

KERN COUNTY HUMAN RELATIONS COMMISSION

Kern County Administrative Complex – Third Floor Multipurpose Room

1115 Truxtun Avenue, Bakersfield

Tuesday, December 10, 2013 at 5:30 PM

Monthly Meeting Minutes

Present: Walter Williams, Marissa Banks, Marcus Mitchell, Fiona Lytle, Andre Taylor

Absent: Manual Cantu, Jewelle Scales, David Vivas, Greg Collins

Agenda Items: called to order at 6:03 PM

1. Flag salute: led by Commissioner Banks
2. Public Presentation: None
3. November 12, 2013 Monthly Meeting

Motion: approve with corrections (AT) 2nd: (FL) vote: All ayes

4. NEW BUSINESS: None
5. OLD BUSINESS:

a) Discussion of high school suspension/expulsion rates issue correspondence

(MM) We have prepared the letter is being mailed out to the Kern High School District including the information about representation. There was one change from 3 to 5 that Commissioner Cantu talked about. With the changes the letter is going out.

6. COMMITTEE REPORTS:

a) Community and Media Outreach – Banks: no report

b) Education/Essay Contest – Lytle, chair: (FL) I have handed out the breakdown and monthly agenda or timeline leading up to the event. The second attachment is a letter that I have been using to solicit sponsorships. So far we have three bronze confirmed, checks should be on the way to Michael. We are waiting to hear back from Grimmway which I hope moves up to gold. We are also waiting to hear back from the California teachers Association. Valadao's office is confirmed and they're also asking all the Supervisors to make sure that they are participating, so I'm sure that we'll have support from the supervisors. Our cost is just over \$3000

Commissioner Banks I just wanted to confirm, for the banquet room I did was multiply the room by the number of hours because they are not asking for deposit correct?

(MB) That is correct.

(FL) The savings bonds and plaques are just double what the cost was last year because we're adding the art contest. Since we're saving so much on the banquet room by not having to pay for the room our cost is actually lower than last year. I made the setup time at noon. That is mostly for decor. We're still planning on the event time to be from 6 to 8 PM. If we need to start at 5 PM there is no reason why we couldn't do that.

Michael sent out an email to middle school teachers to get them to start looking at this and encourage them to participate. I'm sure that once we start sending out packets with the prize amount for the bonds we will get more participation.

For the timeline of January I might email individually just to confirm who initially signed up for each project. I know that Jewelle is not here but she said she really wanted to help out with the marketing and the press release.

We are really in hit the pavement in January if you know sponsors are interested please let me know. I will work with Michael to make sure the packets are sent out.

I will take on the creation of any marketing like save the dates so we can get those out. Maybe next month we can talk about judges. We can either talk about who would like to have as judges or secure judges.

(MG) in the past we used an English professor from Bakersfield College. Last year Dee Slade and staff from Mental Health scored the essays. When we worked with Bakersfield College we developed the rubric but they did the actual judging.

(FL) I think it would be great to incorporate Bakersfield college students and then we can take the top group and as a commission decide the winners. That would be better than going through all that our selves.

(MB) Do we need to contact the Bakersfield College English department before the break?

(FL) I think that Bakersfield College is already on break. They are on a different schedule. I assume they're already out this week we can try to contact the offices and then follow-up in January. February will just be confirming getting sponsors. We need to let sponsors know that we do not turn a profit from this event, all the money goes towards the cost of awards. We also need to talk to sponsors about if they want to speak during the presentation. We do not have a platinum sponsor yet. The plan sponsor would have stage time and additional marketing available. As soon as we have a platinum sponsor I will alert the group because we will only be having one.

(MG) Is the plan to have a keynote speaker?

(FL) I would love to have one.

(AT) Dr. Waterman was the speaker last time.

(FL) I think would be good if we can each come Up with a couple of names by next meeting to communicate with regarding being the keynote speaker.

(AT) I'm sure he would not mind doing it again but we've had law enforcement working with us lately so possibly we can ask Chief Moore. The undersheriff could also be a good option.

(FL) I will email this information out in the morning.

c) Equal Employment Opportunity/Affirmative Action – no report

d) Grants/Funding – Lytle, no report

e) Housing – no report

f) Judicial and Legislative Review – Scales, no report

g) Law Enforcement – Taylor, no report

h) Special Issues – no report

i) Access and Functional Needs – Collins, no report

j) Annual Report Ad-Hoc Committee – Mitchell, chair, Taylor, Lytle, no report

k) HRC/Community/Sheriff's Department Collaborative Ad-Hoc –

(MM) the only report I like to make is that we slowed down and took a break but we are getting ready to start again. I was concerned that we didn't have enough representation from district 5. Commissioner Williams and Commissioner Banks and I along with Commissioner Williams' brother and Jewelle are going to be part of the subcommittee. Hopefully we will meet

after the first of the year and set out the parameters and start to invite the right community members to the table. Not that they were not there but we didn't have a lot of representation from the community and I think we're going to end up with the product that was going to look very similar to what the Sheriff's Department already offers. That probably wasn't going to serve the community and build our objective of building a relationship between the Sheriff's Department and the community. District 5 is our pilot project district so we want to make sure that we have a good test. So that's why we stepped back and will be moving forward in January.

(AT) I would just like to say that's a great idea. I think the group is going to be fantastic and more community input we get the better the process. I wish you great success moving forward.

7. STAFF REPORT

(MG) Commissioners I have handed out a copy of the County of Kern Utilization Analysis. This analysis is one of the things I'll be preparing as a County Equal Employment Opportunity Officer. The reason you're seeing it is that I think it has a bearing on what you do as a commission. This commission has had conversations regarding the County workforce, meaning the County of Kern as an employer, and the demographic makeup of the workforce.

I have the ability to look at labor market information and information that comes from the 2010 census and do a comparative analysis of what the labor market looks like in relation to our County workforce. There are a couple of things I want to point out. When this analysis is done the federal government identifies the following racial categories: White, Black, Hispanic, Asian, Native American, and native Hawaiian or other Pacific Islanders. Our labor: the last category is negligible therefore the analysis does not do much of a comparison for that category.

What the first graph compares is the County workforce and the Kern County labor market. You will see the Kern County workforce has a minority employee workforce of 48.65% of the available community minority workforce is 43.67%. The County of Kern employs a higher percentage of minorities than you would expect to see in other employers within the county. Overall it paints a positive picture County as an employer.

The analysis also discusses some goals for increasing minority representation and female representation in some employment categories.

(AT) I think this is great information but the question I would ask is, what is the minority representation in leadership positions, mid-level management, and supervisors. I think there is a disparity but I did not see that data to analyze.

(MG) We do not find underutilization in upper-level positions. I will send you copies of the data that was used. When we look at particular labor categories there are a few areas where we identified underutilization. Underutilization occurs when there is a difference between County employment and labor market availability of -3%. If there's available workforce and the County is employing a particular category in our employment rate is 3% below the available workforce that is in underutilization. Technician is one area where we see in underutilization. Technicians would include things like respiratory therapist, graphic artist and engineering technicians. In the category technician we have in underutilization of Hispanic females by 4.8%. That means we would view it as an underutilization because it's 1.8% above the standard of 3%.

If you look in protective services, things like firefighter, deputy sheriff, juvenile correctional officers, we see an under-representation of black males by 3.59%. This is very close to the 3% standard. In fact of black males were employed at a .59% greater rate, it would not be considered in underutilization. The number is not staggering but it is still an underutilization.

In the category of skilled craft which includes jobs like maintenance plumber, maintenance electrician, carpenter, we see an underrepresentation of Hispanic males by 13.36%. It's important to note that in this category the County does not employ a large number of people. For that reason just a few bodies can create a significant difference in the percentage that is represented. We all see an underrepresentation of Hispanic females by 5.2% in this category. When we look at the numbers we still see in underutilization.

All of this data will be populated on the Personnel Department website. I will also send you this data. The full data will show you gender, ethnicity, and job category information. County minority representation as a whole looks positive but we do have an opportunity to address underutilization in certain areas.

(MM) Can you define the Kern County community labor force?

(MG) The Kern County community labor force is our available labor market. If you take the County of Kern geographically and use data that is derived from the 2010 census in which individuals self identify various demographic factors such as, gender, ethnicity, age, and particular experience or skills in specific labor categories, the result is the Kern County community labor force.

(MM) Does this represent people that are employed?

(MG) this represents all people that identify themselves in a particular labor category that may be either employed or actively seeking employment in that category.

(MM) Would you say that this labor force is reflective of the demographics of the Kern County population?

(MG) It should be because this information is derived from Census data that is again taken from information that has been populated or self identified by the individuals participating in the census.

(FL) Are you asking if this is just the population Kern County or for represents unemployment rates?

(MM) If I look at this information I would see that there is a 5.36% Black population in Kern County and I thought the number was higher.

(MG) This does not represent population and represents available labor market. All people in a particular demographic category do not also include themselves in the labor market. The labor market for any category will be smaller than the population for that same category.

(AT) This information represents the eligible workforce. For instance, you have to be in a certain age range.

(WW) This does not tell us people are actually working. The information shows people eligible to work but not necessarily working. In my opinion this does represent what I see in the workforce in positions like clerk or maintenance worker or the Sheriff's Department. This says that they are eligible but the question is, is the process or test to determine if they are eligible fair?

(MM) These are individuals that identify themselves as part of the workforce. The information tells us that the labor market is comprised of 5.36% Black population. If you look at the Kern County workforce meaning, all of the people currently employed by the County of Kern, 6.80% are Black.

(AT) Overall I'm very happy with the numbers. The numbers reflect the Kern County is hiring minorities at a higher rate than what is available in the labor market. The County has a diverse workforce. My question is something different. Where are the positions they occupy? Are they just in entry-level positions? Are minorities employed in higher-level positions? Is there any upward mobility for minorities in County employment?

I know that because of proposition 209 the County cannot advocate for or target particular populations but how do you address underutilization without having a conversation?

(MG) To answer the broad question, if there was underutilization relative to any category either gender or racial and a particular job category the analysis would indicate the underutilization. Again we only show an underutilization as I defined earlier in a few categories.

(AT) If we match the numbers against the Kern County labor rate and we see 5.36% Black labor market I would hope that that is reflected. But again, if you have 50 Department head positions and You have four Black employees your numbers might be close.

(MG) That formula doesn't work because you have to look not at the overall labor force, but the percentage of a particular demographic that also identifies themselves in a particular labor category. Every person in the demographic category would have to identify themselves as say a management or professional or technical employee in order for population percentage to mirror the available workforce percentage in a particular category. The data that you see will show the breakdown for each and every category.

(AT) I look forward to reviewing the data because I feel that this is very important. I also believe that the County should do everything they can to ensure the County employment mirrors the population of Kern County.

(MG) You are correct and the Utilization Analysis begins by discussing the County of Kern's Equal Employment Opportunity Plan. The intent of the plan is that the County labor force should mirror the demographics of the population of Kern County. You had mentioned something about what we can do and also what we cannot do. One of the main objectives will be to perform an annual Utilization Analysis and if an underutilization is identified to do everything within our power to address the underutilization. We will have to work within the constraints of things such as propositions 209 to reduce identified underutilization. Because of proposition 209 we can't do anything that would be considered affirmative action. An example of things we can do is the strategy we utilize with firefighter trainee. If you look at the fire services at you were to line the employees up the group would appear homogenous. In order for that group to eventually be more diverse we do targeted marketing at the front end. One of the best ways to ensure a diverse population at the end of the recruitment process is to start with a more diverse population at the beginning of the testing process.

Different strategies that we can utilize include working with educational institutions, working with school districts, targeted marketing and advertising, and other things that are allowable under our current system. If we understand that the Bakersfield Californian reaches a particular demographic, the majority of which are white readers, than it may not be the best newspaper to advertise with to reach a diverse population. As an example if the Bakersfield News Observer reaches a higher concentration of the Black population we may advertise with them to reach that same population. That is allowable because it's not targeted hiring its targeted marketing or advertising.

(WW) If I look at the process from requirements to examination one thing that you talk about is marketing. How do you get that information out? How do you market to the Black community?

(MG) Currently the personnel department does not do much advertising. When advertising is done it is usually in the Bakersfield Californian.

(WW) So how do you reach the Black community?

(MG) First, I want to focus on diversity as a whole as the analysis indicates the County does have underutilization in a few areas.

(WW) My focus is still on the black community so my question is how do you reach them?

(MG) The example of using The Bakersfield News Observer is one approach that you can try that hasn't been done before. That is an example of a recommendation. Advertising in El Mexicalo may allow us to reach the Hispanic population better.

(MM) I think that what Walter is saying is that in Bakersfield the Observer has a small circulation. The way that the paper is distributed limits the number of people that are reached. Walter is asking what other options do we have?

(MG) The analysis also recommends other things that the analysis discusses working with school districts, other educational institutions, allied agencies.

(WW) What about using Facebook? There are a lot of Black people that use Facebook. Is that something you could possibly use?

(MG) That is definitely a possibility. The Personnel Department will have the opportunity to shape what the process looks like. Although the County has an Equal Employment Opportunity

Plan, this is an effort that we've never undertaken. Will be looking at many different avenues to reach the populations they were discussing. Conversations like this will be beneficial in assisting us with developing the process.

(MM) I appreciate you bringing report to the Commission. I'm also glad that the County will be taking a look at this because I know that this is the first time the report is been done. It's good to see that the Personnel Department is moving forward with this.

8. **Commission Member Presentations or Announcements:**

(AT) I submitted my resignation to the commission today it will be effective the end of December. I just want to let everyone know that I've enjoyed working with the Commission and I still anticipate being a part of the Commission. Thank you for all the done, Michael I just wanted to time it's been a pleasure working with you and I appreciate everything you do for the Commission.

(MM) I received Andre's letter of resignation and I regretfully accepted it but I wanted to say on the record that it is been a great pleasure serving with you on the Commission. You have added a lot of value to the commission and I'm disappointed that you're leaving but I understand how time commitments are. I'm glad to hear that you will still be involved on the periphery of the Commission.

9. **Adjournment:** Motion: WW, 2nd: AT, Vote: All Ayes.