



County of Monterey

Monterey County
Government Center
Board of Supervisors
Chambers
168 West Alisal st. 1st
Floor
Salinas, Ca. 93901

Meeting Minutes Equal Opportunity and Civil Rights Advisory Commission

Wednesday, October 15, 2025

3:30 PM

Special Meeting - Join via Zoom at <https://montereycty.zoom.us/j/94508518963> or in person at: 168 W. Alisal Street, 2nd Floor - Monterey Room, Salinas, Ca. 93901

3:30 P.M. CALL TO ORDER

The meeting was called to order at 3:34 pm by Vice-Chairperson Libby.

ROLL CALL AND GREETING OF VISITORS

ATTENDEES

Commissioners Present: Victor Caravez, Adriana Melgoza, Gina Martinez, Crystal Libby, Carolynne Roderick, Yesica Guzman, and Joe Sanchez.

Commissioners Absent: Lee Ann Magoski (excused) and Rosalyn Green (excused).

Staff Present: Naudia Velarde, Senior Equal Opportunity Analyst; Natalie Alfaro, Senior Equal Opportunity Analyst (via Zoom); Ellen Lyons, Deputy County Counsel; and Ruby Jacinto, Administrative Secretary

PUBLIC COMMENT

Karen Araujo gave a brief introduction to the Commission.

APPROVAL OF ACTION MINUTES

1. Action Item: Review and Approve Action Minutes of September 17, 2025

Commissioner Martinez made a motion to approve the Regular Minutes of September 17, 2025; seconded by Commissioner Sanchez; motion passed by the following vote:

AYES: Martinez, Guzman, Caravez, Melgoza, Sanchez, Roderick, and Libby

NOES: None

ABSENT: Green and Magoski

ABSTAIN: None

COMMISSION MATTERS

2. Receive, Discuss, and Approve Response to Department Equal Opportunity Plans for 2025 - Naudia Velarde, Civil Rights Office

Naudia Velarde, Senior Equal Opportunity Analyst, gave an update on the response to Department Equal Opportunity Plans for 2025.

The EOCRAC made a recommendation to schedule the following departments for EOP presentations for 2025:

1. Sheriff's Office
2. Public Works
3. County Administrative Office

Commissioner Melgoza made a motion to approve the scheduling of department EOP presentations as discussed; seconded by Commissioner Caravez; motion passed by the following vote:

AYES: Martinez, Guzman, Caravez, Melgoza, Sanchez, Roderick, and Libby

NOES: None

ABSENT: Green and Magoski

ABSTAIN: None

3. Review, Discuss, and Approve Revisions to the EOCRAC Bylaws - Naudia Velarde, Civil Rights Office

The EOCRAC reviewed and provided feedback on the revisions to the EOCRAC bylaws.

No action was taken. This item will be continued to next meeting for approval.

ANNOUNCEMENTS

Commissioner Martinez announced the upcoming November 4th election.

FUTURE AGENDA ITEMS

- a. Review and Approve Revisions to Bylaws
- b. Schedule Department EOP Presentations
- c. Review, Discuss, and Approve 2026 EOCRAC Meeting Schedule
- d. Nominate and Elect Chair and Vice-Chair for Calendar Year 2026

DATE, TIME, AND LOCATION OF NEXT MEETING

Wednesday, November 19, 2025, at 3:30 p.m. at 1441 Schilling Place – Cayenne Room, Salinas, CA 93901

ADJOURNMENT

The meeting adjourned at 5:00 pm.