

[DISCUSSION DRAFT]

97st SESSION
2021-2022

S. B. ##

ADDRESSING DIVERSITY, EQUITY, INCLUSION, ACCESSIBILITY AND ANTI-RACISM EFFORTS

IN THE SENATE OF THE STUDENT GOVERNMENT ASSOCIATION
OF BAKERSFIELD COLLEGE

MARCH 2, 2022

SUBMITTED BY SENATOR KNOX TO THE BCSGA SENATE

A BILL

ADDRESSING DIVERSITY, EQUITY, INCLUSION, ACCESSIBILITY AND ANTI-RACISM EFFORTS

Whereas, the California Code 51202 Statement on Diversity, Equity, and Inclusion in the California Community Colleges states colleges¹; 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

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>.

action plan to create inclusive classrooms and anti-racism curriculum; and to expedite the full implementation of the CCCCCO 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

- *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 statement³ 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, Bakersfield College leadership proclaimed in 2020 a renewed commitment to equitable access and completion that includes: a racial equity student success agenda

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>.

³ “Inclusivity Statement,” Academic Senate for California Community College, accessed February 19, 2022, <https://www.asccc.org/inclusivity-statement>.

that dismantles institutional barriers and intensifies our resolve to achieve racial equity⁴; a commitment to collective consciousness raising to strengthen the campus culture with equity-minded, culturally-competent professional development; and a commitment to Faculty & Staff diversification through cultural competence in recruitment and hiring practices;

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

Let it be enacted by the Bakersfield College Senate of the Student Government Association to address diversity, equity, inclusion, accessibility, and anti-racism efforts in three direct and intentional methods:

- 1. The BCSGA Vice President be tasked to create and implement the BCSGA Senate Committee on Diversity, Equity, Inclusion, and Anti-Racist to plan and direct DEI-AR efforts; and*
- 2. BCSGA acknowledges, operationalizes, and adopts the Anti-Racism Student Plan of Action of the Student Senate for California Community Colleges and consider California Ed Code in implementing relevant campus practices; and*
- 3. To direct the Department of Student Activities to host a broad institutionalized approach in celebrating special recognitions (e.g., Black History Month, Hispanic*

⁴ “Racial Equity at Bakersfield College: A Renewed Commitment to Equitable Access & Completion,” Equal Opportunity and Diversity Advisory Committee, accessed February 19, 2022, <https://committees.kccd.edu/sites/committees.kccd.edu/files/Racial%20Equity%20Commitment%20BC%20V14.pdf>.

Heritage Month, Filipino American History Month, Native American History Month, Women's History Month, and other moments of celebration) through webinars, lectures, blog posts, books, and documentaries by partnering with our college community to gain maximum participation.