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**MINUTES
SAN JOAQUIN COUNTY
EQUAL EMPLOYMENT OPPORTUNITY ADVISORY COMMITTEE (EEOAC)**

**April 1, 2026
3:00 P.M.**

**San Joaquin County Administration Building
Video Conference via Microsoft Teams**

I. Call to Order

Dominic Biles, Chair, called the meeting to order at **3:05 PM**.

II. Roll Call

Present

EEOAC Members:

- Dominic Biles (Chair)
- Michael Sorensen (Vice-Chair)
- Cristopher Bunnell
- Elaine Edmond
- Christina Jones
- Abe Mendoza
- Sharon Solero

HR/EEO Staff:

- David Davis
- Mikal Mitchell
- Tyler Vernon
- Jennifer Goodman
- Nicole Devencenzi
- Janzel Johnson
- Christy Sanders

Online/In-person Employee(s):

- Luisa Godfrey
- Armando Valerio
- Lanette Chase
- Annette Rivas
- Susana Diaz-Carbajal
- Josefina Alcantara
- Amarra Gladney
- Raul Jauregui

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III. Approval of Minutes

Dominic Biles entertained a motion to approve December 3, 2025, meeting minutes. The motion was made by Michael Sorensen and seconded by Allwyn Brown. Upon a unanimous vote, the motion carried, and the minutes were approved.

IV. Public Comment

Armando Valerio, Departmental EEO Coordinator, recognized the EEO Office for their training session held on March 3, 2026.

V. EEO Program Update

David Davis, DEI/EEO Manager, provided a brief update on the EEO Office's current complaint status.

Mr. Davis outlined the EEO Office's SMART goals, which include increasing both the total number of EEO Coordinators across the county and the number of trained coordinators by June 30, 2028. The primary objective of this recruitment drive is to utilize coordinators to assist the EEO Office with resolving complaints at the informal level, with a long-term mission to have 100% of all EEO Coordinators trained by 2028. To support this effort, the next training session is tentatively scheduled for August 26, 2026, at the Robert J. Cabral Agricultural Center.

Following the presentation, Mr. Davis opened the floor for questions:

- **Inquiry:** Janzel Johnson, Departmental EEO Coordinator, asked if the upcoming August training would feature new content or mirror the recent session.
- **Response:** Mr. Davis clarified that while the core curriculum would remain relatively the same, the session would incorporate new case studies and updated materials.

Jennifer Goodman added context regarding the broader organizational framework, noting that each county department is tasked with identifying SMART goals that directly support the Board of Supervisors' strategic priorities. Progress on these goals is tracked and reported back to the Board through the budget process over a three-year window. Mr. Davis is responsible for providing quarterly updates on the specific SMART goals assigned to the EEO Office.

VI. Old Business

David Davis presented updates to the EEOAC roster and introduced new committee members Christopher Bunnell, Abe Mendoza, and Sharon Solero.

VII. New Business

The committee proceeded with the annual election and selection of the San Joaquin County EEOAC Chair and Vice-Chair.

Michael Sorensen nominated Dominic Biles for the position of Chair, and Christina Jones seconded the nomination. Hearing no additional nominations, the floor was closed. DEI/EEO Manager David Davis invited Mr. Biles to share his vision for the committee. Following a unanimous vote, Dominic Biles was elected as Chair of the EEOAC.

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Chair Biles nominated Abe Mendoza for the position of Vice-Chair. Following a unanimous vote, Abe Mendoza was elected as Vice-Chair of the EEOAC.

Chair Biles entertained a motion to establish the EEO Plan Sub-committee for the upcoming September 2026 – August 2028 term.

Jennifer Goodman provided context on the sub-committee's significance, explaining that the EEO Plan serves as the primary mechanism for the Advisory Committee to advise the Board of Supervisors on EEOAC matters. The plan formally communicates the committee's goals, initiatives, and recommendations directly to the Board.

During the discussion, it was clarified that a maximum of two (2) EEOAC members may serve on this specific sub-committee. Members interested in participating were encouraged to reach out directly to Chair Biles or Vice-Chair Mendoza.

Chair Biles entertained a motion to host the annual 2026 Diversity Luncheon.

Date and Time: Thursday, October 15, 2026, from 12:00 PM – 1:30 PM.

Abe Mendoza moved to host the luncheon on the selected date, Chair Biles seconded, and the motion carried unanimously.

To facilitate planning, Chair Biles entertained a motion to establish the 2026 EEO Diversity Luncheon Sub-committee. Following a unanimous vote, the motion carried. The sub-committee is tasked with determining the event theme, selecting keynote speakers, and securing a food caterer. Chair Biles and Vice-Chair Mendoza both volunteered and were appointed to serve on this sub-committee.

VIII. General Comments from Committee Members

No general comments from committee members.

IX. Upcoming Meetings

- June 3, 2026
- August 5, 2026
- October 7, 2026
- December 2, 2026

X. Adjournment

Dominic Biles adjourned the meeting at 3:32 PM.

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