Civil Rights Department
Civil Rights Council
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Attachment A

CIVIL RIGHTS COUNCIL

Minutes from Council Meeting on October 5, 2026, 11:00 a.m.

555 City Center
Amenity Space 200
555 12th St,
Oakland, CA

Members of the public were also permitted to join remotely using the following information:
https://us02web.zoom.us/j/82327060375
and/or
Phone: (669) 900-6833 and Webinar ID: 823 2706 0375

Councilmembers Present
Candice Cho, Chair
Christian Acevedo, Councilmember
Vasudha Talla, Councilmember
Denny Chan, Councilmember
Ivette Peña, Councilmember
Jonathan Glater, Councilmember
Indira Cameron-Banks, Councilmember

Civil Rights Department Staff Present
Kevin Kish, Director
Julia Parish, Deputy Director of Legislation, Regulation, and Policy
Rachael Langston, Assistant Chief Counsel, Legislative and Regulatory Unit
Mariel Block, Senior Counsel, Legislative and Regulatory Unit
Alexandria Sadler, Senior Counsel, Legislative and Regulatory Unit
Suge Lee, Senior Counsel, Legislative and Regulatory Unit

Others Present
An estimated 29 members of the public participated virtually.

I. **Call to Order and Roll Call**
Chair Cho called the meeting to order. Roll call was taken.

II. **Welcome**
Chair Cho

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

III. **Review of the Agenda**
Chair Cho

Chair Cho reviewed the agenda.

IV. **Approval of Minutes**
Chair Cho and Councilmembers

Chair Cho reviewed the minutes from the June 23, 2026, meeting and asked for edits, councilmember comments, and public comments on the minutes. None were given.

The Council voted to approve the minutes.

V. Informational Presentation: Overview of Employment Protections for Victims of Violence and Family Members
Ana Mendoza, Senior Counsel, Outreach & Education Unit, Civil Rights Department
Kate Bass, Staff Attorney, Legal Aid at Work

Ana Mendoza provided an explanation of AB 2499 and AB 406 concerning employment protections for victims of violence and family members of victims. She provided an overview of Gov. Code section 12945.8 workplace protections. She highlighted two new publications from CRD on these rights – an employee notice and an FAQ. She described the activities of CRD's Outreach & Education Unit to educate the public on these new laws.

Kate Bass described the work of Project Survive at Legal Aid at Work and gave a presentation on workplace violence accommodations.

Council members asked questions and received answers from the presenters.

Public comments:

Tamara Houston, RN: Asked question about presentation and received response from presenters.

Sam Fishman, Staff Attorney at Legal Services for Prisoners with Children: Reminded the Council of the frequency with which people who have been victims of crimes are also accused of a crime or incarcerated. Wants to ensure that these rights are extended to incarcerated people, as incarcerated people are working. Informed the Council that CDCR is trying to limit the employment rights of incarcerated people. Fishman also stated the importance of extending these rights to undocumented immigrants. Fishman also stated that restraining orders can reinforce carceral systems and that other forms of material support (such as financial support, housing support, etc.) may better help survivors.

VI. **Civil Rights Department Report**
Civil Rights Department Executives

Director Kish announced that CRD is now under a new parent agency, the California Housing and Homelessness Agency (CHHA). This does not impact CRD's powers, functions, authority, or duties.

He encouraged people to sign up for CRD's newsletters and alerts.

CRD released new materials on disability accommodations at work. Disability continues to be the most common grounds for complaints filed with CRD.

The Commission on the State of Hate recently held a forum on antisemitism in the state. It will next hold a forum on anti-immigrant sentiment.

Director Kish highlighted 8 bills from the 2026 legislative session:

AB 1578 (Jackson): CRD is going to create and post a training online for elected officials that includes information on how to respond to hate in public meetings, among other places.

AB 1803 (Lowenthal): CRD will update its existing sexual harassment training to include anti hate speech training. There are existing regulations on sexual harassment prevention training. This is one area where the Council may be called upon to act.

AB 2563 (Pacheco): This bill creates a standard minimum definition for sex discrimination across all California laws. This impacts definitions in statutes under CRD's jurisdiction. This is another area where regulations might need to be amended.

AB 2599 (Bryan): This bill requires companies with gross receipts of over $100 million to disclose historical records related to chattel slavery. CRD will be publishing the data on a publicly available website. This law takes effect upon appropriation.

SB 1114 (Cabaldon): This bill includes protections from disclosure for certain data related to sexual orientation, gender identity, and intersex status.

SB 1149 (Durazo): This bill adds designated person to the definition of family for purposes of bereavement leave. This is another area where the Council has been looking into regulations.

SB 1237 (Blakespear): This bill increases penalties for repeat non-filers of pay data information that large employers are required to report to CRD. It requires CRD to publish the total number of pay data reports received each year.

SB 1387 (Stern): Adds a category for Jewish identity under ethnicity for data collection in the State of California, including data collected by CRD.

There were no public comments.

VII. **Consideration of Initial Text of Proposed Modifications to Employment Regulations Regarding Leave, Reasonable Accommodations, and Transfers for Pregnancy, Childbirth, or Related Medical Conditions; and Bonding Leave**

Councilmember Chan

A. Discussion by the Council

Councilmember Chan provided a high-level overview of proposed regulations. Among other changes, the proposed regulations are intended to update the state regulations to align with federal regulations, where appropriate, with regard to rights under the federal Pregnant Workers Fairness Act (PWFA).

There were no additional councilmember comments.

B. Public Comment

Ken Wang, CELA: Applauded council for addressing regulations in this area. Stated that he looks forward to engaging with the Council on this matter. Applauded extending interactive process to pregnant people and others.

Leah Kennedy, Center for WorkLife Law at UC Law SF: Stated that WorkLife Law enthusiastically supports reopening the regulations in this area. WorkLife Law receives calls on its free legal helpline every week about this topic. Updating regulations would benefit employees and employers by offering clarity where it is currently missing. California usually leads on worker protections, but since the federal PWFA has taken effect, California protections have fallen behind in some key ways. Provided examples. The gap between California and federal law hits hardest for workers at employers with 5-14 employees who are covered by California law, but not federal law.

C. Action by Council

Councilmember Peña moved to approve the Proposed Modifications to Employment Regulations Regarding Leave, Reasonable Accommodations, and Transfers for Pregnancy, Childbirth, or Related Medical Conditions; and Bonding Leave, authorize the Civil Rights Department to submit the regulatory package with the Office of Administrative Law, and publish the proposed regulations for a 45-day comment period. Councilmember Glater seconded the motion. The Council unanimously voted to approve the motion.

VIII. **Subcommittee Updates**
Councilmembers and Civil Rights Department Staff

A. Discussion by the Council

Subcommittee on Hearing for Automated Decision-making Systems (ADS) and Housing.
Councilmember Glater
The subcommittee is in the initial planning stage and is currently reaching out to stakeholders.

Pay Data Regulations Subcommittee
Councilmember Cameron-Banks
The subcommittee met a few times. The draft pay data regulations are under internal review.

Subcommittee on Leave to Attend Court; Leave and Accommodations for Victims of Violence and their Families
Councilmember Acevedo
Californians shouldn't have to decide between safety and their jobs. The subcommittee has met to discuss draft regulations to see where the Council can fill regulatory gaps.

Subcommittee to Consider Federal Policy Changes
Councilmember Talla
The subcommittee met a few times and is in the process of having conversations with stakeholders to assess areas that could be addressed by California regulations.

11135 Guidance Subcommittee
Councilmember Glater

The subcommittee has met and is conducting research and internal review about regulatory updates.

Subcommittee on Public Civil Rights Hearings
Councilmember Acevedo
The subcommittee has met to discuss options and is hoping to hold the public forum soon.

B. Public Comment

No public comment.

C. Action by Council

No action by Council.

IX. **Public Comment on Items Not on the Agenda**

Kai On: Discussed a complaint filed with CRD.

Sam Fishman, Staff Attorney, Legal Services for Prisoners with Children: LSPC is an active member of the California Fair Chance Coalition. Workers with criminal records were recently polled and the feedback was that employers don't understand existing protections; the protections apply to too few workers; and the protections are not enforced. LSPC wants to remind CRD of enforcement power for these laws.

X. Adjournment

Chair Cho adjourned the meeting at approximately 12:26 PM.

DATE:

Chairperson of California
Civil Rights Council