

Please add this letter to the academic Senate minutes

March 26, 2023

Dear Senate,

I would like to express my concerns with regard to Article IX Section 7924.100 of the State of California Government Code.

It clearly states that the following are not public record:

- 1) *A statewide, county, city, or district initiative, referendum or recall petition.*

Because of this violation and signatures being made public, I was censured by my area administrator on Monday March 20 and told how inappropriate it was for me to sign such a referendum and my doing so was creating issues in my department of which he offered no details. This is a violation of my right to privacy, is harassment under KCCD Board Policy and something as a faculty member I should never have to endure.

My entire career has been committed to Diversity, Equity and Inclusion, that is what athletics is all about. Faculty, I believe, should be at the forefront of ensuring we have an extremely qualified, diverse group of candidates when we hire any faculty position. There have been many administrative decisions that are impacting my area currently, from the hiring of professional experts, which replace faculty positions, to filling the three men's sports with full-time employees and the one woman's sport with a part-time employee. These administrative decisions have created a Title IX inequity, will eventually eliminate faculty positions, and are done without senate approval. We have a responsibility as faculty members to work together to ensure the needs of our students are being met, the rigor of our curriculum is being achieved, and what is taught in our courses is driven by the faculty. My personal opinion is the D.E.I. Committee will help us to achieve this.

I am completing my 29th year at BC. I am definitely a senior faculty member. I have associated with some amazing faculty during my tenure and have fought side-by-side with them to better our campus. Currently, I am saddened by our culture. By even writing this letter I am fearful of retaliation and public shaming. However these intimidation tactics have to stop.

I have hope in a brighter future for BC. If we truly want to grow as a campus and inspire our students to change the world, we must be able to LISTEN, disagree, LISTEN, discuss, LISTEN, offer solutions, LISTEN and realize it is our differences not our similarities that make us great.

Sincerely,

Paula Dahl

Professor of Kinesiology and Athletics

Head Women's Basketball Coach

Women's Athletic Faculty Director