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| NAME OF COMMITTEE | ***Equal Opportunity & Diversity Advisory Committee (EODAC)*** |
| COMMITTEE CHARGE | 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:   * Creating, editing, and reviewing Bakersfield College’s Diversity Statement and Diversity policies, plans, or reports from the KCCD * Monitoring 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 * Be 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 its hiring goal of having a diverse staff and faculty       * 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       * Monitoring and editing job announcements for new positions at Bakersfield College to ensure Equal Employment Opportunity language that is inviting and inclusive |
| SCOPE OF AUTHORITY | There is a macro-level and micro-level scope of the EODAC which functions at both the Bakersfield College and at Kern Community College District concerning diversity. Overall, this group will focus on creating, developing, revising, and putting into action effective practices, policies, procedures, requirements, and protocols for dealing with the issues related to diversity. |
| REPORTS TO | Academic Senate and the President of the College |
| COMMUNICATES WITH | A representative of the Equal Opportunity Diversity Advisory Committee (EODAC) will communicates with Administration, Faculty, and Classified employees as well as Students through governance bodies on campus and at the District Office which include but aren’t limited to **Academic Senate**, **College Council**, **Faculty Chairs and Deans Council**, **Human Resources** (Both on the Bakersfield Main Campus/Delano Campus and the District Office), the KCCD District Committees addressing issues of diversity such as **Equal Employment Opportunity Advisory Committee**, and Bakersfield College’s **Student Government Association** (SGA). |
| MEMBERSHIP | Administrative Co-Chair, Faculty Co-Chair, Classified Co-Chair  2 Administrator Representatives,  3 Classified Representatives,  8 Faculty Representatives  1 Adjunct Faculty Representative  1 Student Government Association (SGA) Representative |