

## Equal Opportunity and Diversity Advisory Committee

General Meeting Minutes: October 19, 2020- 4:00 PM

### Topic

- **Call to Order**
  - Roll Call
    - Abel Guzman, Admin Co-Chair
    - Alex Rockey, Faculty
    - Allison Ament, Faculty
    - Amalia Calderon, Administrator
    - Andrea Thorson, Administrator
    - Andrew Bond, Faculty
    - Armando Trujillo, Classified (absent)
    - Bryan Hirayama, Faculty Co-Chair
    - Bryan Lainez, Classified
    - Dori Keigley, Faculty
    - Elvira Martinez, Faculty (absent)
    - Gilbert Ayuk, Faculty (absent)
    - Isaac Sanchez, Faculty (absent)
    - Jacy Hill, Faculty
    - Jaime Lopez, Administrator
    - Jeff Newby, Faculty
    - Jennifer Achan, Administrator
    - Joseph Tipay, Faculty
    - Joshua Rocha, Faculty
    - Joshua Shackelford, Classified (absent)
    - Kalina Hill, Administrator
    - Leo Ocampo, Administrator
    - Lillian Pimentel-Stratton, Faculty
    - Maria Wright, Faculty
    - Marisa Marquez, Administrator
    - Murad Zikri, Faculty
    - Naomi Rutuku, Faculty
    - Nick Strobel, Faculty
    - Nicole Carrasco, Faculty
    - Oliver Rosales, Faculty
    - Paula Parks, Faculty
    - Reggie Bolton, Administrator
    - Renaldo Arroyo, Faculty
    - Richard McCrow, Administrator (absent)
    - Teresa Mcallister, Faculty
    - Tommy Tunson, Administrator
    - Trudi Blanco, Classified
    - Venessa Reyes, Classified
    - Victor Diaz, Faculty
    - Vikki Coffee, Classified

**Community Members**

Steven Tavoni  
Joe- Saldivar- Biology Department  
Matt Garrett- History Department  
Teresa McCallister-  
Wade Ellis- Science Department  
Erica Menchaca- Education Department

Motion to move the membership item to top of the agenda: motion by Abel, second by Vikki

**Public Comments**

Teresa McCallister- Posed concerns regarding student equity plan and lack of institutional equity plan.

Erica Menchaca- Did not see final draft of document on the website, here to learn more about work happening.

**Membership Update**

- Voting members discussed as presented to Academic Senate:
  - Abel Guzman, Administrator Co-Chair
  - Vikki Coffee, Classified Co-Chair
  - Bryan Hirayama, Faculty Co-Chair
  - Jennifer Achan, Administrator
  - Tommy Tunson, Administrator
  - Bryan Lainez, Classified
  - Luz Maria Mendoza, Classified
  - Venessa Reyes, Classified
  - Nicole Carrasco, Adjunct Faculty
  - Joseph Tipay, Faculty
  - Paula Parks, Faculty
  - Allison Ament, Faculty
  - Gilbert Ayuk, Faculty
  - Jeff Newby, Faculty
  - Lillian Pimentel-Stratton, Faculty
  - Murad Zikri, Faculty
  - Victor Diaz, Faculty
  - Edith Mata, Student

**• Reading and Approval of Minutes**

- August 31, 2020 Meeting Minutes
- September 21, 2020 Meeting Minutes
- September 28, 2020 Meeting Minutes
- October 5, 2020 Meeting Minutes

Motion to approve minutes as presented: motion by tommy, second by lily.

Abel Guzman (yes)  
Bryan Hirayama (yes)  
Vikki Coffee (yes)

Nicole Carrasco (yes)  
Murad Zikri (yes)  
Lily Pimentel-Stratton (yes)  
Gilbert (absent)  
Jeff Newby (yes)  
Allison Ament (yes)  
Joseph Tipay (yes)  
Victor (absent)  
Andrew Bond- proxy (yes)  
Bryan Lainez (yes)  
Venessa Reyes (yes)  
Trudi Blanco- proxy (yes)  
Tommy Tunson (yes)  
Jennifer Achan (yes)  
Edith Mata (Absent)  
(15 yes, 3 absent)

- **Chair Reports**

- No major updates in regards to EEO. Committee work has officially started. (Hirayama)
- We are focusing on district wide training opportunities (Guzman)
- We have seen an increase in classified participation. If we see someone in a committee, we may refer them to participant on another committee to support (Coffee)

- **Subcommittee Reports**

- No update, subcommittee work has been discussed during all-committee meetings (Hirayama)
- Latinx student success taskforce taking on event for Dia de los Muertos, additional information will come this week (Guzman)
- No updates (Tunson)

- **Unfinished Business**

- Discuss Racial Equity Commitments updates

Discussion about addition to latest version of racial equity commitments document (Strobel)

K. Hill posed a question regarding data points included in version 14.

J. Achan posed a question regarding data points included in version 14.

M. Wright clarified data point included in version 14.

Discussion by Wright and Thorson of faculty data points included in version 14.

*From Joseph Tipay to Everyone: 04:36 PM*

As a visual learner this is great!

*From Andrew Bond to Everyone: 04:38 PM*

Agreed, Joseph

*From oliver to Everyone: 04:42 PM*

this is why I used the 2019 data in my revision comments

It could be beneficial to have both comparisons, including and excluding temporary faculty (Thorson)

*From Reggie Bolton to Everyone: 04:44 PM*

The community identifies biracial people as black.

Strobel discussed the topics included in the preamble of version 14 of document.

Discussion of racial markers of student data collected (Menchaca)

*From Andrew Bond to Everyone: 04:48 PM*

Last Renegade Scorecard data from Fall 2018 says Hispanic faculty were, at that time, 17.8% of the tenured/tenure-track faculty pool

J. Achan posed question regarding commitment #1 and how it relates to African American Initiatives.

Guzman clarified initiatives are not being led by EODAC, but just supported.

P. Parks posed question regarding college readiness initiatives.

J. Achan and P. Parks discussed Umoja and the amount of students services under it.

*From Andrea Thorson to Everyone: 04:58 PM*

This is what the document that went to Eboard said for #1 "Bakersfield College's 2019-22 Equity Plan is robust and defines specific outcomes for a number of populations. Through these commitments, BC commits to sharpening this focus on dismantling institutional barriers in access, momentum, and completion. BC administrators, faculty, and staff will intensify our resolve to achieve racial equity in outcomes for our students of color. A Racial Equity Student Success Agenda means:

- Advance completion rates among African American/Black and Latinx/o/a students by bolstering programs and services to improve readiness and strengthening academic success
- Address and remove financial barriers and resolve the digital divide"

*From Andrew Bond to Everyone: 04:58 PM*

Maybe just a simple change in word choice, because "accountability" in that context, as Jennifer is saying, could have the implied meaning of some punitive measure

B. Hirayama posed question to committee regarding language to be included relating to accountability.

J. Achan suggested to keep college readiness in the document to ensure AAI organizations are out in the high schools supporting the students.

*From Andrea Thorson to Everyone: 05:01 PM*

"BC administrators, faculty, and staff will intensify our resolve to achieve racial equity in outcomes for our students of color." from our approved version that is not here

T. Tunson will submit the modifications for commitment 4 to the committee.

O. Rosales posed question regarding original document drafted.

N. Strobel discussed feedback being received. Work happening is not new but continuous of what has been happening at BC.

Motion to table racial equity commitments: motion by Abel Guzman, second by Jennifer Achan.

Abel Guzman (yes)

Bryan Hirayam (yes)

Vikki (yes)

Nicole Carrasco (yes)

Murad Zikri (yes)

Lily Pimentel-Stratton (yes)

Gilbert (absent)

Jeff Newby (yes)

Allison Ament (yes)

Joseph Tipay (yes)

Victor (absent)

Andrew Bond- proxy (yes)

Bryan Lainez (yes)

Venessa Reyes (yes)

Trudi Blanco- proxy (yes)

Tommy Tunson (yes)

Jennifer Achan (yes)

Edith Mata (Absent)

(15 yes, 3 absent)

R. Bolton presented concerns regarding the content in the latest version of the racial equity document.

B. Hirayama asked group question regarding data they should include in document.

Thorson posed concern about tracking of changes in the documents as new version are being developed. She recommended follow-up meeting to discuss the differences between the different versions.

- **New Business**

- Membership updates (moved to top of agenda)
- USC eConvening updates- Second group will learn about implicit bias. They will come to our next meeting to give update (Guzman)

- **Announcements**

- **Adjournment**

Motion to adjourn the meeting: Motion by Jeff Newby, second by Joseph Tipay. Meeting adjourned at 5:28pm