Recommendations for the:

**Kern Community College District Equal Employment Opportunity and Staff Diversity Plan**

After reviewing the KCCD Diversity Plan, there a few recommendations Bakersfield College would like to make. These recommendations are as follows:

1. We would like clarification on the “Equal Employment Opportunity Advisory Committee” and the “Equal Employment Opportunity Officer”.
   1. How are the members of this committee selected/appointed by the district?
   2. Where is this committee now?
   3. What is the role of representatives from individual colleges on the committee to the governing bodies (e.g. Academic Senate and College Counsel)?

Note: Considering the colleges will be responsible for implementing these District policies, as directed by the federal regulations and guidelines, it is important that it is clear how these members are appointed, where this committee is (in the process), and who they will report to.

1. Somewhere in this plan it should be clearly and explicitly stated that individual colleges have the freedom to create their own diversity plans to implement on the college level. As long as these plans do not contradict the plans outlined in the KCCD Diversity Plan, the plans of individual colleges should be honored and implemented on the college level.

Note: Individual colleges should have the authority to create and implement a diversity plan that is unique to their campus for the students and staff.