# Contra Costa College
## EEO Committee
## Meeting Minutes

**Date:** November 10, 2025 (every 2nd 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 |
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**Chairperson**: Victoria Menzies
**Managers**: Evan Decker
**Faculty**: Vern Cromartie
**Classified**: Matthew Houser
**Students**: Pamela Fuentes

| Non-Voting Members |
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**Managers:**

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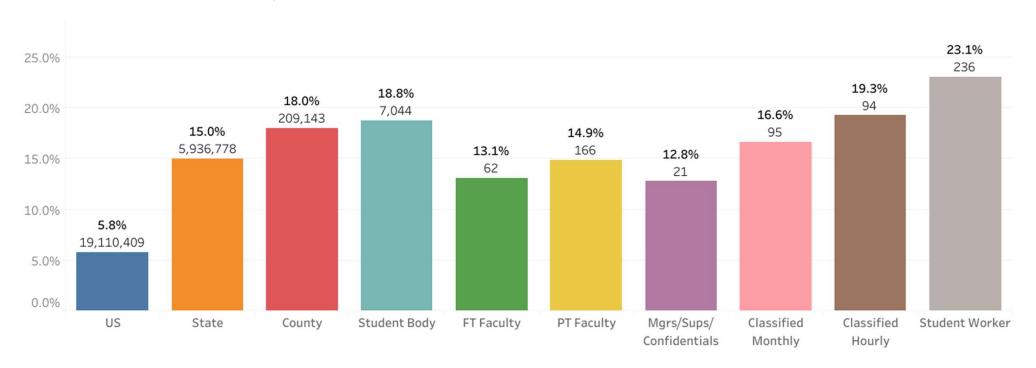
**Zoom:**

Called to order at 1: p.m.

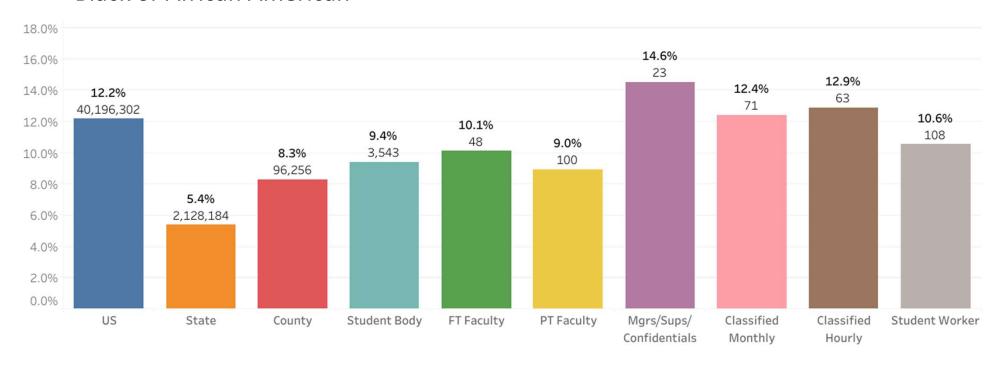| Item | Outcome/Decisions | Action Items |
| --- | --- | --- |

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|---|---|---|---|
| I. | **Welcome and Introductions** | | |
| II. | **Adoption of Current Agenda** | Agenda approved with added grant application consent item by 4 yay votes, 0 nay.<br><br>Motioned: Evan Decker<br>Second: Vern Cromartie<br><br>Yay: Victoria Menzies, Vern Cromartie, Matthew Houser, Evan Decker | No action required. |
| III. | **Approval of September 8, 2025 Minutes** | Minutes approved by 4 yay votes, 0 nay.<br><br>Motioned: Evan Decker<br>Second: Matthew Houser<br><br>Yay: Victoria Menzies, Vern Cromartie, Matthew Houser, Evan Decker | No action required. |
| IV. | **Public Comment/Announcements** (2 minutes each) | No Public comment/announcements. | |
| V. | **Diversity Fund Grant Application Revision** | Application approved with 4 yay votes, 0 nay.<br>Motioned: Evan Decker<br>Second: Matthew Houser<br><br>Yay: Victoria Menzies, Vern Cromartie, Matthew Houser, Evan Decker | • **Present application to following committees:**<br>Operations Committee<br>Budget Committee<br>Academic Senate<br>Classified Senate<br>Planning Committee<br>College Council |

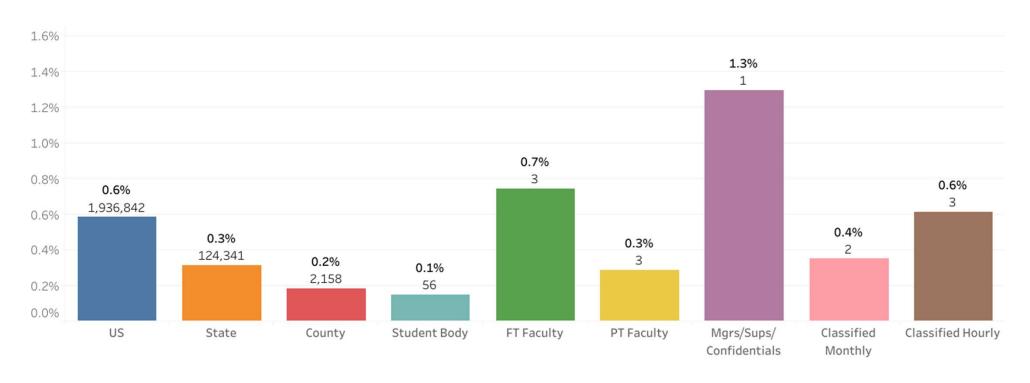| | | |
|---|---|---|
| | | • Convert the application to a fillable PDF format |
| **VI. Standing Items:**<br><br>**A. Human Resources Updates:**<br>**B. CCC Workforce Applicant Pool Analysis**<br>**C. CCC Employee Recruitment/Hiring Activity**<br>**D. District DEI Updates** | **Human Resources Update** – No updates.<br><br>**CCC Workforce Applicant Pool Analysis** –<br>• Reviewed workforce data showing employee demographics by race and ethnicity, noting that Hispanic representation among faculty was below student population levels<br><br>**CCC Employee Recruitment/Hiring Activity** –<br>• There are no active recruitments currently<br>• New DSPS Manager to start in January 2026<br>• Foundation Development Officer starting next week<br><br>**District DEI Updates** – No updates. | • Request to add the Workforce Applicant Pool Analysis as an FYI agenda item at the next College Council meeting.<br>• Invite Dan or Myra to present the Workforce Applicant Pool Analysis at College Council. |
| **VII. Adjournment** –<br>Meeting adjourned at 2:17 p.m. | Next meeting will be Monday, December 8, 2025 at 1:15 p.m. | |

# 4CD POPULATION COMPARISON

AAPI – Asian/Filipino/Pacific Islander



Sources: 4CD employee and student data; US, California, and Contra Costa County populations are based on the 2020 decennial census.

# 4CD POPULATION COMPARISON
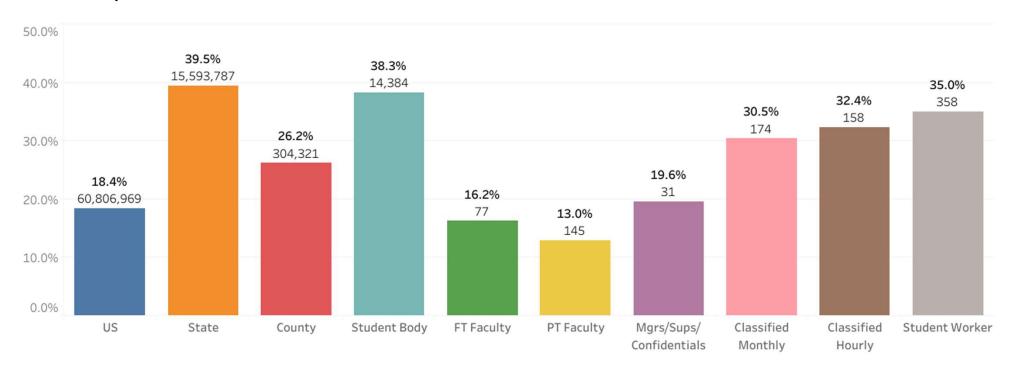
Black or African American



Sources: 4CD employee and student data; US, California, and Contra Costa County populations are based on the 2020 decennial census.

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American Indian



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Hispanic



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# 4CD POPULATION COMPARISON

Multi-Race



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# 4CD POPULATION COMPARISON

White



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