



West Valley - Mission
Community College District

EEO Diversity Advisory Council

Meeting Summary
Wednesday, September 30, 2015

I. Welcome – Attendance

| | | | |
|---|----------------|------------------|-------------|
| X | Amy Vu | Faculty | West Valley |
| | Thanh Nguyen | Faculty | Mission |
| X | Donnelle McGee | Faculty | Mission |
| | Debra Williams | Administrative | Mission |
| X | Ken Songco | Administrative | Mission |
| | Herlisa Hamp | Administrative | West Valley |
| X | Matais Pouncil | Administrative | West Valley |
| X | Luan Szeto | Classified Staff | West Valley |
| X | Xuan Lu | Classified Staff | Mission |
| X | Sarah Randle | Classified Staff | Mission |
| | Thuy Foot | Classified Staff | Mission |
| X | Albert Moore | Ex Officio | |
| X | Sean McGowan | Ex Officio | |

II. New Proposed Revisions to EEO Plan

The current EEO Plan was reviewed by peer member of the Statewide Equity & Diversity Committee and modifications were suggested. HR drafted these edits and reviewed the proposed edits with the Council. The Council was asked to review draft and inform Albert of any additional feedback.

The Council also inquired whether the District Workforce Composition in the EEO Plan could be broken down by college.

III. Input/Feedback on Online Diversity Training Modules

- a. Discrimination Awareness in the Workplace
- b. Discrimination: Avoiding Discriminatory Practices
- c. Diversity Awareness: Staff-to-Staff
- d. Sensitivity Awareness

The Council provided the following feedback after viewing the four sample online diversity training modules:

- They are repetitive, so maybe use just one

- Informative
- Would be great to encourage all to view these modules
- Start with module (c) or (d) from list above; these are more applicable to everyone
- Perhaps offer faculty flex credit to viewing
- Perhaps offer growth incentive credit for classified staff
- Face-to-face, or in-person, training is also still valuable
- Deploy the module that contains the embedded videos (was this (b)?) as training for search committees
- Maybe incorporate into employee onboarding
 - o For current employees, community needs to be engaged into dialogue in order to be effective
- Overall, the modules are seen as a good starting point

Further discussion was spurred by this topic... There is an apparent connection to the Student Equity plans in the use of language and terminology, and the question was posed: How could the District spur the creation of shared language & terminology?

A discussion around training in general raised these questions:

- Is there a budget that the Council may access for training?
- What should a regular schedule of training look like, or consist of?
- How do we move away from a focus on events, and towards embedding into our institutional ethos?

IV. Statewide Equity & Diversity Advisory Committee, California Community Colleges

Albert shared report from recent statewide meetings.

- The California Community College (CCC) Chancellor's Office is sponsoring a set of three EEO training webinars and a faculty hiring & diversity summit in October [handout included]. Council members are encouraged to participate.
- The CCC Registry is sponsoring two job fairs in January 2016 aimed at faculty & administrator hiring. One will be held in San Francisco and one in Los Angeles. HR will be assembling recruiting teams to attend both fairs.
- The State is providing additional funding towards diversity, including a one-time sum derived from faculty-FON penalties. The statewide advisory committee was asked for input into how to allocate these funds. Suggestions include allocating funds based upon multiple measures from district EEO plans.

V. Questions & Other Items

Luan shared that the Classified Staff Senate is working on classified staff professional development and there may exist opportunity to incorporate some of the work of this Council with that professional development.

Ken asked about engagement of the Board of Trustees. The idea of preparing a presentation to the Board was raised as a possibility.

VI. Future Agenda Items

- a. Proposed EEO Training Module for Search Committees

Added to agenda for next meeting:

- 2016 Council meeting schedule

Meeting adjourned.