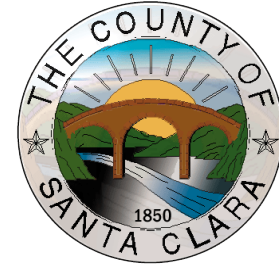


**County of Santa Clara**  
**Office of the County Executive**  
**Office of Lesbian, Gay, Bisexual, Transgender and Queer Affairs**



**2460 N. First Street, Suite 220**  
**San José, California 95131**  
**Phone: (408) 678-2900**

DATE: July 30, 2021

TO: Honorable Members of the Board of Supervisors  
Jeffrey V. Smith, M.D., J.D., County Executive

FROM: Maribel Martínez, Manager, Office of LGBTQ Affairs  
John P. Mills, Director, Employee Services Agency

<sup>DS</sup>  
MM

<sup>DS</sup>  
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SUBJECT: Off-Agenda Report: 2019 Transgender Job Fair

At the October 22, 2019 Board of Supervisors' meeting (Item No. 11), the Board directed Administration to explore considerations relating to the expansion of recruitment and retention efforts for transgender, gender-nonconforming, nonbinary, intersex, and gender diverse employees, applicants, and contractors, with special focus on transgender women. At the February 9, 2021 Board of Supervisors' meeting (Item No. 20), Vice President Ellenberg requested that Administration provide an Off-Agenda Report to the Board relating to the number of individuals who applied for County employment and the number of individuals hired as a result of the June 15, 2019 Transgender Job Fair. This memorandum provides the requested information.

In a job application query of the County's applicant tracking system of "Where did you hear about the job," there were no responses that specifically mentioned the Transgender Job Fair event as the direct referral source. However, several responses referenced LGBTQ community networks, County employee referrals, and LGBTQ-specific job inquiries as referral sources. Applicants who mentioned "job fair" as a general term in the freeform response section to the referral question on the County job application may also have been referencing the Transgender Job Fair. A positive outcome of the Transgender Job Fair was a workshop entitled, "How to Apply for County Jobs," conducted by the Office of LGBTQ Affairs (OLGBTQ). In this workshop, County staff made attendees aware of the County's job portal site and how to navigate it to search and apply for a job.

Gabrielle Antolovich, Board President of the Billy DeFrank Center, the host of the Transgender Job Fair, instructed Center volunteers to collect attendee information via a sign-in sheet at the time of the event, but because the Center is unable to locate and provide attendee information, the ability to link individual attendee data to determine individuals hired as a result of the Transgender Job Fair is not possible. Additionally, the Center's original intention in collecting the sign-in sheet information was to note the number of participants, not necessarily to track applicants. Even if such sign-in

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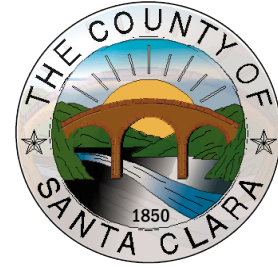
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sheets could be retrieved, it is possible that the information listed would be limited, incomplete or not usable for tracking.

The following departments, agencies, and organizations participated in the Transgender Job Fair:

1. Employee Services Agency
2. Office of LGBTQ Affairs
3. Office of the Sheriff
4. Office of the District Attorney
5. Registrar of Voters
6. City of San Jose Fire Department
7. Public Health Department
8. Santa Clara County Office of Education
9. County of Santa Clara Health System
10. Valley Transportation Authority (VTA)

Of the organizations that participated, only one reported an individual hire as a direct result of the Transgender Job Fair. OLGBTQ received nine resumes directly at the event and was able to hire an individual who attended the job fair. OLGBTQ also collected contact information from 19 individuals directly at the event who were interested in updates on employment opportunities with the Office.

OLGBTQ and ESA-HR will partner on the following enhancements as the County continues to refine its approach to recruitment opportunities and job fair events for transgender, nonbinary, and gender diverse community members:

- **Improve Data Collection Process** –For any County-led LGBTQ or transgender-focused job fairs, County Administration will capture attendee data and conduct post event surveys to accurately measure the number of individuals who applied for County employment and the number of individuals hired as a result of a hiring event.
- **Enhance Participant LGBTQ Cultural Competency** –OLGBTQ will encourage participating departments, agencies, and organizations to take LGBTQ culturally competent training before joining a LGBTQ-focused job fair event to ensure attendees feel safe, welcomed, and affirmed.
- **Increase Outreach and Community Engagement** - OLGBTQ will invite organizations and leaders of transgender, nonbinary, or with gender diverse lived experience to provide direct

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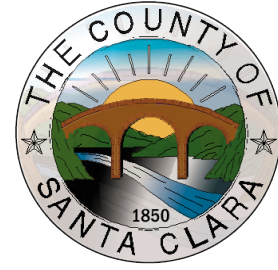
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input and co-design content and programming for connecting job seekers to work-related opportunities and supports.

The next bi-annual report to the Children, Seniors, and Families Committee on Transgender Recruitment and Retention is scheduled for Summer 2021.

cc: Chiefs of Staff  
Miguel Marquez, Chief Operating Officer  
James R. Williams, County Counsel  
Erica Kelly, OBA Analyst

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