



**Equal Employment
Opportunity Committee
Regular Meeting Agenda
1:30 PM – 3:30 PM
Thursday – February 12, 2015
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

Approval of Minutes

1. Minutes of the November 13, 2014 Regular meeting
 - Motion to approve as submitted
 - Those *present* at the meeting of November 13, 2014 may vote to approve the Minutes, including changes: Valerie Simmons, Katherine Donovan, J Guevara, Teresa Landers, Heather Sawyer, and Adam Spickler.
 - Those *not present* at the meeting of November 13, 2014 may also vote to approve the Minutes, but only to the extent they are verifying their absence is properly recorded: Jonna Hubling, Filipina Warren, and Rachel Kaufmann.

General Business

1. Review and approve final edits to the Draft 2014 EEO Committee Annual Report, including updating the 2015 Committee Goals, Objectives, and Outcomes (Ad-Hoc Sub-Committee: Sawyer, Simmons and Staff McMullen – 6-month term ends May 2015)
 - All
2. Review and approve final edits to the proposed Respectful Workplace Policy (new Administrative Procedure Order) and related changes to APO II-1a, Council Policy 25.2, and Personnel Rule 1.2a (Ad-Hoc Sub-Committee: Donovan, Guevara, Landers, Spickler and Staff McMullen – 6-month term ends March 2015)
 - All

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.
The Cal-Relay system number is: 1-800-735-2922

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Information Items – No action may be taken

1. Legal Update
 - Staff liaison Joe McMullen
 - *A legal update was not prepared for this meeting*
2. Summary of Discrimination Complaints and Outcomes
 - Staff Liaison Joe McMullen
 - 2014 & 2015 Complaint Logs
3. Training
 - HR Training & Development Manager Janice Lum
 - Mandated Training Compliance
 - Harassment Prevention
 - Prevention of Abusive Conduct included effective 1/1/15 was included in live and refresher training as of December 2014.
 - Cultural Diversity Training
 - New Trainer scheduled for July 2015 sessions.
 - 2015 Training Calendar

Subcommittee/Advisory Body Oral Reports

1. Access to Employment Job Fair Committee
 - HR Analyst Chris Atkinson and Vice-Chair Donovan
2. Outreach Rotating Ad-Hoc Subcommittee
 - Update: Gender Pay Equity
 - Other Sub-Committee Updates
 - Members Guevara, Warren, and Kaufmann (6-month term ends March 2015)

Items Initiated by Members for Future Agendas

Adjournment

The Equal Employment Opportunity Committee will adjourn from the regular meeting of Thursday February 12, 2015 to the next regularly scheduled meeting on Thursday May 14, 2015 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.