



Santa Cruz County Commission on Disabilities

701 Ocean Street, Room 510, Santa Cruz, CA 95060
P: (831) 454-2772 F: (831) 454-2411 TTY/TDD 711
commissions@santacruzcounty.us
www.scccod.net

Notice of Public Meeting and Agenda

DATE: Thursday October 13, 2022

TIME: 12:30 PM to 2:30 PM

IN RESPONSE TO THE COVID-19 PUBLIC HEALTH EMERGENCY AND PURSUANT TO THE PROVISIONS OF AB 361 AND CAL. GOV. CODE 54953, THIS WILL BE A REMOTE MEETING. NO PHYSICAL LOCATION WILL BE AVAILABLE, BUT ACCESS TO THE MEETING AND AN OPPORTUNITY TO COMMENT WILL BE PROVIDED.

VIDEO CONFERENCE INFORMATION

TO JOIN BY VIDEO: <https://zoom.us/join>

OR TO JOIN BY PHONE: +1 (669) 219-2599 (dial *6 to mute/unmute, dial *9 to raise your hand)

Meeting ID: 495-687-4858

Passcode: 192244

AGENDA

1. Call to Order
2. Roll Call
3. Agenda Review
4. Approve *September 8, 2022 Minutes*
5. Public Comment: *Any person may address the Commission for a period not to exceed five minutes on any issue within the jurisdiction of the Commission.*
6. New/Continuing Business/Action Items:
 - 6.1. 2022 Kudos Award Presentation: Santa Cruz County Parks Adaptive Swim Program
 - 6.2. Santa Cruz County Climate Action and Adaptation Draft Plan (*Tatiana Brennan, Sr. Administrative Analyst*)
 - 6.3. County Diversity, Equity, and Inclusion Employee Survey Results (*Mitsuno Baurmeister, Equal Employment Opportunity Officer*)
 - 6.4. Consider Public Access to the Rio Del Mar Coastal Trail Walkway Advocacy
 - 6.5. Consider Assembly Bill 361 Statement of Findings
7. Commission Reports
 - 7.1. History Report
 - 7.1.1. Commission History Project
 - 7.2. County Voter Accessibility Committee Report
8. Ad Hoc Subcommittee Reports
 - 8.1. Recreation Subcommittee
 - 8.2. Legislative Subcommittee
9. Staff Report
10. Emerging Matters
11. Adjournment

Next Regular Meeting: Thursday, November 10, 2022 from 12:30 – 2:00 PM

The County of Santa Cruz does not discriminate on the basis of disability, and no person shall, by reason of a disability, be denied the benefits of its services, programs, or activities. If you have a disability and require assistance to participate, please contact 454-2772 or TDD/711 at least 72 hours in advance to make arrangements.



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Meeting Minutes

DATE: Thursday, September 8, 2022
TIME: 12:30 PM to 2:00 PM
LOCATION: Remote Meeting
PRESENT: John Daugherty (*1st District*), Rebecca Haifley (*1st District*), Stacie Grijalva (*2nd District*), Fay Levinson (*2nd District*), Becky Taylor (*3rd District*), Brenda Gutierrez Baeza (*Vice Chair - 4th District*), David Molina (*Chair - 5th District*)
EXCUSED: Richard Gubash (*3rd District*)
ABSENT: None
STAFF: Kaite McGrew (*Commissions Manager*)
GUESTS: 1 member of the public was present.

1. Call to Order
Meeting convened at 12:30 PM.
2. Roll Call
3. Agenda Review
4. Approve August 11, 2022 Minutes
Motion to Approve Minutes as written
Motion/Second: Taylor/Haifley
Motion passed unanimously.
5. Public Comment
6. New/Continuing Business:
 - 6.1. Kudos Awards Planning
Kudos Ad Hoc Subcommittee will meet to plan for the award. Community partners will be invited to attend.
Motion to present a 2022 Kudos Special Award to Parks Adaptive Aquatics Program during the October meeting and plan a full Kudos Awards ceremony for 2023.
Motion/Second: Molina/Levinson
Motion passed unanimously.
 - 6.2. County Electronic Document Accessibility Screening Update
Staff met with leadership from the CAO's office, Information Services, and the Clerk of the Board's office to discuss implementation considerations. All three departments are supportive of implementing this ADA-required standard and plan to phase it in across County agencies as software improvements allow. Letter to the Board will be revised as appropriate.

6.3. Consider Assembly Bill 361 Statement of Finding

Motion to approve statement of findings authorizing the Commission to hold their next meeting remotely if allowable under the provisions of AB 361

Motion/Second: Molina/Daugherty

Motion passed unanimously.

7. Commission Reports:

7.1. History Report:

7.1.1. Commission History Project

Archived documentation continues to be compiled for review and Staff and Daugherty will meet when archived documents are ready.

8. Ad Hoc Subcommittee Updates:

8.1. Recreation Subcommittee

Gutierrez-Baeza reported that Friends of Santa Cruz County Parks has concluded all of their events designed to encourage participation from residents with disabilities this year.

8.2. Legislative Subcommittee

Subcommittee will meet to make an advocacy plan. Molina appointed Haifley to the Legislative Subcommittee.

9. Staff Report

Staff reported that the Diversity, Equity, and Inclusion Survey results were presented to Personnel's senior management team and will be brought to the Commission in October. The EEO/CC Plan continues to undergo final approvals before submission to the Board.

10. Emerging Matters:

Levinson updated the Commission on the County's Voter Accessibility Committee efforts to ensure accessibility for voters with disabilities. Mail-in votes need to be submitted early in order to meet the postmark deadline. Daugherty reported that both Metro and Metro Paracruz will provide free rides to the Santa Cruz County Fair. Taylor would like to schedule an outside meeting when possible.

11. Adjournment

Meeting adjourned at 1:33 PM.

Submitted by: Kaite McGrew, *Commissions Manager*

Personnel
Department



Equal Employment Opportunity Division

Summary of Results 2022 Diversity, Equity & Inclusion Employee Survey

October 2022

1

Overview

Background:

- 2003 Board support for data collection
- Board of Supervisors' 2020 resolution declaring racism a public health crisis

Purpose:

- To collect and analyze data to inform decisions and demonstrate progress toward the implementation of the County's EEO/CC Plan and Personnel Strategic Operational Goals
- To gauge staff perception of diversity, equity and inclusion in both the County workplace and our provision of services to the community

Survey Participation:

- Survey sent to 2,255 regular full-time staff and approximately 500 extra help staff
- 775 responses collected (28% participation)



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Methodology

3

Methodology

- **Survey Development**
 - The County's Equal Employment Opportunity (EEO) Office
 - County's Equity & Data Committee
 - EEO-related County Commissions
- **Scope of the Survey:**
 - 20 staff perception questions
 - 7 demographic questions
- **Anonymity**
 - SurveyMonkey Platform
 - Aggregated Results
 - Comment Summaries
- **Analysis**
 - Summary of Overall Responses
 - Summary of Responses by Demographic Characteristics
 - Categorized Commentary

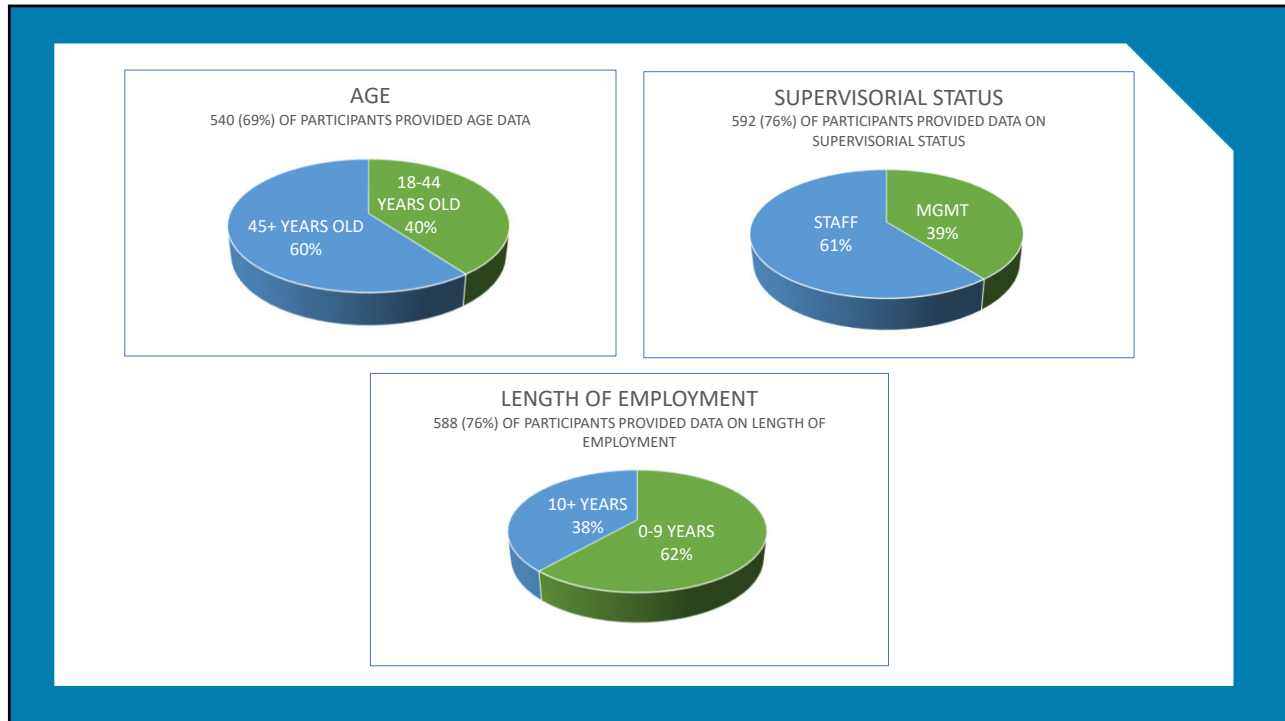
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Survey Demographics

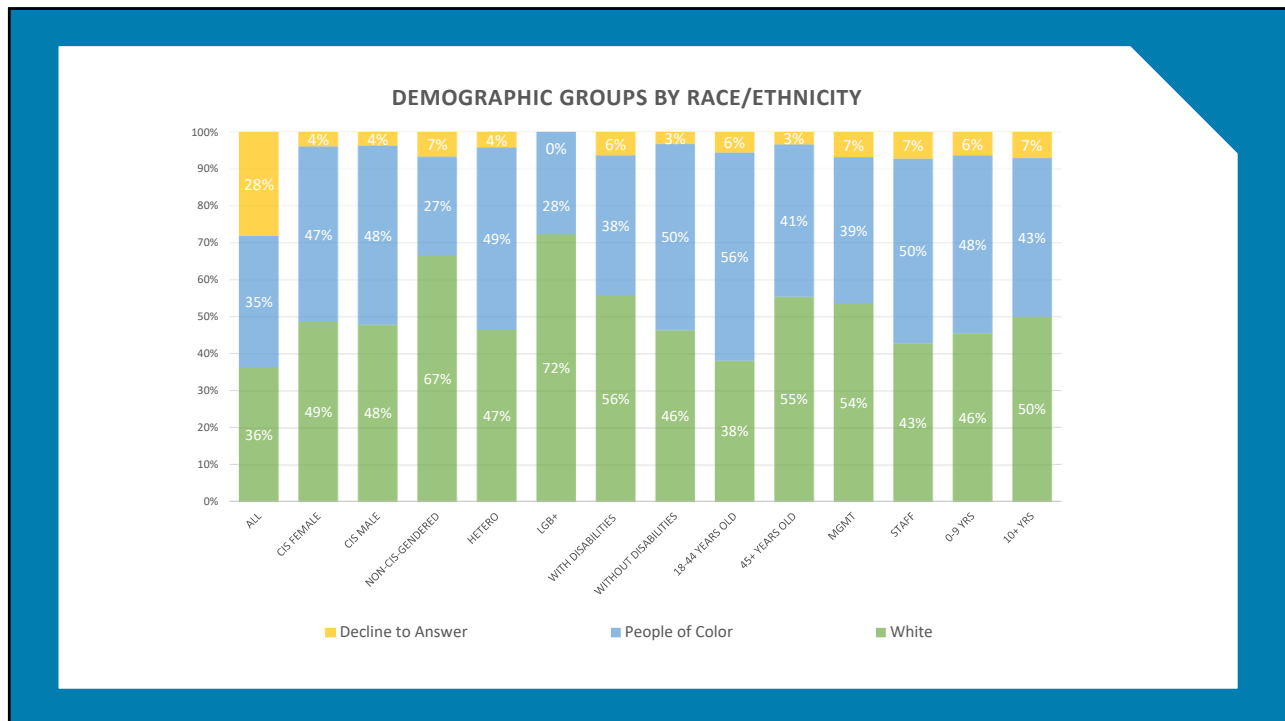
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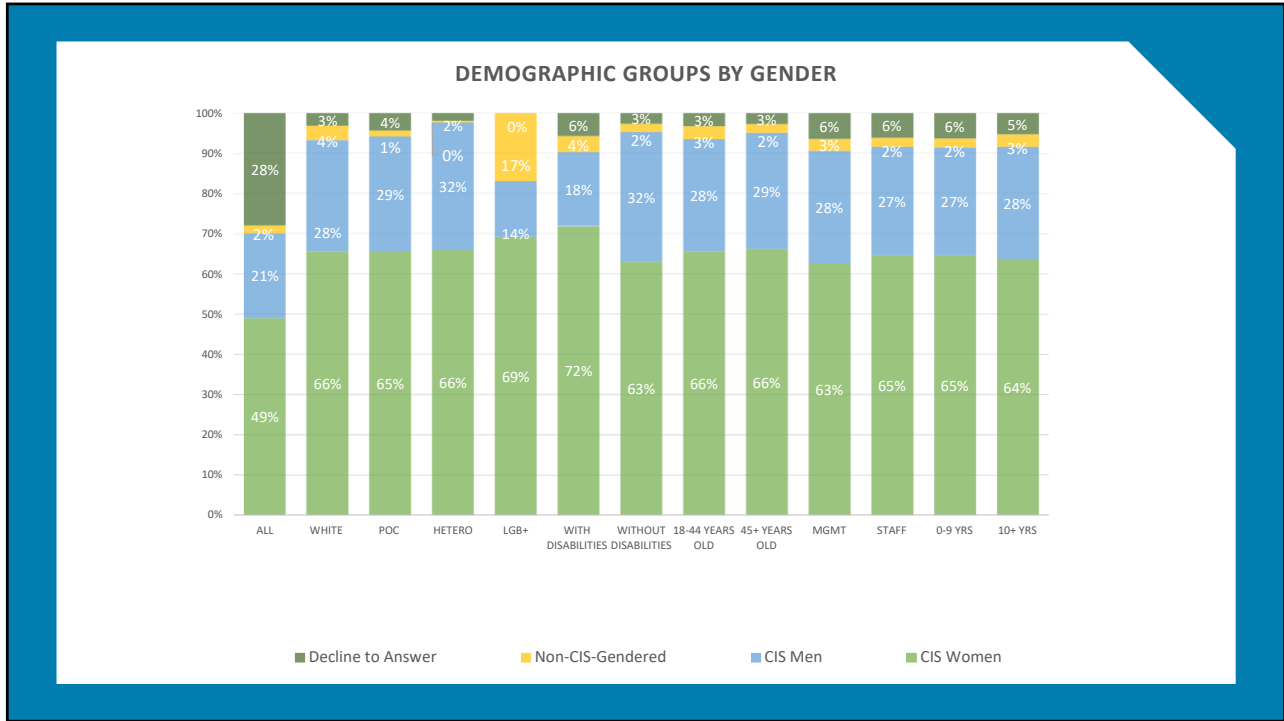
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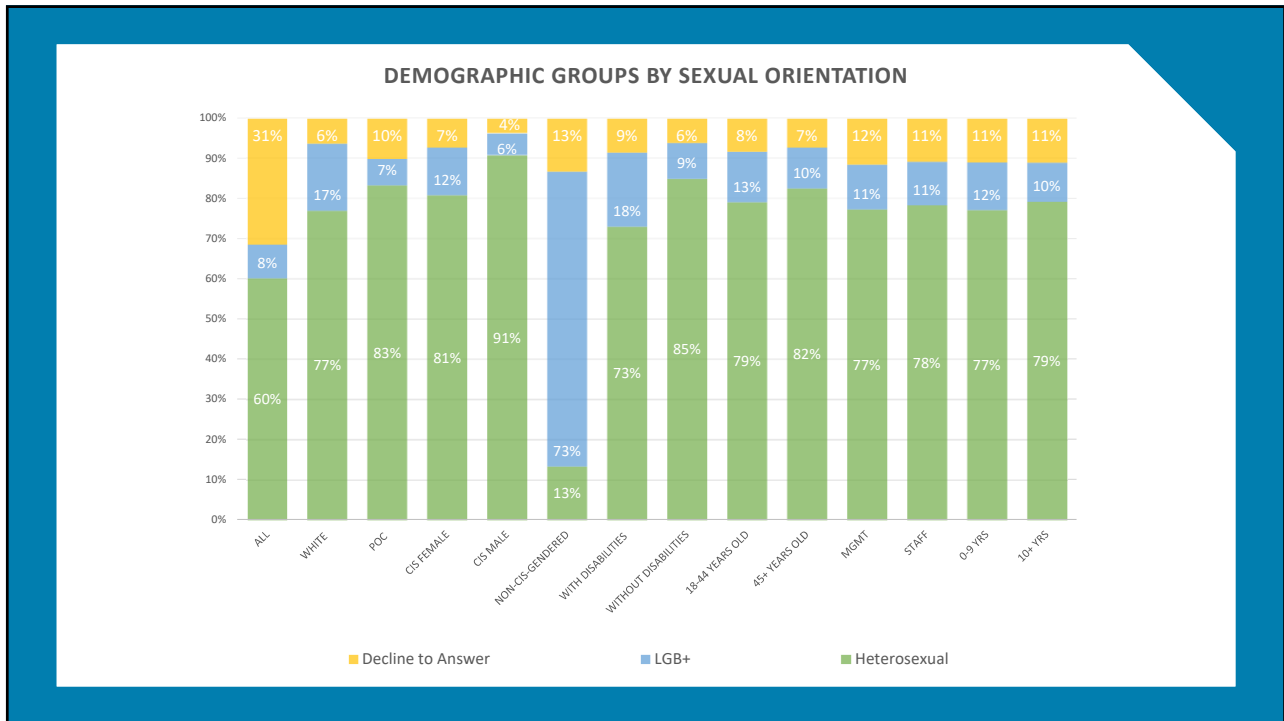
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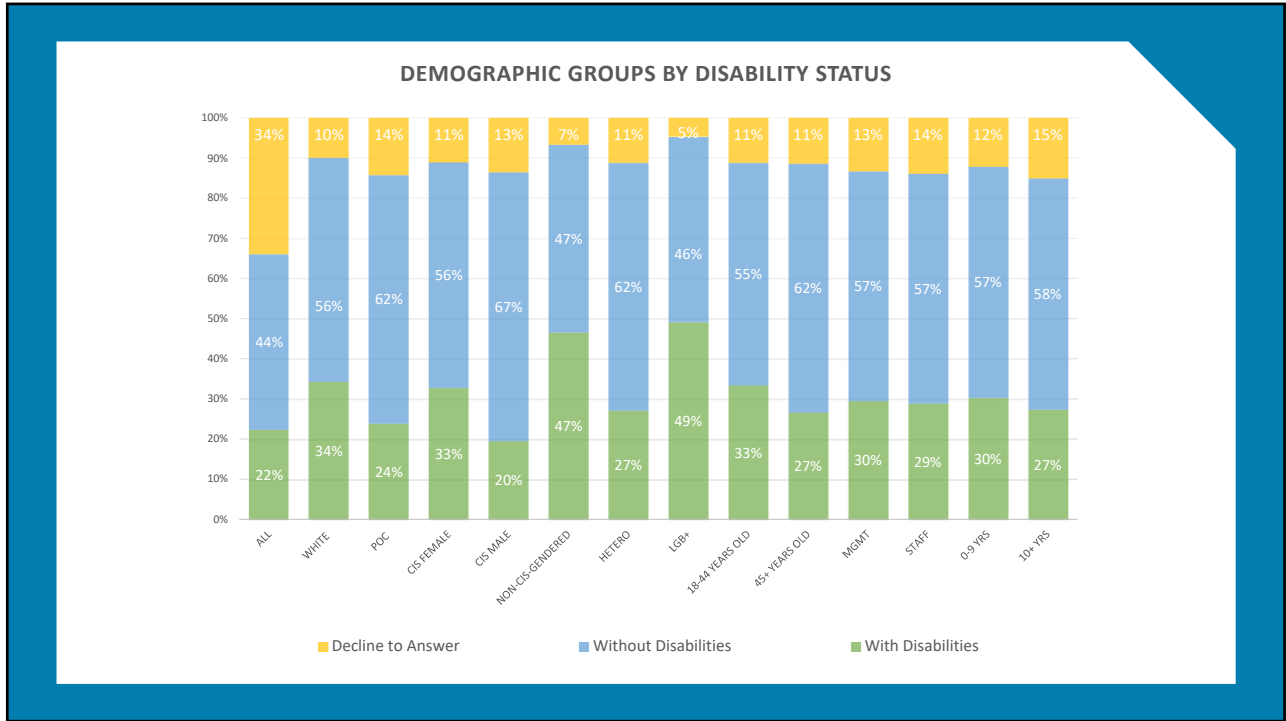
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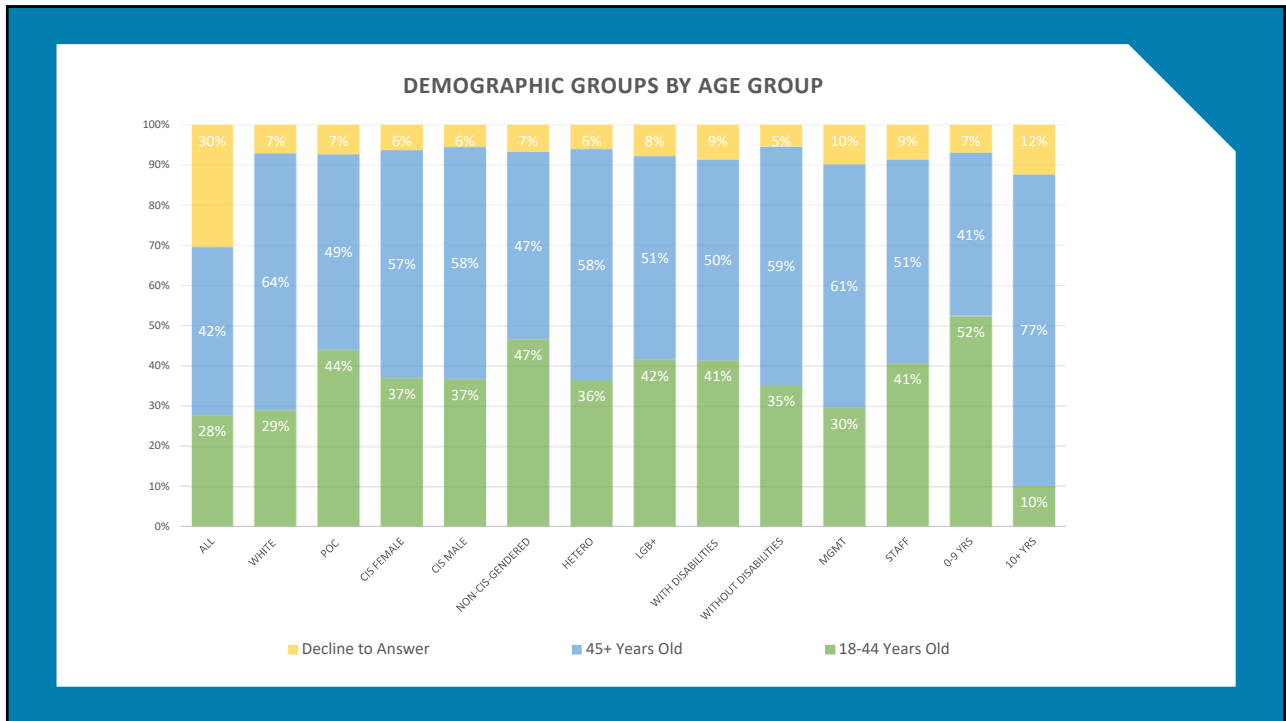
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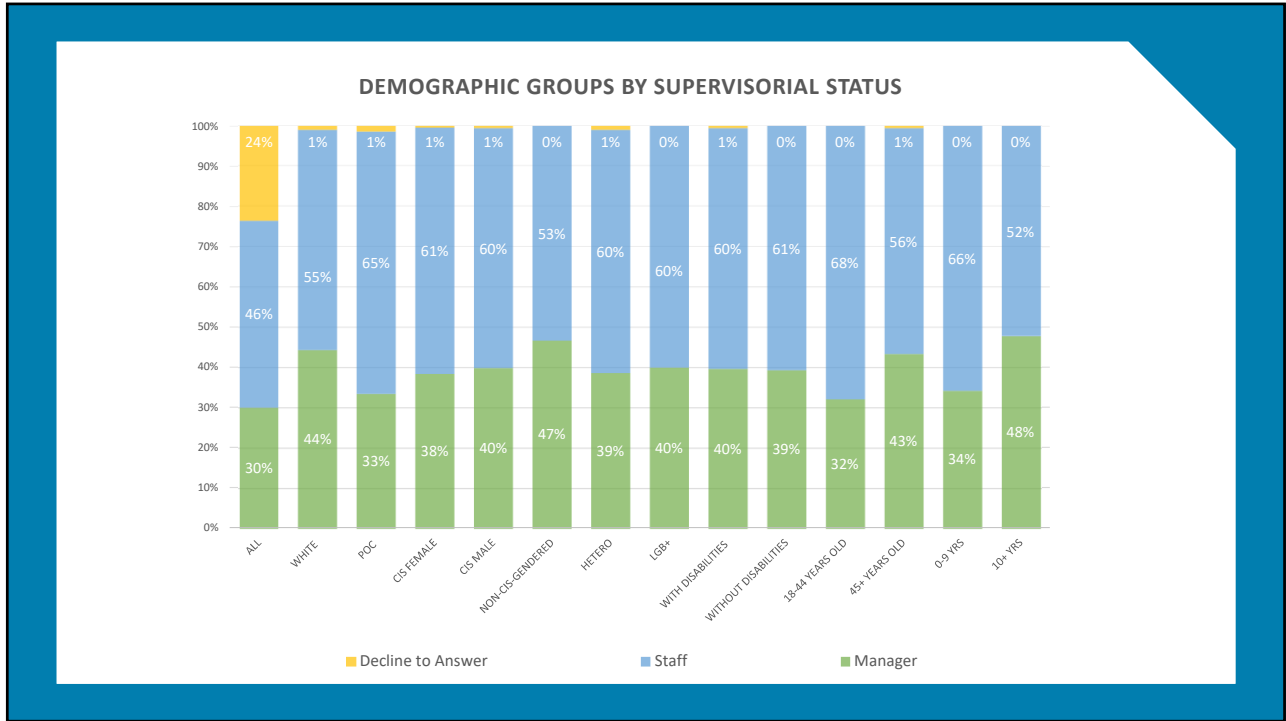
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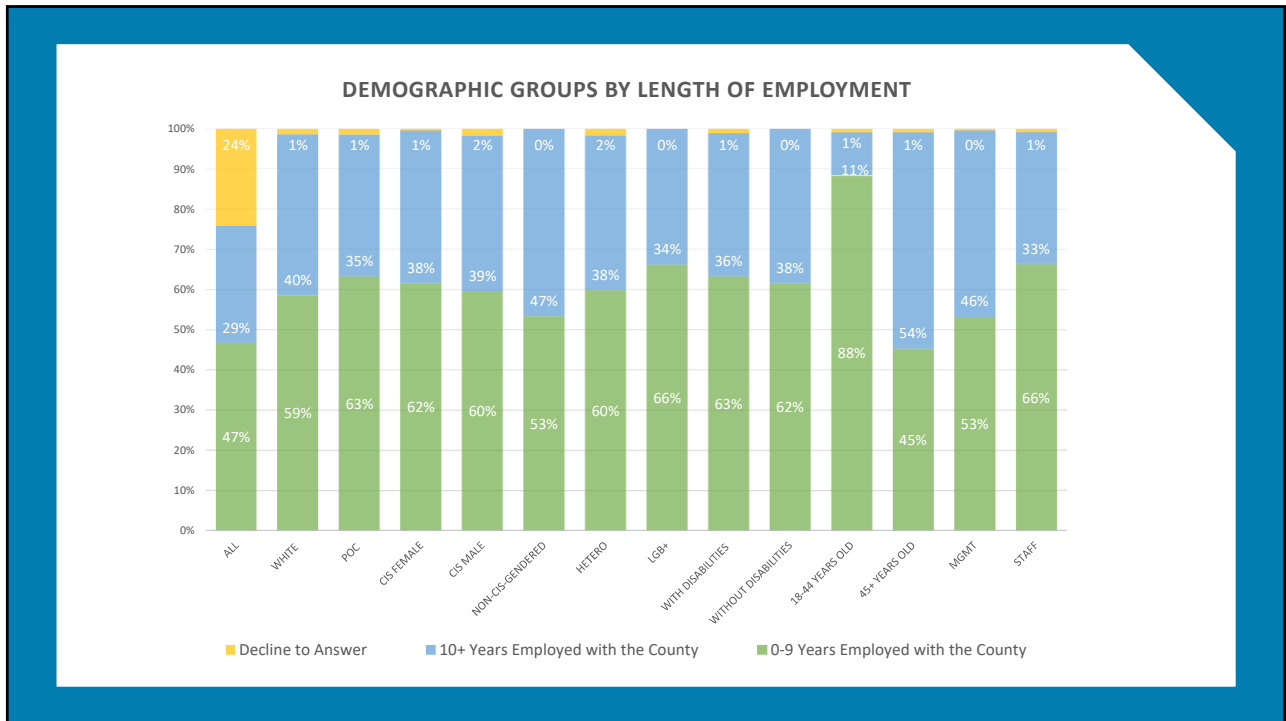
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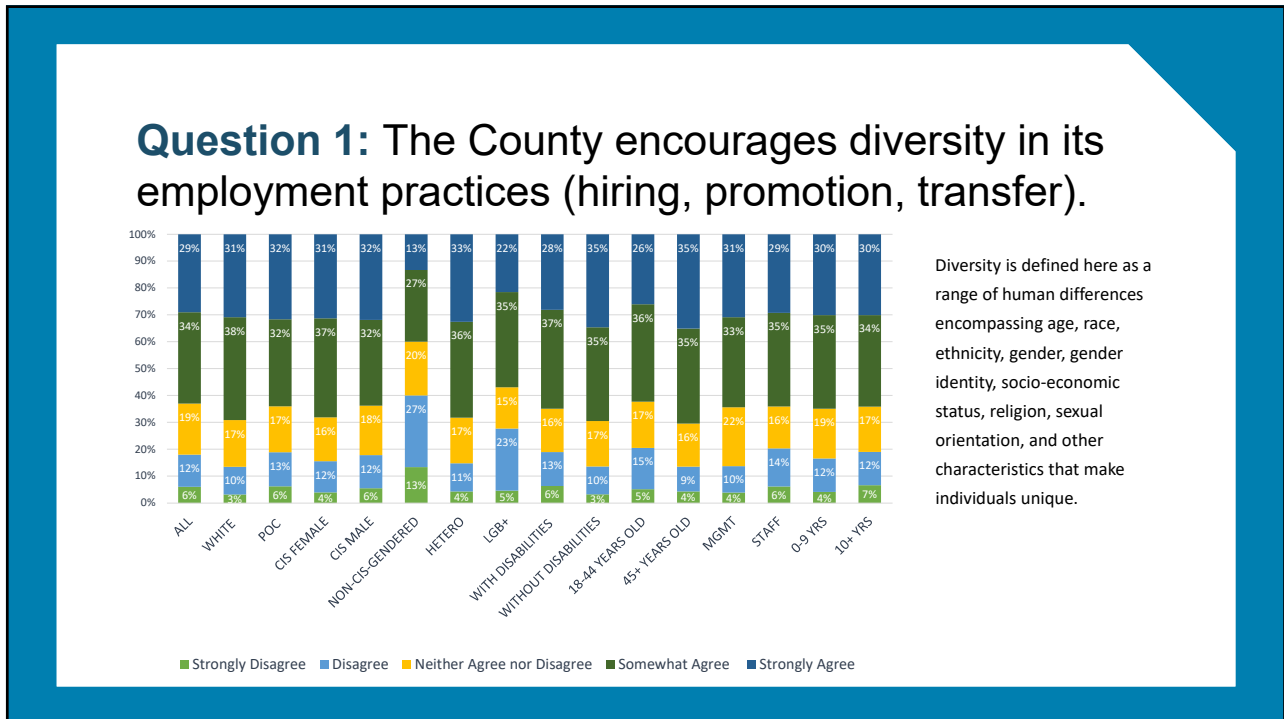
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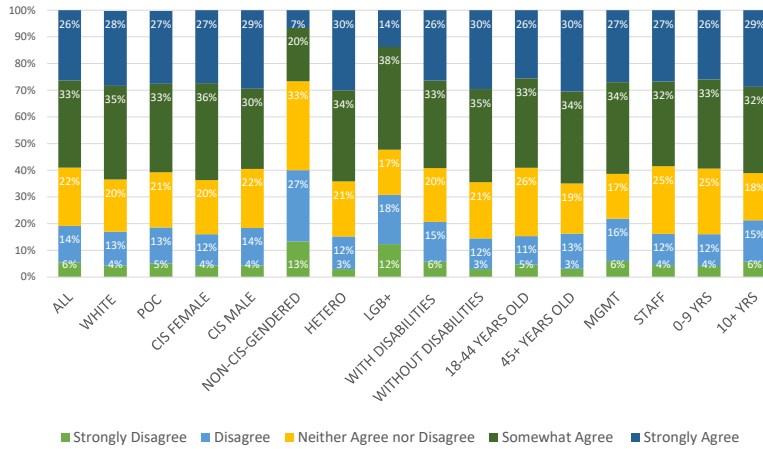
Survey Results By Question

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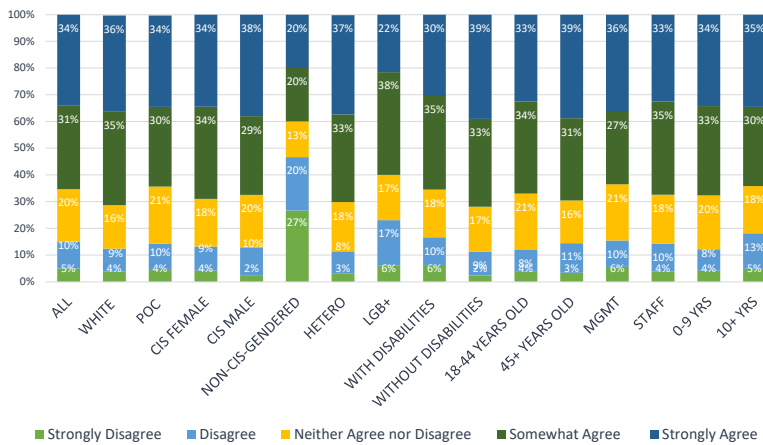
Question 2: The County encourages equity in service delivery.



Equity is defined here as adjusting processes and redistributing resources to ensure that individuals who are disadvantaged or experience greater barriers relative to others may enjoy the same opportunities, benefits, and services.

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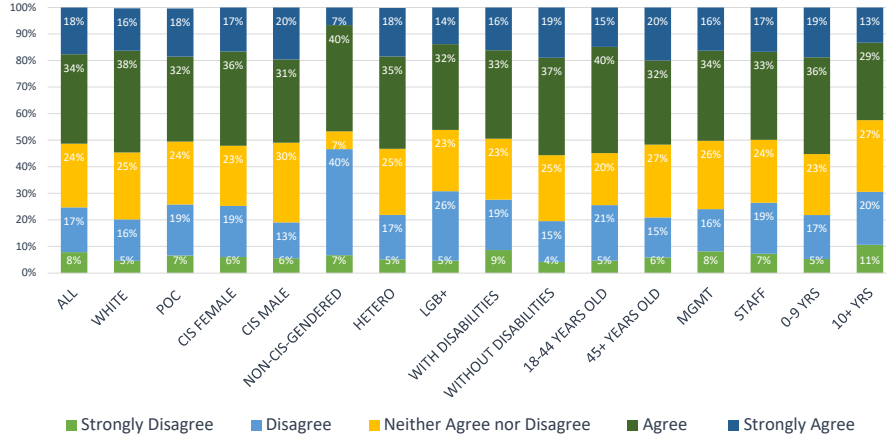
Question 3: The County encourages inclusion of employees regardless of race, gender, age, disability, ethnicity, gender identity, sexual orientation, religion, or other differences.



Inclusion is defined here as involvement and empowerment, where the inherent worth and dignity of all people are recognized and valued.

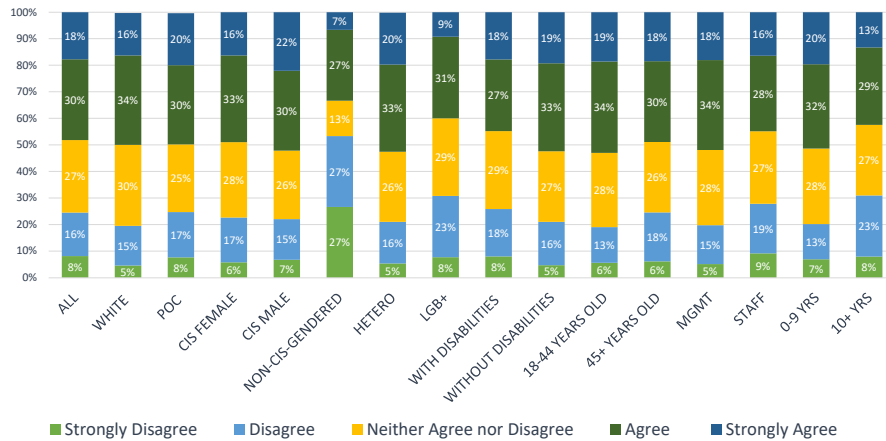
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Question 4: The County fosters a work environment that encourages employees to be themselves at work without fear.



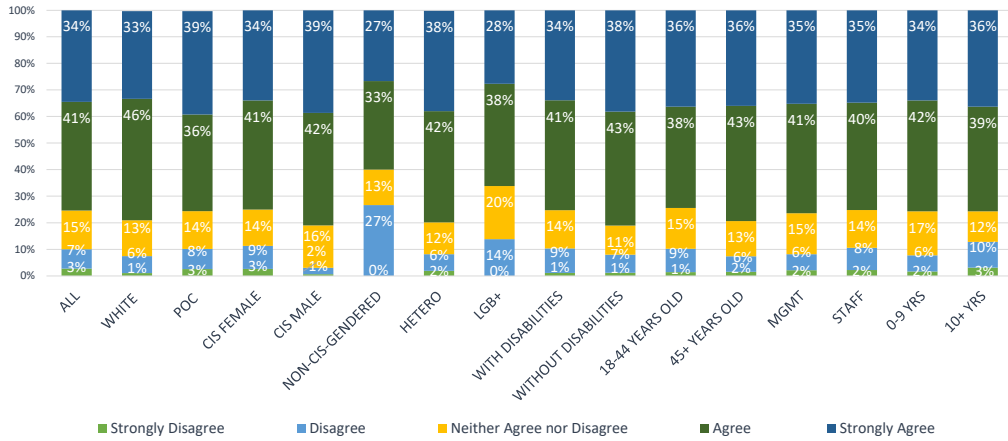
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Question 5: Everyone at the County is treated fairly regardless of race, gender, age, disability, ethnicity, gender identity, sexual orientation, religion, or other differences.



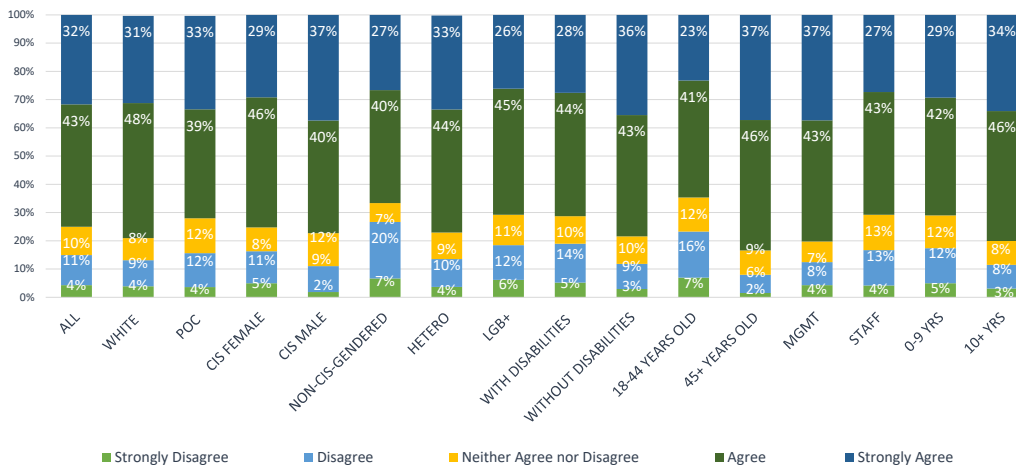
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Question 6: The County does not tolerate jokes or slurs based on race, ethnicity, religion, age, disability, gender, gender identity, or any other protected characteristic.



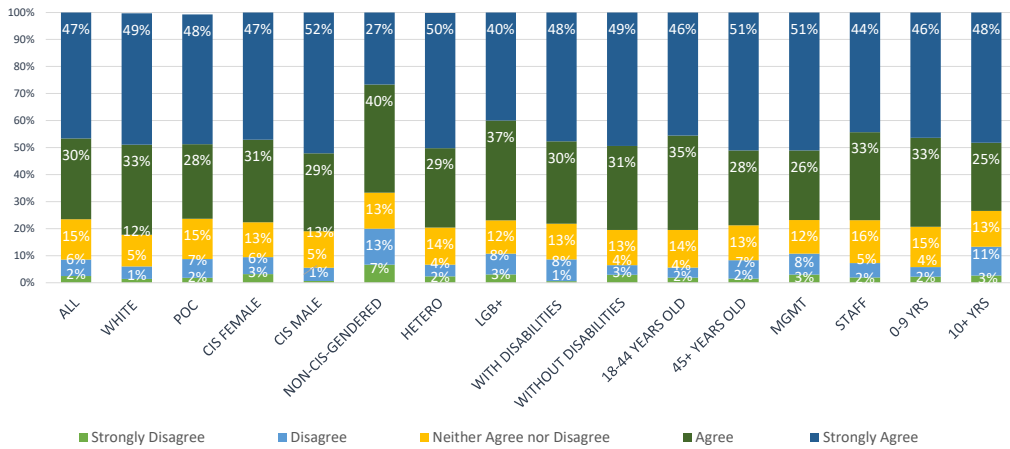
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Question 7: If I had a concern about harassment or discrimination I know where and how to report that concern.



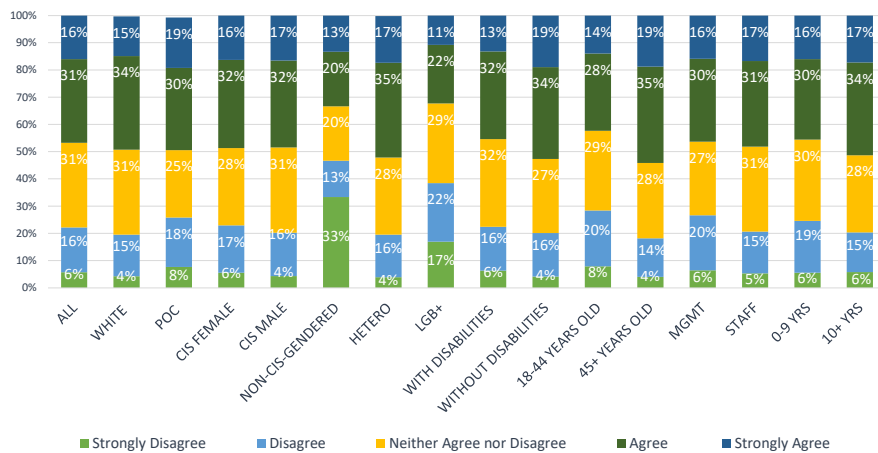
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Question 8: My supervisor demonstrates commitment to and support of diversity, equity, and inclusion.



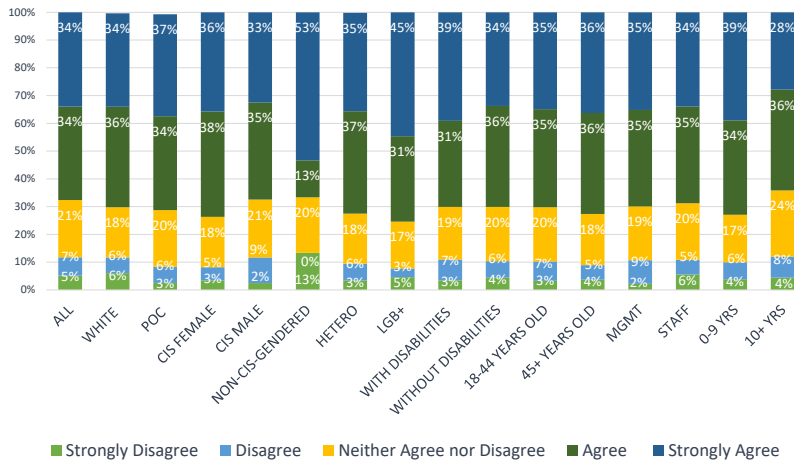
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Question 9: The County does a good job providing training programs that promote diversity, equity, and inclusion.



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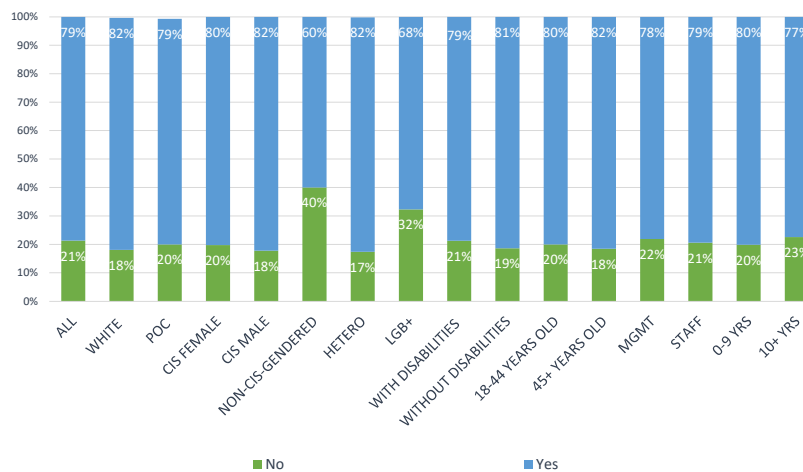
Question 10: I am interested in participating in training programs that promote the understanding and mitigation of unconscious bias.



Unconscious bias is defined here as social stereotypes about certain groups of people that individuals form outside their own conscious awareness.

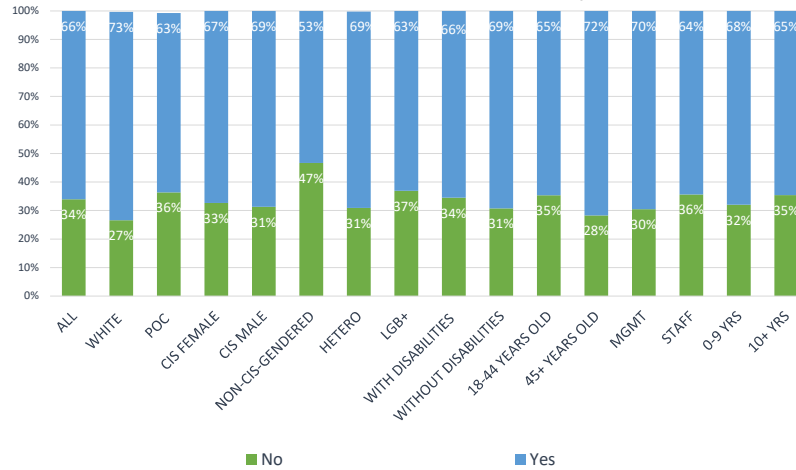
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Question 11: My supervisor creates an environment where I can voice a contrary opinion without fear of negative consequences.



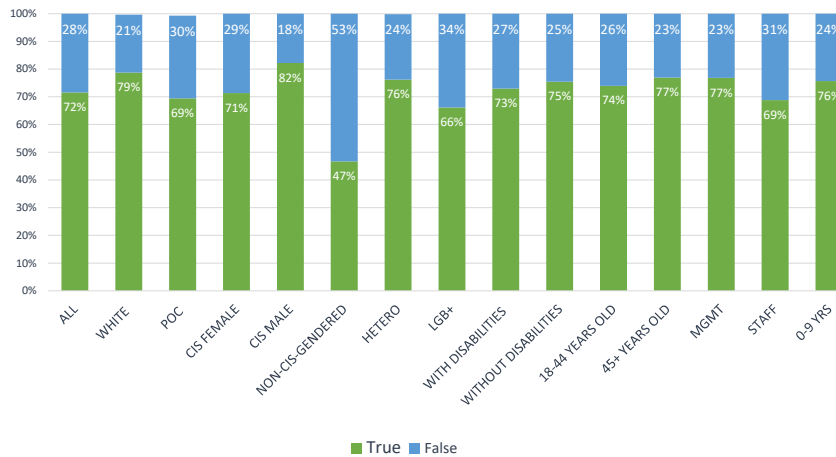
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Question 12: My leadership team provides space for the team to discuss issues of racial equity.



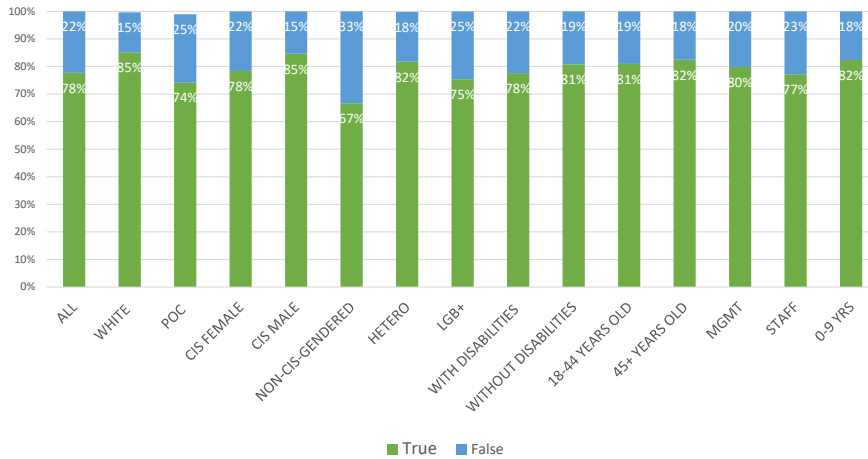
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Question 13: Perspectives like mine are considered in decision-making within my division or work unit.



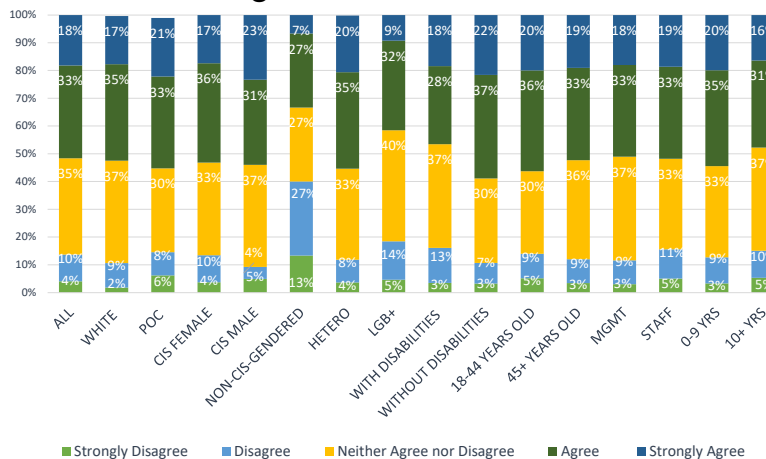
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Question 14: My ideas are encouraged and acknowledged in my division or work unit.



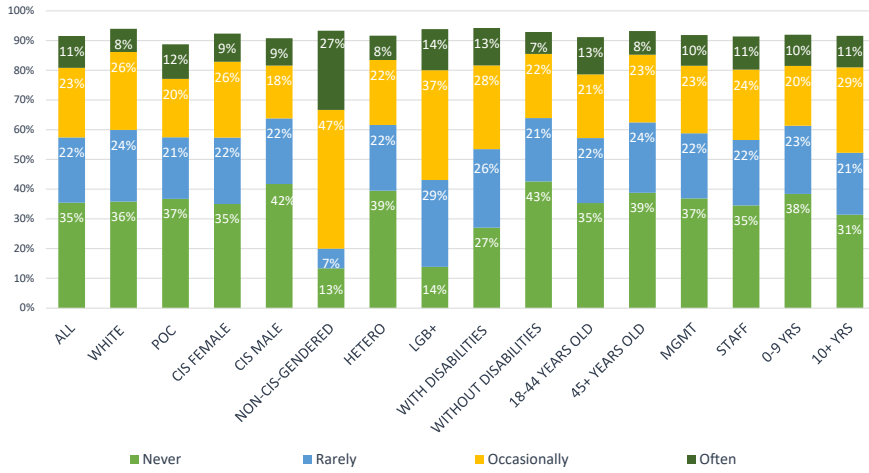
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Question 15: The County creates a safe space for employees to share information about their backgrounds and cultural experiences with colleagues.



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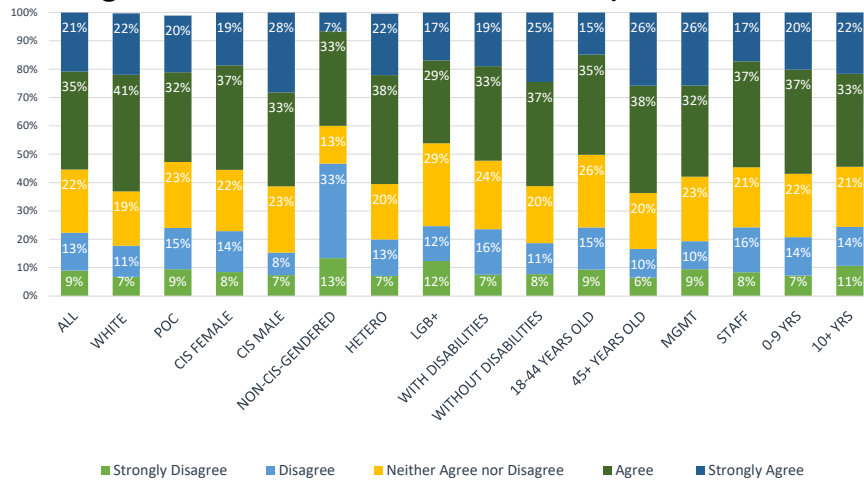
Question 16: Have you experienced instances of microaggression toward you in the work environment?



Microaggression is defined here as a statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group.

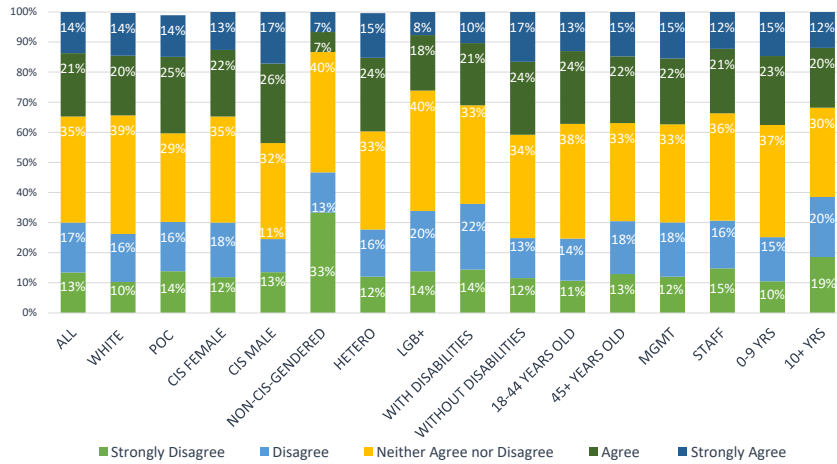
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Question 17: I feel empowered to question or challenge something that feels unfair in the workplace.



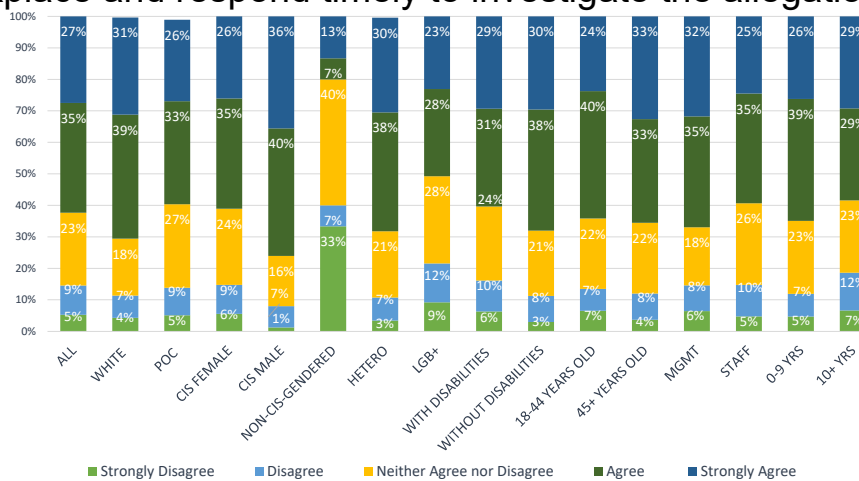
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Question 18: The internal promotion process at the County is fair for all applicants, regardless of race, gender, age, disability, ethnicity, gender identity, sexual orientation, religion, or other differences.



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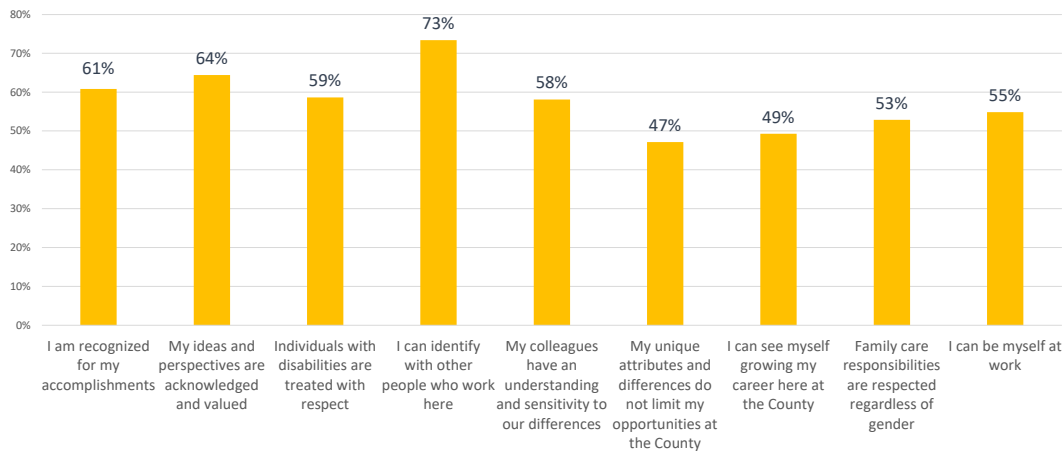
Question 19: I believe the County will take seriously any alleged incidents of discrimination or harassment in the workplace and respond timely to investigate the allegations.



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Question 20: All Statements

Percentage of All Respondants to This Question Who Selected Each Statement



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Significant Take-Aways:

- The overall survey response of 28% was good, however, a closer look at respondent demographics indicated a low turnout among staff in underrepresented groups. The hope is that by routinely administering the DEI survey previously reluctant staff will gain confidence not only in the confidentiality of the survey, but in its potential to make a difference.
- Creative solutions are needed to encourage increased participation from staff in underrepresented groups to better identify disparities
- While several suggested areas for improvement were identified, there was also substantial positive feedback indicating staff satisfaction with present levels of diversity, equity and inclusion efforts.
- Participants provided a wealth of creative opportunities for improvement in their comments

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Opportunities for Improvement:

Service Delivery Equity:

- Prioritize the allocation of services, resources, and access to those resources for South County residents
- Ensure that all or most written material about programs and services is available timely in Spanish as well as English

Communication:

- Provide training for staff on effectively voicing a contrary opinion;
- Train management on proactively soliciting, acknowledging, appropriately receiving and responding to feedback from diverse frontline staff
- Provide follow-up to staff who have made suggestions, letting them know what, if anything, was done with their feedback (e.g., who did they share it with, how was it received, what was the outcome, what barriers contributed to its not being implemented if that was the outcome, etc.)
- Proactively solicit the perspectives of front-line staff early in the decision-making process so those perspectives can be considered during the process rather than after.
- Prioritize/promote/evaluate communication skills for managers and supervisors that create a culture welcoming of diverse perspectives

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Opportunities for Improvement (cont'd):

Providing Space for DEI Conversations:

- Establish a centralized office to promote DEI as a priority for all departments and a DEI Officer to lead efforts
- Establish a DEI Council or Commission to address and actively foster a workplace culture that is safe for such conversations
- Establish County-wide affinity groups for marginalized staff to connect staff from different departments
- Proactively promote DEI in the workplace rather than passively responding to issues as they arise
- Prioritize space specifically for facilitated equity discussions with staff
- Encourage “belonging” as well as diversity, equity and inclusion
- Provide training on aspects of DEI such as implicit bias, systemic discrimination, and identifying and addressing microaggressions
- Provide in-person trainings from community partner organizations and professional facilitators on DEI topics (Non-violent communications, Luna Jimenez Institute for Social Transformation, The Untraining, somatic and constructivist anti-racism training, Diversity Center, women’s organizations, disability inclusion, neurodiversity training, ally training, structural/historical racism, etc.)

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Opportunities for Improvement (cont'd):

Promotional Process:

- Establish third-party oversight to evaluate hiring and internal promotional process data
- Update employment tests and job specifications to include modern criteria, technology and systems
- Prioritize experience over education in position descriptions
- Provide detailed training on the internal promotion process and career paths for various positions
- Ensure appropriate diversity in hiring panels
- Provide targeted training on management skills to non-managers and actively mentor them for promotion to management roles
- Address internal policies which limit advancement opportunities by disallowing employees to complete any training beyond mandated training due to staffing issues

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Opportunities for Improvement (cont'd):

Discrimination/Harassment Reporting:

- Better communicate the harassment or discrimination reporting process and provide additional training to staff including County deadlines for reporting and timely response times, definitions, etc.
- Streamline the investigation process to ensure more timely response
- Bring in third-party involvement when there is a potential conflict of interest
- Ensure that the process prioritizes protecting staff from discrimination and harassment over protecting the County from liability
- Enhance the integrity of the investigation process by providing an appeals panel when findings are challenged.

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Next Steps:

- Collaborate with the CAO's office for more in-depth data analysis
- Prepare a report on the key findings
- Share the presentation with EEO Commissions who offered feedback
- Share the report and/or presentation with the Board of Supervisors
- Post report and/or presentation on the internal Equal Employment Opportunity website and share with staff
- Consider opportunities for improvement and develop an implementation plan as appropriate
- Monitor implementation and share outcomes
- Determine future DEI survey process and frequency

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Questions?

Thank You

Personnel
Department



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SANTA CRUZ COUNTY COMMISSION ON DISABILITIES' FINDINGS PURSUANT TO ASSEMBLY BILL 361 AUTHORIZING TELECONFERENCE MEETINGS AS A RESULT OF THE CONTINUING COVID-19 PANDEMIC STATE OF EMERGENCY AND HEALTH OFFICER RECOMMENDATION FOR SOCIAL DISTANCING

WHEREAS, The Santa Cruz County Commission on Disabilities is a legislative body under the Brown Act as defined under Cal. Gov. Code section 54952(b) and Santa Cruz County Code Section 2.38.110; and

WHEREAS, on September 16, 2021, Governor Newsom signed Assembly Bill 361 (“AB 361”), urgency legislation effective immediately, that amended Government Code section 54953 to permit legislative bodies subject to the Brown Act to continue to meet under modified teleconferencing rules provided that they comply with specific requirements set forth in the statute; and,

WHEREAS, pursuant to AB 361 and Cal. Gov. Code section 54953(e)(1)(A), a legislative body may meet under the modified teleconferencing rules during a proclaimed state of emergency, and where local officials have imposed or recommended measures to promote social distancing; and

WHEREAS, on March 4, 2020, Governor Newsom issued a Proclamation of State of Emergency in response to the COVID-19 pandemic, and which remains in effect; and

WHEREAS, on September 30, 2021, Santa Cruz County Public Health Officer Dr. Gail Newel strongly recommended that legislative bodies in Santa Cruz County continue to engage in physical/social distancing by meeting via teleconference as allowed by AB 361 and confirmed that she will regularly review and reconsider this recommendation and notify the public when it is no longer recommended; and

WHEREAS, pursuant to AB 361 and Cal. Gov. Code section 54953(e)(3), within 30 days of the date the legislative body first holding a teleconferenced meeting under the modified rules, and every 30 days thereafter, a legislative body can continue to hold such teleconference meetings provided it has reconsidered the circumstances of the state of emergency and determined either that the state of emergency continues to directly impact the ability of the members to meet safely in person or that local officials continue to recommend measures to promote social distancing; and

WHEREAS, on October 13, 2022, The Santa Cruz County Commission on Disabilities held a teleconference meeting under AB 361; and

WHEREAS, this Santa Cruz County Commission on Disabilities has reconsidered the circumstances of the current state of emergency and finds that the COVID-19 pandemic continues to directly impact the ability of members of the public to participate safely in person and further finds that the Santa Cruz County Public Health Officer continues to recommend measures to promote social distancing; and

WHEREAS, in the interest of public health and safety, and due to the emergency caused by the spread of COVID-19, the Santa Cruz County Commission on Disabilities deems it necessary to utilize the modified teleconferencing rules set forth in AB 361;

NOW, THEREFORE, the Santa Cruz County Commission on Disabilities makes the following findings by a majority vote:

Section 1. The foregoing recitals are true and correct, and adopted as findings of the Santa Cruz County Commission on Disabilities.

Section 2. Effective immediately, and for the next 30 days, the Santa Cruz County Commission on Disabilities will meet via teleconference as authorized under AB 361 and Government Code section 54953(e)(3).

Section 3. No later than thirty (30) days from making today’s findings, or at the next scheduled meeting, the Commission will reconsider the circumstances of the COVID-19 state of emergency and, if necessary, adopt subsequent findings to continue holding teleconference meetings in accordance with Government Code section 54953(e)(3).

PASSED AND ADOPTED by the Santa Cruz County Commission on Disabilities in Santa Cruz, State of California, this 13th day of October, 2022, by the following vote:

AYES:
NOES:
ABSENT:
ABSTAIN:

David Molina
Chair, Santa Cruz County Commission on Disabilities

ATTEST: _____
Department Staff

Approved as to Form:

Office of the County Counsel



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Scheduled Meetings

Unless otherwise specified below, regularly scheduled Commission on Disability meetings are generally held as follows:

DAY: Second (2nd) Thursday*
MONTH: Every month except July and December
TIME: 12:30 PM – 2:00 PM
LOCATION: Santa Cruz County Building, Fifth Floor - Redwood Conference Room
701 Ocean Street, Santa Cruz, CA 95060 **unless held remotely**

***Unless noted otherwise below**

Changes to the schedule, including special meetings, changes of location, or meeting cancellations, will be listed on the website at www.scccod.net as soon as information becomes available.

2022 MEETING DATES		
DATE	TIME	LOCATION
January 13, 2022	12:30 – 2:00 PM	Remote
February 10, 2022	12:30 – 2:00 PM	Remote
March 10, 2022	12:30 – 2:00 PM	Remote
April 14, 2022	12:30 – 2:00 PM	Remote
May 12, 2022	12:30 – 2:00 PM	Remote
June 9, 2022	12:30 – 2:00 PM	Remote
August 11, 2022	12:30 – 2:00 PM	Remote
September 8, 2022	12:30 – 2:00 PM	Remote
October 13, 2022	12:30 – 2:00 PM	Remote
November 10, 2022	12:30 – 2:00 PM	To Be Determined