

My name is Oliver Rosales and I am a Professor of History in the Social Science Department. I am currently teaching a class this afternoon at the BC Delano campus thus offer my public comment in opposition of the proposed DEI committee on today's senate agenda.

Let me be clear. I support Diversity, Equity, and Inclusion, both in higher education and in the private sector. The accelerated growth of DEI in both the public and private sector the past three years has in the main been a positive development.

But the proposed DEI committee before the senate today should give all senators much pause and concern.

To begin, it was drafted by one individual, as far as I can tell, and in many ways is an expression of response to actions taken by EODAC since the tragic death of George Floyd in 2020. The author of the proposal has made clear in several public meetings and writing that EODAC has been a dysfunctional committee, been a root cause of campus strife, and generally misguided in its work as a campus committee, especially EODAC's push for racial equity commitments, of which, the academic senate voted in majority to support.

The proposed DEI committee then, is an alternative course to the path EODAC has taken since 2020; supposedly representing an attempt to maintain faculty power by removing all faculty members from EODAC. If supported, this withdraw of faculty from EODAC would be a major blow to the collaborative efforts of faculty, staff, administration, and student leaders who have sought to ensure that Bakersfield College embraces a racial equity agenda in accordance with the state chancellor's office Vision for Success. The removal of faculty from EODAC would be a mistake in preference of building a faculty majority vote in a new DEI committee absent faculty participation in EODAC.

Of perhaps most concern though is the absence of key words related to DEI work in the proposed committee, i.e., anti-racism, social justice, and race conscious. These are key concepts relevant to doing DEI work by actual DEI practitioners across California Community Colleges and beyond. I wonder why these words are absent in the proposal before the senate today? I have queried the author through department email list serves, but have yet to receive response. I suspect the non-inclusion of these key words is deliberate and an attempt to promote a white-washed version of DEI work that seeks to infuse "diversity of thought" as a preferred committee prerogative rather than actually centering justice and working to end racial and economic barriers of exclusion to historically underrepresented groups.

I ask senators to consider my comments in light of the proposed DEI committee and support the collaborative work done by EODAC since the death of George Floyd. Reject white-washed versions of DEI work.

Thank you.