



West Valley - Mission
Community College District

EEO Diversity Advisory Council

Meeting Summary

Friday, April 13, 2018

West Valley College – Club Room

1:30 PM – 3:00 PM

I. Welcome

	Amy Vu	Faculty	West Valley
	Jennifer Aguayo	Faculty	West Valley
	Donnelle McGee	Faculty	Mission
X	Stacy Hopkins	Faculty	West Valley
	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
	Xuan Lu	Classified Staff	Mission
	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
	Ryan Ng	Ex Officio	District
X	Daniel LeGuen-Schmidt	Ex Officio	District
	Prachi Samant	Ex Officio	District
	Paul Williams	Ex Officio	District

II. Approval of February 23, 2018, EEO Diversity Advisory Council Meeting Summary

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

III. 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's degree
- 80 registered as Doctorate's degree
- 50 registered as Bachelor's 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, Matais 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's degree
- 153 registered as Doctorate's degree
- 112 registered as Bachelor's 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

5. West Valley College Spring Career Fair (March 14, 2018) – Ryan attended.

6. Diversity Career Fair, San Francisco (April 12, 2018) – Ryan and Ken attended.

Upcoming job fairs:

7. Mission College Spring Career Fair (May 2, 2018) – With the hiring of a new staff position to develop career opportunities. Ryan will represent.
8. Diversity Career Fair, San Jose (June 20, 2018) – Sean and Virginia 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

IV. Call for Presenters

a. Handout shared with attendees

V. Annual Multiple Methods Report

a. Rough raft was shared with attendees

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.

VI. Future Schedule of Meetings and Agenda Items

- Verbal agreement that October, December 2018 and February, April 2019 would be good to hold the meetings, similar to AY '17-'18