

RACIAL EQUITY AT BAKERSFIELD COLLEGE

A Renewed Commitment to Equitable Access & Completion

Equal Opportunity and Diversity Advisory Committee - Reaffirmed September 28, 2020

Since publishing our first Student Equity Plan in 2014, Bakersfield College (BC) has been fully engaged in institutional redesign to improve equitable outcomes in student access, success, and completion for all students. This document serves as a renewal of that commitment with an intensive refocusing on racial equity for our students, faculty, staff, and community.

As the community's college, we embrace our responsibility to serve as a beacon for understanding - to create spaces for shared listening, learning, and engagement. We believe that through collective consciousness raising both on campus and in the community, BC makes visible our core values of diversity, integrity, and community through action.



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.

Guided by the tenets of the racial equity commitment set forth in this document, the Equal Opportunity and Diversity Advisory Committee (EODAC) will lead the campus in enacting our core values to achieve racial equity in access, success, and completion. Together, BC commits to the following framework:

1.A Racial Equity Student Success Agenda

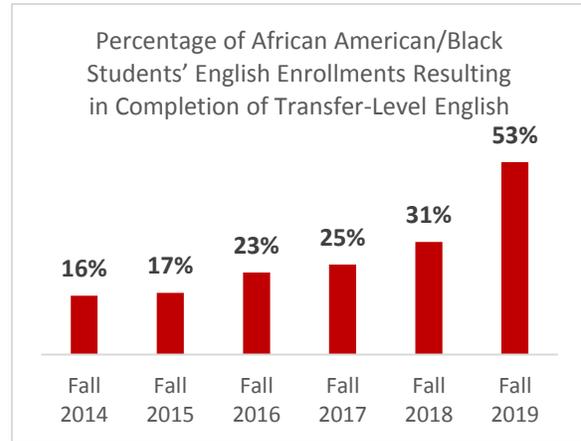
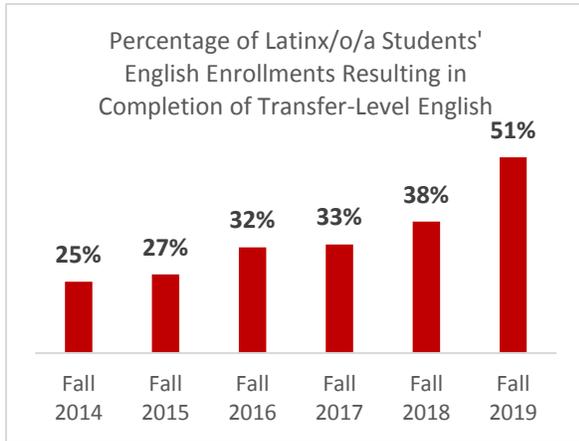
1. Collective Consciousness Raising

1. Faculty & Staff Diversification

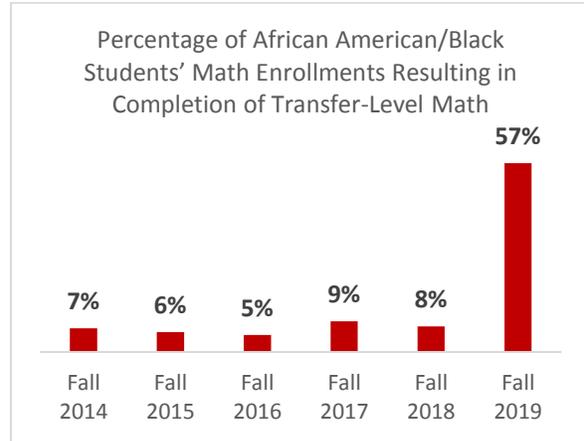
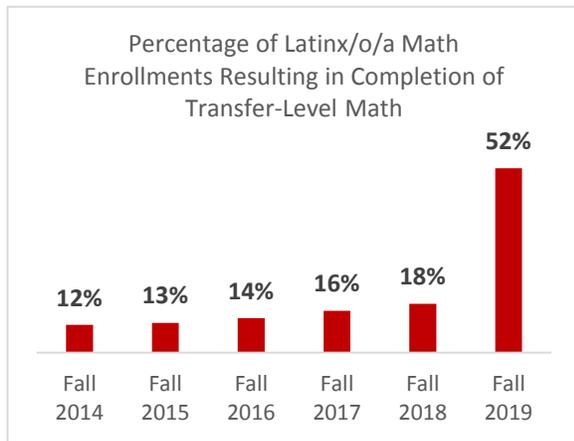
1. Race-Conscious Curriculum for Police and First Responder Training

In the last 6 years, BC has been committed to transparency and accountability in its work to achieve equitable outcomes, and we are proud of our significant progress on our equity targets in the past several years.

Transfer-Level English Completion



Transfer-Level Math Completion



While we have made promising strides, we acknowledge there is more to do. BC's commitment to routinely collect, disaggregate, and utilize data will continue to inform goal setting and action planning at all levels – from our daily work to the development of our Strategic Directions.

ACCOUNTABILITY

The EODAC commits to be **Reactive**, **Active**, and **Proactive** in addressing racism in all aspects of college and student life by developing and employing actionable equity strategies.

EODAC will be responsible for the routine monitoring of all commitments defined in this document and will biannually renew the commitments to ensure they are meeting the needs of our community.

COMMITMENT #1

A RACIAL EQUITY STUDENT SUCCESS AGENDA

Bakersfield College's 2019-22 Equity Plan is robust and defines specific outcomes for a number of populations. Through these commitments, BC commits to sharpening this focus on **dismantling institutional barriers** in access, momentum, and completion. BC administrators, faculty, and staff will **intensify our resolve** to achieve racial equity in outcomes for our students of color. **A Racial Equity Student Success Agenda means:**

- Advance completion rates among African American/Black and Latinx/o/a students by bolstering programs to improve readiness and strengthening academic and personal supports
- Address and remove financial barriers and resolve the digital divide

COMMITMENT #2

COLLECTIVE CONSCIOUSNESS RAISING

Bakersfield College commits to addressing systemic issues of environmental microaggressions, implicit bias, and racism through collective consciousness raising. We commit to **strengthening our campus culture** so that faculty, staff, students, and our partners are aware of and equipped to **disrupt policies and practices** that disproportionately affect students of color. **Collective Consciousness Raising means:** Offer equity-minded, culturally-competent professional development through existing and new structures at the college

- Offer equity-minded, culturally-competent professional development through existing and new structures at the college
- Engage 60 faculty and staff in the [University of Southern California Racial Equity Institutes](#)
- Active participation in the district wide EEO advisory committee

COMMITMENT #3

FACULTY & STAFF DIVERSIFICATION

Bakersfield College commits to **an inclusive learning environment** and understands the role of faculty and staff in contributing to an inclusive campus community. It is important our students of color see in our faculty ranks people who look like them and share their lived experiences. Therefore, we commit to **cultural competence in recruitment and hiring practices** to reach a more diverse pool of qualified applicants, and will establish a **Faculty Internship Program** to help prospective applicants be competitive in the recruitment process. **Faculty and Staff Diversification means:**

- Implement the [ASPIRE Faculty Diversification Internship Program](#)
- Evaluate recruitment and hiring practices, including search committee structures

COMMITMENT #4

RACE CONSCIOUS FIRST RESPONDER TRAINING

Bakersfield College commits to engage faculty in a comprehensive review of public safety courses and programs to identify and address barriers to equitable student learning. Specifically, BC will partner with the Bakersfield Police Department and Kern County District Attorney to strengthen our equity-minded, culturally-informed police academy curriculum. **Race-Conscious First Responder Training means:**

- Augmentation of police academy training to include elements of the [Transformational Policing Model](#) and increasing training to 24 hours
- Partnership with the Bakersfield Police Department and Kern County District Attorney to

diversify students enrolling in the program