



# Agenda

## HIRING OUTREACH OVERSIGHT COMMITTEE

April 1, 2019  
1:00 P.M.

651 Pine Street, Room 101, Martinez

Supervisor Federal D. Glover, Chair  
Supervisor Candace Andersen, Vice Chair

### Agenda Items:

Items may be taken out of order based on the business of the day and preference of the Committee

1. Introductions
2. RECEIVE and APPROVE the Record of Action for the October 1, 2018 H2O meeting. *(Antoine Wilson, H2O Staff)*
3. RECOMMEND to the Board of Supervisors the nomination of Tracey Walker to the Union seat #1 to complete the unexpired term ending on November 30, 2021.  
  
RECOMMEND to the Board of Supervisors the re-nominations of Marilynn Schuyler, Business seat and George Carter, Veterans seat to complete the unexpired terms ending on November 30, 2021. *(Antoine Wilson, H2O Staff)*
4. CONSIDER approving the calendar year 2018 Advisory Council on Equal Employment Opportunity's Annual Report for submission to the Board of Supervisors. *(Antoine Wilson, H2O Staff)*

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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](mailto:antoine.wilson@riskm.cccounty.us)



# Contra Costa County Board of Supervisors

## Subcommittee Report

### HIRING OUTREACH OVERSIGHT COMMITTEE

2.

**Meeting Date:** 04/01/2019

**Subject:**

**Department:** County Administrator

**Referral No.:**

**Referral Name:**

**Presenter:**

**Contact:**

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#### **Referral History:**

County Ordinance requires that each County body keep a record of its meetings. Though the record need not be verbatim, it must accurately reflect the agenda and the decisions made in the meeting.

#### **Referral Update:**

Attached is the Record of Action for the October 1, 2018 H2O meeting.

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

RECEIVE and APPROVE the Record of Action for the October 1, 2018 H2O meeting.

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

None

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#### **Attachments**

10-2018 ROA

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# Agenda

## HIRING OUTREACH OVERSIGHT COMMITTEE

October 1, 2018

1:00 P.M.

651 Pine Street, Room 101, Martinez

Supervisor Candace Andersen, Chair  
Supervisor Federal D. Glover, Vice Chair

**Agenda Items:**

Items may be taken out of order based on the business of the day and preference of the Committee

Present: Candace Andersen, Chair  
Federal Glover, Vice Chair (Absent)

Staff Present: Antoine Wilson, EEO Officer

Attendees: David Twa

1. Introductions  
*Chair Andersen called the meeting to order at 1:00 p.m.*
2. Public comment on any item under the jurisdiction of the Committee and not on this agenda (speakers may be limited to three minutes).  
*There was no public comment.*
3. RECEIVE and APPROVE the Record of Action for the April 2, 2018, H2O meeting.  
*Chair Andersen approved the Record of Action for the April 2, 2018, H2O meeting as presented.*
4. RECEIVE and ACCEPT the 2017 Annual Report for Office of EEO and provide direction to staff, as needed.  
*Chair Andersen approved the annual report and directed staff to forward the recommendation to the Board of Supervisors.*
5. ACCEPT the nominations of Roosevelt Gipson, Jr. to the Education Seat and Dr. Aaron Bryant to the Community Seat # 3 as recommended by the ACEEO.  
*Chair Andersen approved the nominations of Roosevelt Gibson, Jr. to the Education seat and Dr. Aaron Bryant to Community seat #3 and directed staff to forward the recommendation to the Board of Supervisors.*
6. REVIEW AND APPROVE the revised bylaws for the Advisory Council on Equal Employment Opportunity, as recommended by the ACEEO.  
*Supervisor Andersen accepted the Advisory Council on Equal Employment Opportunity's revised bylaws and directed staff to forward the report to the Board of Supervisors.*

7. The next meeting is currently scheduled for December 3, 2018.

8. Adjourn

***Chair Andersen adjourned the meeting at 1:23 p.m.***

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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) 335-1421  
antoine.wilson@riskm.eccounty.us



# Contra Costa County Board of Supervisors

## Subcommittee Report

### HIRING OUTREACH OVERSIGHT COMMITTEE

3.

**Meeting Date:** 04/01/2019

**Subject:**

**Department:** County Administrator

**Referral No.:**

**Referral Name:**

**Presenter:**

**Contact:**

#### **Referral History:**

The Advisory Council for Equal Employment Opportunity (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.

In 2013, Internal Operations Committee (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 ACEEO.

#### **Referral Update:**

For many years, the IOC 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, 3, & 4  
Education (vacant)  
Business  
Labor Involved in Training (vacant)  
Veterans  
Disabled  
Union Seats 1 & 2 (vacant)  
Management Seats 1 & 2 (vacant)

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 Hiring Outreach and Oversight Committee (formerly IOC) for consideration and possible recommendation to the BOS.

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

RECOMMEND to the Board of Supervisors the nomination of Tracey Walker to the Union seat #1 to complete the unexpired term ending on November 30, 2021.

RECOMMEND to the Board of Supervisors the re-nominations of Marilynn Schuyler, Business seat and George Carter, Veterans seat to complete the unexpired terms ending on November 30, 2021.

**Fiscal Impact (if any):**

None

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**Attachments**

Walker Application

Schuyler Application

Carter Application

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# Contra Costa County

For Office Use Only

Date Received:

For Reviewers Use Only:

Accepted Rejected

## BOARDS, COMMITTEES, AND COMMISSIONS APPLICATION

MAIL OR DELIVER TO:

Contra Costa County  
CLERK OF THE BOARD  
651 Pine Street, Rm. 106  
Martinez, California 94553-1292  
**PLEASE TYPE OR PRINT IN INK**  
(Each Position Requires a Separate Application)

BOARD, COMMITTEE OR COMMISSION NAME AND SEAT TITLE YOU ARE APPLYING FOR:

ACEEO

UNION SEAT #1

PRINT EXACT NAME OF BOARD, COMMITTEE, OR COMMISSION

PRINT EXACT SEAT NAME (if applicable)

1. Name: WALKER TRACEY MICHELE  
(Last Name) (First Name) (Middle Name)

2. Address: [Redacted]  
[Redacted]  
[Redacted]  
[Redacted] (Home No.) [Redacted] (Work No.) [Redacted] (Cell No.)

4. Email Address: Tracey.Walker@cchealth.org

5. EDUCATION: Check appropriate box if you possess one of the following:

[Redacted]  
[Redacted]

[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]

[Redacted]

[Redacted]



6. PLEASE FILL OUT THE FOLLOWING SECTION COMPLETELY. List experience that relates to the qualifications needed to serve on the local appointive body. Begin with your most recent experience. A resume or other supporting documentation may be attached but it may not be used as a substitute for completing this section.

<p>A) Dates (Month, Day, Year)          From <u>    </u> To <u>    </u>          09/2016 PRESENT          Total: Yrs. <u>    </u> Mos. <u>    </u>          3 1          Hrs. per week <u>40</u> . Volunteer <input type="checkbox"/></p>	<p>Title          SR. DISEASE INTERVENTION SPECIALIST          Employer's Name and Address          [REDACTED]</p>	<p>Duties Performed          Manage, promote, and expand the delivery of PrEP related services within Contra Costa County. Conduct training of staff (clinical and non-clinical); Develop program policies, procedures and workflows for staff; Provide outreach and patient recruitment for PrEP program. Conduct patient education and navigation for PrEP related resources; Develop and imple</p>
<p>B) Dates (Month, Day, Year)          From <u>    </u> To <u>    </u>          11/2010 08/2016          Total: Yrs. <u>    </u> Mos. <u>    </u>          5 9          Hrs. per week <u>40</u> . Volunteer <input type="checkbox"/></p>	<p>Title          DISEASE INTERVENTION TECHNICIAN          Employer's Name and Address          [REDACTED]</p>	<p>Duties Performed          Orin Allen Duties Provide HIV prevention, education, and testing services to high risk youth housed at Orin Allen rehabilitation center. Conduct interviews to asses possible risk factors associated with the transmission of Sexually Transmitted infections. Develop risk reduction plans to prevent the spread of these communicable diseases. Implement on</p>
<p>C) Dates (Month, Day, Year)          [REDACTED]          [REDACTED]          [REDACTED]          [REDACTED]          [REDACTED]</p>	<p>Title          [REDACTED]          [REDACTED]          [REDACTED]          [REDACTED]</p>	<p>Duties Performed          [REDACTED]          [REDACTED]          [REDACTED]          [REDACTED]</p>
<p>[REDACTED]          [REDACTED]          [REDACTED]          [REDACTED]</p>	<p>Title          [REDACTED]          [REDACTED]          [REDACTED]          [REDACTED]</p>	<p>Duties Performed          [REDACTED]          [REDACTED]          [REDACTED]          [REDACTED]</p>

[REDACTED]

7. How did you learn about this vacancy?

CCC Homepage  Walk-In  Newspaper Advertisement  District Supervisor  Other

8. Do you have a Familial or Financial Relationship with a member of the Board of Supervisors? (Please see Board Resolution no. 2011/55, attached): No  Yes

If Yes, please identify the nature of the relationship:

9. Do you have any financial relationships with the County such as grants, contracts, or other economic relations?

No  Yes

If Yes, please identify the nature of the relationship:

I CERTIFY that the statements made by me in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith. I acknowledge and understand that all information in this application is publically accessible. I understand and agree that misstatements / omissions of material fact may cause forfeiture of my rights to serve on a Board, Committee, or Commission in Contra Costa County.

Sign Name: Tracy Walker Date: 11-13-18

### Important Information

1. This application is a public document and is subject to the California Public Records Act (CA Gov. Code §6250-6270).
2. Send the completed paper application to the Office of the Clerk of the Board at: **651 Pine Street, Room 106, Martinez, CA 94553.**
3. A résumé or other relevant information may be submitted with this application.
4. All members are required to take the following training: 1) The Brown Act, 2) The Better Government Ordinance, and 3) Ethics Training.
5. Members of boards, commissions, and committees may be required to: 1) file a Statement of Economic Interest Form also known as a Form 700, and 2) complete the State Ethics Training Course as required by AB 1234.
6. Advisory body meetings may be held in various locations and some locations may not be accessible by public transportation.
7. Meeting dates and times are subject to change and may occur up to two days per month.
8. Some boards, committees, or commissions may assign members to subcommittees or work groups which may require an additional commitment of time.

THIS FORM IS A PUBLIC DOCUMENT



**Contra  
Costa  
County**

**For Office Use Only**  
Date Received:

**For Reviewers Use Only:**  
Accepted Rejected

**BOARDS, COMMITTEES, AND COMMISSIONS APPLICATION**

MAIL OR DELIVER TO:  
Contra Costa County  
CLERK OF THE BOARD  
651 Pine Street, Rm. 106  
Martinez, California 94553-1292  
**PLEASE TYPE OR PRINT IN INK**  
(Each Position Requires a Separate Application)

BOARD, COMMITTEE OR COMMISSION NAME AND SEAT TITLE YOU ARE APPLYING FOR:

Advisory Council on Equal Employment Opportu

PRINT EXACT NAME OF BOARD, COMMITTEE, OR COMMISSION

PRINT EXACT SEAT NAME (if applicable)

1. **Name:** Schuyler, Marilyn Louise  
(Last Name) (First Name) (Middle Name)

2. **Address:**  
(No. Street (Apt.) (City) (State) (Zip Code)

3. **Phones:** (W ork No. ) ( Cell No. )

4. **Email Address:**

5. **EDUCATION:** Check appropriate box if you possess one of the following:

High School Diploma  G.E.D. Certificate  California High School Proficiency Certificate

Give Highest Grade or Educational Level Achieved Juris Doctor

Names of colleges / universities attended	Course of Study / Major	Degree Awarded Yes No <input checked="" type="checkbox"/> <input type="checkbox"/>	Units Completed		Degree Type	Date Degree Awarded
			Semester	Quarter		
A)	Economics	Yes No <input checked="" type="checkbox"/> <input type="checkbox"/>				BA
B)	Law	Yes No <input checked="" type="checkbox"/> <input type="checkbox"/>				JD
C)		Yes No <input type="checkbox"/> <input type="checkbox"/>				
D) Other schools / training completed:	Course Studied	Hours Completed	Certificate Awarded: Yes No <input type="checkbox"/> <input type="checkbox"/>			

6. PLEASE FILL OUT THE FOLLOWING SECTION COMPLETELY. List experience that relates to the qualifications needed to serve on the local appointive body. Begin with your most recent experience. A resume or other supporting documentation may be attached but it may not be used as a substitute for completing this section.

<p>A) Dates (Month, Day, Year) From To 6/2010 present Total: Yrs. Mos. 6 6 Hrs. per week 32 . Volunteer <input type="checkbox"/></p>	<p>Title Counsel Employer's Name and Address</p>	<p>Duties Performed Provide legal advice and counsel to federal contractors regarding affirmative action obligations. Produce affirmative action plans. Represent federal contractors in audits by the Department of Labor's Office of Federal Contract Compliance Programs.</p>
<p>B) Dates (Month, Day, Year) From To 9/2004 3/2010 Total: Yrs. Mos. 5 6 Hrs. per week 32 . Volunteer <input type="checkbox"/></p>	<p>Title Sr Atty &amp; OFCCP Dir of AA Programs Employer's Name and Address</p>	<p>Duties Performed Managed legal and non-legal staff in producing Affirmative Action Plans for federal contractor clients. Provide related advice and counsel.</p>
<p>C) Dates (Month, Day, Year) From To 9/2010 present Total: Yrs. Mos. 6 3 Hrs. per week 10 . Volunteer <input checked="" type="checkbox"/></p>	<p>Title First Vice President Employer's Name and Address</p>	<p>Duties Performed Represent President in his absence. Co-wrote two Amicus Curiae briefs for the Fisher v. University of Texas cases. Plan annual conferences. Present seminars. Represent organization in media interviews.</p>
<p>D) Dates (Month, Day, Year) From To 7/16 present Total: Yrs. Mos. 0 11 Hrs. per week 5 . Volunteer <input checked="" type="checkbox"/></p>	<p>Title 2nd Lieutenant Employer's Name and Address</p>	<p>Duties Performed Serve as Safety Officer. In training to serve as mission pilot.</p>

7. How did you learn about this vacancy?

CCC Homepage  Walk-In  Newspaper Advertisement  District Supervisor  Other

8. Do you have a Familial or Financial Relationship with a member of the Board of Supervisors? (Please see Board Resolution no. 2011/55, attached): No  Yes

If Yes, please identify the nature of the relationship:

9. Do you have any financial relationships with the County such as grants, contracts, or other economic relations? No  Yes

If Yes, please identify the nature of the relationship:

I CERTIFY that the statements made by me in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith. I acknowledge and understand that all information in this application is publically accessible. I understand and agree that misstatements / omissions of material fact may cause forfeiture of my rights to serve on a Board, Committee, or Commission in Contra Costa County.

Sign Name:  Date: 3/1/19

### Important Information

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5. Members of boards, commissions, and committees may be required to: 1) file a Statement of Economic Interest Form also known as a Form 700, and 2) complete the State Ethics Training Course as required by AB 1234.
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7. Meeting dates and times are subject to change and may occur up to two days per month.
8. Some boards, committees, or commissions may assign members to subcommittees or work groups which may require an additional commitment of time.

# Application Form

## Profile

### Which Boards would you like to apply for?

Equal Employment Opportunity Advisory Council: Submitted

### Veterans

Seat Name (if applicable)

### Describe why you are interested in serving on this advisory board/commission (please limit your response to one paragraph).

I have served on this advisory council for the past 4 years. I appreciate the direction the ACEEO is going and want to support however possible.

### This application is used for all boards and commissions

George

First Name

E. III

Middle Initial

Carter

Last Name

gcartercareer@comcast.net

Email Address

P.O. Box 264

Home Address

Suite or Apt

Pittsburg

City

CA

State

94565

Postal Code

Mobile: (925) 325-7093

Primary Phone

Workforce Development Board  
of Contra Costa County

Employer

CCWORKS Manager

Job Title

Workforce Services Specialist

Occupation

### Do you, or a business in which you have a financial interest, have a contract with Contra Costa Co.?

Yes  No

### Is a member of your family (or step-family) employed by Contra Costa Co.?

Yes  No

## Education History

### Select the highest level of education you have received:

Other

16+

If "Other" was Selected Give Highest Grade or Educational Level Achieved

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## College/ University A

JFK University

Name of College Attended

Business Administration

Course of Study / Major

150

Units Completed

## Type of Units Completed

Quarter

## Degree Awarded?

Yes  No

\_\_\_\_\_  
Degree Type

\_\_\_\_\_  
Date Degree Awarded

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## College/ University B

\_\_\_\_\_  
Name of College Attended

\_\_\_\_\_  
Course of Study / Major

\_\_\_\_\_  
Units Completed

## Type of Units Completed

None Selected

## Degree Awarded?

Yes  No

\_\_\_\_\_  
Degree Type

\_\_\_\_\_  
Date Degree Awarded

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## College/ University C

\_\_\_\_\_  
Name of College Attended

\_\_\_\_\_  
Course of Study / Major

\_\_\_\_\_  
Units Completed

### Type of Units Completed

\_\_\_\_\_  
None Selected

### Degree Awarded?

\_\_\_\_\_  
 Yes  No

\_\_\_\_\_  
Degree Type

\_\_\_\_\_  
Date Degree Awarded

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### Other schools / training completed:

\_\_\_\_\_  
POST P.C. 832

Course Studied

\_\_\_\_\_  
150

Hours Completed

### Certificate Awarded?

\_\_\_\_\_  
 Yes  No

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## Work History

Please provide information on your last three positions, including your current one if you are working.

### 1st (Most Recent)

\_\_\_\_\_  
12/1/2015 - Present

Dates (Month, Day, Year) From - To

\_\_\_\_\_  
40

Hours per Week Worked?



**Volunteer Work?**

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Yes  No

Workforce Services

Specialist/CCWORKS Manager

Position Title

**Employer's Name and Address**

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Workforce Development Board of Contra Costa County

**Duties Performed**

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Manage and oversee activities of staff supporting the CCWORKS subsidized employment program which provides employment and training opportunities to CalWORKs participants.

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**2nd**

5/2006 - 11/30/2015

Dates (Month, Day, Year) From - To

40

Hours per Week Worked?

**Volunteer Work?**

---

Yes  No

Business Services Representative

Position Title

**Employer's Name and Address**

---

Workforce Development Board of Contra Costa County

**Duties Performed**

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Provide information and resources to businesses throughout Contra Costa County.

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**3rd**

Dates (Month, Day, Year) From - To

Hours per Week Worked?

**Volunteer Work?**

---

Yes  No

Position Title

**Employer's Name and Address**

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**Duties Performed**

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Upload a Resume

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**Final Questions**

**How did you learn about this vacancy?**

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Contra Costa County Homepage

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If "Other" was selected please explain

**Do you have a Familial or Financial Relationship with a member of the Board of Supervisors?**

---

Yes  No

**If Yes, please identify the nature of the relationship:**

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**Do you have any financial relationships with the County such as grants, contracts, or other economic relations?**

---

Yes  No

**If Yes, please identify the nature of the relationship:**

---

**Please Agree with the Following Statement**

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**I understand that this form is a public document and is subject to the California Public Records Act.**

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I Agree



# Contra Costa County Board of Supervisors

## Subcommittee Report

### HIRING OUTREACH OVERSIGHT COMMITTEE

4.

**Meeting Date:** 04/01/2019  
**Subject:** ACEEO Annual Report  
**Submitted For:** David Twa, County Administrator  
**Department:** County Administrator  
**Referral No.:**  
**Referral Name:**  
**Presenter:** **Contact:**

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#### **Referral History:**

On June 18, 2002, the Contra Costa County Board of Supervisors accepted Resolution No. 2002/377 requiring each regular ongoing board, commission, and/or committee shall annually report to the Board of Supervisors on its activities, accomplishments, membership, attendance, required training and certification programs, and proposed work activities for the following year.

#### **Referral Update:**

The 2018 Annual Report is attached.

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

ACCEPT the 2018 Advisory Council on Equal Employment Opportunity's (ACEEO) Annual Report, as recommended by the ACEEO.

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

None

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#### **Attachments**

2018 ACEEO Accomplishments

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**TO:           HIRING OUTREACH OVERSIGHT COMMITTEE**

**FROM:       ANTOINE WILSON, EEO OFFICER**

**RE:           2018 ADVISORY COUNCIL ON EEO ANNUAL REPORT**

**DATE:        MARCH 27, 2019**

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**The ACEEO made efforts to increase the group's performance and identity within Contra Costa County. The ACEEO's accomplishments are listed below:**

- **Increased the diversity of the committee's membership.**  
The members are from various racial, ethnic and socio-economic backgrounds. The council also elected a female chair and a male vice chair.
- **Filled one Union Seat.**  
The union seat has been difficult to fill. The council through outreach with the unions and employees were able to secure an interested candidate who is excited to be a part of the council.
- **Developed the committee's on-boarding procedures**  
The ACEEO developed an onboarding document that explains the goals and objectives of the council. It also provides information about the ACEEO and provides contact information for all members.
- **Revised the By-Laws.**  
The council wanted to update the bylaws to reflect the current issues and processes that are used. The bylaws had not been updated since 1991.
- **Improved committee attendance**  
The ACEEO had a quorum 100% of the time, which allowed the council to conduct business as usual. It also helped to develop a stronger commitment and comradery amongst the members to focus on the issues and work together to make positive changes.
- **Invited various speakers to discuss EEO issues.**  
The ACEEO invited departmental representatives to discuss what they were doing to promote EEO throughout their workforce.

- **Completed the Brown Act and Ethics training.**  
All members have taken the Brown Act and Ethics trainings for 2018. The ACEEO will follow up with the trainings in the 2019 calendar year.
- **Reviewed and discussed the 2018-2019 Outreach and Recruitment report.**  
The ACEEO reviewed the most recent EEO report, made recommendations and approved it.
- **Reviewed and discussed the 2018 Small Business Enterprise (SBE) report.**  
The ACEEO reviewed the 2018 SBE report and had a few questions to ask David Gould. Once clarification was provided, they approved the report.

### **2019 GOALS**

- **Conduct outreach to recruit and fill vacant council seats.**
- **Review ADA hiring practices and accommodations.**
- **Conduct a climate survey to gauge the employee viewpoint of our workforce, which could possibly be implemented by HR, EHSD, or the unions.**
- **Invite David Twa to speak at one of our council meetings**
- **Invite HR to discuss policies on hiring, training, and equity.**
- **Invite union leaders to speak on climate of the workforce.**
- **Continue to invite other speakers especially department heads and managers.**