

[DISCUSSION DRAFT]

97st SESSION
2021-2022

S. B. ##

**ESTABLISH COMMITTEE ON DIVERSITY, EQUITY, INCLUSION, ACCESSIBILITY AND ANTI-RACISM
WITHIN THE BAKERSFIELD COLLEGE STUDENT GOVERNMENT ASSOCIATION .**

IN THE SENATE OF THE STUDENT GOVERNMENT ASSOCIATION
OF BAKERSFIELD COLLEGE

FEBRUARY 23, 2022

SUBMITTED BY SENATOR KNOX TO THE COMMITTEE ON BCSGA SENATE

A BILL

**ESTABLISH COMMITTEE ON DIVERSITY, EQUITY, INCLUSION, ACCESSIBILITY AND ANTI-RACISM
WITHIN THE BAKERSFIELD COLLEGE STUDENT GOVERNMENT ASSOCIATION.**

Whereas, the Bakersfield College Student Government Association Mission¹ that the statement on Diversity, Equity, and Inclusion set forth in Section 51201² be the official position of the Bakersfield College Student Government Association and the California Community Colleges on their commitment to diversity and equity in fulfilling the system's

¹“Mission Statement: Article III section 1,” Constitution of the Bakersfield College Student Government Association, accessed February 19, 2022, <https://do-prod-webteam-drupalfiles.s3-us-west-2.amazonaws.com/bcedu/s3fs-public/BCSGA%20Constitution%20Ratified%20%28Signed%20-%205.8.15%29.pdf>.

²“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>.

educational mission and that it should guide the administration of all programs in the California Community Colleges, consistent with all applicable state and federal laws and regulations;

Whereas, the California Code 51202 Statement on Diversity, Equity, and Inclusion in the California Community Colleges states colleges³; 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 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:⁴

- *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);*

³ “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>.

⁴ “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>.

- *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 statement⁵ 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 that dismantles institutional barriers and intensifies our resolve to achieve racial equity⁶; 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, Bakersfield College Student Government Association acknowledge institutional racism, discrimination, and biases exist in our system;

Let it be enacted by the Senate of the Student Government Association,

⁵ “Inclusivity Statement,” Academic Senate for California Community College, accessed February 19, 2022, <https://www.asccc.org/inclusivity-statement>.

⁶ “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>.

- 1) *Further enacted, the BCSGA is resolved to establish a BCSGA Diversity, Equity, Inclusion, and Anti-Racist Committee to plan and direct DEI-AR efforts under the lead of a newly established BCSGA Student DEI-AR Director.*
- 2) *Further enacted, the BCSGA will lead the effort to acknowledge and celebrate the various historic events and figures from historically marginalized racial and ethnic groups. These celebrations serve as an opportunity to educate others on the contributions of various individuals and communities. At Bakersfield College, we are committed to celebrate and recognize distinguished moments, people, and historic events each month.*
- 3) *Further enacted, the BCSGA Student DEI-AR Director and committee will operationalize the BCSGA mission statement, the adopted Anti-Racism Student Plan of Action of the Student Senate for California Community Colleges, and consider California Ed Code in implementing relevant campus practices.*

Further enacted by the Senate of the Student Government Association, Bakersfield College, as a community leader, studies the complexities of racism and the many ways it manifests within our society, but needs a broad institutionalized approach to celebrating special recognitions (e.g., Black History Month, Hispanic Heritage Month, Filipino American History Month, Native American History Month, Women’s History Month, and other moments of celebration). The Bakersfield College Student Government Association is positioned to be a leader in these recognitions through webinars, lectures, blog posts,

books, and documentaries by partnering with our college community to gain maximum participation.

Further enacted by the Senate of the Bakersfield College Student Government Association that the new bill in establishing a BCSGA Diversity, Equity, Inclusion, and Anti-Racist Committee be placed on the Spring 2022 BCSGA General Elections for majority vote passage.

Further enacted that upon approval at the Spring 2022 BCSGA General Elections, the BC Director of Student Life be tasked to ensure all measures are conducted at the college for committee implementation.