

NAME OF COMMITTEE	<i>Equal Opportunity & Diversity Advisory Committee (EODAC)</i>
COMMITTEE CHARGE Adopted:	<p>The primary purpose of the Equal Opportunity and Diversity Advisory Committee (EODAC) is to actively assist/facilitate Bakersfield College’s cultural and institutional policies and practices to demonstrate a commitment to greater diversity, equity, inclusion, and anti-racism. The EODAC is responsible for advising the college president and reporting out to the College Council, Academic Senate et al. by:</p> <ul style="list-style-type: none"> ● Providing recommendations to Bakersfield College (BC) and the Kern Community College District (KCCD) for creating and/or amending policies and procedures that impacts, supports, and promotes the EODAC’s Committee charge ● Creating, editing, and reviewing BC’s Diversity Statement and diversity policies, plans, and/or reports ● Prompting data collection to evaluate disproportionately impacted student groups and make recommendations to improve access and reduce barriers to resources and opportunities ● Reviewing collected data regarding equity in staff, faculty, and administrator recruitment, retention, and promotion and recommending specific remedies ● Collaborate with BC, KCCD, and local community committees, task-forces, partners, and organizations to develop effective strategies to promote student retention, progression, completion and transfer ● Promote attitudinal and institutional changes regarding diversity, equity and inclusion by consistently employing multiple perspectives to lead to a better education and knowledge of the world for BC students ● Providing workshops and trainings in diversity, career advancement, and leadership development to employees (both new and continuing and full and part-time employees) to close equity gaps in employee groups and to promote awareness, action, and change to college values that consistently align with BC and KCCD’s diversity commitments ● Be an active voice for students and employees at both Bakersfield College and the Kern Community College District regarding diversity, equity, inclusion and anti-racist matters <p>In relationship to Equal Employment Opportunity (EEO), the EODAC will impact this process by:</p> <ul style="list-style-type: none"> ● Assisting the HR Equal Employment Opportunity Officer to achieve hiring goals of having a diverse staff and faculty ● Ensuring the systematic delivery of skill enhancing professional development trainings on diversity and inclusiveness through workshops designed to inform employee screening committee members about options to reduce biases and other issues dealing with diversity both at BC and KCCD as it relates to the hiring process ● Assisting the Equal Employment Opportunity Officer (EEO) to provide inclusiveness in trainings to employee screening committees that promotes BC and KCCD’s values of having a diverse workforce ● Helping edit job announcements for new positions at Bakersfield College to ensure Equal Employment Opportunity (EEO) language that is inviting and inclusive

	<ul style="list-style-type: none"> • Recommending recruitment and retention strategies that contribute to greater diversity workforce
Scope of authority	EODAC will concentrate on creating, developing, revising, and putting into action effective practices, policies, procedures, requirements, and protocols for dealing with the issues related to diversity, equity, inclusion and anti-racism.
Advisor to	Bakersfield College President
Reports out to	College Council, Academic Senate, Student Government Association (BCSGA), California Schools Employee Association (CSEA), Administration Council, Education Administrator Committee, and Human Resources
Communicates with	EODAC members will communicate with their BC employee and student constituents as needed to address, clarify, and educate on college and community issues involving diversity, equity, inclusion, and anti-racism. In addition, EODAC Committee Chairs will represent Bakersfield College at the KCCD Equal Employment Opportunity Advisory Committee.
MEMBERSHIP	<p>Administrative Chair, Faculty Chair, Classified Chair, and BCSGA Chair</p> <ul style="list-style-type: none"> • 9 classified Representatives as determined by CSEA • 9 Faculty Representatives as determined by the Academic Senate with preferred representation from each BC Guided Pathway Team • 3 Adjunct Faculty Representatives • 4 Administrator Representatives (Recommending Deans, Program Directors, and/or Program Managers) • 2 Student Government Association (SGA) Representatives • 2 Student Representatives at large