

Equal Opportunity & Advisory Council (EODAC)

Report to Academic Senate 11/8/2017

By Mia Ocean, Faculty Chair

The EODAC website is under construction

<https://committees.kccd.edu/bc/committee/eodac>

We are in the process of updating the committee membership and will share any changes with Faculty Senate as we finalize our roster. We have our first meeting of the year scheduled for November 17th from 11-12:30pm where we will begin to discuss a focus and goals for the academic year.

In the meantime, in my role of Faculty Chair for the committee, I am meeting with Sheila Shearer and Dena Rhoades to discuss the employee accommodation process and compliance with the Americans with Disabilities Act as well as compliance with district policy tomorrow November 9th. If any faculty senators are aware of individuals who have had experiences with the process that might be relevant, I would appreciate they share them with me.

Charge:

The primary purpose of the Equal Opportunity and Diversity Advisory Committee (EODAC) is to actively assist the college in shaping the college's cultural and institutional policies and practices that demonstrate a commitment to diversity for all students, employees, and the community at large. The EODAC is responsible for educating and orienting the college about the issues and concerns related to diversity while helping to create an inclusive, engaging, and conscious college culture through: Providing recommendations to Bakersfield College and the Kern Community College District for creating and/or amending policy and procedures that impacts, supports, and promotes the EODAC's Committee charge

- *Creating, editing, and reviewing Bakersfield College's Diversity Statement and diversity policies, plans, or reports from the Kern Community College District*
- *Reviewing collected data regarding equity in achievement for all student groups, while conscious of traditionally underrepresented student groups, and work alongside other committees, taskforces, projects, and other entities and offices on campus to develop effective strategies to promote student retention, progression, and completion of courses*
- *Promoting attitudinal and institutional changes regarding diversity and diversity issues*
- *Delivering diversity trainings for students and employees, both new and returning employees, to promote awareness, action, and in some cases change in the way the college addresses diversity*
- *Being an active voice for students and employees at both Bakersfield College and the Kern Community College District regarding diversity*

In relationship to Equal Employment Opportunity, the EODAC will impact this process by:

- *Assisting the Equal Employment Opportunity Officer to achieve and maintain an open recruitment process that encourages and promotes a diverse workforce*
- *Ensuring the delivery of diversity workshops to screening committees to inform committee members about issues dealing with diversity both at the college and district level*
- *Assisting the Equal Employment Opportunity Officer to provide inclusiveness in trainings to employee screening committees that promotes the District's values of having a diverse workforce*
- *Helping edit job announcements for new positions at Bakersfield College to ensure Equal Employment Opportunity language that is inviting and inclusive*
- *Recommending recruitment and retention strategies that contribute to a diverse workforce*