9 MULTIPLE METHODS
1ST READING

EQUAL EMPLOYMENT OPPORTUNITY PROGRAM – OHLONE COLLEGE

COLLEGE COUNCIL 1ST READING – Guide to Review – April 2021

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WHY MULTIPLE METHODS?

- Title 5 “establishing and maintaining a richly diverse workforce is an on-going process that requires continued institutionalized effort.”

CCCO established a MM for allocating the EEO funds
MUTUAL METRO

OPERATIONAL DISTRICT EEO ADVISORY COMMITTEE, AND AN UPDATED EEO PLAN. SUBMIT AN EXPENDITURE/PERFORMANCE REPORT FOR THE PRIOR YEAR.

☑ Yes

• Ohlone’s plan expires June 30, 2023 — *(full review June 2020)*

• ODIA – *(new committee September 2020)*

• Submitted expenditure report September 30, 2020 *(has to be sent in each year)*
Board Policies and adopted resolutions; Board Training; The District’s mission statement conveys its commitment to diversity and inclusion and recognition that a diverse inclusive workforce promotes its educational goals maintains updated curricula texts, and/or course descriptions to expand global perspective; District addresses issues of inclusion/exclusion in a transparent and collaborative fashion.

☑️ Yes

- Board Priority - # 1 – aligns with 2020-25 Strategic Plan
- Adopted Board Resolutions
- Educational, Technology, Strategic Plans – all have diversity as at least one goal
MUTUALITY

Incentives for Hard-To-Hire areas/Disciplines; Longitudinal Analysis of various employment events by monitored group status?

☑ Yes

• Job Fairs
• Special “Open House”
• Open Until Filled
• Analysis conducted every 3 years
MULTIPLE METHOD #4
Focused Outreach and Publications

☑ Yes

• Diverse publications
• Adjunct to Full Time
• Employees attend events and workshops
MULTIPLE METHOD #5
PROCEDURES FOR ADDRESSING DIVERSITY THROUGHOUT HIRING STEPS AND LEVELS

☑ Yes

• Adopted Recruitment Guidelines
• Screening committee members trained
• Process to handle complaints
• Exit interviews
MULTIPLE METHOD #6
CONSISTENT AND ONGOING TRAINING FOR HIRING COMMITTEES

☑ Yes

• Screening committee must be trained
• Annual training provided
• Refresher training during orientation
MULTIPLE METHOD # 7
PROFESSIONAL
DEVELOPMENT FOCUSED ON DIVERSITY

☑️ Yes

• Faculty and Staff Professional Development Committees
• Events and Workshops throughout the year
• Orientation the Sequel
• Faculty mentor program
MULTIPLE METHOD #8
DIVERSITY INCORPORATED
INTO CRITERIA FOR EMPLOYEE EVALUATION AND TENURE REVIEW

✓ Yes

• Diversity as a professional duty for full and part-time faculty
• Cultural competence of managers and confidential employees
• Code of Ethics expects all employees to embrace the District’s mission, vision and values
MULTIPLE METHOD # 9
GROW-YOUR-OWN PROGRAMS

☑ Yes

• Professional leave for classified employees
• Sabbatical leave for faculty
• Opportunity for classified staff to work in vacant positions as interims
• Enrollment Fee Waiver
WORK TO BE DONE 2020-2021

• Elimination of Bias in hiring for BOT - Done
• ODIAC membership and training – Done
• Mentorship programs for employees - Done
Fall 2018 v Fall 2020 – Staff Ethnicities

FALL 2018

- White Non-Hispanic: 46.4%
- African-American: 4.8%
- American Indian/Alaskan Native: 0.8%
- Asian: 25.4%
- Hispanic: 14.5%
- Multi-Ethnicity: 1.5%
- Pacific Islander: 0.3%
- Unknown: 6.3%

FALL 2020

- White Non-Hispanic: 41.0%
- African-American: 6.1%
- American Indian/Alaskan Native: 0.5%
- Asian: 27.3%
- Hispanic: 15.3%
- Multi-Ethnicity: 1.3%
- Pacific Islander: 0.5%
- Unknown: 8.1%