

## Public Comments to BC Academic Senate, 9/7/2022

By Helen Acosta, current district EEOAC faculty representative

Thank you for the opportunity to speak today.

I would like to thank Dr. Chris Cruz-Boone for nominating me to return to the district EEOAC. The role of the district Equal Employment and Opportunity Advisory Committee (EEOAC) is to support the implementation of existing law as provided to us by the State Chancellor's Office. We also follow the advice of the Academic Senate of the California Community Colleges (ASCCC). We are a body that works to help the district implement Statewide directives.

Two years ago, interim Vice Chancellor of Human Resources, Dena Rhoades, asked me to join the District EEOAC as a faculty representative. I led a group of faculty, staff, and administrators to update the following district [EEO plan](#) components:

- Plan Component 8: Training for Screening Committees (pages 19-20)
- Plan Component 12: Methods to Address Underrepresentation (page 26-28)
- Plan Component 13: Process for Developing and Implementing Strategies that Promote Diversity (page 29)

As a team, we worked to follow the guidance found in the State Chancellor's Vision For Success and the ASCCC's best practices for searching and screening. While we sought advice from other colleges and sought out their best practices, the following documents were instrumental in our work:

- [Vision for Success - California Community Colleges](#)
- [Vision for Success Diversity, Equity, and Inclusion Task Force](#)
- [ASCCC: Model Hiring Principles and Procedures](#)
- [ASCCC: Our Obligation to Equitable Hiring Practices](#)

Over my two years, I have been the only faculty department chair on the committee. I bring a surprisingly unique perspective to our work. For example, since the late Spring of 2021, I have continuously advocated for a revision to our non-existent district-wide adjunct hiring procedures. Some departments follow procedures similar to those used to hire any other district employee, many others follow divergent practices and it appears that adjunct screening committees are not routinely approved by any of our local senates. We need to fix this. However, last year our focus was on the enormous task of developing and implementing our district-wide screening committee trainings. As a result, we were unable to tackle the additional task of reforming adjunct hiring. If you vote for my return to the committee I will continue working on this goal.

I respect Dr. Garrett's deeply held beliefs. I understand his frustration with existing State law and have watched him argue against the local implementation of Diversity, Equity, and Inclusion practices as they have been interpreted by our State Chancellor's office and ASCCC. However, the role of district EEOAC is to support implementation rather than litigation of existing law. While Dr. Garrett has written and spoken about his disagreement with the State Chancellor's office and ASCCC he has never gone through the proper channels to seek a change to their directives. Dr. Garrett needs to take his arguments to the State Chancellor's office and the ASCCC to revise their interpretation of State law or to the State Assembly and State Senate to change State law rather than working to halt our required implementation locally.

I hope you will vote to allow me to continue my work on the district Equal Employment and Opportunity Advisory Committee. Thank you for your time.