



## EQUITY COMMITTEE

RECORD OF ACTION FOR  
June 20, 2023

Supervisor Federal D. Glover, Chair  
Supervisor John Gioia, Vice Chair

Present: Federal D. Glover, Chair  
John Gioia, Vice Chair

Staff Present: Lara DeLaney, Senior Deputy County Administrator, Interim staff to Committee

Attendees: See Attachment

### 1. Introductions

*Chair Glover convened the meeting at 1:00 p.m. Vice Chair Gioia introduced himself and noted that several interns in his office may be joining the meeting.*

2. **PUBLIC COMMENT:** Persons who wish to address the Equity Committee during public comment on matters within the jurisdiction of the Equity Committee that are not on the agenda, may comment in person, via Zoom, or via call-in. All public comments will be limited to two minutes.

*No public comment was offered to the Committee.*

3. Staff recommends APPROVAL of the Record of Action for the May 15, 2023 meeting of the Equity Committee, with any necessary corrections.

*The Record of Action was approved as presented.*

AYE: Chair Federal D. Glover  
Vice Chair John Gioia

4. ACCEPT update and PROVIDE DIRECTION on the hiring process for the Co-Executive Directors for the Office of Racial Equity and Social Justice.

*The County's Human Resources Director, Ann Elliott, provided remarks to the Committee, noting that County staff were meeting with two subcommittees: Hiring and another one for Outreach. Dr. Kerby Lynch provided additional remarks about the design of the recruitment brochure, highlighting its accessibility to a wide range of candidates who would feel welcome to apply for the Co-Director positions, noting it does not look like the County's usual posting. Vice Chair Gioia commented that he appreciated the look of the brochure but requested the words "and social justice" be added to the first paragraph. Ms. Elliott noted the subcommittee would be meeting later in the day, and they would go*

over the brochure again to ensure "equity" beyond racial equity, is incorporated. Vice Chair Gioia inquired about photo permission, which staff indicated they would ensure. The final job descriptions for the Co-Director positions were acknowledged by the Committee. Ms. Lynch expressed her appreciation for the great collaboration with County staff and leadership. She added that "community cafes" were being established in advance of the job posting, and the tentative timeline would be shared. Recruitment would begin in July with candidates tentatively as early as Sept. 19. There was no public comment. However, interim Committee staff was advised that callers were not able to join the meeting. Staff attempted to fix the technology problem and contacted IT support for assistance.

5. ACCEPT the report on the Clerk-Recorder-Elections Department equity efforts and provide input/direction as needed.

*The County's Clerk-Recorder and Registrar of Voters, Kristin Connelly, provided the Committee with a presentation, noting that equity was "at the heart of" their work. Vice Chair Gioia requested additional locations for early voting. He requested a commitment to implement this before the next election in 2024. Ms. Connelly indicated she would be pleased to bring forward a recommendation to the Board for a budget modification to accommodate that request and welcomed the opportunity. Chair Glover thanked her for her excellent presentation and her readiness to take appropriate action.*

6. CONSIDER the matter of providing stipends to members of the Lived Experience Community Advisory Body and PROVIDE direction to staff.

*Vice Chair Gioia provided comments indicating his support for this request for stipends, as the subcommittee was fulfilling an important role in the process and noted that the Bay Area Air Quality Management District was providing stipends as well for committee members with lived experience. Chair Glover concurred in the matter and noted he wanted to ensure they were "fair and just." The stipend proposal was presented by Dr. Kerby Lynch. Public comment from Mariana Moore was supportive of the proposal and requested the Equity Committee take a broad look at compensation of boards and commissions, noting Measure X Community Advisory Board in particular. Vice Chair Gioia noted Ms. Moore had raised a good point, pointing out the disparities in compensation. Public comment was also offered by Willie Robinson who supported equitable compensation. The Equity Committee directed staff to send this to the full Board for consideration of an allocation of funding to support the stipends for the subcommittee members involved in the Co-Director search process. CAO Nino inquired about who would sign-off on stipend authorization if approved by the Board, and Ms. Elliott indicated that Human Resources staff would.*

7. The next meeting is currently scheduled for **July 17 at 10:30 a.m.**

*Interim staff to the Committee was advised that the technical difficulties that prevented callers from joining the meeting had not been resolved. Therefore, action items from the June 20 meeting would have to be re-considered by the Equity Committee at another meeting. Staff was able to schedule a subsequent meeting for the Equity Committee for July 6 at 1:00 p.m.*

8. **Adjourn**

*The meeting was adjourned at 1:50 p.m.*

## **EQUITY COMMITTEE MEETING PARTICIPANTS**

Lara DeLaney# interim staff to Committee# she/her (LARA DELANEY)

Rebecca Joseph

BOS1 - Sup. John Gioia Conf. Rm

Ann Elliott# HR Director (Ann Elliott)

Suzan Requa

Kristin Connelly (she/her)# Clerk-Recorder (Kristin Connelly)

Federal Glover

Jami Morritt (BOS Meetings)

Nicole Bilich

Lauren Hull# Clerk of the Board's Office (LAUREN HULL)

MONICA NINO

Latrece Martin

Paul Reyes

Peter Myers

KarenPerkins

Teresa Gerringer (she/her)

Melvin Russell

Sonia Bustamante

Kerby's OtterPilot

Kerby Lynch

ANTOINE WILSON

Kimi Barnes# she/her

Roxanne Carrillo Garza (Roxanne Garza)

ISABEL LARA

Mariana Moore (she/her) (Sara Gurdian)

ENID MENDOZA

Jennifer Quallick

Rachel Rosekind

SONIA BUSTAMANTE

Willie Robinson (9th - Willie Robinson)

Alejandra Sanchez

ROBERT ROGERS

Solomon Belette (Solomon Belette USAFI)