



Civil Rights Department Civil Rights Council

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CIVIL RIGHTS COUNCIL

Corrected Minutes from Council Meeting on March 21, 2025, 11:00 a.m.

Civil Rights Department – Oakland Office
Lake Merritt Conference Room
555 12th St, Ste. 2050
Oakland, CA 94606

Members of the public joined remotely using the following information:

<https://us02web.zoom.us/j/84705431704>

or 1-669-900-6833 and Webinar ID: 881 2647 3326

Councilmembers Present

David Garcia, Chairperson
Jonathan Glater, Councilmember
Hellen Hong, Councilmember
Julie Wilensky, Councilmember
Denny Chan, Councilmember

Civil Rights Department Staff Present

Kevin Kish, CRD Deputy Director
Rachael Langston, Assistant Chief Counsel
Mariel Block, CRD Senior Legislative and Regulatory Counsel
Alexandria Sadler, CRD Senior Legislative and Regulatory Counsel
Suge Lee, CRD Senior Legislative and Regulatory Counsel

Others Present

An estimated 40 members of the public participated virtually.

I. Call to Order and Roll Call

Chair David Garcia

Chair Garcia called the meeting to order. CRD Senior Counsel Alexandria Sadler conducted roll call.

II. Welcome

Chair David Garcia

Chair Garcia welcomed members of the public and informed members of the public how to submit public comment.

III. **Review of the Agenda**

Chair David Garcia

Chair Garcia reviewed the agenda for the meeting.

IV. **Approval of Minutes**

Chair David Garcia and Councilmembers

Chair Garcia reviewed the minutes from the February 7, 2025, meeting and asked for edits, amendments, and public comments on the minutes.

The minutes from the February 7, 2025, meeting will be amended to correct that Councilmember Chan was absent.

The Council unanimously voted to approve the minutes.

V. **Councilmembers' Reports**

Chair David Garcia and Councilmembers

No Councilmember reports.

VI. **Civil Rights Department Report and Council Acknowledgements**

Civil Rights Department Executives

Director Kish made three acknowledgements:

- Congratulated Councilmember Hellen Hong on her reappointment to the Council.
- Welcomed newly appointed Councilmember Indira Cameron Banks.
- Thanked Councilmember Julie Wilensky for her service on the Council.

Councilmember Comments

Councilmember Glater acknowledged the importance of the work the Civil Rights Department is doing

VII. **Consideration of Final Unmodified Text of Proposed Modifications to Employment Regulations Regarding Automated-Decision Systems**

Councilmembers Hellen Hong and Jonathan Glater

A. **Discussion by the Council**

Councilmember Hong thanked staff and councilmembers for their work on the regulations, as well as stakeholders and community members who provided feedback and comments.

Councilmember Hong asked for a motion to approve the final unmodified text to move forward with the formal filing with the Office of Administrative Law.

B. **Public Comment**

Ashley Hoffman, CalChamber: Ashley Hoffman thanked the Council for incorporating their feedback into the regulations but noted that CalChamber had outstanding concerns. Hoffman encouraged the Council to continue to track legislative efforts in this area and to consider any potential revisions if necessary.

L. Rose, M.F.A., C.T.E., Professor: L. Rose expressed her appreciation for the Council's work on these regulations. She highlighted section 11079(c)(1)(C) that addresses age discrimination. She suggested that future edits may be needed and urged the Council to learn more about digital literacy.

Ken Wang, California Employment Lawyers' Association: Ken Wang thanked the Council for its work on these regulations and for incorporating his association's feedback and comments. He urged the Council to monitor the new technologies that are being deployed and will be deployed in the future, and to consider updates to the regulations as technology evolves.

Dr. Mia McNulty, Carson Torrance NAACP: Dr. McNulty thanked the Council for its work on these regulations, echoed previous comments, and stated that the Council may need to revisit and revise the regulations as technology advances.

C. Action by Council

Councilmember Wilensky moved to approve the final unmodified text and to move forward with the formal filing with the Office of Administrative Law. Councilmember Chan seconded the motion. The Council voted and unanimously approved the motion.

VIII. **Consideration of Initial Text of Proposed Modifications to Contractor Nondiscrimination and Compliance Regulations**

Chair David Garcia and Councilmember Hong

A. Discussion by the Council

Chair Garcia provided the update that the proposed modifications will be submitted to the Office of Administrative Law, and the 45-day comment period will commence soon after.

B. Public Comment

No public comment.

C. Action by Council

No action required.

IX. **Discussion of Public Forums**

Councilmembers Hellen Hong and Denny Chan

A. Discussion by the Council

Councilmember Hong provided an update that she has been in contact with the department's Outreach and Education unit and invited them to a present at the next Council meeting.

B. Public Comment

No public comment.

C. Action by Council

No action required.

X. **Subcommittee Updates**

Chair David Garcia and Councilmembers

A. Discussion by the Council

No subcommittee updates.

B. Public Comment

No public comment.

C. Action by Council

No action required.

XI. **Further Public Comment**

L. Rose, M.F.A., C.T.E., Professor: L. Rose emphasized the importance of digital literacy, including for government bodies.

Ricardo Morales Jr.: Ricardo Morales had a question regarding the investigation process done by the Civil Rights Department.

XII. **Adjournment**

Chair Garcia adjourned the meeting at approximately 11:28 AM.

DATE: 4/30/2025

/s/DAVID GARCIA
Chair

/s/TAYLOR WHITNEY
CRD Outreach and Education Office Technician