



AGENDA

CONTRA COSTA COUNTY Advisory Council on Equal Employment Opportunity

Friday, July 24, 2026

9:30 AM

2530 Arnold Drive, Martinez
cccouny-us.zoom.us/j/8272946546?

Call-In: 1-408-961-3928

Conference Code: 480778

Meeting ID: 827 294 6546

Password: 927232

Agenda Items: Items may be taken out of order based on the business of the day and preference of the Committee

1. Roll Call and Introductions
2. Public comment on any item under the jurisdiction of the Committee and not on this agenda (speakers may be limited to two minutes).
3. Review and Approve the minutes from June 26, 2026, Advisory Council on Equal Employment Opportunity meeting. [26-3212](#)
Attachments: [ACEEO - Minutes - 06-26-2026](#)
4. Discuss 2025 Data [26-1646](#)
Attachments: [EEO Presentation](#)
5. Current Process on Hiring Panels
6. Implicit Bias Training
7. Roundtable/Public Comment
8. Adjourn

The next meeting is currently scheduled for August 28, 2026.

The Committee will provide reasonable accommodations for persons with disabilities planning to attend the Committee meetings. Contact the staff person listed below at least 72 hours before the meeting. Any disclosable public records related to an open session item on a regular meeting agenda and distributed by the County to a majority of members of the Committee less than 96 hours prior to that meeting are available for public inspection at 2530 Arnold Drive lobby, during normal business hours. Staff reports related to items on the agenda are also accessible online at www.contracosta.ca.gov. If the Zoom connection malfunctions for any reason, the meeting may be paused while a fix is attempted. If the connection is not reestablished, the committee will continue the meeting in person without remote access. Public comment may be submitted via electronic mail on agenda items at least one full work day prior to the published meeting time.

For Additional Information Contact: Kiara Allen, (925) 335-1417

ADVISORY COUNCIL ON EQUAL EMPLOYMENT OPPORTUNITY MEMBERS

*LABOR-TRADE MEMBER SEAT:
(VACANT)*

*BUSINESS MEMBER SEAT:
DeVonn Powers*

*COMMUNITY MEMBER SEAT #1:
Rameet Kohli*

*EDUCATION MEMBER SEAT:
Roosevelt Gipson Jr.*

*COMMUNITY MEMBER SEAT #2:
Lauren Traylor*

*DISABILITY SEAT:
(VACANT)*

*COMMUNITY MEMBER SEAT #3:
(VACANT)*

*UNION MEMBER SEAT #1:
(VACANT)*

*COMMUNITY MEMBER SEAT #4:
Lynette Hart*

*UNION MEMBER SEAT #2:
(VACANT)*

*MANAGEMENT MEMBER SEAT #1:
Melanie Laman*

*VETERAN'S SEAT:
Jose Merlos*

*MANAGEMENT MEMBER SEAT #2:
Amrita Kaur*

*STAFF TO ACEEO:
- Antoine Wilson
- Kiara Allen*



CONTRA COSTA COUNTY

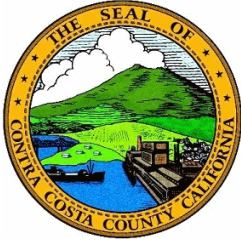
Staff Report

1025 ESCOBAR STREET
MARTINEZ, CA 94553

File #: 26-3212

Agenda Date: 7/24/2026

Agenda #: 3.



Meeting Minutes - Final

CONTRA COSTA COUNTY Advisory Council on Equal Employment Opportunity

Friday, June 26, 2026

9:30 AM

2530 Arnold Drive, Martinez
cccouny-us.zoom.us/j/8272946546?

Call-In: 1-408-961-3928

Conference Code: 480778

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Password: 927232

Agenda Items: Items may be taken out of order based on the business of the day and preference of the Committee

1. Roll Call and Introductions

Online Guests: Natalie Darone, Kiana McFarland, Ruth Barrera, Melissa Moglie, Jennifer Quallick, and Ronda Boler

Present Roosevelt Gipson Jr., Lynette Hart, Amrita Kaur, Rameet Kohli, and Jose Merlos

Absent Melanie Laman, and Lauren Traylor

2. Public comment on any item under the jurisdiction of the Committee and not on this agenda (speakers may be limited to two minutes).

3. Guest Speaker: Natalie Darone (Library)

Natalie Darone, the Library's HR Officer I, led a presentation to the advisory body outlining the department's workforce processes, outreach efforts, and mission to connect people and ideas. She emphasized that the Library's staff reflects the diverse communities they serve.

The department reviewed its hiring, retention, and exit processes to evaluate how career opportunities are determined. They recently worked with HRIS to improve their workforce parameters and shared year-over-year demographic data. While the demographics showed little change, retention has steadily increased. The team also identified goals to revive several outreach programs but noted significant challenges, including fear among staff and the public of ICE raids in and around library facilities.

The advisory body commended the department for its ongoing efforts and its willingness to adopt recommended best practices.

4.

[26-1645](#)

Attachments: [ACEEO - Minutes - 03-27-2026](#)

Motion: Kohli

Second: Gipson
Aye: Gipson, Hart, Kaur, Kohli, and Merlos
Absent: Laman, and Traylor
Result: Passed

5. [26-1177](#)

Attachments: [HR Off Boarding Sub](#)

HR Off-boarding sub-committee has not produced any new updates to report to the main body of the advisory council. Sub-committee suggests having a meeting with Human Resources in July to make a plan of action for the month. If the meeting does not happen, the sub-committee will produce a recommendation documentation or presentation to give Human Resources.

6. [26-1646](#)

Attachments: [EEO Presentation](#)

There was a brief presentation of comparative data for the calendar years 2023 and 2025. It highlighted the changes in employee representation reported by the Equal Employment Opportunity Office. Advisory members asked for more details to be presented at the next meeting.

7. Discuss EEO Outreach Work Group Updates

The Equal Employment Opportunity (EEO) Work Group met recently to discuss the updates to the EEO Report. The advisory body was informed of some of the initiatives to update the report. EEO Work Group is scheduled to meet again in July and will report updated changes that will be present the next time the EEO Report is presented to the advisory body.

8. Current Process on Hiring Panels

This discussion item was tabled.

9. [26-1647](#)

Attachments: [ACEEO - Goals & Tasks 2026](#)

The advisory body provided suggestions and recommendations for their 2026 goals. These goals are designed to be achievable by the end of the year. They are also beginning to plan goals and potential projects for the following year.

10. Roundtable/Public Comment

By the end of the meeting, it is announced that Oravanh Thammasen has stepped down from Union Member Seat #1 and Lauren Traylor has stepped down from the Community Member Seat #2.

It is also announced that Jose Merlos has stepped into the Veteran's Seat.

11. Adjourn

Meeting was adjourned at 11:04 A.M.

The next meeting is currently scheduled for July 24, 2026.

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Staff Report

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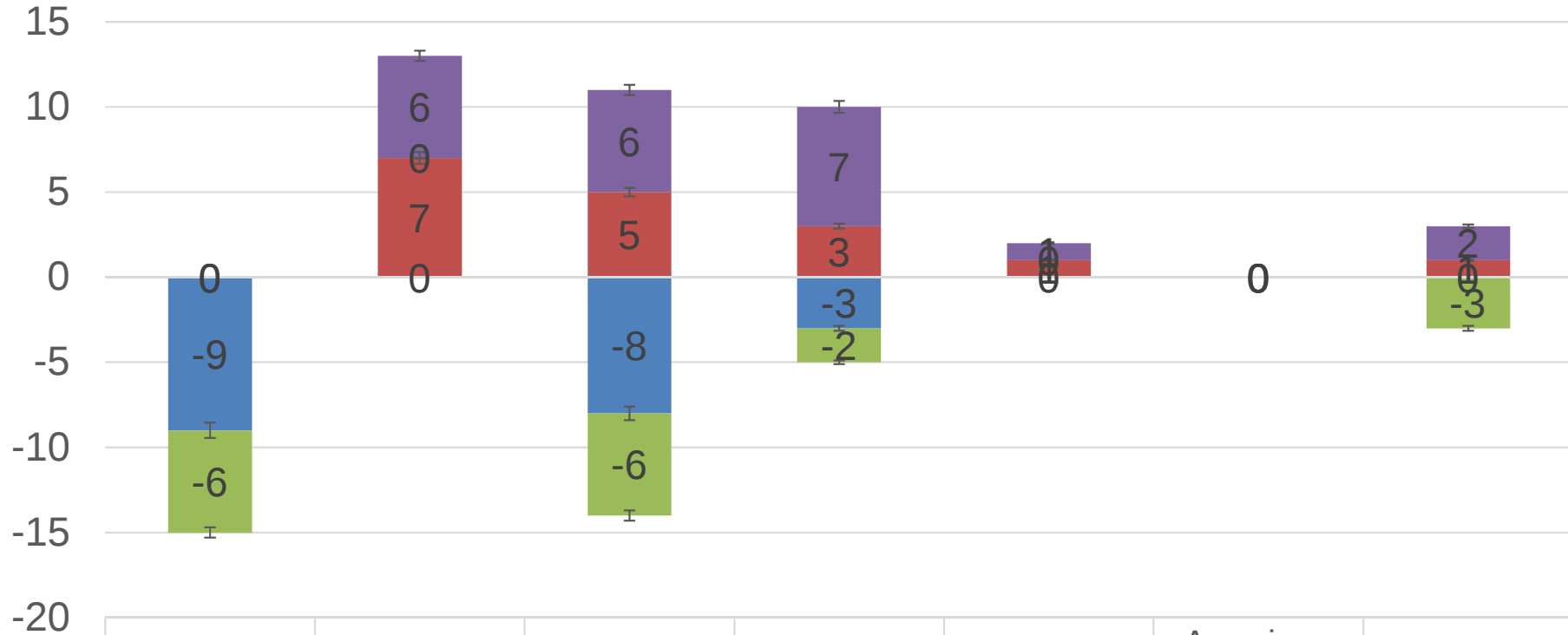
CALENDAR YEAR 2023

Category	Males	Females	Total	Percentage
White	1586	2065	3651	37.90%
Black	387	1087	1474	15.30%
Hispanic	604	1577	2181	22.64%
Asian	540	1107	1647	17.10%
NHPI	46	84	130	1.35%
AIAN	17	32	49	0.51%
2 or more races	169	333	502	5.21%
Total	3349	6285	9634	100.00%

CALENDAR YEAR 2025

Category	Males	Females	Total	Percentage
White	1640	2097	3737	35.71%
Black	417	1174	1591	15.20%
Hispanic	720	1809	2529	24.16%
Asian	646	1288	1934	18.48%
NHPI	62	87	149	1.42%
AIAN	17	36	53	0.51%
2 or more races	160	313	473	4.52%
Total	3662	6804	10466	100.00%

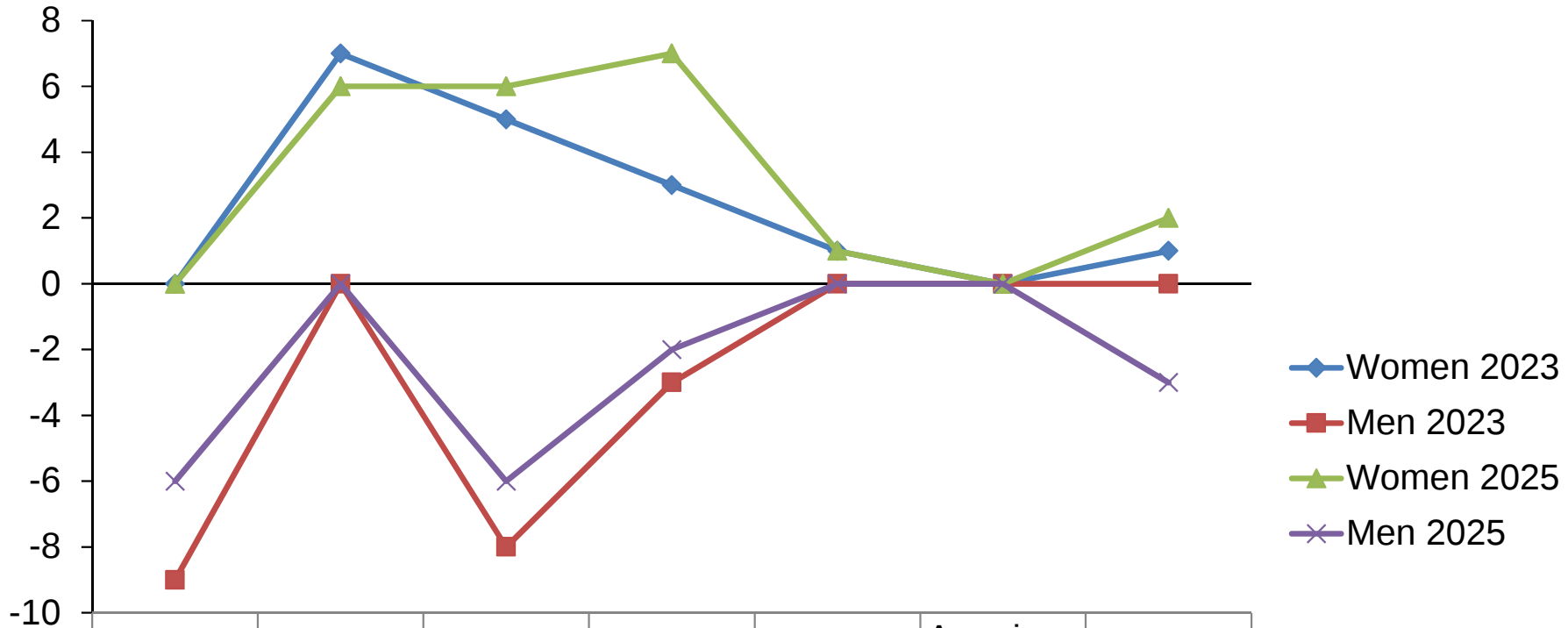
CONTRA COSTA COUNTY EMPLOYEE REPRESENTATION DATA



	White	Black	Hispanic	Asian	Pacific	American Indian	Two+
WOMEN 2025	0	6	6	7	1	0	2
MEN 2025	-6	0	-6	-2	0	0	-3
WOMEN 2023	0	7	5	3	1	0	1
MEN 2023	-9	0	-8	-3	0	0	0

■ MEN 2023
 ■ WOMEN 2023
 ■ MEN 2025
 ■ WOMEN 2025

OUTREACH AND RECRUITMENT TRENDS



	White	Black	Hispanic	Asian	Pacific	American Indian	Two+
Women 2023	0	7	5	3	1	0	1
Men 2023	-9	0	-8	-3	0	0	0
Women 2025	0	6	6	7	1	0	2
Men 2025	-6	0	-6	-2	0	0	-3

Percent of Applications by Ethnicity ⓘ

