

EODAC  
Chair Report

The HR investigations concerning the EODAC meeting have concluded and we can resume our meetings. This is wonderful news and we look forward to continuing the important work of the committee. I want to extend my appreciation to everyone for their understanding during this time. I hear there are questions about an official transcript or recording- there is no such official recording of this meeting. It is a public meeting so anyone can record as they like, but there isn't an official EODAC recording from that day.

As I mentioned in my last oral report, the EODAC did approve the Racial Equity Task Force and we support its work and thank Dr. Parks for her commitment and for working with us. At the last meeting, this senate heard students speak during public comments regarding how they were treated by certain faculty during an EODAC meeting. This accounting was shocking and heartbreaking. I want to extend an apology to Dr. Parks and her students for the way they were treated in that meeting by certain faculty. As one of the co-chairs, I can say that is not the kind of climate our students should expect to walk into and it is not reflective of the co-chairs of this committee nor most of its membership. I can only remind students that a few do not represent the many on this campus and I believe strongly that most of the people in the meeting were happy to have you there, are thankful you came, and hope you will continue to come to our meetings despite this encounter. That said, what you endured was unacceptable, and whatever choice you make I understand and support it.

One thing that was made clear to me by this information coming forward is the importance of racial climate work and education. People often remark on their intentions as evidence of truth, but more often than not it is the impact of our words and actions that matters most. It takes small pivots to make a meaningful impact. I believe the work of EODAC is important and I will strive to ensure this kind of treatment doesn't occur in our meetings again. The three co-chairs of EODAC agree that the communication/interaction our students endured that day was abhorrent. We do not condone that behavior and we do welcome student attendance at these meetings.

To our classified staff who spoke at the board meeting and whose statements we heard at the last Senate meeting (public comments), I also want to extend my apologies and reaffirm our commitment to shared governance, the importance of your voices, and similarly reinforce the fact that the few do not represent the many in this instance. Many of us, including myself, know that your contributions to this BC community are immeasurable. You matter, your opinions, your backgrounds, your expertise... it matters and I know you are not mere puppets to your bosses. You are independent, critical thinkers, strong, and connected to our students. On a committee about diversity and equity your voices should be heard perhaps more than ever, and I do support you and I am incredibly sorry for the hurt that you endured that day.

I will have discussions with my co-chairs about how to better manage communications moving forward. My great hope is that from these unfortunate situations comes honest and kind work for the betterment of our students aligned with the goals of this committee