



## Meeting Minutes - Final

### CONTRA COSTA COUNTY Advisory Council on Equal Employment Opportunity

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Friday, January 23, 2026

9:30 AM

2530 Arnold Drive, Martinez

<https://cccouny-us.zoom.us/j/8272946546?>

Call-In: 1-408-961-3928

Conference Code: 480778

Meeting ID: 827 294 6546

Password: 927232

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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: Dora Regalado, Gilbert Salinas**

**In-person Guests: Jose Merlos**

**Present**

Lynette Hart, Amrita Kaur, Rameet Kohli, Oravanh Thammassen,  
and Lauren Traylor

**Absent**

Leonard Ramirez, and DeVonn Powers

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: Dora Regalado and Gilbert Salinas (Health Services Department)

Dora Regalado (Personnel Director) and Gilbert Salinas (Chief Equity Officer) presented to the advisory body a comprehensive and in-depth look into the 2025 initiatives they implemented since their last presentation in May 2024. They took their departmental feedback regarding hiring timelines and worked on streamlining the process. Worked with HR to create a personnel ticketing system for transparency and has processed over 4,000 tickets since its implementation. Another success from their 2025 initiatives was an expansion of their community outreach efforts.

They are currently working on several goals for 2026 to continue improving their hiring timelines and increase their community presence.

4. Discuss and Vote for Chair and Vice Chair

Nominations for Chair of the advisory body will remain the same. Nominations for new Vice Chair placed.

**Nomination for Hart to remain as Chair.**

**Motion:** Kohli  
**Second:** Thammasen  
**Aye:** Hart, Gipson, Kaur, Kohli, Thammasen, Traylor  
**Absent:** Powers, Ramirez  
**Result:** Passed

**Nomination for Kohli as Vice Chair.**

**Motion:** Thammasen  
**Second:** Gipson  
**Aye:** Hart, Gipson, Kaur, Kohli, Thammasen, Traylor  
**Absent:** Powers, Ramirez  
**Result:** Passed

5.

[26-309](#)

**Attachments:** [ACEEO - Minutes - 10-24-2025](#)  
[ACEEO - Minutes - 12-05-2025](#)

**Attachments:** ACEEO - Minutes - 10-24-2025  
**Motion:** Kaur  
**Second:** Hart  
**Aye:** Hart, Gipson, Kaur, Kohli, Thammasen, Traylor  
**Absent:** Powers, Ramirez  
**Result:** Passed

**Attachments:** ACEEO - Minutes - 12-05-2025  
**Motion:** Thammasen  
**Second:** Kohli  
**Aye:** Hart, Gipson, Kaur, Kohli, Thammasen, Traylor  
**Absent:** Powers, Ramirez  
**Result:** Passed

6.

[25-4966](#)

The HR Off-boarding sub-committee informed the advisory body of the most recent meeting held with Santa Clara County's Engagement and Organizational Development Division. After the review, the advisory body has mentioned interest in reaching out to them again to see the progress made over a calendar year. Follow-up with HR department on timeline for beginning discussions on information attained. Continue to reach out to other counties for research on the topic.

7.

[25-4970](#)

**This Discussion Item was tabled.**

8.

[26-310](#)

The advisory body reviewed the current line-up of guest speakers for 2026 and made suggestions of which departments they would like to see present.

9. Discuss Implicit Bias Training

Review regarding 2026 Implicit Bias group training taken on January, 7, 2026. All in agreement that the training lacked viable engagement practices that would be essential to truly understanding implicit bias. Advisory body agrees that a more suitable training should take place at a later date.

10. Roundtable/Public Comment

Staff informed the advisory body of the 2026 Brown Act training. With updates to the Brown Act memorandum, the body was reminded once again about the attendance policy. The body was informed of Leonard Ramirez stepping down from the Veteran's Seat. Jose Merlos has expressed interest in joining the advisory body.

11. Adjourn

The meeting was adjourned at 11:19 A.M.

The next meeting is currently scheduled for February 27, 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](http://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:  
Oravanh Thammasen

COMMUNITY MEMBER SEAT #4:  
Lynette Hart

UNION MEMBER SEAT #2:  
(VACANT)

MANAGEMENT MEMBER SEAT #1:  
(TBD)

VETERAN'S SEAT:  
Leonard Ramirez

MANAGEMENT MEMBER SEAT #2:  
Amrita Kaur

STAFF TO ACEEO:  
- Antoine Wilson  
- Kiara Allen