

## **ACEEO Member Visions/Goals for 2021**

### Tracey Walker

1. Getting every vacant seat filled on the Council. Create outreach strategy to accomplish this.
2. Review the 43536 Final 2020- 2021 report (discuss outreach strategies to accomplish goals the reports suggest)
3. Invite the Chair of the Merit Board to present- (explain their process)
4. Invite the Small Business Enterprise Liason to present (explain their process)
5. Review the list of Equal Employment Officer by Department (housekeeping I reviewed and seen a name that had retired)
6. Invite a representative of the Health Service (Declaring Racism as a Public Health Crisis) to discuss their plans to improve the quality of life to residents of Contra Costa County
7. Invite a Representative from the committee of the Contra Costa Office of Racial Equity and Social Justice

### Marilynn Schuyler

1. Provide guidance to the county on the new diversity office
2. Recommend adding an accommodation request link on the HR webpage and the job announcement webpage

### George Carter

1. Developing a plan to prepare for upcoming Council members terms ending Nov. 30<sup>th</sup>
2. Obtain feedback from new CAO on ideas/vision/opportunities to support EEOC (if appropriate)

### Kelli Collins (I think these are big asks but needed conversations)

1. I think we should solicit info from county employees in some manner, whether it is asking for different people to speak about their experience being hired and promoted or those who applied for a promotions but didn't receive them and then potentially give recommendations to the process to make it more equitable. I also think we should find ways to work with the newly created office for equality and provide integration suggestions that deal with employment in the county.

### AB (Allwyn Brown)

1. We should discuss and think about ways the purpose of ACEEO could align with the BOS's expanded policy view on equity and inclusion. The County's current EEO policy is framed around employment discrimination laws, which are limited and by nature passive, focused on addressing harms resulting from what has happened. Through recent actions, BOS is now signaling that more active, expansive approaches are needed to create and to protect fairness. In establishing the Office of

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Racial Equity and Social Justice, the agenda report acknowledges "a sense of urgency for change so that we cultivate and sustain a County ecosystem rooted in belonging, mutuality, equity, and justice." There is overlap, but how can we merge these concepts with ACEEO goals?

2. The BOS authorized a Community Planning Process for the creation of the new Office of Racial Equity and Social Justice. The ACEEO could benefit if the Chair assigned one member to the Community Planning subcommittee, who would then report back to the group. It may help with designing ACEEO strategies and priorities.