

 **CONTRA COSTA COLLEGE**  
EEO Committee  
Meeting Minutes

**Date:** February 9, 2026 (every 2<sup>nd</sup> Monday of the Month) **Time:** 1:15 p.m. – 3:00 p.m.

**Location:** SAB-211 and ZOOM: <https://4cd.zoom.us/j/5638713171>

Meeting ID: 563 871 3171 Passcode: FMPWEB

Voting Members

**Chairperson:** Victoria Menzies

**Managers:** Evan Decker

**Faculty:** Vern Cromartie

**Classified:** Matthew Houser

**Students:** Pamela Fuentes

Non-Voting Members

**Managers:**

**Present:** Victoria Menzies, Vern Cromartie, Evan Decker, Matthew Houser

**Zoom:** Sabina Corsetti

Called to order at 1:07 p.m.

Item	Outcome/Decisions	Action Items
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<p><b>I. Welcome and Introductions</b></p>	<p>Sabina Corsetti introduced herself as an adjunct faculty member and attorney specializing in EEO and employment discrimination, expressing interest in Title IX and gender equity issues.</p>	<p>No action required.</p>
<p><b>II. Adoption of Current Agenda</b></p>	<p>Approved the agenda with an amendment to add the staff diversity application update as a standing item Agenda adopted by 4 yay votes, 0 nay, 0 abstain:</p> <p><b>Motioned:</b> Matthew Houser  <b>Second:</b> Vern Cromartie</p> <p><b>Yay:</b> Victoria Menzies, Vern Cromartie, Evan Decker, Matthew Houser</p>	<p>No action required.</p>
<p><b>III. Approval of December 8, 2025 Minutes</b></p>	<p>Minutes approved by 3 yay votes, 0 nay, 1 abstain:</p> <p><b>Motioned:</b> Vern Cromartie  <b>Second:</b> Evan Decker</p> <p><b>Yay:</b> Victoria Menzies, Vern Cromartie, Matthew Houser  <b>Abstain:</b> Evan Decker</p>	<p>No action required.</p>
<p><b>IV. Public Comment/Announcements (2 minutes each)</b></p>	<p>No Public comment/announcements.</p>	<p>No action required.</p>
<p><b>V. Standing Items:</b></p>	<p><b>Diversity Funding</b></p>	<p>Victoria: Follow up with the district office to check if</p>

<p><b>A. Human Resources Updates:</b></p> <p><b>B. CCC Workforce Applicant Pool Analysis</b></p> <p><b>C. CCC Employee Recruitment/Hiring Activity</b></p> <p><b>D. District DEI Updates</b></p>	<ul style="list-style-type: none"> <li>• The district has \$90,000 allocated for diversity initiatives.</li> <li>• A formal application process is still being developed.</li> <li>• In the meantime: <ul style="list-style-type: none"> <li>◦ President Rogers can approve training funds at her discretion.</li> </ul> </li> </ul> <p><b>Sociology Lecture Series Funding</b> Vern Cromartie requested additional funding for a sociology symposium/lecture series.</p> <ul style="list-style-type: none"> <li>• Additional \$500 needed to supplement previously approved funds.</li> </ul> <p><b>Electronic Applicant Portal</b></p> <ul style="list-style-type: none"> <li>• The electronic applicant system is currently being tested with: <ul style="list-style-type: none"> <li>◦ Permanent employees</li> <li>◦ Part-time employees</li> </ul> </li> <li>• Student workers are not included in this phase.</li> <li>• Full rollout expected by end of summer.</li> <li>• The system: <ul style="list-style-type: none"> <li>◦ Uses existing forms and workflows</li> <li>◦ Keeps employees active unless they resign or are deactivated</li> <li>◦ Allows adjunct reactivation with dean approval</li> </ul> </li> </ul>	<p>they will pursue analysis of the district CC workforce applicant pool and what they plan to do with it.</p> <p>Vern: Submit a request to Ashley for an additional \$500 for the sociology lecture series, and follow up with her regarding available funds.</p> <p>Sabina: Contact her dean to discuss her interest in Title IX and AB 2048 alignment, and potentially connect with Kenyatta (VP) and/or Tribble (Title IX officer) to support policy alignment at Contra Costa.</p> <p>Sabina: Send Victoria an email to arrange a time to meet on campus.</p>
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- Does not require a new application if the original one remains on file.

### **Workforce Applicant Pool Analysis**

- The committee discussed analyzing the district workforce applicant pool to better understand hiring patterns.
- Victoria will follow up with the district office to determine whether the analysis will proceed and how the data will be used.

### **Recruitment & Hiring Updates**

- **No active classified job recruitments** at the time of the meeting.
- Only:
  - **Hourly Custodian posting**
  - **Grounds worker transfer request.**

### **Title IX & Gender Equity Discussion**

Sabina Corsetti discussed:

- Interest in **Title IX and gender equity policies**
- Alignment with **AB 2048**
- Ideas from a **UC Berkeley conference**

<b>VI. Adjournment -</b> Meeting adjourned at 1:43 p.m.	Next meeting will be Monday, March 9, 2026 at 1:15 p.m.	
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