

AGENDA
REGULAR MEETING
BOARD OF DIRECTORS

EAST BAY REGIONAL PARK DISTRICT

Tuesday, December 15, 2015

C. BUSINESS BEFORE THE BOARD

5. BOARD COMMITTEE REPORTS

f. Workforce Diversity Committee (10/13) _____ (Siden)

Attendees:

Board: Director Doug Siden (Chair)

Staff: Sukari Beshears, Bismarck Blanco, Elaine Feemster, Philip Coffin, Aaron Cobb, and Akinwunmi McKinzie.

Director Siden called the meeting to order at 2:05 p.m.

DISCUSSION OF WORKFORCE DIVERSITY REPORTS

Sukari Beshears, Human Resources Manager, reviewed annual diversity reports provided to the committee members in advance and explained they are based on fiscal year from July 1, 2014 through June 30, 2015 to coincide with requisite federal reporting to the Equal Employment Opportunity Commission (EEOC) in periods ending in odd years. Ms. Beshears began with the amount of regular status new hires we had this fiscal year, stating that even though we have some work to do we are making progress in the right direction. The group reviewed the narrative report summarizing key statistics of new hires, promotions, upward mobility, and turnover during the reporting period. Ms. Beshears also discussed the new changes to the Employer Information Report that is submitted to the EEOC. The changes include new race and ethnicity categories (EEO-4 Report). Due to these changes Human Resources (HR) has updated the race/ethnicity categories in ONESolution and NEOGOV. In 2016 HR will send a survey to all District employees in order to be in compliance by 2016.

Ms. Feemster stated that she would like to see more females in more management roles and more diversity in Interpretation and Recreation. Mr. Coffin stated that he would like to see a better career pathway for youth that work for us on a seasonal basis, such as for Recreation Leaders. He also talked about the Teen Eco Action program. Director Siden thanked all for their efforts but stated that he would like the group to cast a wider net when recruiting interns by including more colleges such as Saint Mary's College, Holy Names University, Patten University and San Jose State University.

Mr. Coffin brought up the challenges of the online application process. He mentioned that it created more hurdles for youth to apply. Ms. Beshears mentioned that the number of applicants have incrementally increased from the prior year. Ms. Beshears also mentioned the online application process is used by public agencies and helps track applicants and run reports with

ease. Mr. Coffin mentioned this program asks questions regarding race, gender, age, etc. which should not be required. Ms. Beshears clarified that HR does not use this information when making hiring decisions and any identifying candidate information is optional and not required.

The group discussed going out to more job fairs and also expanding the District's Youth Job Fair. Ms. Beshears informed the group that HR has created a list of events and job fairs available.

Mr. Coffin informed the group that all Union members were given an anonymous survey that included various questions about the District's efforts to diversify the workforce and what they would like to see the District do to reflect the communities it serves. Mr. Cobb went over the report highlighting some key areas.

Director Siden commended the committee members and is glad that diversity in the workplace is important for all, especially with all the changes in staff.

ADJOURNMENT

There being no further committee business at this time, Director Siden adjourned the meeting at 3:30 p.m. The next meeting of this committee will take place on October 12, 2016.

Respectfully submitted:

Bismarck Blanco