APPROVED

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

August 5, 2026
3:00 P.M.

San Joaquin County Administration Building
Video Conference via Microsoft Teams

I. Call to Order

Abe Mendoza, Vicechair, called the meeting to order at **3:00 PM.**

II. Roll Call

Present

EEOAC Members:

- Abe Mendoza (Vicechair)
- Allwyn Brown
- Christina Jones
- Cristopher Bunnell
- Curtis Kimbro
- Michael Sorensen

HR/EEO Staff:

- Constance Bibbs
- Mikal Mitchell
- Blair Eversley
- Tyler Vernon
- Robert Bonner
- Nicole Devencenzi
- Oriana Maghoney
- Patrick Wolak

Online/In-person Employee(s):

- Luisa Godfrey
- Stacy Clark
- Ian Boyd
- Todd Kamigaki
- Daniel Ramirez
- Brandon Miller
- Amarra Gladney
- Annette Rivas
- Stephen Gamino
- Leora Pollock

- Tyler Moran
- Josefina Alcantara
- Daniel Kim
- Sheree Contreras

III. Approval of Minutes

Abe Mendoza entertained a motion to approve June 3, 2026, meeting minutes. Christina Jones made the motion, and Curtis Kimbro seconded. A vote was held, with four (4) in favor and one (1) abstention from Michael Sorensen, who was not present at the previous meeting. The motion carried, and the minutes were approved.

IV. Public Comment

No public comment.

V. EEO Program Update

Nicole Devencenzi, Assistant Director of Human Resources, provided an update on the EEO Program. David Davis is currently out of the office, and Blair Eversley has been assisting with the administrative functions of the EEO Unit in the interim. Blair is also leading the review of the 2026 - 2028 EEO Plan. As the Human Resources Project Manager, Blair has been reviewing EEO policies and completing revisions, which will be brought before the EEOAC once completed.

Robert Bonner, Interim Director of Human Resources, is conducting a review of Human Resources units, including EEO, to assess and identify opportunities to improve efficiency and the overall effectiveness of the EEO Program. Areas under review include training and education, investigation turnaround times, and the appropriate allocation of resources.

Additionally, the EEO Coordinator Training, previously scheduled for August 26, 2026, has been tentatively rescheduled to a date in September, which is still to be determined.

Regarding Civil Service Rule 20 complaints, there are currently thirty-seven (37) active complaints in various phases of the formal complaint investigation process, five (5) complaints pending review and determination, and seven (7) cases pending an appeal hearing before the Civil Service Commission.

VI. Old Business

Blair Eversley provided an update on the 2026–2028 EEO Plan timeline. Revisions to the Plan are approximately 90 percent complete. The EEO team is working in partnership with Position Control and Employment Services to compile and analyze applicant data, management and non-management County workforce data, and County underutilization analyses. This work is intended to ensure that the Plan incorporates equitable and inclusive practices throughout the phases of personnel management within San Joaquin County.

Oriana Maghoney clarified that the EEO Plan Subcommittee has been established and that the EEO team will be reaching out to its members to convene and review the draft Plan prior to presenting the final draft to the EEOAC for approval.

Abe Mendoza provided an update regarding the Diversity Luncheon Subcommittee. The Subcommittee has been meeting to discuss the event theme, decorations, and keynote speaker. This year's theme is "A Seat at the Table for Every Voice." The luncheon will be held on Thursday, September 10, 2026, at the Robert J. Cabral Agricultural Center. Tickets are $20, and the event will be catered by Morada Eats.

This year's keynote speaker will be Dr. Lakeisha Little-Shaw, a community leader and wellness advocate. Abe encouraged EEOAC members to participate in the event. Oriana Maghoney emphasized the EEOAC's role in volunteering and supporting the luncheon. Members were encouraged to contact Tyler for information regarding ticket purchases and volunteer opportunities.

VII. New Business

Robert Bonner, Interim Director of Human Resources, provided a brief introduction. Robert began serving in the interim role on June 9, 2026. He previously joined San Joaquin County in November 2025 as the Deputy Human Resources Director for San Joaquin General Hospital.

Patrick Wolak, Staff Development Coordinator, presented the Annual Staff Development Report and provided an overview of training programs related to EEO and employee development.

Staff Development offers the Human Resources Leadership Academy (HRLA), including Leave Administration training. HRLA is designed for emerging leaders and employees who have been promoted into leadership positions within the County. Diversity, Equity, and Inclusion training is also incorporated into mandatory New Employee Orientation (NEO). Additionally, mandatory Sexual Harassment and Discrimination Prevention training is provided for both general employees and managers/supervisors.

HRLA Leave Administration training is generally offered four (4) times per year and covers a variety of leave laws and requests for special accommodation, including military leave, the Family and Medical Leave Act (FMLA), and other protected leaves. The course is offered live and can accommodate an unlimited number of participants.

Diversity, Equity, and Inclusion training is provided as part of the two-day New Employee Orientation, which is held approximately twenty-six (26) times per year. Sexual Harassment and Discrimination Prevention training is required every two (2) years pursuant to SB 1343. The California Civil Rights Department provides online supervisory and non-supervisory courses, and Staff Development verifies completion through certificates submitted by employees. San Joaquin County also offers training videos for general employees and supervisory/management staff. Applicable policies and supporting documents are provided as part of New Employee Orientation.

During the previous fiscal year, 126 employees participated in HRLA training. Additionally, 3,324 general employees and 589 supervisors/managers completed Sexual Harassment and Discrimination Prevention training. Diversity, Respect, and Inclusion training was provided to 1,887 employees.

Jesse Rangle, Deputy Director of Emergency Operations, asked whether departments may request ad hoc training presentations outside of regularly scheduled sessions. Patrick confirmed that departments may request such training and may contact him to coordinate. Jesse also

asked whether training could be modified in length while maintaining the subject matter. Patrick confirmed that certain training courses may be tailored to meet specific departmental needs.

Oriana Maghoney clarified that the ability to modify training depends on the specific course. Certain mandatory courses, such as Sexual Harassment and Discrimination Prevention training required under SB 1343, are subject to specific requirements and guidelines. Oriana encouraged departments and leadership to contact Staff Development regarding specific training needs, noting that Staff Development has developed customized leadership training and programs for various County departments.

Christina Jones, EEOAC Employee Representative and Departmental EEO Coordinator, discussed training resources she became aware of while assisting with an informal complaint. In addition to HRLA, Christina noted training available through SJC Engage and department-specific resources, such as HSA's 360Learning, and asked whether similar resources could be made available Countywide.

Oriana clarified that the Staff Development presentation primarily addressed mandatory courses; however, a wide variety of elective courses addressing EEO and other topics are available. Departments were encouraged to review courses offered through SJC Engage. Elective courses facilitated by outside vendors, including Kaiser and Anthem, may also be available through SJC Engage.

Michael Sorensen requested additional context regarding the participation numbers presented, including how the number of employees completing training compares with the total number of employees who are eligible or required to complete each course. Patrick explained that the HRLA participation number is smaller because the program is intended primarily for supervisors and managers and indicated that additional information regarding participation could be provided.

Oriana further explained that HRLA is generally a one-time program for supervisors and managers, although it remains available as a refresher. The Academy consists of twelve (12) courses conducted over six (6) consecutive weeks, with participants receiving a certificate upon completion. Newly appointed supervisors and managers are required to participate. Three (3) HRLA sessions were conducted during the year at the time of the meeting, although sessions are generally offered quarterly depending on enrollment.

Michael clarified that he was interested in understanding the County's success in ensuring employees complete mandatory training. The Committee requested that future presentations provide additional context regarding participation numbers and percentages in comparison with the number of employees eligible or required to complete the applicable training. Oriana stated that this information would be incorporated into future presentations.

Layetta Finister asked about the frequency and availability of the elective courses discussed earlier. Oriana explained that Staff Development develops a new training catalog annually and that planning for the 2027 catalog would begin within the following week. Staff Development reviews available courses, schedules, and offerings from outside vendors and determines which courses to offer based on current topics, relevance, and employee interest. Courses with strong enrollment may be offered again, while courses with lower enrollment may not be included the following year but could be returned in a future catalog.

Christina Jones asked whether consideration is given to making certain elective courses mandatory. Oriana explained that individual departments may make courses mandatory within their programs when a particular training need is identified, subject to the appropriate review and approval process.

Abe Mendoza transitioned the Committee to discussion of the Diversity Awards nominations. Abe noted that one nomination involved the department for which he serves as Director and that he would abstain from voting in that category.

Blair Eversley advised that Committee members could take additional time to review the nominations and submit their selections to the EEO Office via email by Friday, August 7, 2026.

Abe entertained a motion to allow Committee members additional time to review the nominations and submit their selections by Friday, August 7, 2026. Michael Sorensen made the motion, and Christina Jones seconded. A vote was held, with five (5) in favor. The motion carried.

VIII. General Comments from Committee Members

No comments.

IX. Upcoming Meetings

- October 7, 2026
- December 2, 2026

X. Adjournment

Abe Mendoza adjourned the meeting at **3:40 PM**.