

## Effect of Creating DEI Committee (DEIC) on EODAC

By Nick Strobel

- 1) The faculty on EODAC would be removed as described by Article VIII of the Academic Senate By-Laws Section 13.
- 2) EODAC and DEIC would operate in parallel on many of the DEI issues, including those affecting students. Something like the Student Equity Plan falls under #5 of the Senate's 10+1 ("standards or policies regarding student preparation and success") but that is also #7 of the [Student's 9+1 given in Title 5](#) and the entire college must be involved in creating a workable equity plan and implementing it.
- 3) The particular tasks in the EODAC charge that affect faculty would now be directed to just classified staff and administration. For example:
  - (a) The fourth bullet in the EODAC task list becomes: Reviewing collected data regarding equity in staff and administrator recruitment, retention, and promotion and recommending specific remedies.
  - (b) The seventh bullet in the EODAC task list becomes: Providing workshops and trainings in diversity, career advancement, and leadership development to classified staff and administration (both new and continuing and full and part-time employees) to close equity gaps in these employee groups and to promote awareness, action, and change to college values that consistently align with BC and KCCCD's diversity commitments.
  - (c) The eighth bullet in the EODAC task list becomes: Be an active voice for students and classified staff and administration at both Bakersfield College and the Kern Community College District regarding diversity, equity, inclusion and anti-racist matters.
  - (d) In the EEO section of the task list, the first EEO bullet becomes: Assisting the HR Equal Employment Opportunity Officer to achieve hiring goals of having a diverse staff.
  - (e) EODAC would focus their efforts for the second through fifth EEO bullets on just the classified staff and administration while DEIC would do the same for just the faculty.
- 4) The proposed DEIC charge does include "communicate with EODAC" so that there will be the ability to coordinate development of workshops/trainings for all three employee groups and the Comprehensive College Equity Plan.