

**Committee Name**

Co-Chairs

Committee Members

Committee Charge

College Goal 1: Student Success

Committee Goal

Action Plan
Timeline
Indicate the status of the goal (complete, in progress, other) and briefly describe the progress made on the goal.
Where is the evidence? List evidence and cite relevant data strands (indicators) that relate to the work that has been done.
What recommendations does the committee have for the future?
College Goal 2: Professional Development
Committee Goal
Action Plan
Timeline
Indicate the status of the goal (complete, in progress, other) and briefly describe the progress made on the goal.
Where is the evidence? List evidence and cite relevant data strands (indicators) that relate to the work that has been done.

What recommendations does the committee have for the future?

College Goal 3: Communication

Committee Goal

Action Plan

Timeline

Indicate the status of the goal (complete, in progress, other) and briefly describe the progress made on the goal.

Where is the evidence? List evidence and cite relevant data strands (indicators) that relate to the work that has been done.

What recommendations does the committee have for the future?

College Goal 4: Facilities, Infrastructure, and Technology

Committee Goal

Action Plan

Timeline

Indicate the status of the goal (complete, in progress, other) and briefly describe the progress made on the goal.

Where is the evidence? List evidence and cite relevant data strands (indicators) that relate to the work that has been done.

What recommendations does the committee have for the future?

**College Goal 5: Oversight & Accountability**

Committee Goal

Action Plan

**Timeline**

Indicate the status of the goal (complete, in progress, other) and briefly describe the progress made on the goal.

Where is the evidence? List evidence and cite relevant data strands (indicators) that relate to the work that has been done.

What recommendations does the committee have for the future?

**College Goal 6: Integration**

Committee Goal

Action Plan

Timeline

Indicate the status of the goal (complete, in progress, other) and briefly describe the progress made on the goal.

Where is the evidence? List evidence and cite relevant data strands (indicators) that relate to the work that has been done.

What recommendations does the committee have for the future?

**EODAC - Equal Opportunity and Diversity Advisory Committee**

Bryan R. Hirayama (Faculty,) Vikki Coffee (Classified) & Primavera Arvizu (Administration)

Oliver Rosales (History), Shohreh Rahman (International Studies), Manuel Rosas (Counseling), Daymon Johnson (History), Adel Shafik (Art), Helen Acosta (Communication), Karimeh Amin (Behavioral Sciences), Paula Parks (English), 1 Student Representative (SGA)

The primary purpose of the Equal Opportunity and Diversity Advisory Committee (EODAC) is to actively assist the college in shaping the college’s cultural and institutional policies and practices that demonstrate a commitment to diversity for all students, employees, and the community at large. The EODAC is responsible for educating and orienting the college about the issues and concerns related to diversity while helping to create an inclusive, engaging, and conscious college culture through:

- Providing recommendations to Bakersfield College and the Kern Community College District for creating and/or amending policy and procedures that impacts, supports, and promotes the EODAC’s Committee charge
- Creating, editing, and reviewing Bakersfield College’s Diversity Statement and diversity policies, plans, or reports from the Kern Community College District
- Reviewing collected data regarding equity in achievement for all student groups, while conscious of traditionally underrepresented student groups, and work alongside other committees, taskforces, projects, and other entities and offices on campus to develop effective strategies to promote student retention, progression, and completion of courses
- Promoting attitudinal and institutional changes regarding diversity and diversity issues
- Delivering diversity trainings for students and employees, both new and returning employees, to promote awareness, action, and in some cases change in the way the college addresses diversity
- Being an active voice for students and employees at both Bakersfield College and the Kern Community College District regarding diversity

In relationship to Equal Employment Opportunity, the EODAC will impact this process by:

- Assisting the Equal Employment Opportunity Officer to achieve and maintain an open recruitment process that encourages and promotes a diverse workforce
- Ensuring the delivery of diversity workshops to screening committees to inform committee members about issues dealing with diversity both at the college and district level
- Assisting the Equal Employment Opportunity Officer to provide inclusiveness in trainings to employee screening committees that promotes the District’s values of having a diverse workforce
- Helping edit job announcements for new positions at Bakersfield College to ensure Equal Employment Opportunity language that is inviting and inclusive
- Recommending recruitment and retention strategies that contribute to a diverse workforce

**Fall 2014-Spring 2015**

Provide professional development opportunities for classified, faculty, and administrators to expose the inequities that currently exist for all students but specifically underrepresented student groups. The committee looks to support any, and all, efforts of the college to support student success. This committee looks to enhance literacy campus-wide for issues related to and/or dealing with equity, diversity, and student success.

Create professional development opportunities individually and in cooperation with other Senate Committees and offices on Campus. Also, participate in work related to change for the college as well as outreach and community involvement that will help create greater literacy and action for student success. Participate in activities such as the Student Equity Plan, and the initiatives within, to promote student success.

Fall 2014-Spring 2015

In progress and ongoing. The work of the committee will never be complete in this area and will continue to be a reoccurring goal given the ever changing landscape of the California Community College System campus and students.

One of the ways that EODAC has worked, and is working, towards accomplishing this goal is through our participation with the Student Equity Plan, advocating on campus for opportunities and services for all student groups, Equity TV, and participation with the college-wide Equity Symposium in April 2015. Safe Space trainings are also scheduled to resume in Spring 2015 with the return of the organizer for that group just returning from leave.

A more concerted effort by the college needs to be made in the area of training to understand BC's unique student populations and the unique obstacles, barriers, and other variables to create equitable practices that promote student success.

Provide relevant, timely professional growth opportunities to enhance the effectiveness of our employees and institution.

To create and participate in the following trainings offered at BC: 1.) Diversity Training for Hiring Committees, 2.) New Hire Training & New Faculty Seminar, & 3.) Diversity and Equity Training on Campus

Get more involved on campus offering professional development opportunities in the aforementioned areas as well as areas that emerge throughout the year dealing with diversity and equity issues.

Fall 2014-Spring 2015

In progress. 1.) An EODAC representative has participated in diversity's training offered by HR for new hires (dates listed below) and will be inserted in future proposed HR trainings. 2.) The committee is working on becoming part of the new hire process for all employee groups, and 3.) The committee is taking part in the upcoming Equity Symposium and is working on providing more professional development opportunities. The committee has participated, and is participating, in the Equity TV project on campus having lead two of four scheduled talks. Also, Safe Space trainings are scheduled to resume in Spring 2015 with the return of the organizer for that group just returning from leave.

1.)Agendas from the Training for Hiring Committees hosted by Dena Rhoades should verify our participation on Feb. 11th, Feb. 23rd, and Feb. 27th and additional trainings scheduled for March 11th and 13th 2.) The process for becoming part of the new employee training is in progress and is a project starting in Spring 2015 3.) The work done, and in progress, for the Equity Symposium is documented in the agenda and notes for this workgroup. The work done for Equity TV is documented in workgroup meetings and the culminating project is showcased every Monday at 11am for live stream. There is a repository of these videos stored on YouTube.

The committee feels that better funding and more aggressively seeking these types of trainings from the leadership within the college is the only way to increase diversity and equity professional development as well as increase the commitment level for all employees to live the college's mission statement. Considering that this committee is one of the only committees on campus with representation from all three employee groups, funding maybe harder to acquire for some groups versus others. The committee would also like to build stronger relationships with other committees, groups, and offices on campus specifically, but not limited to, the Office of Equity and Inclusion to offer professional development opportunities.

Enhance collaboration, consultation, and communication within the college and with external constituents.

The committee hopes to not only raise the equity literacy among all employee groups but foster open communication between various groups on campus including students, employees, administration, between colleges within the district, and with KCCD itself. Also, the committee hopes to reach out into the community and be a more proactive group in establishing relationships that will help the committee accomplish both the goals of the committee and upload the mission of the college at large in regards to equity and diversity. EODAC recognizes the importance of collaborating with offices, committees, and groups to steward the Student Equity Plan.

Encourage members of the committee and college employees to work towards building stronger bonds within and outside the college and district. Create a open dialogue between and among all groups on campus to recognize and engage equity issues to make measurable change.

Fall 2014-Spring 2015

In progress. Representation from EODAC has had a presence in many projects and initiatives on campus thorough the process of planning and work associated with equity and diversity. Members from the committee have or are taking part in projects such as ASTEP, AAMMP, Equity TV, The Equity Symposium, The Student Equity Plan, Diversity and Equity Trainings, Los Padrinos and outreach among countless other projects and initiatives.

ASTEP, AAMMP, Equity TV, The Equity Symposium, The Student Equity Plan, Diversity and Equity Trainings, Los Padrinos, and other projects can be verified through meeting agendas, finished products such as Equity TV and the Student Equity Plan but much of the work being done to accomplish this college goal has been done in every meeting, brainstorming activity, workgroup, and conference attendance and reporting by having courageous conversations surrounding equity and diversity.

The college and all of its group has a huge responsibility to each other to create and foster open communication between and among these groups.

Improve maintenance of college facilities and infrastructure.

Enhance equity awareness through technology for student, all employee groups, and the community. Bring awareness of disproportionately impacted groups.

Leveraging technology to broaden the equity discussion on and off campus.

Fall 2014-Spring 2015

In progress, ongoing, and completed. Equity TV is up and running and carrying out the Action Plan for this Committee Goal.

The evidence for this work is in Equity TV agenda notes and the videos showcasing it.

The committee needs to gain a better understanding of the technologies and networks that will be best suited to reach the students, the college, and the community when addressing equity.

Improve oversight, accountability, sustainability, and transparency in all college processes.

The committee is dedicated to ensuring to its students, employees, and the community at large that BC and KCCD are upholding the core values and the strategic plan in regards to equity and diversity. Integrate equity and diversity through all campus planning, implementation, and influence future change necessary to embrace equity as an intricate part of the processes within Bakersfield College.

Considering the relative absence of EODAC on campus in previous years, the committee seeks to be more involved, active, and act as agents of change for the equity agenda.

Fall 2014-Spring 2015

In progress, ongoing, and completed. The committee has worked, and is working, very hard to play an important part in the discussion on campus dealing with diversity and equity. The committee played an intricate part in the Student Equity Plan

ASTEP, AAMMP, Equity TV, The Equity Symposium, The Student Equity Plan, Diversity and Equity Trainings, Los Padrinos, and other projects can be verified through meeting agendas, finished products such as Equity TV and the Student Equity Plan but much of the work being done to accomplish this college goal has been done in every meeting, brainstorming activity, workgroup, and conference attendance and reporting by having courageous conversations surrounding equity and diversity. The committee is also awaiting the first district Diversity Committee discussion schedule for March of 2015.

The dialogue involving diversity and equity for Bakersfield College to be a cornerstone in our decision making process. In the future, EODAC hopes to see this intentionality realized in all of its processes.

Implement and evaluate existing major planning processes.

The committee seeks to increase the literacy of all employee groups with issues related to or directly dealing with equity and diversity. The committee is working towards integrating equity and diversity into the college and district processes.

The plan for achieving this goal is closely related to four of the college goals (student success, professional development, communication, and oversight & accountability) and other measurable way to change the college and district climate in relationship to equity and diversity.

Fall 2014-Spring 2015

In progress and ongoing. Bakersfield College is in a perpetual state of change and equity must be an important part of every we do.

ASTEP, AAMMP, Equity TV, The Equity Symposium, The Student Equity Plan, Diversity and Equity Trainings, Los Padrinos, and other projects can be verified through meeting agendas, finished products such as Equity TV and the Student Equity Plan but much of the work being done to accomplish this college goal has been done in every meeting, brainstorming activity, workgroup, and conference attendance and reporting by having courageous conversations surrounding equity and diversity. The committee is also awaiting the first district Diversity Committee discussion schedule for March of 2015.

Continue to embed and integrate equity throughout Bakersfield College planning processes and strategic direction.