



# EEO MATTERS

## A Focus On Training

SJC-EEO

January 2010

Welcome to the first edition of EEO Matters for 2010!

It is hard to believe that 2009 has come and gone. We have seen so much happen in state and local government this past year, most of it has been dealing with the current budget situation and from what the trends are saying, 2010 may lead to even more challenges.

Regardless of the challenges ahead, we must continue to strive for workplaces free from discrimination and harassment. The Equal Employment Opportunity and Staff Development Offices, which are part of the Human Resources Division, are prepared to offer the support and tools you will need to get this done.

As part of the EEO Program, we will continue to offer various EEO-related training workshops. Each month we will continue to offer the following training courses:

- *Diversity, Respect & Inclusion: A Personal Commitment*
- *Sexual Harassment Refresher For Managers & Supervisors*
- *Discrimination & Harassment Prevention For General Employees*

One thing we have changed in our course offerings is that we phased out the Sexual Harassment Awareness And Prevention module for general employees. We have incorporated this workshop into the newly designed Discrimination And Harassment Prevention For General Employees course and feel this is a more comprehensive course for employees.

We still have the capacity to offer the Sexual Awareness Prevention course on an as needed basis so if there is a specific issue in your department that would benefit from the course, contact the EEO Office and we will work with you to schedule this training.

For a listing of dates and times, and information on how to enroll, visit the Human Resources Division website at [www.sjgov.org/hr](http://www.sjgov.org/hr) to review or download the Staff Development Spring Training Catalog.

### EEO WANTS YOU!

The EEO Office and the Diversity Luncheon Committee will soon begin plans for the upcoming 2010 Annual Diversity Luncheon and we want to hear from you!

Please plan to attend a Brown Bag session with the Committee to share your ideas and thoughts for possible venues, keynote speakers, food, theme and entertainment.

The Brown Bag session will be held on Thursday, March 25th, from 12:00 Noon to 1:00 p.m. in Suite 471 of the County Administration Building, located at 44 North San Joaquin Street.

Can't attend? No problem. Please call or email your suggestions to Robin Daniels at 468-3374 or [rdaniels@sjgov.org](mailto:rdaniels@sjgov.org).

We look forward to seeing you on the 25th.

### CONTACT US

#### EEO Office Staff

**Robin Moore**

EEO Program Manager  
468-9986



**John Bacay**

EEO Analyst  
468-8203



**Robin Daniels**

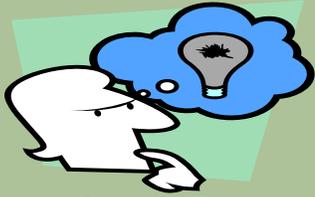
Office Technician/  
Coordinator  
468-3374



<http://www.sjgov.org/eoo>

*"There never were in the world two opinions alike, no more than two hairs or two grains; the most universal quality is diversity."*

**- Michel de Montaigne**



### Did you know?

According to overweight and obesity statistics from the National Institute of Health, two-thirds of Americans are currently considered overweight or obese. Obesity, which is defined as someone who has an abnormally high proportion of body fat, affects nearly 35 million adult women and 28.6 million adult men.

Black History Month was started in 1926 by Carter Godwin Woodson as Negro History Week. February was chosen because Frederick Douglas and Abraham Lincoln both were born during this month.

(Source - www.diversityinc.com)



To break up the long, tedious climb, John said to Mike and Tim, "Here's what we'll do. I'll tell jokes for the first 20 flights, Mike can sing songs for the next 20 flights, and Tim can tell sad stories for the rest of the way."

And that's just what they did. John told jokes until the 21st floor, when Mike took over singing songs. On the 41st floor, Tim took over, saying, "I will tell you my saddest story first. I left the room key in the car!"

## 2010 Mentor Partnership Program

The Mentor Partnership Program began its thirteenth year on January 21, 2010 with a Program Orientation at the County Administration Building, where the participants got a chance to meet their respective partners, and to meet and mingle with other mentors and mentees. For this year, we have a total of 39 participants.

On behalf of the County EEO Program, we would like to congratulate the 2010 Mentor Partnership Program participants and wish them well as they begin this exciting new journey.

County departments with employee participation include:

- Assessor/Recorder
- Behavioral Health
- Child Support
- Clerk of the Board
- EEDD
- Facilities Management
- Human Resources
- Human Services
- Information Systems
- Probation
- Public Defender
- Public Health
- Public Works
- Purchasing
- Revenue & Recovery
- Sheriff
- SJGH
- Treasurer - Tax Collector

### EEO OFFICE TIDBITS

Your feedback is important to us! If you have thoughts about the information provided or ideas about what you would like to see in future issues of the newsletter, please send them to the EEO Office at: rmoore@sjgov.org, or call at 468-3374.

We are looking forward to hearing from you soon!

## Celebrate Diversity

### National Women's History Month



National Women's History Month grew from an effort to recognize and celebrate the accomplishments of women in American History.

In 1980, President Carter issued the first Presidential Proclamation calling on the American People to remember the contributions of women. By 1987, fourteen governors had declared March as Women's History Month and, that same year, Congress and the President followed by declaring March as National Women's History Month.

This year's theme, "Writing Women Back Into History," highlights and recognizes a different aspect of women's achievements, from ecology to art, and from sports to politics.

The County proudly joins the Nation in celebrating Women's History Month during March.

### Quarterly Diversity Calendar

**February 2010**  
Black History Month  
Chinese Lunar New Year (Year Of The Tiger) Begins - February 14  
Presidents Day - February 15

**March 2010**  
National Women's History Month  
Deaf History Month

**April 2010**  
National Autism Awareness Month  
Take Our Children To Work Day - April 22

*The Quarterly Diversity Calendar is intended as a brief sampling of many commonly known cultural and religious holidays and observances celebrated in the U.S. The calendar is by no means exhaustive. It is not the intention of the EEO Office to offend any individual or group.*