



Nov. 4, 2020

The faculty, staff, advisors, and collaborators of the Bakersfield College Umoja Community program stand in support of the "Racial Equity at Bakersfield College: A Renewed Commitment to Equitable Access & Completion" document outlined by Equal Opportunity and Diversity Advisory Committee, which outlines four commitments: Racial equity student success agenda, collective consciousness raising, faculty and staff diversification, and race conscious first responder training.

Umoja Community African-American Success Through Excellence and Persistence is committed to supporting racial equity in student success. Umoja is a completion cohort designed for African-American students and incorporates African-American culture and values. The targeted approach is successful; in fact, the students that completed Umoja ENGL 1aL in fall 2019 had a success rate that is 7% higher than other African- American students who took English 1a or 1aL.

In addition, our program is dedicated to the principle of diversifying faculty and staff at BC—we believe it is very important for students of color to see faculty and staff that look like them.

By committing to racial equity on campus, BC is showing that it cares about its students - all of them.

Signed by,

Dr. Paula L. Parks, English professor and Umoja coordinator

Dr. Jonathan Schultz, Umoja Counselor

Gilbert Ayuk, Physics/Astronomy Professor & Umoja Team Member

Melissa Gonzalez, Writing Center Umoja Consultant

Faith Bradham, Umoja Librarian

Mychael Phillips, Communication Professor & Umoja Team Member

Michael Little, Mathematic professor and Umoja Team Member