**MEMO**

To:

Dr. Emmanuel Mourtzanos, BC Vice President of Student Affairs

From: Edith Mata, BCSGA President

CC: Dr. Nicky Damania, BCSGA Advisor

Date: Friday, February 18, 2022

Subject:

Addressing Diversity, Equity, Inclusion, Accessibility, and Anti-Racism Efforts

By the powers vested to me by the Codes of the Bakersfield Renegade Association (COBRA) 202.01(b), the BCSGA President “shall have the power to issue proclamations, or opinions of the Office of the President,” it is my opinion as the 2021-2022 BCSGA President that diversity, equity, inclusion, accessibility, and anti-racism conversations be on the forefront to address the racial climate on campus.

*Whereas, the California Code 51202 Statement on Diversity, Equity, and Inclusion in the California Community Colleges states colleges[[1]](#footnote-0); will ensure equal educational opportunity for all students; will acknowledge institutional racism, discrimination, and biases exist and eradicate from our system; and act deliberately to create a safe, inclusive, and anti-racist environment;*

*Whereas, the California Community College Chancellor’s Office issued a call to action for campus leaders to host open dialogue and address campus climate; create an action plan to create inclusive classrooms and anti-racism curriculum; and to expedite the full implementation of the CCCCO Diversity, Equity, and Inclusion plan;*

*Whereas, the Student Senate for California Community Colleges adopted an Anti-Racism Student Plan of Action in 2020 that includes:[[2]](#footnote-1)*

* *Cultural Awareness and Respect: A climate to allow students of color to feel welcome, free and safe to express opinions;*
* *Equity Training: Building cultural diversity awareness and address racism, unconscious bias, and microaggressions;*
* *Curriculum Changes: curriculum that fosters cultural appreciation, awareness, acceptance, & value;*
* *Peer Mentors and Alliances: Resources for students to seek help and resources in addressing racism, microaggressions, and other racial barriers to their education (communication between student groups; peer mentor programs; faculty opportunities to share, learn, & listen);*
* *Classroom Experience: Faculty evaluation; include equity in hiring training; intentional recruitment of diverse full-time faculty; require anti-racism statements;*

*Whereas, the Academic Senate for California Community Colleges in an Inclusivity statement[[3]](#footnote-2) professed a need for recognition of the complexity of our present state; acknowledge that institutional discrimination and implicit bias exist; made a call to action for a better future; established a goal to eradicate institutional discrimination and implicit bias; committed to an environment that offers equal employment opportunity for all; and proclaimed equity and mutual respect are both intrinsic and explicit by valuing individuals and groups from all backgrounds, demographics, and experiences;*

*WHEREAS, Office of the BCSGA President affirms the value of equal educational opportunity for all students and to eradicate institutional racism, discrimination and biases from our system; and act deliberately to create a safe, inclusive, and anti-racist environment at the Home of the Renegades; and*

*Be it Resolved, BCSGA Office of the President supports the statement on Diversity, Equity, and Inclusion set forth in Section 51201 to be the official position of the BCSGA and the California Community Colleges on their commitment to diversity and equity in fulfilling the system's educational mission while guiding the administration of all programs in the California Community Colleges, consistent with all applicable state and federal laws and regulations;*

*BE IT Further RESOLVED, the BCSGA Office of the President encourages Bakersfield College to*

*support the Student Senate for California Community Colleges Anti-Racism Student Plan of*

*Action;*

*Finally BE IT RESOLVED, Office of the President will submit this opinion to the next BCSGA Senate meeting for review and creation of an official bill.*

1. “Cal. Code Regs. Tit. 5, § 51201 - Statement on Diversity, Equity, and Inclusion in the California Community Colleges,” Cornell Law School Legal Information Institute, accessed February 19, 2022, <https://www.law.cornell.edu/regulations/california/5-CCR-Sec-51201>. [↑](#footnote-ref-0)
2. “Anti-Racism Student Plan of Action,” Student Senate for California Community Colleges, accessed February 19, 2022, <https://ssccc.org/news-events/newsroom/newsroom.html/article/2020/09/06/ssccc-anti-racism-a-student-plan-of-action>. [↑](#footnote-ref-1)
3. “Inclusivity Statement,” Academic Senate for California Community College, accessed February 19, 2022, <https://www.asccc.org/inclusivity-statement>. [↑](#footnote-ref-2)