact:**

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#### **Referral History:**

In 2013, IOC reviewed Board Resolution Nos. 2011/497 and 2011/498, which stipulate that applicants for At Large/Non Agency-Specific seats on specified bodies are to be interviewed by a Board subcommittee. The Resolutions further permit a Board Committee to select a screening committee to assist in interviewing applicants for appointment for certain bodies, including the Advisory Council for Equal Employment Opportunity (ACEEO).

The ACEEO was established in July 1991 to serve as an advisory committee to the Board of Supervisors regarding the implementation of the County's Affirmative Action Plan, to review the Affirmative Action Program and to recommend actions to facilitate attainment of the County's goal for affirmative action. The Council is composed of 13 members and a Board committee reviews nominations to all seats except those designated for County managers and labor unions. Terms of office for seats reviewed by Board Committee are three years.

#### **Referral Update:**

For many years, the Internal Operations Committee served as the reviewing committee for ACEEO nominations; however, the mission of the ACEEO is more consistent with the Board's Hiring Outreach and Oversight Committee (H20), which is now designated as the reviewing committee for ACEEO nominations to the following seats:

Community 1, 2 (vacant), 3, & 4  
Education (vacant)  
Business  
Labor Involved in Training  
Veteran 1 & 2  
Disabled Community

The regular process for the above seats is that the Equal Employment Opportunity Officer would recruit for membership, the ACEEO or a subcommittee thereof would screen/interview applications or candidates, and then forward its nominations to the H20 (formerly IOC) for

consideration and possible recommendation to the BOS.

The ACEEO nominates Amo Virk to the Business seat with the term ending November 30, 2015. Attached is Mr. Virk's application.

**Recommendation(s)/Next Step(s):**

APPROVE the nominations of Amo Virk to the vacant Business Seat and Paula Lochin to the vacant Union Seat #2.

**Fiscal Impact (if any):**

None

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**Attachments**

VirkApp

PaulaApp

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SEP 10 2014

CLERK BOARD OF SUPERVISORS  
CONTRA COSTA CO.

CONTRA COSTA COUNTY ADVISORY BOARDS, COMMISSIONS, OR  
COMMITTEES APPLICATION FORM

Name of Advisory Body applying for ADVISORY COUNCIL ON EQUAL EMPLOYMENT  
OPPORTUNITIES

Application Form must be typed or hand printed

Name of Applicant: AMO VIRK  
Home Address: [REDACTED]  
City: OAKLEY State: CA ZIP: 94561  
Home Phone: [REDACTED] Work Phone: [REDACTED]  
Signature: [Signature] Date: September 9, 2014

Personal Experiences, Skills, and Interests  
Education/Background:

- ① Bachelor of Science - Southern Illinois State University,  
Workforce Education & Training / Human Resources.
- ② Bachelor of Science - Union Institute & University,  
Emergency Services Management.
- ③ Master of Science Degree - Union Institute & University,  
Presently Attending - Graduating Dec 24, 2014.  
Organizational Leadership.  
American Management Organization Investigations Inc.,  
Private Investigator / CEO.

Community Activities:

- President - International Brotherhood of Police Officers  
(Local 888)
- Member - California Association Licensed Investigators.
- Member - Lodge 7 - Fraternal Order of Police.

Special Interests:

- I-CARE Foundation (SF Bay Area) Non-Profit to help those in need.
- Civil Information: Rights / Equal Opportunity
- Law Enforcement Bill of Rights (PBARs)

1. File completed application with Clerk of the Board, 651 Pine Street, Room 106, Martinez, CA 94553.
2. Members of some advisory bodies may be required to file annual Conflict of Interest Statements.
3. Address and other contact information provided on this application will be accessible to the general public.
4. Meetings of advisory bodies may be held in Martinez or in areas not accessible by public transportation.
5. Meetings may be held either in the evenings or during the day, usually once or twice a month.
6. Some boards assign members to subcommittees or work groups requiring additional time.
7. If you wish you may attach your resumé.

**CONTRA COSTA COUNTY ADVISORY BOARDS, COMMISSIONS, OR COMMITTEES  
APPLICATION FORM**

Name Of Advisory Body applying for Advisory Council on Equal Employment Opportunities

**Application Form must be typed or hand printed**

Name of Applicant: Paula Lochin

Home Address:

City:                      State: Ca                      Zip:

Home Phone:                      Work Phone:

**Personal Experiences, Skills, and Interests**

Education/Background: Bachelor of Science Nursing; Certified Public Health Nurse at Oakland, Ca  
**2005**

Associate of Art & Science at, Fremont, Ca **1995**

Alameda County Medical Center: Medical Surgery Unit; Pediatric; Obstetrical Specialty; Advanced to Charge Nurse in Maternal Child Health Labor; Delivery/Post-Partum Unit (Employee Recognition Award 2010); Certified Lactation UCLA, **2005**

**Occupation/Employer**

**Community Activities:**

Regynesis Health Services-Obstetrical Health Educator 2010-2012

Our Family & Friend Black Adoption Agency-Board Member 2009-2011

Community Care Certification of Administrator/Community Care License- Instructor of Medication Storage 2010-2011

Ultra Business Services- Financial Consultant

**Special Interests**

Collaborating with an organization interested in the education of the disenfranchised population to empower them in changing their lives for the better

Med Share: Volunteer- Package medical supplies for shipment to third world countries

**Information:**

1. File completed application with Clerk of the Board. 651 Pine Street, Room 106, Martinez, Ca 94533.
2. Members of some advisory bodies may be required to file annual Conflict of Interest Statements
3. Address and other contact information provided on this application will be accessible to the general public.
4. Meetings of advisory bodies may be held in Martinez or in areas not accessible by public transportation.
5. Meetings may be held either in the evenings or during the day, usually once or twice a month.
6. Some boards assign members to subcommittees or work groups requiring additional time.
7. If you wish you may attach your resume.



# Contra Costa County Board of Supervisors

## Subcommittee Report

### HIRING OUTREACH OVERSIGHT COMMITTEE

5.

**Meeting Date:** 02/05/2015  
**Subject:** Outreach and Recruitment  
**Submitted For:** David Twa, County Administrator  
**Department:** County Administrator  
**Referral No.:**  
**Referral Name:**  
**Presenter:** **Contact:**

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#### **Referral History:**

On January 22, 2014, the County vacated the Consent Decree . In May 2014, the County Administrator commissioned representatives from Department of Human Resources, the Division of Risk Management and the Advisory Council on Equal Employment Opportunity to research and develop more robust and engaging outreach and recruitment strategies. Our objective is to outreach and recruit to underrepresented groups within the community in order to promote diversity and cultural competency within the workplace.

#### **Referral Update:**

Attached is the master list of organizations that the EEO Officer has contacted regarding outreach and recruitment efforts. The lists was created by reaching out to non-profits, community based organizations, public sector entities, educational institutions and places of worship.

#### **Recommendation(s)/Next Step(s):**

The EEO Officer will continue outreach efforts to meet the requirements set by the Board of Supervisors.

#### **Fiscal Impact (if any):**

None. The report is for informational purposes.

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#### **Attachments**

**Outreach**

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DISABILITY OUTREACH AND RECRUITMENT	ADDRESS	CONTACTS	E-MAIL ADDRESS
Department Of Rehabilitation	1003 W. Cutting Blvd. #100 Richmond, Ca. 94804	RoseMary Weimer	<a href="mailto:rweimer@dor.ca.gov">rweimer@dor.ca.gov</a>
Department Of Rehabilitation	1485 Civic Court, Ste 1100 Concord, Ca. 94520	Della Randolph	<a href="mailto:drandol@dor.ca.gov">drandol@dor.ca.gov</a>
California Human Development Corp FW/ASET	2895 Teepee Drive Stockton, Ca. 95205	Juan Prieto	<a href="mailto:juan.prieto@cajumandevlopment.org">juan.prieto@cajumandevlopment.org</a>
Lions Center for the Blind	2115 Broadway Street Oakland, Ca. 94612	Andrea Longini	<a href="mailto:andrea_longini@lbcenter.org">andrea_longini@lbcenter.org</a>
RYSE Center	205 41st Street Richmond, Ca. 94805	Randy Joseph	<a href="mailto:randy@rysecenter.org">randy@rysecenter.org</a>

Legend: E-Email P-Phone IP-In Person

PHONE NUMBERS	DATE CONTACTED	HOW CONTACTED
510-231-8711	9/23/2014	E
925-602-3990	9/23/2014	E
(925) 753-3214	9/23/2014	E
510-450-1580 ext. 258	9/23/2014	E
510-374-3401	9/23/2014	E

Legend: E-Email P-Phone IP-In Person

## HISPANIC OUTREACH

HISPANIC OUTREACH AND RECRUITMENT	ADDRESS	CONTACTS	E-MAIL ADDRESS
Hispanic Chamber of Commerce Contra Costa County (H5C)	2001 Salvio St Ste. 28 Concord, Ca. 94520	Raymundo Villanueva	<a href="mailto:vicepresident@h5c.org">vicepresident@h5c.org</a>
Hispanic Chamber of Commerce Contra Costa County (H5C)	2001 Salvio St Ste. 28 Concord, Ca. 94520	Laura Maldonado	<a href="mailto:manager@h5c.org">manager@h5c.org</a>
Radio Fusion Latina	3924 Majestic Concord, Ca. 94519	Diana Trujillo	<a href="mailto:tustardes@radiofusionlatina.com">tustardes@radiofusionlatina.com</a>
Monument Community Partnership & Michael Chavez Center	1760 Clayton Road Concord, Ca. 94520	N/A	<a href="mailto:info@chavezcenter.org">info@chavezcenter.org</a>

# HISPANIC OUTREACH

PHONE NUMBERS	DATE CONTACTED	HOW CONTACTED
925-549-1197	10/22/2014	IP
925-405-5452	10/22/2014	IP
925-771-4195	10/22/2014	IP
925-682-8248 ext. 2300	10/8/2014	E

# RE-ENTRY OUTREACH

RE-ENTRY OUTREACH	ADDRESS	CONTACTS	E-MAIL ADDRESS
Men and Women of Purpose	3029 MacDonald Avenue Richmond, Ca. 94804	Rick Fortenberry CEO	<a href="mailto:rfortenberry@mwpurpose.org">rfortenberry@mwpurpose.org</a>
(ASI) Project Rebound Cesar Chavez Student Center	1650 Holloway Ave T-138 San Francisco, Ca. 94132	Joseph Miles Office Coordinator	<a href="mailto:SFSU_PR@yahoo.com">SFSU_PR@yahoo.com</a>
Hall of Justice S.F. Adult Protection	880 Bryant Street, Room 200 San Francisco, Ca. 94103	Jennifer Scaife Director	<a href="mailto:jennifer.scaife@sfgov.org">jennifer.scaife@sfgov.org</a>
Shelter Inc.	1815 Arnold Drive Martinez, Ca. 94553	Will Williams	<a href="mailto:willw@shelterinc.org">willw@shelterinc.org</a>
California Re-Entry Institute	P.O. Box 51 Clayton, Ca. 94517	Collette Carroll Executive Director	<a href="mailto:Collette@CaliforniaReentryInstitute.org">Collette@CaliforniaReentryInstitute.org</a>
Contra Costa County Re-Entry	50 Douglas Drive Ste. 201 Martinez, Ca. 94553	Donte Blue	<a href="mailto:Donte.Blue@prob.cccounty.us">Donte.Blue@prob.cccounty.us</a>
California Re-Entry Program	P.O. Box 483 San Quentin, Ca. 94964	Allyson West	<a href="mailto:awest@ca-reentry.org">awest@ca-reentry.org</a>
Los Medanos College	2700 E. Leland Road Pittsburg, Ca. 94565	Tara Dale Sanders	<a href="mailto:tsanders@losmedanos.edu">tsanders@losmedanos.edu</a>
Bay Area Legal Aid (BayLegal) Contra Costa County Regional Office	1025 MacDonald Ave Richmond, Ca. 94801		<a href="mailto:reentry@baylegal.org">reentry@baylegal.org</a>
Brighter Beginnings	2213 Buchanan Road Ste. 101- 103 Antioch, Ca. 94509	Ignacio Ferrey	<a href="mailto:iferrey@brighter-beginnings.org">iferrey@brighter-beginnings.org</a>
Center for Human Development	901 Sunvalley Blvd., Ste 220 Concord, Ca. 94520	Paul Taylor	<a href="mailto:pault@chd-prevention.org">pault@chd-prevention.org</a>
New Life Dream Center	161 Sand Creek Road, Ste. A Brentwood, Ca. 94513	Matthew Stice	<a href="mailto:matdstice@gmail.com">matdstice@gmail.com</a>
Opportunity Junction	3102 Delta Fair Blvd Antioch, Ca. 94509	Alissa Friedman	<a href="mailto:alissa@opportunityjunction.org">alissa@opportunityjunction.org</a>
Prepare My Sheep	5265 Live Oak Ave Oakley, Ca. 94561	Rudy Hernandez	<a href="mailto:preparemysheep@gmail.com">preparemysheep@gmail.com</a>
Goodwill Industries of East Bay	3350 Clayton Rd. Ste. 100 Concord, Ca. 94519	Garry Grady	<a href="mailto:ggrady@eastbaygoodwill.org">ggrady@eastbaygoodwill.org</a>
JFK University	100 Ellinwood Way Pleasant Hill, Ca. 94523	HR Recruiter	<a href="mailto:hrrecruiter@jfku.edu">hrrecruiter@jfku.edu</a>

Legend: E-Email P-Phone IP- In Person

# RE-ENTRY OUTREACH

Rubicon Programs-Antioch	418 W. 4th Street Antioch, Ca. 94509	Jennifer Costa	<a href="mailto:jenniferc@rubiconprograms.org">jenniferc@rubiconprograms.org</a>
Reach Fellowship International	2213 Buchanan Road Ste. 207 Antioch, Ca. 94509	Edwina Santiago	<a href="mailto:Santiago.e@reachfi.org">Santiago.e@reachfi.org</a>
SparkPoint Contra Costa	3105 Willow Pass Road Bay Point, Ca. 94565	Betty Geishirt Cantrell	<a href="mailto:bgeishirtcantrell@richmondccf.org">bgeishirtcantrell@richmondccf.org</a>
Workforce Development Board America's Job Centers of California	4071 Port Chicago Hwy., Ste. 250 Concord, Ca. 94520	Donna VanWert	<a href="mailto:dvanwert@ehsd.cccounty.us">dvanwert@ehsd.cccounty.us</a>

# RE-ENTRY OUTREACH

PHONE NUMBERS	DATES CONTACTED	HOW CONTACTED
510-919-1302	10/9/2014	E
415-405-0954	10/17/2014	E
415-553-1593 (office) 415-570-4503 (cell)	10/17/2014	E
925-335-0698	10/8/2014	E/P
925-549-1416	10/20/2014	E
925-313-4158	10/17/2014	E/P
415-599-6586	11/7/2014	E
925-439-2181 ext.3797	9/23/2014	E
510-903-2619	11/17/2014	E
925-303-4340	11/17/2014	E
925-825-1309	11/17/2014	E
925-918-7053	11/17/2014	E
925-776-1133	9/23/2014	E
925-852-9357	11/17/2014	E
415-320-0289	9/23/2014	E
925-969-3450	10/14/2014	E

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## RE-ENTRY OUTREACH

925-400-9902	9/23/2014	E
925-470-3751	11/17/2014	E
925-252-2317	9/23/2014	E
925-671-4514	11/17/2014	E



# VETERANS ORGANIZATIONS

VETERANS ORGANIZATIONS	ADDRESS	CONTACTS	E-MAIL ADDRESS
Northern California Veterans Affairs	150 Muir Road Martinez, Ca. 94553	Roslyn Lopez	<a href="mailto:ROSLYN.LOPEZ@va.gov">ROSLYN.LOPEZ@va.gov</a>
Northern California Veterans Affairs	1227 O Street Sacramento, Ca. 95814	Christopher Collins	<a href="mailto:CHRISTOPHER.COLLINS@va.gov">CHRISTOPHER.COLLINS@va.gov</a>
Northern California Veterans Affairs	1227 O Street Sacramento, Ca. 95814	Dennis Rojas	<a href="mailto:Dennis.Rojas@va.gov">Dennis.Rojas@va.gov</a>
Swords to Plowshares	1060 Howard Street San Francisco, Ca. 94103	David Cascante	<a href="mailto:dcascante@stp-sf.org">dcascante@stp-sf.org</a>
Delta Veterans Group	329 Railroad Ave Pittsburg, Ca. 94565	Gerald G. Wilson	<a href="mailto:gerald.wilson@deltaveteransgroup.org">gerald.wilson@deltaveteransgroup.org</a>

# VETERANS ORGANIZATIONS

PHONE NUMBERS	DATE CONTACTED	HOW CONTACTED
510-381-4206	10/8/2014	E
510-772-2336	10/8/2014	E
510-381-4206	10/8/2014	E
510-891-8773 ext.330	10/22/2014	IP
925-421-1384	10/22/2014	IP

# COMMUNITY BASED ORGANIZATIONS

COMMUNITY BASED ORGANIZATIONS	Address	CONTACTS	E-MAIL ADDRESS
Richmond Works	330 25th Street, Richmond, Ca. 94804	Jacquelyn Holley	<a href="mailto:jholley@richmondworks.org">jholley@richmondworks.org</a>
Employer Engagement Opportunity Junction	3102 Delta Fair Blvd Antioch, Ca. 94509	Rich Berger Manager	<a href="mailto:rich@opportunityjunction.org">rich@opportunityjunction.org</a>
Monument Impact	2699 Monument Blvd. Concord, Ca. 94520	Janeth Cortez Program Coordinator	<a href="mailto:janeth@monumentimpact.org">janeth@monumentimpact.org</a>
Bay Point Works/Spark Point	3105 Willow Pass Road Bay Point, Ca. 94565	Eva Garcia	<a href="mailto:egarcia@ehsd.cccounty.us">egarcia@ehsd.cccounty.us</a>
CCC Dept of Conservation & Development/ Community Development Block Grant	30 Muir Road, Martinez 94553	Robert T. Calkins	<a href="mailto:Robert.Calkins@dcd.cccounty.us">Robert.Calkins@dcd.cccounty.us</a>
City of Oakley	3231 Main Street Oakley, Ca. 94561	Cecelia Nicholas-Fritzler	<a href="mailto:fritzler@ci.oakley.ca.us">fritzler@ci.oakley.ca.us</a>
CCC Workforce Development Board (WDB)	2425 Bisso Lane Ste. 100 Concord, Ca. 94520	Chuck Carpenter	<a href="mailto:chuckcarpenter@aol.com">chuckcarpenter@aol.com</a>
EHSD Community Services Bureau	2530 Arnold Drive Ste. 360 Martinez, Ca. 94553	Monica Montano	<a href="mailto:monicamontano@ehsd.cccounty.us">monicamontano@ehsd.cccounty.us</a>
EHSD Welfare-to-Work	4545 Delta Fair Blvd Antioch, Ca. 94509	Lisa Stewart Terry	<a href="mailto:lstewart@ehsd.cccounty.us">lstewart@ehsd.cccounty.us</a>
EHSD/Community Services Bureau (CSB)	40 Douglas Drive Martinez, Ca. 94553	Jagjit Bhambra	<a href="mailto:jbhambra@ehsd.cccounty.us">jbhambra@ehsd.cccounty.us</a>
Employment Human Services Department (EHSD)	4545 Delta Fair Blvd Antioch, Ca. 94509	Robyn Currie	<a href="mailto:rcurrie1@ehsd.cccounty.us">rcurrie1@ehsd.cccounty.us</a>
Future Build/Open Opportunities	329 Railroad Ave Pittsburg, Ca. 94565	Merle Craft	<a href="mailto:merl@openopportunities.org">merl@openopportunities.org</a>
Goodwill Industries of East Bay Bridges to Work	3350 Clayton Rd. Ste. 100 Concord, Ca. 94519	Alicia Sandoval	<a href="mailto:asandoval@eastbaygoodwill.org">asandoval@eastbaygoodwill.org</a>
Goodwill Industries of East Bay	3350 Clayton Rd. Ste. 100 Concord, Ca. 94519	Garry Grady	<a href="mailto:ggrady@eastbaygoodwill.org">ggrady@eastbaygoodwill.org</a>
Goodwill Industries of East Bay	2701 W. 10th Street Antioch, Ca. 94509	Rosalinda De La Rosa	<a href="mailto:rdelarosa@eastbaygoodwill.org">rdelarosa@eastbaygoodwill.org</a>
Goodwill Industries of Sacramento	4207 Norwood Sacramento, Ca. 95838	Mindi Fay	<a href="mailto:gennieveh@goodwillsacto.org">gennieveh@goodwillsacto.org</a>
Lao Family Community Development (LFCD)	1865 Rumrill Blvd. Ste. B San Pablo, Ca. 94806	Evelyn Pena-Toledo	<a href="mailto:epena@lfcd.org">epena@lfcd.org</a>

Legend: E-Email P-Phone IP-In Person

# COMMUNITY BASED ORGANIZATIONS

COMMUNITY BASED ORGANIZATIONS	Address	CONTACTS	E-MAIL ADDRESS
Literacy for Every Adult Project (LEAP)	440 Civic Center Plaza Richmond, Ca. 94804	Sherry Drobner	<a href="mailto:Sherry_Drobner@ci.richmond.ca.us">Sherry_Drobner@ci.richmond.ca.us</a>
Monument Impact	2699 Monument Blvd. Concord, Ca. 94520	Maribel Delgado	<a href="mailto:maribel@monumentimpact.org">maribel@monumentimpact.org</a>
New Horizon Career Development Center	199 Parker Ave Rodeo, Ca. 94572	Anthony Hodge	<a href="mailto:anthonyakhodge@newhorizonscdc.com">anthonyakhodge@newhorizonscdc.com</a>
One day at a Time	331 Pine Street Brentwood, Ca. 94513	Johnny Rodriguez	<a href="mailto:odat_youth@yahoo.com">odat_youth@yahoo.com</a>
Opportunity Junction	3102 Delta Fair Blvd Antioch, Ca. 94509	Alissa Friedman	<a href="mailto:alissa@opportunityjunction.org">alissa@opportunityjunction.org</a>
Richmond Works	330 25th Street Richmond, Ca. 94804	Bouakhay Phongboup	<a href="mailto:bphongboup@richmondworks.org">bphongboup@richmondworks.org</a>
Rubicon Programs-Antioch	418 W. 4th Street Antioch, Ca. 94509	Jennifer Costa	<a href="mailto:jenniferc@rubiconprograms.org">jenniferc@rubiconprograms.org</a>
San Pablo Economic Development Corp. (SPEDC)	13830 San Pablo Ave San Pablo, Ca. 94806	Stacy Flores	<a href="mailto:StacyF@sanpabloedc.org">StacyF@sanpabloedc.org</a>
Shelter Inc.	1815 Arnold Drive Martinez, Ca. 94553	Will Williams	<a href="mailto:willw@shelterinc.org">willw@shelterinc.org</a>
SparkPoint Contra Costa	3105 Willow Pass Road Bay Point, Ca. 94565	Betty Geishirt Cantrell	<a href="mailto:bgeishirtcantrell@richmondccf.org">bgeishirtcantrell@richmondccf.org</a>
State Employment Development Dept. (EDD)	4071 Port Chicago Hwy #250 Concord, Ca. 94520	Chudy Nnebe	<a href="mailto:chukwudi@edd.ca.gov">chukwudi@edd.ca.gov</a>
Stride Center	1212 Broadway Oakland, Ca. 94612	Isaias Leiva	<a href="mailto:isaias@stridecenter.org">isaias@stridecenter.org</a>
To Touch One, Inc.	1511 Sycamore Ave. Ste M #302 Hercules, Ca. 94547	James R. Haynes	<a href="mailto:jameshaynes@totouch1.org">jameshaynes@totouch1.org</a>
Village Community Resource Center	633 Village Drive Brentwood, Ca. 94513	Kirsten Rigsby	<a href="mailto:admin@vcrbrentwoodca.org">admin@vcrbrentwoodca.org</a>
WDB/EHSD Workforce Services Bureau Director	4545 Delta Fair Blvd Antioch, Ca. 94509	Lisa Stewart Terry	<a href="mailto:lstewart@ehsd.cccounty.us">lstewart@ehsd.cccounty.us</a>
One-Stop Career Center	1900 Fruitvale Ave. Ste. 1a Oakland, Ca. 94601	Chris Iglesias CEO	<a href="mailto:onestop@unitycouncil.org">onestop@unitycouncil.org</a>
Catholic Charities of East Bay	2369 Barnett Avenue Richmond, Ca. 94804	Flora Rojas	<a href="mailto:frojas@cceb.org">frojas@cceb.org</a>
CALVARY TEMPLE	4725 Evora Road Concord, Ca. 94520	Carey Gregg	<a href="mailto:carey@calvarytemple.org">carey@calvarytemple.org</a>
Greater Richmond Interfaith Program (GRIP)	165 22nd Street Richmond, Ca. 94801	Art Hatchett	<a href="mailto:ajhatchett@gripcommunity.org">ajhatchett@gripcommunity.org</a>

Legend: E-Email P-Phone IP-In Person

# COMMUNITY BASED ORGANIZATIONS

COMMUNITY BASED ORGANIZATIONS	Address	CONTACTS	E-MAIL ADDRESS
Multi-Faith Action Coalition c/o Temple Isaiah	945 Risa Road Lafayette, Ca. 94549	Lisa Hirsch	<a href="mailto:lhirsch17@gmail.com">lhirsch17@gmail.com</a>
Employment Human Services Department	1212 Broadway, Ste. 100 Oakland, Ca. 94612	Joleah Jackson	<a href="mailto:joleah.jackson@edd.ca.gov">joleah.jackson@edd.ca.gov</a>
California Human Development Corp FW/ASET	2895 Teepee Drive Stockton, Ca. 95205	Juan Prieto	<a href="mailto:juan.prieto@cahumandevlopment.org">juan.prieto@cahumandevlopment.org</a>
Bethel A.M.E. Church	916 Laguna Street San Francisco, CA 94115		<a href="mailto:bethelamec@aol.com">bethelamec@aol.com</a>
Brookins AME Church	2201 73rd Avenue, Oakland, CA. 94605	Rev. Mark A. Smith	<a href="mailto:BrookinsAMEOakland@att.net">BrookinsAMEOakland@att.net</a>
Chinese Community United Methodist Church	321 8th Street Oakland, CA 94607	Lau Peter	<a href="mailto:ccumc.seniorpastor@gmail.com">ccumc.seniorpastor@gmail.com</a>
Oakland Private Industry Council	1212 Broadway Ste. 100-300 Oakland, CA 94612	Cheryl Maier	<a href="mailto:cherylmaier@oaklandpic.org">cherylmaier@oaklandpic.org</a>
Beth Eden Baptist Church	1183 10th Street Oakland, CA 94607	Pastor Gilette O. James	<a href="mailto:church@betheden.com">church@betheden.com</a>
Alameda County SBDC	475 14th Street Ste 100 Oakland, CA 94612	Rick Ohlrich	<a href="mailto:clientservices@acsbdc.org">clientservices@acsbdc.org</a>
Volunteers of America	624 14th Street Oakland, CA 94601	John R. Bailey	<a href="mailto:communications@voa.org">communications@voa.org</a>
Lion Creek Crossing Head Start	6818 Lion Way Ste. 110 Oakland, CA 94621	Darlene Bacon	<a href="mailto:dbacon@oakland.net.com">dbacon@oakland.net.com</a>
Solomon Temple Baptist Church	655 California Ave Pittsburg, CA 94565	Demetrica Holmes	<a href="mailto:dholmes@solomontempleministries.org">dholmes@solomontempleministries.org</a>

# COMMUNITY BASED ORGANIZATIONS

PHONE NUMBERS	DATES CONTACTED	HOW CONTACTED
510-307-8024	8/5/2014	E
925-818-0024	10/8/2014	E
925-682-8248 ext. 2180	10/8/2014	E
925-252-2309	9/23/2014	E
925-674-7877	9/23/2014	E
925-625-7006	9/23/2014	E
925-646-5382	9/23/2014	E
925-325-8919	9/23/2014	E
925-706-4619	9/23/2014	E
925-313-1545	9/23/2014	E
925-706-4584	9/23/2014	E
925-522-2970	9/23/2014	E
925-825-1320	9/23/2014	E
415-320-0289	9/23/2014	E
925-706-9024 ext. 215	9/23/2014	E
916-649-2531	9/23/2014	E
510-215-1220	9/23/2014	E

# COMMUNITY BASED ORGANIZATIONS

PHONE NUMBERS	DATES CONTACTED	HOW CONTACTED
510-307-8082	9/23/2014	E
925-682-8248	9/23/2014	E
510-799-2916	9/23/2014	E
925-437-3574	9/23/2014	E
925-776-1133	9/23/2014	E
510-307-8050	9/23/2014	E
925-400-9902	9/23/2014	E
510-215-3200	9/23/2014	E
925-335-0698	9/23/2014	E
925-252-2317	9/23/2014	E
925-602-3999	9/23/2014	E
510-234-1300 ext. 104	9/23/2014	E
510-691-3635	9/23/2014	E
925-626-7892	9/23/2014	E
925-313-4619	9/23/2014	E
510-535-6101	10/17/2014	E
510-338-5079	9/23/2014	E
925-458-9100	10/9/2014	E/P
510-233-2141	9/23/2014	E

Legend: E-Email P-Phone IP-In Person

# COMMUNITY BASED ORGANIZATIONS

PHONE NUMBERS	DATES CONTACTED	HOW CONTACTED
925-321-8601	10/20/2014	E
510-622-4340	10/22/2014	IP
925-753-3214	9/23/2014	E
415-921-4935	12/19/2014	E
510-568-8954	12/19/2014	E
510-452-1020	12/19/2014	E
510-768-4400	12/19/2014	E
510-444-1625	12/19/2014	E
510-208-0410	12/19/2014	E
510-419-0360	12/19/2014	E
510-615-5586	12/19/2014	E
925-439-5905	12/19/2014	E



## EDUCATION

EDUCATION	ADDRESS	CONTACTS	E-MAIL ADDRESS
JFK University	100 Ellinwood Way Pleasant Hill, Ca. 94523	HR Recruiter	<a href="mailto:hrrecruiter@jfk.edu">hrrecruiter@jfk.edu</a>
CCC Adult Education & Continuing Education Coordinating Council	600 F Street Martinez, Ca. 94553	Debbie Norgarrd	<a href="mailto:norgarrd@luhsd.net">norgarrd@luhsd.net</a>
CCC Adult Education & Continuing Education Coordinating Council	600 F Street Martinez, Ca. 94553	Marilyn Aiello	<a href="mailto:maiello@martinez.k12.ca.us">maiello@martinez.k12.ca.us</a>
CCC Adult Education & Continuing Education Coordinating Council	1266 San Carlos Concord, Ca. 94518	Barbara Leal	<a href="mailto:lealb@mdusd.org">lealb@mdusd.org</a>
CCC Adult Education & Continuing Education Coordinating Council (PAEC)	1151 Stoneman Ave Pittsburg, Ca. 94565	Robert Beck	<a href="mailto:rbeck@pittsburg.k12.ca.us">rbeck@pittsburg.k12.ca.us</a>
CCC Community College District	321 Golf Club Road Pleasant Hill, Ca. 94523	Christine Morrison	<a href="mailto:cmorrison@dvc.edu">cmorrison@dvc.edu</a>
CCC Office of Education Youth Services	77 Santa Barbara Road Pleasant Hill, Ca. 94523	Catherine Giacalone	<a href="mailto:cgiacalone@cccocoe.k12.ca.us">cgiacalone@cccocoe.k12.ca.us</a>
Contra Costa College	2600 Mission Bell Drive San Pablo, Ca. 94806	Aminta Mickles	<a href="mailto:AMickles@contracosta.edu">AMickles@contracosta.edu</a>
Contra Costa College/Single Stop	2600 Mission Bell Drive San Pablo, Ca. 94806	Teresa Archaga	<a href="mailto:Tarchaga@contracosta.edu">Tarchaga@contracosta.edu</a>
CCC Office of Education (CCCOE)	2900 Pinole Valley Road Pinole, Ca. 94563	Cookie Teat	<a href="mailto:cteat@cccocoe.k12.ca.us">cteat@cccocoe.k12.ca.us</a>
Los Medanos College	2700 E. Leland Road Pittsburg, Ca. 94565	Tara Dale Sanders	<a href="mailto:tsanders@losmedanos.edu">tsanders@losmedanos.edu</a>

# EDUCATION

PHONE NUMBERS	DATES CONTACTED	HOW CONTACTED
925-969-3450	10/14/2014	E
925-634-2565 ext. 1073	10/8/14	E
925-228-3276 ext.246	9/23/2014	E
925-685-7340 ext. 6740	9/23/2014	E
925-439-9161	9/23/2014	E
925-685-1230 ext. 1653	9/23/2014	E
925-942-3308	9/23/2014	E
510-235-7800	9/23/2014	E
510-215-3903	9/23/2014	E
510-758-4782	9/23/2014	E
925-439-2181 ext.3797	9/23/2014	E

**Women and  
Minorities in Public Safety**

Bethel A.M.E. Church	916 Laguna Street San Francisco, CA 94115		<a href="mailto:bethelamec@aol.com">bethelamec@aol.com</a>
Brookins AME Church	2201 73rd Avenue, Oakland, CA. 94605	Rev. Mark A. Smith	<a href="mailto:BrookinsAMEOakland@att.net">BrookinsAMEOakland@att.net</a>
Chinese Community United Methodist Church	321 8th Street Oakland, CA 94607	Lau Peter	<a href="mailto:ccumc.seniorpastor@gmail.com">ccumc.seniorpastor@gmail.com</a>
Oakland Private Industry Council	1212 Broadway Ste. 100-300 Oakland, CA 94612	Cheryl Maier	<a href="mailto:cherylmaier@oaklandpic.org">cherylmaier@oaklandpic.org</a>
Beth Eden Baptist Church	1183 10th Street Oakland, CA 94607	Pastor Gilette O. James	<a href="mailto:church@betheden.com">church@betheden.com</a>
Alameda County SBDC	475 14th Street Ste 100 Oakland, CA 94612	Rick Ohlrich	<a href="mailto:clientservices@acsbdc.org">clientservices@acsbdc.org</a>
Volunteers of America	624 14th Street Oakland, CA 94601	John R. Bailey	<a href="mailto:communications@voa.org">communications@voa.org</a>
Lion Creek Crossing Head Start	6818 Lion Way Ste. 110 Oakland, CA 94621	Darlene Bacon	<a href="mailto:dbacon@oakland.net.com">dbacon@oakland.net.com</a>
Solomon Temple Baptist Church	655 California Ave Pittsburg, CA 94565	Demetrica Holmes	<a href="mailto:dholmes@solomontempleministries.org">dholmes@solomontempleministries.org</a>

**Women and  
Minorities in Public Safety**

**Women and  
Minorities in Public Safety**

415-921-4935	12/19/2014	E
510-568-8954	12/19/2014	E
510-452-1020	12/19/2014	E
510-768-4400	12/19/2014	E
510-444-1625	12/19/2014	E
510-208-0410	12/19/2014	E
510-419-0360	12/19/2014	E
510-615-5586	12/19/2014	E
925-439-5905	12/19/2014	E

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**Women and  
Minorities in Public Safety**



# Contra Costa County Board of Supervisors

## Subcommittee Report

### HIRING OUTREACH OVERSIGHT COMMITTEE

6.

**Meeting Date:** 02/05/2015

**Subject:**

**Department:** County Administrator

**Referral No.:**

**Referral Name:**

**Presenter:**

**Contact:**

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### **Referral History:**

In 2013, IOC reviewed Board Resolution Nos. 2011/497 and 2011/498, which stipulate that applicants for At Large/Non Agency-Specific seats on specified bodies are to be interviewed by a Board subcommittee. The Resolutions further permit a Board Committee to select a screening committee to assist in interviewing applicants for appointment for certain bodies, including the Advisory Council for Equal Employment Opportunity (ACEEO).

The ACEEO was established in July 1991 to serve as an advisory committee to the Board of Supervisors regarding the implementation of the County's Affirmative Action Plan, to review the Affirmative Action Program and to recommend actions to facilitate attainment of the County's goal for affirmative action. The Council is composed of 13 members and a Board committee reviews nominations to all seats except those designated for County managers and labor unions. Terms of office for seats reviewed by Board Committee are three years.

### **Referral Update:**

For many years, the Internal Operations Committee served as the reviewing committee for ACEEO nominations; however, the mission of the ACEEO is more consistent with the Board's Hiring Outreach and Oversight Committee, which is now designated as the reviewing committee for ACEEO nominations to the following seats:

Community 1, 2 (vacant), 3, & 4

Education (vacant)

Business (vacant)

Labor Involved in Training

Veteran 1 & 2

Disabled Community

The regular process for the above seats is that the Affirmative Action Officer would recruit for membership, the ACEEO or a subcommittee thereof would screen/interview applications or candidates, and then forward its nominations to the H20 (formerly IOC) for consideration and possible recommendation to the BOS.

### **Recommendation(s)/Next Step(s):**

ACCEPT the resignations of Phil Arnold as the Veterans Seat which expires on November 30, 2015; Kylan Patterson as the Community Seat which expires on November 30, 2017; and Larry Jones as Union Seat #2 which expires on November 30, 2016 on the Advisory Council on Equal Employment Opportunity.

### **Fiscal Impact (if any):**

None

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**Attachments**

*No file(s) attached.*

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