



**Equal Employment  
Opportunity Committee  
Regular Meeting Agenda  
1:30 PM – 3:30 PM  
Thursday – February 14, 2013  
City Council Chambers - 809 Center Street**

**Call to Order**

**Roll Call**

**Statements of Disqualification**

**Oral Communications – No action may be taken**

**Announcements - No action may be taken**

1. Chair Harmon did not resign after all; no need for an election.

**Approval of Minutes**

1. Minutes of the November 15, 2012 Regular meeting
  - Motion to approve as submitted
    - Those *present* at the meeting of November 15, 2012 may vote to approve the Minutes, including changes: Katherine Donovan, Piret Harmon, Jonna Hubling, Colleen McMahon, Filipina Warren, and Holly Walton.
    - Those *not present* at the meeting of November 15, 2012 may also vote to approve the Minutes, but only to the extent they are verifying their absence is properly recorded: Deborah Holmes, Teresa Landers, and Jack McPhillips.

**General Business**

1. Update Committee Activities in Support of Goals & Objectives
  - Group Process Facilitated by Dale Zevin, Training Manager
2. Review/Approve Draft 2012 EEO Committee Annual Report
  - Members Donovan & Warren; Staff McMullen
3. VIDEO (Ted.com): “Fifty Shades of Gay” (Speaker: iO Tillet Wright)
  - Chair Harmon

**The City of Santa Cruz does not discriminate against persons with disabilities.**  
Out of consideration for people with chemical sensitivities, we ask that you attend fragrance free.  
Upon request, the agenda can be provided in a format to accommodate special needs.  
Additionally, if you wish to attend this public meeting and will require assistance such as an  
interpreter for American Sign Language, Spanish, or other special equipment,  
please call the City Clerk’s Department at 420-5030 at least five days in advance  
so that we can arrange for such special assistance, or email [CityClerk@cityofsantacruz.com](mailto:CityClerk@cityofsantacruz.com).  
**The Cal-Relay system number is: 1-800-735-2922**

## Equal Employment Opportunity Committee Meeting Agenda of February 14, 2013 1:30 PM

### Information Items – No action may be taken

1. Legal Update
  - Staff liaison Joe McMullen
    - *Legal Update* not prepared for this meeting
2. Summary of Discrimination Complaint(s) and Outcome(s)
  - Staff Liaison Joe McMullen
    - 2012 Complaint Log
    - Annual Five-Year Summary
3. Training
  - Training Manager Dale Zevin
    - Mandated Training Compliance
      - Harassment Prevention & Cultural Diversity Training
      - Training Links on Employee Intranet
    - Succession Planning
      - Employee and Leadership Development
      - Mentoring & Shadowing
    - Brown Bag Lunches

### Subcommittee/Advisory Body Oral Reports

1. Access to Employment Job Fair Committee
  - Member Holmes
2. Report on Presentation at January 24, 2013 Quarterly Supervisor/Manager Meeting
  - Piret Harmon & Colleen McMahan
3. Website Rotating Ad-Hoc Sub-Committee
  - Members McPhillips, Walton & Hubling; Staff Trumbull
  - Group Photograph

### Items Initiated by Members for Future Agendas

#### Adjournment

The Equal Employment Opportunity Committee will adjourn from the regular meeting of Thursday February 14, 2013 to the next regularly scheduled meeting on Thursday May 9, 2013 at 1:30 p.m. in Council Chambers.

#### Additional Information

Visit the City's Web Site at <http://www.cityofsantacruz.com/> for information about City Advisory Body Meeting Agendas and Minutes, Advisory Body information and the Santa Cruz Municipal Code. Sign up to receive automatic notification when meetings are announced and Agendas are posted.