



EEO Diversity Advisory Council

**Meeting Summary**

Friday, October 6, 2017

West Valley College, Board Room

11:00 AM – 12:30 PM

**I. Welcome**

	Amy Vu	Faculty	West Valley
X	Jennifer Aguayo	Faculty	West Valley
	Donnelle McGee	Faculty	Mission
	Stacy Hopkins	Faculty	West Valley
X	Debra Williams	Administrative	Mission
	Ken Songco	Administrative	Mission
X	Virginia Marquez	Administrative	West Valley
X	Matais Pouncil	Administrative	West Valley
	Luan Szeto	Classified Staff	District
X	Xuan Lu	Classified Staff	Mission
	Sarah Randle	Classified Staff	District
X	Thuy Foot	Classified Staff	Mission
X	Emilio Espinosa	Classified Staff	West Valley
X	Albert Moore	Ex Officio	District
X	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	Mae Conroy	Guest	District

**II. Introduction of New Members**

There are three (3) new members added to the EEO Diversity Advisory Council this year: Jennifer Aguayo (Faculty), Emilio Espinosa (Classified) and Virginia Marquez (Administrator).

**III. Approval of March 1, 2017, EEO Diversity Advisory Council Meeting Summary**

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

#### **IV. Approval of April 19, 2017, EEO Diversity Advisory Council Meeting Summary**

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

#### **V. Statewide EEO Committee Update**

- a. New Chair** - Albert has been elected to serve as co-chair of the Statewide EEO Committee. He is one of two representatives for our region.
- b. Possible Changes to Multiple Methods** – The Chancellor’s Office EEO and Diversity Advisory Committee identified nine (9) best practice areas for success in promoting EEO. These 9 areas serve as the Multiple Methods for allocating the EEO Funds. Of those 9 areas, one of the requirements the District must meet is “develop and implement an EEO Plan and an advisory committee.. Currently, the District must meet at least 5 of the remaining 8 Multiple Methods. However, the number of Multiple Methods a District must meet may change to 6 of the remaining 8 Multiple Methods in the near future.
- c. Focus On Data** – Albert reviewed the graph comparing under-represented minorities by all students and all employee types and all new students and new employees for Fall terms 2006 – 2016. It was highlighted that there has been a sharp rise in under-represented student minorities and a slight increase in the total number of under-represented Classified, Administrators, and FT and PT Faculty to meet our growing student diversity.
- d. Partnering with Professional Learning Network** – Professional Learning Network has reached out to the Statewide EEO Committee to create online training for search committees, EEO monitors, and other EEO-specific content. They also could host statewide EEO content and add significant events to their calendar.

#### **VI. Upcoming Hiring Fairs**

Sean provided a list of the job fairs he will be attending for 2017 -2018. Included on the list are Diversity Career Fairs in Oakland, San Francisco, and San Jose, and the CCLC Annual Convention Booth. Sean is seeking volunteers to help staff the WVMCCD booth at these events.

#### **VII. Data Report on Applicant Racial/Ethnicity Representation for 2016-17**

Prachi and Sean created multiple extensive data charts on candidate persistence through the hiring process by race/ethnicity for 2016-2017 recruitments. Candidate persistence was shown for All District recruitments; and then broken down by college and employee type (faculty, classified staff, and administrators). Key observations can be made around significantly different persistence rates between different racial/ethnic groups at various hiring steps. These reports can also be compared to the district workforce representation longitudinal data contained in the EEO Plan.

## **VIII. Training and Development**

- a. **Equity Monitors** – By partnering with Professional Learning Network on creating online trainings, the hope is to have EEO Monitors for search committees in the near future. EEO Monitors, whether members or not of the search committee, participate throughout the hiring process from search committee meetings through first level interviews to ensure fairness and consistent implementation of policies, procedures and practices.
- b. **HR Consortium** – Bay Area Community College Districts Human Resources Consortium will be sponsoring training on intergenerational conflict. The consortium has a target date of February at Chabot/Las Positas Community College District. Albert will provide updates and confirmation in the near future.

## **IX. Report on the USC Center for Urban Education Diversity in Faculty Hiring Institute**

Multiple members of the council were in attendance at the CUE Institute, including Albert, Sean, Jennifer, Ken and Matais. Members shared that the institute provided the tools to recognize personal bias and training on equity mindedness.

## **X. Deferred Action for Childhood Arrivals, DACA (Virginia Marquez)**

Maritza Cantarero and Virginia Marquez are the contact for DACA students at West Valley College. West Valley hosted an Ally Training Session for faculty, staff, and students who want to be allies. Over 40 faculty and staff were in attendance. The session covered the current political landscape, the rights of DACA students and individuals, and the information needed to be a strong ally. In addition, Mission College sponsored a comprehensive DACA workshop in September.

## **XI. Black Minds Matter; Public Course Live Cast at WVC (Matais Pouncil)**

Mae Conroy was the guest speaker to talk about this upcoming live broadcast of an eight week public course from Dr. J. Luke Woods for “Black Minds Matter.” The course is designed to increase awareness about issues facing black boys and men in education.

Members of our council have expressed interest in participating. The EEO Diversity Advisory Council has agreed to partner with Mae to sponsor the event in several ways whether that’s providing refreshments for the first evening or leveraging the recommended textbooks. Other departments such as EOPS, Student Equity and the Office of Instruction at West Valley have also stepped forward in partnering with Mae to support Black Minds Matter.

The eight week public course begins October 23, 2017, at 4:30 PM – 6:30 PM and can be viewed in Fox 107.

## **XII. Future Agenda Items**

- Approval of Minutes of October 6, 2017, EEO Diversity Advisory Council Meeting
- Schedule meetings for 2017-18. Schedules from members due by end of next week, 10/13. Future meeting timeline:
  - 2<sup>nd</sup> meeting is end of November/first week of December
  - 3<sup>rd</sup> meeting is end of February
  - 4<sup>th</sup> meeting is end of April/ first week of May