

Concerns Regarding the BC Racial Equity Commitment Document
Academic Senate Meeting
November 18, 2020

The Physical Science Department (at Academic Senate) and I (at FCDC) never asked for any rewrites or revisions of the Racial Equity Commitments. We've simply asked for definitions, clarifications, and evidence for EODAC's claims of barriers students of color encounter due to systemic racism (see attachments). The request for definitions, clarifications, and evidence has yet to be addressed by EODAC.

Commitment #1

- Racial inequity of outcomes; The document does not specifically identify the institutional barriers in access, momentum, and completion for students of color.
- Racial inequalities of outcomes are due to systemic racism; The document does not provide any examples or evidence for systemic racism as the cause of disproportionate academic outcomes.

Commitment #2

- Collective consciousness-raising; The document does not provide any evidence that "collective consciousness" training alleviates environmental microaggressions, implicit bias, and racism.

Commitment #3

- I ABSOLUTELY agree with strategies that increase the diversity of applicant pools is essential to the strength of the classroom environment and campus culture.
- Evaluation of screening committees; The document does not specify what standards would be used to evaluate recruiting and hiring practices.
- Hiring practices; The document does not address the "hiring practices" strategies that will be implemented to increase faculty of color.
- Search committee structure; The document does not address the standards used to evaluate the structure of the search committee.

The Physical Science Department and I have not asked EODAC to rewrite or revise one word of the Racial Equity Commitments document. We simply ask for transparency and clarity.

I understand that STEM faculty sound "cold", "callous" and "heartless" when we ask for data and evidence. I would argue the opposite is true. The identification of specific problems using evidence provides solutions and strategies that will make an actual impact on student learning, success, and completion. Please provide evidence of specific barriers that impede student access, success, and completion of any student (especially students of color) and I will work relentlessly to break down those barriers.

We are BC,
Joe Saldivar, Ph.D.
Biology Professor