



Meeting Minutes - Final

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

Online Guests: Melissa Moglie, Jen Burton, Mahasin Abuwi Aleem, Eloy Vidales, Ruth Barerra, and Natalie Darone

Present Roosevelt Gipson Jr., Lynette Hart, Amrita Kaur, Melanie Laman, Rameet Kohli, Jose Merlos, and DeVonn Powers

Absent 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. [26-3212](#)

Attachments: [ACEEO - Minutes - 06-26-2026](#)

Motion: Kaur

Second: Gipson,

Aye: Gipson, Hart, Kaur, Laman, and Merlos

Absent: Traylor

Late: Kohli, and Powers

Result: Passed

4. [26-1646](#)

Attachments: [EEO Presentation](#)

This Discussion Item was tabled.

5. Current Process on Hiring Panels

Melanie informed the body of the current processes for hiring panels across the departments in the

county. Although, there is guidance provided by HR to departments, some larger departments also have their own guidance on hiring panel processes. It was discovered that there are good practices although no consistency across the county, as well as there currently is no formal document from HR for departments hiring panels. However, the HR Department is developing a guidance for all departments to follow.

6. Implicit Bias Training

Lynette offered her services to host an Implicit Bias training for the advisory body. The advisory body participated in the interactive training, that gave several examples of actions and phrases that could be seen as bias. Examples from the host and body were exchanged in how bias was given and received in their personal lives regarding the hiring process. Correcting the language used when interviewing to hiring and beyond was a major focus. Many did not realize there were moments of implicit bias seeping into casual conversations.

7. Roundtable/Public Comment

8. Adjourn

The meeting was adjourned at 11:38 A.M.

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