



Civil Rights Department Civil Rights Council

651 Bannan Street, Suite 200 | Sacramento | CA | 95811
800-884-1684 (voice) | 800-700-2320 (TTY) | California's Relay Service at 711
www.cacivilrights.ca.gov | contact.center@cacivilrights.ca.gov

CIVIL RIGHTS COUNCIL Meeting Notice and Agenda

October 6, 2025, 11:00 a.m.

Civil Rights Department – Oakland Office
555 12th Street, Suite 2050
Oakland, California
Lake Merritt Conference Room

Members of the public may join in person at the above location.

Members of the public may also join remotely using the following information:

<https://us02web.zoom.us/j/83078456967>

and/or

Phone: (669)900-6833 and Webinar ID: 830 7845 6967

- I. Call to Order and Roll Call
Director Kevin Kish
- II. Welcome
Director Kevin Kish and Deputy Director Julia Parish
- III. Review of the Agenda
Deputy Director Julia Parish
- IV. Approval of the Minutes
Deputy Director Julia Parish and Councilmembers
- [Attachment A: Minutes from June 6, 2025, Meeting of the Civil Rights Council](#)
- V. Councilmembers' Reports and Council Acknowledgements
Councilmembers and Director Kevin Kish
- VI. Civil Rights Department Report

Civil Rights Department Executives

VII. Consideration of Final Unmodified Text of Proposed Modifications to Contractor Nondiscrimination and Compliance Regulations

Councilmember Hellen Hong and Civil Rights Department Staff

[Attachment B: Final Unmodified Text of Proposed Modifications to Contractor Nondiscrimination and Compliance Regulations](#)

- A. Discussion by Council
- B. Public Comment
- C. Action by Council

VIII. Consideration of Initial Text of Proposed Regulations Regarding Pay Data Reporting Program

Civil Rights Department Staff

Attachment C: Notice of Proposed Rulemaking

Attachment D: Initial Statement of Reasons

Attachment E: Initial Text of Proposed Regulations Regarding Pay Data Reporting Program

- A. Discussion by Council
- B. Public Comment
- C. Action by Council

IX. Subcommittee Updates and Discussion of Subcommittee Assignments

Councilmembers and Civil Rights Department Staff

- A. Discussion by Council
- B. Public Comment
- C. Action by Council

X. Further Public Comment

XI. Adjournment

Meetings of the Civil Rights Council of the Civil Rights Department (CRD) are open to the public except when specifically noticed otherwise in accordance with the Open Meeting Act. Public comments will be taken on agenda items at the time the specific item is raised. If public comment is not specifically requested, members of the public should feel free to request an opportunity to comment. Total time allocated for public comment may be limited.

The Council may take action on any item listed on the agenda, unless listed as informational only. All times are approximate and subject to change. Agenda items may be taken out of order to accommodate speakers and to maintain a quorum. The meeting may be cancelled without notice. For verification of the meeting and its virtual address, call 800-884-1684 (voice) or 800-700-2320 (TTY) or access CRD's Web site at www.calcivilrights.ca.gov. To submit comments during the virtual meeting, e-mail the Council at council@calcivilrights.ca.gov.

The meeting is open to the public and is accessible to individuals with disabilities. If you require a disability-related accommodation or modification of policies or procedures to participate in the meeting, make a request as soon as possible or at least five business days before the meeting by contacting Mimi de Ville, CRD's ADA Coordinator by e-mail: accommodations@calcivilrights.ca.gov or by telephone: (844) 541-2877 (voice); (800) 700-2320 (TTY); or California's Relay Service at 711.

INDIRA CAMERON-BANKS
COUNCILMEMBER

DENNY CHAN
COUNCILMEMBER

JONATHAN GLATER
COUNCILMEMBER

HELLEN HONG
COUNCILMEMBER