



# EEO MATTERS

## Department EEO Coordinators

S J C – E E O

Issue 12

February 2009

Welcome to the first issue of *EEO Matters* for 2009! Can you believe that 2008 has come and gone? In a time in which equal employment opportunity remains a major focus in our society, San Joaquin County continues to move forward to ensure equality and fairness for all. The EEO Office, a department under the County Administrator’s Office, is staffed by a Program Manager, two EEO Analysts, one Office Technician Coordinator, and is supported by knowledgeable and dedicated Department EEO Coordinators, who are geographically located throughout the County.

Department EEO Coordinators play a critical role in the Civil Service Rule 20 complaint process, as they are the first point of contact for attempting resolution of informal Rule 20 discrimination and harassment complaints filed by employees in their respective departments. Coordinators also help disseminate information to department personnel on all County EEO Program activities.

Do you know who your Department EEO Coordinator is? In case you don’t, check out the following list:

DEPARTMENT	COORDINATOR	PHONE	DEPARTMENT	COORDINATOR	PHONE
Ag Office	Ernie Molieri	3-6076	PHS	Bruce Cosby	8-3407
Airport	Tony Navarrete	8-4700	PHS	Gale Heinrich	3-3698
Assessor	Debi Leonardini	8-2668	PHS	Charlotte H. Brown	8-3861
Auditor	Vanny Atkins	3-1181	PHS	Janeen Nakao	8-2215
BHS	Brenda Newton	3-7305	PHS	Mozelle Pratt	8-9307
BHS	Ramona Thomas	3-7519	PHS	Hemal Parikh	8-3488
BHS	Treva Sue Strain	1-2080	PHS	Debra Sanders	8-2283
BOS/COB	Lois Sahyoun	8-3113	PHS	Michelle Scott	3-3686
CAO	Pat Shaw	8-3717	PHS	Mark Young	8-9305
CDD	Kevin Swanson	8-9653	Public Works	Gordon Briseno	8-3074
Coop. Extension	Michelle Drummond	3-6100	Public Works	Sannae Watt	8-0328
County Counsel	Kristina Rubianes	8-2990	Probation	Shannon Gonzales	8-4026
DA	Tony Rocha	8-2490	Purchasing	Loretta Raya	8-3248
DCSS	David Myers	8-0680	ROV	Liz Orosco	3-1051
DCSS	Ramona Sajor	8-2624	ROV	Alicia Stevens	8-2890
EEDD	Elena Mangahas	8-3654	Retirement	Melinda DeOliveira	8-0460
EHD	Dick Brownfield	3-7816	RRD/TTC	Carol Boyce	8-2113
Facilities Mgmt.	Irene Judd	8-3357	RRD/TTC	Sandee Kraham	8-2124
Facilities Mgmt.	Alicia Smolke	8-8912	SJGH	Carter Little	8-6189
HR	Mignon Supnet	8-9969	SJGH/HR	Kathy Lopez	8-7420
HSA	Melissa Sangalang	8-2027	SJGH	Rachel Torres	8-6211
ISD	Millette Martinez	8-8422	Sheriff	Jaime Clayton	8-4574
OES	Helen Dong	3-6210	Sheriff	Joe Herrera	8-5216
Public Defender	Patricia Nelson	8-9642	Veterans	David Seibold	8-2917
Public Defender	Proceso Marcos	8-2812			

### CONTACT US

#### EEO Office Staff

#### Robin Moore

EEO Program Manager  
468-9986



#### John Bacay

EEO Analyst II  
468-8203



#### Vacant

EEO Analyst  
468-3201



#### Robin Daniels

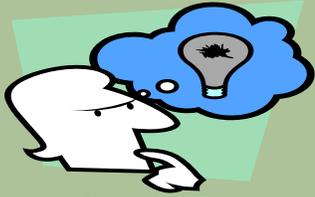
Office Technician/  
Coordinator  
468-3374



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

*“Only those who risk going too far can possibly find out how far one can go”*

*-T.S. Eliot*



## Did you know?

Women's involvement in college athletics has increased by 400 percent since the enactment of Title IX in 1972. Female participation in high school athletics has increased by double that. Despite these gains, women still only make up 44 percent of college athletes and receive about 32 percent of recruiting dollars at Division 1 schools and universities.

Two million people in the U.S. speak Chinese at home. Next to Spanish, Chinese is the most widely spoken non-English language in this country.

In 1999, the average life expectancy in the U.S. was 74 years for men and nearly 80 years for women.

(Source - www.diversityinc.com)



A little boy watched, fascinated, as his mother smoothed cold cream on her face. "Why do you do that, mommy?" he asked. "To make myself beautiful," replied his mother, who then began removing the cream with a tissue. "What's the matter?" asked the boy. "Giving up?"

## EEO OFFICE TIDBITS

### 2009 Mentor Partnership Program

The Mentor Partnership Program began its twelfth year on January 29, 2009 with a Program Orientation at Health Plan of San Joaquin, 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 record number of 56 participants.

On behalf of the County EEO Program, we would like to congratulate the 2009 Mentor Partnership Program participants and wish them well as they begin this exciting new journey.

County departments with employee participation include:

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|---|--|
| <ul style="list-style-type: none"> <li>• Agricultural Commissioner</li> <li>• Assessor/Recorder</li> <li>• Behavioral Health</li> <li>• Child Support</li> <li>• Clerk of the Board</li> <li>• County Administrator</li> <li>• Environmental Health</li> <li>• Facilities Management</li> </ul> | <ul style="list-style-type: none"> <li>• Health Care Services</li> <li>• Human Resources</li> <li>• Human Services</li> <li>• Information Systems</li> <li>• Probation</li> <li>• Public Works</li> <li>• Purchasing</li> <li>• Sheriff</li> <li>• Treasurer - Tax Collector</li> <li>• Veterans Services</li> </ul> |
|---|--|

### EEO Advisory Committee

We would like to welcome William "Bill" Mitchell, Director of Public Health, as the new *Management Representative*, and Judy Beitz, EEDD Employment Services Specialist, as the new *At Large* member, to the EEO Advisory Committee.

Also, congratulations for the upcoming year to Christiane Roceli and Audrey Castellanos who were elected Chairperson and Vice-Chairperson, respectively, of the EEO Advisory Committee.

## Celebrate Diversity



February marks the beginning of Black History Month, a federally recognized, nationwide celebration that provides the opportunity for all Americans to reflect on the significant roles that African-Americans have played in the shaping of U.S. History. Black History Month began as "Negro History Week," which was created in 1926 by Carter G. Woodson, a noted African-American historian and scholar. It became a month-long celebration in 1976.

There are countless accounts of suffering, slavery, and oppression that would fill hundreds of pages, but it is more important and useful to share the triumphs and achievements of those African-Americans that have changed our lives. The most notable and recent change occurred on January 20, 2009, when we had the opportunity to witness the inauguration of **Barack Obama**, our nation's first African-American President.

Most of us are familiar with names like Martin Luther King, Rosa Parks, Malcolm X, Colin Powell, W.E.B. Du Bois, and the list goes on and on. All through history there have been contributions great and small made by people whose ideals were born from their own experience or exposure to people they admire or read about. The lesson is that with courage and perseverance, all of us can contribute to the building of a better tomorrow for people of all colors. The County proudly joins the nation in celebrating Black History Month.

### Quarterly Diversity Calendar

**February 2009**  
American Heart Month  
Presidents Day - February 16

**March 2009**  
National Women's History Month  
Irish American Heritage Month

**April 2009**  
National Autism Awareness Month  
Take Our Children To Work Day - April 23

*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.*