

# Bakersfield College Diversity & Equity Commitment

At Bakersfield College, we are dedicated to fostering an inclusive and equitable educational environment where all students are valued, respected, and supported in achieving their academic, personal, and professional goals. Guided by the California Community Colleges Chancellor's Office Vision 2030, we embrace our role as a transformative institution committed to dismantling barriers; identifying, streamlining and simplifying processes that address systemic inequities; and promote diversity, equity, inclusion, and accessibility (DEIA) at every level of our campus community.

We commit to the following:

**Close Equity Gaps:** We commit to eliminating disparities in completion, transfer, and workforce participation rates particularly for historically underserved and marginalized groups; through strategic interventions, resources, and unwavering support, we will close the equity gaps in access and success.

**Promote Diversity and Representation:** We strive to recruit, retain, and support a diverse faculty, staff, and student body that reflects the rich cultural fabric of our community, fostering a campus where every voice is heard and valued, and every experience honored.

**Empower Anti-Racist Practices:** We actively identify, address and challenge systemic racism by embedding anti-racist values into our policies, curriculum, and campus culture, ensuring that all members of our community are safe and respected.

**Hold Ourselves Accountable:** We as Bakersfield College commit to engage in a rigorous process of reflection and measure our progress through transparent reporting and data-driven evaluations, holding ourselves accountable to our students, staff, and the communities we serve.

Bakersfield College is committed to developing and sustaining policies and procedures that support the long-term success of all students. We believe in a future where every student, faculty and staff, regardless of background, is empowered to thrive in an equitable, inclusive, and just educational environment.

Done,

February 7, 2025