



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

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

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.

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