



[DISCUSSION DRAFT]

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93rd SESSION
2017-2018

SENATE RESOLUTION

FACULTY AND STAFF ~~DIVERSITY~~ PROFESSIONAL DEVELOPMENT

IN THE SENATE OF THE STUDENT GOVERNMENT ASSOCIATION
OF BAKERSFIELD COLLEGE

JANUARY 16, 2017

SUBMITTED BY SENATOR JAMES TOMPKINS TO THE BCSGA SENATE

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A RESOLUTION

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Faculty and Staff ~~Diversity~~ Professional Development

- 1 *Whereas, the association of the BCSGA was “established in order to ensure fair and equal*
- 2 *treatment for all students”; (BCSGA ~~Constitution~~);*
- 3 *Whereas, it is the mission of BCSGA “to be the official voice for the students at Bakersfield*
- 4 *College and to ensure a supportive educational environment while promoting unity and*
- 5 *cooperation”; (BCSGA constitution);*
- 6 *Whereas, it is the mission of Bakersfield College to provide opportunities for students from*
- 7 *diverse economic, cultural, and educational backgrounds; (Bakersfield College mission*
- 8 *statement);*
- 9 *Whereas, it is the vision of Bakersfield College to earn the trust of the community and that*
- 10 *the values of Bakersfield College will be evident in everything they do. (College Council vision*
- 11 *statement)*

1 Whereas, the BC Professional Development Participatory Governance Committee
2 “coordinate and support activities to enhance job performance, professional growth, and
3 collegiality among all members of the campus learning community” (BC Committees Website);

4 Whereas, numerous reports have been submitted to BCSGA from students regarding
5 inappropriate and harmful interactions with various staff and faculty at Bakersfield College;

6 Whereas some of the recorded reports are as follows:

7 1. ~~d~~During a training given to BCSGA, by a Public Safety Officer, the officer ~~(Bakersfield~~
8 ~~College Staff, the staff)~~ referred to a Bakersfield College student as a “typical
9 homeboy.” ~~when describing an encounter.~~ Implying that students having a certain
10 appearance ~~or hav~~having been formerly~~previously~~ incarcerated are assumed to be
11 involved in negative behavior.;

12 If the above where as is insufficient or uncomfortable, we can utilize any of the instance
13 from those that follow:

14 2. ~~a~~An African-American student was told by a faculty member, “~~A~~are you sure you’re
15 African-American, you don’t speak like an African-American. Your vocabulary is so
16 much broader. Where did you grow up?”

17 Or

18 3. ~~The situation where a~~ Faculty member was impressed and then informed a disabled
19 student in a wheelchair, was told, in regards to her accident induced disability, “you are
20 so ~~strong, strong;~~ I would have killed ~~myself~~myself.”

21 Or

22 4. ~~The situation where a professor~~ A Faculty member had a formerly incarcerated student
23 ~~come~~ speak in class and said, “it is so strange hearing you speak, you are so well
24 spoken for someone that’s been to prison”

25 Or

26 ~~5. Where a Bakersfield College Professor While dropping off books to the BC Library, a~~
27 ~~Faculty member was accosted~~ stopped by Public Safety campus security Officer and
28 was questioned because ~~(officer statement)~~ the faculty member did not “look” like the

~~faculty member "belonged here" "you don't look like you belong here" referring to his long hair, facial hair, and manner of dress even after showing his faculty I.D. BC identification and in spite of the fact the professor was dropping off books to the library.~~

Whereas, ~~racial~~ profiling and ~~negative~~ stereotyping ~~(can become a)~~ systemic issue that tears down trust between ~~the~~ community ~~members~~, students, ~~faculty, and staff at and~~ Bakersfield College ~~and goes against the mission of Bakersfield College;~~

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Whereas, ~~(i~~mplicit ~~and explicit~~ ~~B~~bias) trainings ~~are known to can help work to~~ educate ~~participants individuals~~ on their own ~~internal~~ biases, while encouraging ~~positive~~ cognitive steps to change its influence on individual thoughts ~~and interactions;~~

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Be it resolved by the Senate of the Bakersfield College Student Government Association,

- a) ~~fa~~All ~~student employees, faculty, and staff~~ be encouraged to ~~enroll in and complete~~ an ~~(implicit and explicit bias training workshop once every two years);~~

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~~Be it further resolved by the Senate,~~

- b) ~~that t~~The above mentioned ~~ethics course workshop~~ include micro and macro aggression, negative effects of ~~racial~~ profiling, and intrapersonal communication skills;

~~Be it further resolved by the Senate of the Bakersfield College Student Government Association~~

- a) ~~This resolution be sent to the BC Professional Development Participatory Governance Committee which advises the BC President regarding professional development growth~~

- ~~a)b) Also, send this resolution to the BC Human Resources Office and the Office of President.~~

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