



## Civil Rights Department Civil Rights Council

651 Bannon Street, Suite 200 | Sacramento | CA | 95811  
800-884-1684 (voice) | 800-700-2320 (TTY) | California's Relay Service at 711  
[www.civilrights.ca.gov](http://www.civilrights.ca.gov) | [contact.center@civilrights.ca.gov](mailto:contact.center@civilrights.ca.gov)

### CIVIL RIGHTS COUNCIL

#### Minutes from Council Meeting on October 6, 2025, 11:00 a.m.

Civil Rights Department – Oakland Office  
Lake Merritt Conference Room  
555 12<sup>th</sup> St, Suite 2050  
Oakland, CA

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

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

or 1-669-900-6833 and Webinar ID: 830 7845 6967

#### **Councilmembers Present**

Jonathan Glater, Councilmember  
Hellen Hong, Councilmember  
Denny Chan, Councilmember  
Indira Cameron-Banks, Councilmember

#### **Civil Rights Department Staff Present**

Kevin Kish, CRD Deputy Director  
Julia Parish, 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 17 members of the public participated virtually.

#### **I. Call to Order and Roll Call**

Director Kevin Kish

Director Kish called the meeting to order. CRD Senior Counsel Alexandria Sadler conducted roll call.

#### **II. Welcome**

Director Kevin Kish and Deputy Director Julia Parish

Director Kish introduced CRD Deputy Director of the Legislation, Regulation, and Policy Division, Julia Parish. Deputy Director Parish welcomed members of the public and informed members of the public how to submit public comment.

#### **III. Review of the Agenda**

Deputy Director Julia Parish

Deputy Director Julia Parish reviewed the agenda for the meeting.

IV. **Approval of Minutes**

Deputy Director Julia Parish and Councilmembers

Deputy Director Julia Parish reviewed the minutes from the June 6, 2025, meeting and asked for edits, amendments, and public comments on the minutes.

The Council unanimously voted to approve the minutes.

V. **Councilmembers' Reports and Council Acknowledgements**

Councilmembers and Director Kevin Kish

No Councilmember reports.

Director Kish acknowledged and thanked Judge David Garcia for his work on the Council.

VI. **Civil Rights Department Report**

Civil Rights Department Executives

Assistant Chief Council Rachael Langston provided several updates:

- Announced United Against Hate Week taking place October 9 through October 25, 2025.
- Announced the Grimmway Farms lawsuit settlement.
- Noted the employment regulations regarding automated decision systems have gone into effect as of October 1, 2025.

Senior Counsel Sadler provided an update that the Office of Administrative Law accepted the Council's repeal of the council's separate conflict-of-interest code. It is not yet in effect.

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

Councilmember Hellen Hong and Civil Rights Department Staff

A. **Discussion by the Council**

Senior Counsel Lee noted the subcommittee has not proposed any further changes to the regulations and is seeking a motion from the Council to approve the final unmodified text to move forward with formally filing with the Office of Administrative Law.

B. **Public Comment**

No public comment.

C. **Action by Council**

Councilmember Hong moved to approve moving forward with formally filing the final unmodified text with the Office of Administrative Law. Councilmember Glater seconded. The Council unanimously voted to approve the motion.

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

Civil Rights Department Staff

A. Discussion by the Council

Deputy Director Parish proposed postponing this item to a later meeting as the initial text is not finalized.

B. Public Comment

No public comment

C. Action by Council

Councilmember Hong moved to postpone the consideration of proposed regulations regarding the pay data reporting programs. Councilmember Glater seconded. The Council unanimously voted to approve the motion.

IX. **Subcommittee Updates and Discussion of Subcommittee Assignments**

Councilmembers and Civil Rights Department Staff

A. Discussion by the Council

Senior Counsel Sadler gave a brief background of the pay data program. She explained the need for regulations to clarify, interpret and make specific pay data program requirements and recommended creating a subcommittee to work on the regulations with CRD staff.

The 11135 Guidance Subcommittee shared they are currently developing the 11135 public guidance document which will be completed soon.

The Employment Leave and Reasonable Accommodations Subcommittee shared that CRD staff are currently reviewing draft regulations and plan to meet to discuss before moving forward with the formal rulemaking process.

The Algorithms and Bias Subcommittee provided an update that the employment automated decision systems regulations were accepted by the Office of Administrative Law and have gone into effect as of October 1. They proposed to disband the subcommittee.

The Contractor Non-Discrimination and Compliance Subcommittee shared that work on this regulation package is mostly done, and the regulations are going to the Office of Administrative Law.

The Council discussed staffing for the Pay Data Regulations Subcommittee. Councilmembers Cameron-Banks and Chan will staff the committee.

The Council proposed the following changes to the subcommittees:

- Create the Pay Data Regulations Subcommittee, staffed by Councilmembers Cameron-Banks and Chan.
- Disband the Algorithms and Bias Subcommittee.
- Disband Subcommittee to Consider Federal Policy Changes.
- Disband the Automated Decision-Making Systems and Housing Subcommittee.

B. Public Comment

No public comment.

C. Action by Council

Councilmember Hong moved to approve the changes to the Council subcommittees. Councilmember Chan seconded. The Council unanimously voted to approve the motion.

X. **Further Public Comment**

No further comments.

XI. **Adjournment**

Deputy Director Parish adjourned the meeting at approximately 11:54 AM.

DATE: 6/8/2026

/s/ Julia Parish

CRD Deputy Director of  
Legislation, Regulation, and Policy Division