

November 2020

**ACADEMIC SENATE, BAKERSFIELD COLLEGE  
RESOLUTION: EQUITY**

Whereas, Bakersfield College provides a rigorous and supportive learning environment that promotes equity of access, success, and completion for its students who all come from diverse economic, cultural, and educational backgrounds;

Whereas, Bakersfield College has created this rigorous and supportive learning environment by becoming a Guided Pathways college in which equity is built into how we intentionally design the college experience so that each and every student receives what they need to be successful;

Whereas, This intentional design of the college experience includes responding to community and societal issues in our students lives in ways that build understanding and effect positive change by creating spaces for shared listening, learning, and engagement;

Whereas, The negative impacts of COVID-19 have fallen hardest on racial and ethnic minority groups in our community, state, and country;

Whereas, The harm is compounded by the apparent disregard for their lives from systemic racial injustices that still exist in our state and country;

Whereas, That as we admire the resilience and accomplishments of Blacks/African Americans through the long harmful history of injustices, we recognize the need to respond not only with word, but also with self-examination and action;

Whereas, We embrace our responsibility to serve as a beacon for understanding. We believe that through college and community-wide consciousness raising - becoming aware of how our actions and language might be interpreted differently by a student, colleague, or community member from a different background or might unintentionally cause harm— both on campus and in the community, BC fulfills its mission and makes visible our core values of diversity, integrity, and community through action; and

Whereas, Bakersfield College has made visible its core values in the past by addressing and engaging with equity issues from broad to specific instances such as our Rural Initiatives and Inmate Scholars Program; and

Whereas, Bakersfield College made visible again its core values, by taking actions this past summer and fall including engaging with the community by hosting events, live streams, memorials, and celebrations encouraging community conversations, providing space for people to share stories, and partnering with local law enforcement agencies creating courses focused on the Transformational Policing Model to include more culturally-informed and equity-minded training for public safety personnel;

Resolved, That Bakersfield College builds upon these actions by engaging in an in-depth and thorough process that develops a Comprehensive College Equity Plan designed for outcomes instead of compliance—an Equity Plan that ensures all students and employees are able to fulfill their potential regardless of gender, race, ethnicity, class, religion, disability, sexuality, or other identity; and

Resolved, The Bakersfield College Equal Opportunity and Diversity Advisory Committee will guide the effort of a cross-college team to comprehensively address equity and racism. This cross-college team will report at least quarterly to the Academic Senate and rely upon faculty and student representatives from all pathways and affinity groups including research, human resources, technology, support services, classified staff, and possibly community members as necessary.

## BAKERSFIELD COLLEGE CORE VALUES



**Diversity:** *We insist that diversity be valued and promoted, recognizing that multiple perspectives lead to a better education and knowledge of the world; listening and witnessing different experiences helps us to understand and contextualize power and privilege related to gender, race, class, religion, disability, and sexuality in terms of access and barriers to resources and opportunities.*



**Integrity:** *We continue to develop and follow an ethical and moral consciousness, which places the collective wellbeing and health above the self; this principled environment allows for open, constructive conversations and teaches us to trust each other's vision so that we will be useful and effective in providing support, resources, and encouragement.*



**Community:** *We commit to the wellbeing of all members of our community; we maintain strong ties with the surrounding community, and we respond to their needs by serving as an open institution which engages all students, faculty, and staff. In our college, we have built and continue to build an environment in which all members participate as a community through democratic engagement.*