

NAME OF COMMITTEE	<i>Diversity, Equity, and Inclusion (DEI)</i>
TYPE OF COMMITTEE	<i>Arm of the Senate</i>
COMMITTEE CHARGE	<p>The Diversity, Equity, and Inclusion (DEI) committee is responsible for identifying, recommending, and assisting in coordinating the implementation of various strategies and institutional changes that promote diversity, ensure equitable educational opportunities, and provide professional opportunities for Bakersfield College and the community at large. These activities include the following:</p> <ul style="list-style-type: none"> • Serve as the principal liaison to the <i>District Equal Employment Opportunity Committee (Chair of Committee will serve as one of two faculty representatives on KCCD EEOC.)</i> • Review collected data regarding faculty employment recruitment, hiring, retention, and promotion, as well as recommend, when appropriate, workshops in diversity, career advancement, and leadership. • Review, and make recommendations regarding professional development training on diversity and inclusiveness for faculty members serving on hiring screening committees. • Serve as an Equal Employment Opportunity Compliance Monitor on a faculty hiring committee. When determined necessary, KCCD Human Resources shall consult and appoint from the DEI membership with Senate approval. • Provide recommendations through BC institutional processes to KCCD for creating and or amending policies and procedures that impact, support, and promote diversity, equal treatment, and inclusion within the scope of Academic Senate 10+1 responsibilities. • Participate in the review and update of the BC Diversity Statement. • Review and make recommendations with regard to the BC Student Equity Plan and other such documents (i.e. e.g., Comprehensive Campus Equity Plan) created within the college or at the District office pertaining to diversity, equity, and inclusion. • Review, and provide a forum for discussion of issues of diversity, equity, and inclusion identified in various College reports, i.e. e.g., Student Equity Plan, campus climate surveys, and student satisfaction surveys. • Address issue(s) of disproportionate student success identified through data by recommending effective strategies to promote student retention, progression, completion, and transfer. • Support, collaborating with other committees, activities and events at the College that celebrate diversity, equity, and/or inclusion.

SCOPE OF AUTHORITY	The committee will concentrates on the development, revision, and implementation of effective policies, procedures and programs related to diversity, equal treatment, and inclusion within Bakersfield College and the Kern Community College District as it relates to the Academic Senate's Title 5 10+1.
PROVIDES REPORTS TO	Academic Senate
COMMUNICATES WITH	College Council, EODAC, Student Government Association, and KCCD Human Resources
MEMBERSHIP	<p>The committee is chaired by a Faculty Representatives (2-year term)</p> <ul style="list-style-type: none"> 1 faculty representative from each Academic Department 1 faculty representative to represent all programs not in a department. 1 faculty adjunct representative 1 Student Government Association representative (non-voting member) 1 Bakersfield College Administration representative (non-voting member) 1 KCCD Human Resources representative (non-voting member) <p>Quorum shall be the nearest whole number greater than half the number of Academic Senate confirmed voting members. Vacant positions shall not be counted to determine quorum. All members have voting privileges unless otherwise indicated.</p>
ALIGNMENT WITH ACCJC STANDARDS	<p>Institutional Mission and Effectiveness: 1.1, 1.2</p> <p>Student Success: 2.2, 2.6, 2.7, 2.9</p> <p>Infrastructure and Resources: 3.1, 3.2, 3.4</p>

Approved by Academic Senate, date 04/19/2023