



EEO Diversity Advisory Council

Meeting Summary

Friday, February 23, 2018
West Valley College – Club Room
1:30 PM – 3:00 PM

I. Welcome

	Amy Vu	Faculty	West Valley
X	Jennifer Aguayo	Faculty	West Valley
X	Donnelle McGee	Faculty	Mission
X	Stacy Hopkins	Faculty	West Valley
	Debra Williams	Administrative	Mission
X	Ken Songco	Administrative	Mission
X	Virginia Marquez	Administrative	West Valley
	Matais Pouncil	Administrative	West Valley
	Luan Szeto	Classified Staff	District
	Xuan Lu	Classified Staff	Mission
X	Sarah Randle	Classified Staff	District
	Thuy Foot	Classified Staff	Mission
	Emilio Espinosa	Classified Staff	West Valley
X	Albert Moore	Ex Officio	District
	Sean McGowan	Ex Officio	District
X	Ryan Ng	Ex Officio	District
X	Daniel LeGuen-Schmidt	Ex Officio	District
X	Prachi Samant	Ex Officio	District
X	Paul Williams	Ex Officio	District

II. Approval of December 1, 2017, EEO Diversity Advisory Council Meeting Summary

Action Taken: By voice consent, the minutes were approved.

III. Welcome Newest Member to the Council – Paul Williams

Human Resources has recently hired Paul Williams who will be the new Director, Compliance, Training, and Employee Relations. Paul started his position effective January 24, 2018, and brings a plethora of experience in learning and development/training coordination from the City and County of San Francisco Adult

Probation Department. In addition, he was the Training Officer for the Department of Human Resources for the City and County of San Francisco.

IV. Report on Recent & Upcoming Career Fairs

The District has participated in the following job fairs thus far this year:

1. West Valley College Career Fair – Sean represented and spoke with students about the opportunity to consider returning, one day, to their alma mater to work or teach. A small number of students actually expressed interest in teaching someday and asked what is involved.
2. Diversity Career Fair, Oakland – Ryan and Paul represented. They met a range of diverse prospective applicants interested in faculty and classified open positions. WVMCCD was one of two educational institutions to attend this event, the other being Santa Clara University. By attending these fairs, WVMCCD hopes to create a bigger presence as an employer of choice in the East Bay.
3. CCC Registry Faculty & Administrator Job Fair, San Francisco – Jennifer Aguayo, John Mosby and Sean represented. There was a much larger attendance than last year's job fair. The team met a large pool of prospective applicants for faculty positions, including Math and Biological Sciences. Jennifer and John did a great job in sharing positive stories and perspectives on our campuses and campus culture.

Oakland Job Fair – January 20, 2018

318 job seekers attended – 156 pre-registered of 600 and 162 walk-ins day of event

- 185 registered as Master degree
- 80 registered as Doctorate degree
- 50 registered as Bachelor degree

29 college districts participated for a total of 33 booths

27 districts were in-state; 2 districts were out-of-state (representing Washington)

- Maximum job seekers counted by a district: 200 (Foothill DeAnza)
- Average job seekers counted: 97.9
- Median job seekers counted: 85

4. CCC Registry Faculty & Administrator Job Fair, Los Angeles – Donnelle McGee, Matais Pouncil and Sean represented. Turnout was fair but modest in comparison to last year's job fair. The team met a large pool of interested prospective applicants in Math, Biological Sciences, Kinesiology, Dean of Student Equity and Support Services, Dean of CTE, and Athletic Director openings.

Los Angeles Job Fair – January 27, 2018

920 job seekers attended – 414 pre-registered of 1616 and 506 walk-ins day of event

- 650 registered as Master degree

- 153 registered as Doctorate degree
 - 112 registered as Bachelor degree
- 41 college districts participated for a total of 55 booths
 36 districts were in-state; 5 districts were out-of-state (4 Washington, 1 Oregon)
- Maximum job seekers counted by a district: 565 (Los Angeles CCD)
 - Average job seekers counted: 180.5
 - Median job seekers counted: 159

Upcoming job fairs:

5. West Valley College Spring Career Fair (March 2018) – Ryan will be representing.
6. Diversity Career Fair, San Francisco (April 11, 2018) – Ryan and Ken Songco will be representing.
7. Mission College Spring Career Fair (TBD) – With the hiring of a new staff position to develop career opportunities, Mission will be planning a career fair in April 2018 – Ryan will represent.
8. Diversity Career Fair, San Jose (June 20, 2018) – Sean and Virginia Marquez will be representing.

Albert also shared several Fast Facts for 2018 CCC Registry Job Fairs:

CCC Registry Site Statistics for January 2018

Total site hits from Jan 1 to Jan 27, 2018: 1,518,772

Average weekly hits: 379,693

Average weekly new job seekers: 124

Average weekly new job postings: 155

V. Reminder of Upcoming District Trainings of Interest

March 1 & 2, 2018

- Screening Committee Training
 - March 1 at West Valley College
 - March 2 at Mission College

March 9, 2018

- Allegations and Reports of Sexual Misconduct: Effective Compliance with Title IX
- Bullying at Work and School: Legal Obligations and Interdisciplinary Prevention Strategies

April 6, 2018

- Sick & Disabled Employees
- The Disability Interactive Process

May 18, 2018

- Title IX

There will also be an Implicit Bias training in the next year. Location and date TBD.

VI. Annual Multiple Methods Report

To implement the Equal Employment Opportunity policies contained in the Education Code and Title 5, the State Chancellor's Office has established a Multiple Methods model for allocating the EEO Fund. For 2017 – 2018, the State EEO and Diversity Advisory Committee has implemented that in addition to compliance with Multiple Method 1, districts must also demonstrate compliance with 6 (rather than 5) of the 8 remaining Multiple Methods to qualify for the receipt of EEO Funding.

In order to capture everything the colleges and district are doing to support EEO activities, Human Resources relies heavily on the input of our council members to assist in preparing materials about what they believe to be evidence for the various Multiple Methods. Without collective feedback from the council, the report will lack the substance needed to show our ongoing steps as a whole towards EEO.

Albert also shared his State EEO Committee Report. The State is pursuing a new initiative to partner with the Professional Learning Network (PLN). The Professional Learning Network is an organization affiliated with the State Chancellor's Office that provides faculty and staff with online trainings. There was discussion regarding use of PLN for EEO. An EEO landing page is being created with EEO information and the goal is also to include EEO monitor resource materials and videos in the future. The Statewide committee will work to establish, vet, and approve content.

VII. DACA Presentation to Board of Trustees Feedback (Virginia & Ken)

On February 20, 2018, multiple representatives from Mission College and West Valley College presented to the Board of Trustees at its regularly scheduled meeting to share information regarding DACA students, AB 540 and college dreamer efforts. Virginia and Ken were able to share their report with the council on how the presentation went. Overall, the presentation was successful in communicating a very real, ongoing issue at both colleges. With 66 DACA students at West Valley and 71 DACA students at Mission College, training and resources are needed for DACA students, and both faculty and administrators, to support the needs of the students and be resources to them. When both colleges are able to collaborate and come together, an emphasis on learning and supporting the common goal of aiding our DACA students is realized.

Virginia distributed several documents to the council that were shared with the Board of Trustees: the presentation, common terminology, and dreamer resources. The more informed the EEO Diversity Advisory Council is, the more we can help in suggesting recommendations to better support Dreamers.

VIII. Grants for EOPS Study Abroad Participants (Virginia)

The EOPS program at West Valley College received authorization to use its funds to assist EOPS students study abroad. EOPS students typically do not have the means to study abroad so this is a great opportunity for many of them. Four EOPS students were accepted for the study abroad program and will receive up to \$500 towards their travel expenses.

IX. Future Schedule of Meetings and Agenda Items

- Approval of Minutes of February 23, 2018, EEO Diversity Advisory Council Meeting
- Next scheduled meeting: April 13th – WVC Club Room
 - Zoom Link provided in calendar invite for Mission College members