



Raul Torres
Executive Director

October 8, 2026

Minutes of August 13, 2026
Racial & Social Justice – Task Force
James J. McCoart Building – Powells Creek A&B

MINUTES

Chair

Curtis O. Porter

Members

Victoria D. Staubly

Benjamin Baldwin

Present: Commissioners: Victoria Staubly, Benjamin Baldwin, Chair, Curtis Porter, Director, Raul Torres, Assistant and Administrative Specialist, Tiffany Jones.

Chair Porter called the meeting to order at 6:01 pm.

Citizens Time

- There were no citizens present.

Old Business

- The minutes of the August 13, 2026, meeting were approved (Baldwin moved, Staubly seconded).

New Business

- Director of Human Resources, Susan Washington, met with the Racial and Social Justice Task Force to review previous recommendations, outline where the department currently stands, and share updates via a PowerPoint presentation;
 - There were 4 Priority Challenges Identified in the 2021 Report.
 - Veteran's Preference
 - Individuals with Disabilities
 - Hispanic/Latino Representation
 - Affinity Organization Outreach

- The strengths noted in the initial report are:
 - Ban the Box – Criminal history questions removed from the initial applications.
 - Anonymized Review – Personal ID hidden from panels: hiring officials must justify selections.
 - No unnecessary degree requirements – removed where not mandated by the position.
 - Clear performance profile – Provide a clear performance profile of each position at the start of the recruitment process.
 - Multilingual Access – NeoGov Applications site offers the ability to translate the site and sections of the site into other languages.
 - Disability Accommodation Support – Interpreters and application assistance provided.
- Challenge 1 - Veteran's Preference:
 - The findings were that the Office of Human Resources does not track veteran status or apply Veteran's Preference in hiring.
 - The response:
 - Key Actions:
 - OHR has updated the veteran self-identification on employment applications to be more inclusive and specific in terminology, differentiating Veteran consideration and V3 reporting, which includes spouses of Veterans.
 - Employees may voluntarily self-identify within the County's Mobius HCM Solution, during the onboarding process, as Veterans, inclusive of additional veteran designations such as disabled, Active-Duty Wartime, Armed Forces Service Medal, and Recently Separated.
 - The Recruitment Procedure is under review for updates, with some updates to our processes supporting considerations for veterans.
- Individuals with Disabilities:
 - Findings: The OHR offers accommodation upon request but currently has no hiring preference or tracking mechanism in place, resulting in a lack of data to assess parity with the broader labor force.
 - Key Actions:

- NeoGov, our application tracking system vendor, certifies itself as committed to best practices, including web content accessibility guidelines.
 - The County created a centralized team within OHR for Reasonable Accommodation requests.
 - The County has a disability Employee Resource Group, and OHR will be partnering to share resources.
- Hispanic/Latino Workforce Representation
 - Findings: Hispanic/Latino Representation in the county workforce trails the community's population share by nearly 13 points.
 - Key Actions:
 - Expand and continue to evaluate broader community outreach efforts.
 - Historically had Spanish-speaking HR Team members attend outreach events for support.
 - Added representation during other non-recruitment events; however, inclusive of outreach activities with bilingual support.
 - Affinity Organization Outreach
 - Findings: Recruitment outreach makes minimal use of affinity organizations representing veterans, women, LGBTQ+ employees, working parents, and other communities.
 - Key Actions:
 - HR restructuring supports greater partnership with departments across the County, facilitating better opportunities to support specific and general outreach
 - Broaden job posting distribution lists, in addition to the automated distribution of job postings through the Government jobs partnership.
 - In conclusion, recognizing that there is follow-up information to provide, OHR plans to return to the Human Rights Commission with a further update on the initiatives that have been implemented.

The meeting was adjourned at 6:50 pm.