



*Senate of the
Student Government Association at
Bakersfield College*

SO STATED BY THE SENATE RESOLUTION

AUTHORED BY: SENATOR JAMES TOMPKINS
DATE PASSED: FEBRUARY 21ST, 2018
VOTE COUNT: FAVORABLE: 8; UN FAVORABLE: 0; ABSTAINED: 0

FACULTY AND STAFF PROFESSIONAL DEVELOPMENT

Whereas, the association of the BCSGA was "established in order to ensure fair and equal treatment for all students" (BCSGA Constitution);

Whereas, it is the mission of BCSGA "to be the official voice for the students at Bakersfield College and to ensure a supportive educational environment while promoting unity and cooperation" (BCSGA constitution);

Whereas, it is the mission of Bakersfield College to provide opportunities for students from diverse economic, cultural, and educational backgrounds (Bakersfield College mission statement);

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

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

Whereas some of the recorded reports are as follows:

1. *During a training given to BCSGA, by a Public Safety Officer, the officer referred to a Bakersfield College student as a "typical homeboy." Implying that students having a certain appearance or having been formerly incarcerated are assumed to be involved in negative behavior.*

- 2. An African-American student was told by a faculty member, "Are you sure you're African-American, you don't speak like an African-American. Your vocabulary is so much broader. Where did you grow up?"
- 3. A Faculty member was impressed and then informed a disabled student in a wheelchair, "You are so strong; I would have killed myself."
- 4. A Faculty member had a formerly incarcerated student speak in class and said, "it is so strange hearing you speak, you are so well spoken for someone that's been to prison"

Whereas, racial profiling and stereotyping can become a systemic issue that tears down trust between the community, students, faculty, and staff at Bakersfield College;

Whereas, implicit and explicit bias trainings are known to help to educate individuals on their own internal biases, while encouraging positive cognitive steps to change its influence on individual thoughts and interactions;

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

- a) All student employees, faculty, and staff be encouraged to complete an implicit and explicit bias training workshop once every two years;
- b) The above mentioned 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
- b) Also, send this resolution to the BC Human Resources Office and the Office of President.


AUTHOR OF BILL:

 3-8-18
SIGNATURE DATE

BCSGA VICE PRESIDENT:

 3/8/18
SIGNATURE DATE

BCSGA EXECUTIVE SECRETARY:

 3/8/18
SIGNATURE DATE