


From: Van Hook, Dianne Dianne.VanHook@canyons.edu 
Subject: IEPI PRT Approved - Bakersfield College
Date: April 19, 2023 at 4:14 PM
To: zav.dadabhoy@bakersfieldcollege.edu
Cc: nstrobels@bakersfieldcollege.edu, craig.hayward@bakersfieldcollege.edu, daniel.hall@bakersfieldcollege.edu,
Matthew Lee (matthew@mcleeconsulting.com) matthew@mcleeconsulting.com, Fiero, Diane Diane.Fiero@canyons.edu,
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California Community College Institutional Effectiveness

“Excellence is never an accident; it is the result of high intention, sincere effort, intelligent direction, skillful execution and the vision to see obstacles as opportunities.”
~Anonymous

Dear Zav,

I am writing to provide you with an update on the status of the letter of interest that you submitted related to the Institutional Effectiveness Partnership Initiative (IEPI). The designated IEPI committee has reviewed your letter of interest requesting a Partnership Resource Team (PRT) to assist in strengthening your institution. The committee is inspired by CEOs who are taking the responsibility to help their colleges become as good as they can be.

Your letter of interest for Bakersfield College was approved for the team’s visit in **Fall 2023**. You will be hearing from our IEPI Project Director, Dr. Matthew Lee shortly to “get the ball rolling.” Dr. Lee is in charge of putting the Partnership Resource Teams (PRT) together and will work with you to ascertain three or four good days for the team’s visit. To that end, if you could work on identifying those individuals from your college who you would like to be present at the visit, that will assist Dr. Lee in identifying and matching up available PRT members to come to your campus and kickoff this exciting initiative.

Once again, I want to thank you for your commitment to your college and applaud you for moving forward on this very important initiative. I believe it will have many positive outcomes for our system as well as for the individual colleges involved.

Sincerely,

A handwritten signature in blue ink that reads 'Dr. Dianne Van Hook'.

Dr. Dianne Van Hook

Chancellor

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cc: Matthew Lee
Diane Fiero
Siria Martinez

Bakersfield College
LOI Dated: 2/1/23

FEB - 1 2023

CHANCELLOR'S OFFICE

Dear Colleagues:

I am writing to seek the assistance of IEPI for an issue we are experiencing at Bakersfield College.

Bakersfield College is known as a leader in the implementation of numerous state-wide initiatives, including Guided Pathways. The college's work to reconfigure its processes and support structures to anticipate and respond to student needs has resulted in a tremendous increase in the number of students receiving associate degrees and transferring. Thanks to strong leadership, execution, and use of data, enrollments at BC in 2022-23 have bounced back from the enrollment declines of the pandemic.

One critical area that BC seeks to improve further involves coordinating our efforts to close equity gaps in student achievement. The culture at BC is split between those who wholeheartedly endorse and support the goal of reducing equity gaps and those who question whether institutional resources should be directed toward efforts to improve the performance of historically disproportionately impacted at a greater rate than other groups.

Like many community colleges across the state, we are discussing the recent Title V changes and how to support Section 51201's statement on diversity. To further this work, I am writing to request IEPI PRT involvement in the following:

- 1) Governance committee structure, scope and development. We have an existing Equal Opportunity and Diversity Advisory Council that has historically struggled to define and execute its charge.
- 2) Strategies to address resistance to DEIA, particularly those who assert freedom of speech and freedom to dissent to justify their resistance to efforts to promote diversity, equity, inclusion, and accessibility.

An external group of respected leaders and experts in the measurement of student success and disproportionate impact would provide a natural focus for our efforts to create a unified culture and understanding of the critical necessity and appropriateness of closing equity gaps. A group of external experts would also provide a neutral starting place for this important conversation and could engage the college's formal and informal leadership sets in developing a constructive path to achieving the equity goals established in our 2022-2025 Student Equity Plan as well as a wider culture change that embraces equity, empathy, and meeting our students where they are.

We hope that you are able to support our efforts to improve equitable outcomes and campus climate at Bakersfield College with an implementation grant and a series of IEPI PRT visits. An ideal time for our first visit would be Spring 2023. I look forward to discussing this further with you.

Zav

Zav Dadabhoy, Ph.D.
President
Bakersfield College
(661) 395-4211

