



Santa Cruz County Latino Affairs Commission

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Meeting Minutes

DATE: Wednesday, June 7, 2023

TIME: 6:00PM

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

PRESENT: Yadira Flores-Martinez (*1st District*), Oscar Sanchez (*2nd District*), Cesar De Santos (*4th District*), Leo Gomez (*5th District*), Rebecca Hernandez (*City of Santa Cruz*), Kristal Salcido (*City of Watsonville*)

EXCUSED: None

ABSENT: Fe Silva-Robles (*3rd District*), Sylvia Mendez (*City of Watsonville*),

STAFF: Kaite McGrew (*Commissions Manager*), Jenny Van Natta (*Spanish Language Interpreter*)

GUESTS: No members of the public were present.

1. Call to Order/Roll Call/Agenda Review

Meeting convened at 6:02 PM.

2. Approve April 5, 2023 Minutes

Motion to approve minutes as written.

Motion/Second: Hernandez/Gomez

Motion passed unanimously.

3. Public Comment: None

4. New Business/Action Items

4.1. Consider 2023 Strategic Action Plan

Commission reviewed previous SAP and discussed possible revisions. Subcommittee will bring recommended revisions to the August meeting for consideration.

Motion to establish an Ad Hoc 2023 Strategic Action Plan Subcommittee

Motion/Second: Sanchez/Flores Martinez

Motion passed unanimously.

Chair appointed Gomez, De Santos, Hernandez, and Sanchez to serve on the subcommittee.

4.2. Consider 2023 Commission Ad Hoc Subcommittee Membership

Commission pended item to the August meeting, pending a finalized SAP.

4.3. Consider National Hispanic Heritage Month Activities

Commission reviewed and discussed potential signage, historical activities, and potential participation in activities to celebrate and raise awareness of the Commission and Hispanic heritage. Staff will print name badges and Commissioners will forward events for publication.

Motion to establish an Ad Hoc National Hispanic Heritage Month Subcommittee

Motion/Second: De Santos/Sanchez

Motion Passed Unanimously

Chair appointed Flores Martinez, Hernandez, and Sanchez to the new ad hoc subcommittee.

4.4. Discuss Diversity, Equity, and Inclusion in County Law Enforcement Leadership
Commission discussed various policies and procedures that could help to eliminate unconscious bias in the promotional/hiring process for County law enforcement. Some ideas were implementation of required unconscious bias training as part of the hiring panel onboarding, promotions done in order by seniority on a prequalified list, organized and monitored mentoring/training for promotion program (rather than subjective, random mentoring based on personal opinions/familiarity) and a detailed review of hiring procedures for law enforcement through an equity lens. Staff will work with Personnel to obtain detailed current and historical data on Latino representation in leadership roles. Other suggestions included inviting representation from the Sheriff's office and from the County Data & Equity Group to speak to the Commission and making recommendations to the BOS.

5. Commissioner Reports

5.1. District 1 Report (Flores-Martinez):

Flores-Martinez reported on a variety of events including a local cultural art presentation with photographs of the children's artwork to consider for the Commissions Art Wall exhibit, County Parks efforts to get feedback from the Latinx community in South County, repainting the BLM mural, and the Equity Board's survey.

5.2. District 2 Report (Sanchez):

Sanchez plans to meet with Supervisor Friend re: efforts to engage with Latinx community in District 2. He reported on a variety of events including participating in Pride and free cultural events for the BIPOC community hosted by *Mi Gente*.

5.3. District 3 Report (Silva-Robles): No Report

5.4. District 4 Report (De Santos):

De Santos reported on the A Santa Cruz County Like Me workshops to get feedback from the community on potential barriers to serving on County Commissions. The County is working to establish equity in representation on their advisory bodies.

5.5. District 5 Report (Gomez): No Report

5.6. Santa Cruz City Report (Hernandez):

Hernandez reported that UCSC will be holding graduation ceremonies in two weeks and recommended avoiding Santa Cruz City during that weekend to avoid traffic jams. .

5.7. Watsonville City Report (Mendez/Salcido): No Report

6. Staff Report:

Staff reported updates to Commission social media and website. County Counsel has reiterated that all Commission activities should fall within the Commission's mandate.

7. Adjournment

Meeting adjourned at 7:30 PM.

Submitted by: Kaite McGrew, *Commissions Manager*