



Santa Cruz County Latino Affairs Commission

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Meeting Minutes

DATE: Wednesday, August 7, 2024

TIME: 6:00PM

LOCATION: United Way of Santa Cruz County, 4450 Capitola Road, Ste 106, Capitola, CA 95010

PRESENT: Yadira Flores-Martinez (1st District), Cesar De Santos (4th District), Leo Gomez (5th District),
Rebecca Hernandez (City of Santa Cruz), Micaela Lopez (City of Watsonville)

EXCUSED: Oscar Sanchez (2nd District),

ABSENT:

STAFF: Kaite McGrew (Commissions Manager)

GUESTS: Mitsuno Baurmeister (EEO Officer) and 1 member of the public were present.

1. Call to Order/Roll Call/Agenda Review

Meeting convened at 6:15 PM.

2. Approve June 5, 2024 Minutes

Motion to approve minutes as written.

Motion/Second: Hernandez/Gomez

Motion passed unanimously.

3. Public Comment

4. New Business/Action Items

4.1. Consider Equal Employment Opportunity and Cultural Responsiveness Plan Feedback

Baurmeister gave a brief overview of the 2025-2027 EEO/CR Plan and highlighted changes from the last plan – including responsiveness, equity statement, and Countywide efforts section.

Motion to establish an EEO/CR Plan Feedback Subcommittee and authorize them to compile and submit feedback on behalf of the Commission

Motion/Second: De Santos/Flores-Martinez

Motion passed unanimously

Hernandez appointed De Santos, Gomez, Flores-Martinez, and Lopez to serve on the EEO/CR Plan Feedback Subcommittee.

4.2. National Hispanic Heritage Month Art Wall exhibit Subcommittee Report

Commission discussed installing an informational exhibit highlighting the Commission's purpose, history, membership, and accomplishments and recruiting for potential applicants. The exhibit will be installed on September 14th and will remain up until November 1st.

4.3. Sheriff Debrief

Commissioners discussed the following opportunities that could support the Sheriff's office efforts to ensure Latino representation in classifications with underrepresentation: Increased transparency and monitoring of the promotional process to identify any inequities or barriers, implementation of a formal mentorship program, follow-up with specific feedback to internal candidates who were not selected, update and make accessible current contact information for

the department's EEO Liaison, monitor diversity in the search and rescue program, and identify the specific number of public-facing staff who are receiving bilingual pay and where they are deployed, particularly in positions that receive information from the public on complaints or concerns. The Commission would like to invite Undersheriff Clark to return in Fall 2025 with an update on their efforts.

Motion to authorizing Staff to compile suggestions in a letter to Undersheriff Clark and invite him to return in 2025

Motion/Second: De Santos/Flores-Martinez

Motion passed unanimously.

5. Commissioner Reports

5.1. District 1 Report (Flores-Martinez): No Report

5.2. District 2 Report (Sanchez): No Report

5.3. District 3 Report: Seat Vacant

5.4. District 4 Report (De Santos): No Report

5.5. District 5 Report (Gomez): No Report

5.6. Santa Cruz City Report (Hernandez)

Hernandez reminded Commissioners that school will be starting soon which will impact traffic patterns.

5.7. Watsonville City Report (Lopez)

Lopez reported that the Strawberry Festival was very successful, and Flores-Martinez indicated that Watsonville City's Dia De Los Muertos celebration may be held at Pinto Lake Park this year.

6. Staff Report

Staff reported continuing to research whether quorum criteria can be adjusted to make meeting quorum easier for the Commission.

7. Adjournment

Meeting adjourned at 7:23 PM.

Submitted by: Kaite McGrew, *Commissions Manager*