



**Contra  
Costa  
County**

To: Board of Supervisors  
From: HIRING OUTREACH OVERSIGHT COMMITTEE  
Date: May 23, 2017

Subject: Appointments to the Advisory Council on Equal Employment Opportunity

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**RECOMMENDATION(S):**

APPOINT Amo Virk to the vacant Business seat, which expires on November 30, 2018;  
Victoria Mejia to the vacant Management Seat #2, which expires on November 30, 2018;  
and Ayesha Cope to the vacant Community Seat #2, which expires on November 30, 2017;  
and ACCEPT the resignation of Paula Lochin, who served in Union Seat #1 as  
recommended by the Advisory Council on EEO.

**FISCAL IMPACT:**

None

**BACKGROUND:**

The Advisory Council on 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.

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☒ APPROVE

☐ OTHER

☐ RECOMMENDATION OF CNTY  
ADMINISTRATOR

☒ RECOMMENDATION OF BOARD  
COMMITTEE

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Action of Board On: **05/23/2017** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

**VOTE OF SUPERVISORS**

AYE: John Gioia, District I Supervisor  
Candace Andersen, District II Supervisor  
Diane Burgis, District III Supervisor  
Karen Mitchoff, District IV Supervisor  
Federal D. Glover, District V Supervisor

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: May 23, 2017

David Twa, County Administrator and Clerk of the Board of Supervisors

By: Stacey M. Boyd, Deputy

Contact: Antoine Wilson  
925-335-1455

cc:

In 2013, Internal

## BACKGROUND: (CONT'D)

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.

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  
Veterans  
Disabled  
Union Seats 1 & 2  
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.

## CONSEQUENCE OF NEGATIVE ACTION:

Reduced participation from members that help the ACEEO remain diverse.

## ATTACHMENTS

Amo Virk Application  
Victoria Mejia Application  
Ayesha Cope Application