



Meeting Minutes - Final

CONTRA COSTA COUNTY Advisory Council on Equal Employment Opportunity

Friday, September 26, 2025

9:30 AM

2530 Arnold Drive, Martinez

[https://cccounty-us.zoom.us/j/81732410745?](https://cccounty-us.zoom.us/j/81732410745?pwd=14aRy6xeNGrRRwXtG6K8kxaxb9Yoooh.1)

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| Call-In: 1-214-765-0478 / Conference Code:

480778 / Meeting ID: 817 3241 0745 / Password:

400478

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

Guests: Barbara Elliott and Eldar Akayev

Present

Roosevelt Gipson Jr., Lynette Hart, Amrita Kaur, Rameet Kohli,
DeVonn Powers, and Oravanh Thammasen

Absent

Lauren Traylor

Late

Leonard Ramirez

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: Barbara Elliott (ADA Title I)

Barbara Elliott is the County's ADA (Americans with Disabilities Act and Amendments Act) Title I Program Manager and brings decades of experience working with individuals to help them with their work-related hurdles to Contra Costa County. It is the law for covered employers to provide reasonable accommodation to applicants or employees. "Each situation is its own situation, because what works for one individual does not always work for others.

ADA is more recognized than FEHA (California Fair Employment and Housing Act). There are reportedly around 30,000 FEHA complaints a year. The biggest challenge of the department has been accessibility for transportation. Over the last fiscal year, more than 500 supervisors and managers were trained in ADA.

The ADA program encourages everyone to check out the resources that were provided on the county website. For supervisors and managers, the website, askjan.org, is full of useful tip sheets and recommendations to finding solutions to accommodation hurdles. There is never a downside to having an accommodation conversation.

4.

[25-3960](#)

Attachments: [ACEEO - Minutes - 08-22-2025](#)
Motion: Thammasen
Second: Kohli
Aye: Gipson, Hart, Kohli, and Thammasen
Absent: Traylor
Abstain: Kaur and Powers
Late: Ramirez
Result: Passed

5.

[25-3959](#)

Attachments: [Contra Costa County EEO mission statement \(OFFICIAL\) 2025](#)
[ACEEO By-Laws 08-22-2025](#)
Motion: Gipson
Second: Hart
Aye: Gipson, Hart, Kaur, Kohli, Powers, Ramirez, and Thammasen
Absent: Traylor
Result: Passed

6. HR Offboarding sub-committee update

No developments as of yet. Sub-committee will need to meet to with HR to re-evaluate approach going forward.

7. Adjourn

The meeting has adjourned at 10:56 A.M.

The next meeting is currently scheduled for October 24, 2025.

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:
Oravanh Thammassen*

*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