

NAME OF COMMITTEE	<i>Equal Opportunity & Diversity Advisory Committee (EODAC)</i>
COMMITTEE CHARGE	<p>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:</p> <ul style="list-style-type: none"> • 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 <p>In relationship to Equal Employment Opportunity, the EODAC will impact this process by:</p> <ul style="list-style-type: none"> • 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
SCOPE OF AUTHORITY	Overall, the EODAC will focus on creating, developing, revising, and putting into action effective practices, policies, procedures, requirements, and protocols for issues related to diversity at Bakersfield College.
REPORTS TO	Academic Senate and the President of the College
COMMUNICATES WITH	A representative of the Equal Opportunity Diversity Advisory Committee (EODAC) will communicate with Administration, Faculty, and Classified employees as well as

	<p>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).</p>
MEMBERSHIP	<p>Administrative Co-Chair, Faculty Co-Chair, Classified Co-Chair 2 Administrator Representatives, 3 Classified Representatives, 22 Academic Senate Representatives, 1 Adjunct Faculty Representative, 1 Student Government Association (SGA) Representative, 1 District Equal Employment Opportunity Compliance Officer or Designee, 2 Community Members (<i>ad hoc</i>)</p>

Approved by Academic Senate November 13, 2013