

EQUAL OPPORTUNITY AND DIVERSITY ADVISORY COMMITTEE (EODAC)  
Thursday, March 18, 2010  
Board of Trustee's Room  
Unapproved Minutes

Attendees: Elizabeth Elms, Cindi Swoboda, Vera Diaz, Rosa Garza, Kathy Hairfield, Elizabeth Rodacker, Corny Rodriguez, Hilda Nieblas, Joyce Coleman,

The meeting was called to order at 3:03 p.m.

Minutes were approved as correct.

Introductions were made around the room and the visitors introduced themselves.

One item was added to the agenda – discussion of the political cartoon which appeared in the Renegade Rip

### **Old Business**

Conference Update – The Equity and Diversity Institute seemed to be small, but lots of good networking opportunities. Hope to be able to take students in the future. The best information from the conference was the 20 tips to be a better culturally aware educator. (Beth will type and e-mail to the committee)

Demographics – Corny met with the HR Director to discuss the differences in roles with the screening committees. The role of the advisory committee is to highlight and remind screening committees who we are and that we are committed to mirror our community. Marc Beam, the Institutional Researcher from the district, put together some figures. The sheet entitled Bakersfield College and the Community has demographic information for City of Bakersfield, Kern County, and Bakersfield College faculty. Marc Beam will be contacted for the classified breakdown. The large percentage under “Other” represents a large group of blended families. If we look at the figures the gap between White and Hispanic is narrowing, but that is not represented by our faculty. For the faculty (includes full-time and part-time) 9.8% might be smaller when you consider counselors and those whose primary responsibility is not in the classroom. The category of Pacific Islander continues to increase, especially in our Delano area, although the faculty is at 1%. The African American population has held steady at 6 or 7%, but our faculty is at only 3.6%. The Fast Facts handout shows our student population. Again you will see that we have no majority/no minority (over 50%). The category “Other Unknown” continues to grow and believe that this due to the number of blended families. Corny is using the handouts when he meets with Faculty Chair and Directors Council and any selection committees. As co-chair Corny will take and share with the Academic Senate.

### On-line Diversity Training

Resources: Stir Fry – Berkeley  
Color Fear – Lee Wah  
Don't Call Me A Racist  
Speak Up-Responding to Everyday Bigotry  
Breaking Bread  
Finding Our Families, Finding Ourselves

The Intercultural Development Inventory is an online assessment that has been around for 25 or 30 years. This inventory assesses a person's intercultural competency on two levels, the developmental and perceived levels. There is an individual profile and a group profile. The results are then used so that individuals or groups can participate in activities that help them move forward in their individual and group competencies. There is a curriculum that supports training for the various areas of the inventory.

The process involves:

Orientation (2 hours)

Online survey (1 to 1 ½ hours)

One-on-one meeting (approximately 1 hour), then a follow-up meeting after the individual has had time to think about their results.

Group profile open for discussions.

The IDI has been used in Richland, Texas since 2001 and is required for all their new employees. They were able to see results as a movement on the continuum that is used as a measurement tool. There is a cost involved (\$40/survey), however, this cost could be waived for the Advisory Committee. This is something that could be used as a Flex workshop in the fall.

### **New Business**

Corny has been nominated and maybe elected as the new Academic Senate President and therefore would have to step down as tri-chair for this committee. Is there someone else who would be willing to serve? The three chairs (faculty, classified, and administration) meeting prior to the scheduled meeting to discuss agenda items. The tri-chair sits on the Executive Board of the Academic Senate and is a non-voting member of the Academic Senate. (answer questions and provide reports)

### **Screening Committees**

Confidentiality is an HR function. They tell the committee members that the information is confidential for that day forward to the end of time. The only time this committee would change the job announcement would be if there was any adverse information on that announcement that would affect a particular group. The issue of letters and references is a questionable one. It is a procedural thing and not up to our committee but the Academic Senate and the Administration. There should be at least one appropriate diversity question for each of the screening committees. There is not a standard question. It is not the responsibility of the screening committee to rank the candidates. They are only sending forward recommendations (any of the candidates could do the job). The faculty tri-chair will share the demographic information with the screening committees. The Faculty Tri-Chair and HR will meet with FCDC or individual committees.

### **Addition to the Agenda – Cartoon in the Rip**

The issue of the cartoon in the Rip was brought to the attention of the SGA as being racist in general and offensive. The community had also called to state that they found the cartoon to be offensive. Is it the place of the advisory committee to take a position and take it to the Rip? Based on the Bakersfield College mission statement this goes against that mission statement. The response is important. Those who are offended need to convey that to the Rip, this should not come from the advisory committee. Tri-chairs will meet to further discuss any action that would be taken by this advisory committee.

Meeting was adjourned at 4:10 p.m.

Next meeting: Thursday, April 15, 2010 at 3:00 p.m. in the Collins Conference Center