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

June 3, 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 **3:08 PM.**

II. Roll Call

Present

EEOAC Members:

- Dominic Biles (Chair)
- Allwyn Brown
- Elaine Edmond
- Christina Jones
- Curtis Kimbro

HR/EEO Staff:

- Constance Bibbs
- Mikal Mitchell
- Rex Furigay (Online)
- Tyler Vernon
- Jennifer Goodman
- Patrick Wolak

Online/In-person Employee(s):

- Luisa Godfrey
- Armando Valerio
- Todd Kamigaki
- Amarra Gladney
- Patricia Lord
- Vanessa Ambriz
- Lisa Madrigal
- Teri Booth
- Jesse Rangle
- Nikkisha Robinson
- Andrea Moccia
- Annette Davalos
- Maria Lassiter

III. Approval of Minutes

Dominic Biles entertained a motion to approve April 1, 2026, meeting minutes. The motion was made by Allwyn Brown and seconded by Dominic Biles. Upon a unanimous vote, the motion carried, and the minutes were approved.

IV. Public Comment

No public comment.

V. EEO Program Update

Constance Bibbs, EEO Analyst III, provided the EEO Program Update. She shared an overview of the current complaint caseload, including the number of complaints being handled by the EEO Office and anticipated timelines for case closures.

Constance also discussed trends observed in recent complaints. Frequently cited bases included age, ancestry, sex, marital status, and political affiliation or belief. Common allegations included hostile work environment, unequal treatment, failure to provide reasonable accommodation, and retaliation. Recurring themes among complaints included management's failure to respond appropriately upon receiving complaints, retaliation for reporting perceived or actual unfair labor practices, bullying or employees feeling targeted, favoritism based on unprotected characteristics, and unprofessional conduct.

An update was also provided on Civil Service Rule 20 appeal requests and hearings, including the number of pending appeals and their current status.

Constance reported that the EEO Coordinator training held in March 2026 was well received and successful. She also announced that the EEO Office is preparing to begin development of the 2026–2028 EEO Plan. She emphasized that the EEO Advisory Committee (EEOAC) plays an important role in collaborating with the EEO Office to develop the plan by providing input and recommendations. The plan establishes the County's Equal Employment Opportunity goals, outlines workforce diversity initiatives, and identifies the strategies the County will implement to achieve those objectives.

Constance also reminded committee members of the Government Leadership Training requirement. This training is intended to ensure committee members understand their roles and responsibilities and must be completed within 90 days of appointment.

Mikal Mitchell, EEO Analyst II, provided an update on the Employee Resource Group (ERG) and mentoring programs. He reported that both initiatives are targeting a January 2027 launch. Current efforts are focused on researching best practices and drafting bylaws to establish a strong governance structure. The team is reviewing models from other agencies to develop frameworks tailored to San Joaquin County's needs.

For the ERG program, Mikal explained that work is underway to establish a formal charter and application process. The objective is to create a clear, equitable, and sustainable pathway for employees interested in forming an Employee Resource Group while ensuring alignment with the County's mission and values.

During discussion, Dominic Biles asked how frequently committee members are required to complete ethics and leadership training. Constance Bibbs and Jennifer clarified that committee members must complete ethics training every two years, while Government Leadership Training is only required once. Constance also noted that two Government Leadership Training courses are available, one designed for general committee members and another for committee chairs, and recommended that members interested in serving as a chair consider taking both courses.

VI. Old Business

No old business.

VII. New Business

Constance Bibbs announced that the EEO Advisory Committee (EEOAC) roster has been updated to include Curtis Kimbro as the committee's newest member.

Dominic Biles led a discussion on potential taglines and themes for the 26th Annual Diversity Luncheon, as well as possible keynote speaker recommendations. Constance Bibbs provided an overview of the keynote speaker selection process, explaining that the subcommittee develops a list of potential speakers, which is then submitted to Human Resources and the County Administrator's Office for review to identify any potential conflicts of interest.

Once the list has been reviewed, the subcommittee prioritizes its preferred keynote speaker candidates. The chair of the subcommittee then meets with the selected speaker to discuss the event, expectations, and the overall direction of the keynote presentation to ensure alignment. Constance noted that decisions regarding the luncheon theme, tagline, and keynote speaker are generally made by the Diversity Luncheon Subcommittee rather than returning to the full EEOAC for approval, as the committee meets on a bimonthly basis.

All tagline and theme ideas, along with keynote speaker recommendations, will be forwarded to the 26th Annual Diversity Luncheon Subcommittee for further consideration.

During the discussion, Andrea Moccia asked whether committee members could solicit keynote speaker recommendations from other County departments. Constance Bibbs encouraged any EEO Coordinator interested in serving on the Diversity Luncheon Subcommittee to contact the EEO Office so they can be added to the membership list. She also noted that the subcommittee will meet regularly in the months leading up to the Diversity Luncheon.

VIII. General Comments from Committee Members

Curtis Kimbro expressed his appreciation for the opportunity to return to the EEO Advisory Committee (EEOAC). Having previously served on the committee, he shared that he was pleased to once again serve in this capacity.

Christina Jones inquired whether there were any current vacancies on the committee. It was confirmed that the EEOAC is fully staffed, with all nine (9) committee member positions currently filled.

IX. Upcoming Meetings

- August 5, 2026 (4th floor, In Room 430)
- October 7, 2026
- December 2, 2026

X. Adjournment

Dominic Biles adjourned the meeting at 3:40 PM.