

EODAC End-of-Year Report

Our last meetings of the year have been wonderful. Our SGA representatives shared with us their bills, resolutions, executive memos, and state-wide work and voting. These efforts all support the equity, diversity, and inclusion work to which our campus committee is dedicated. The SGA president and other student representatives have been critical to the work and the understanding of students' perspectives regarding learning environments. I give a special thanks to the SGA President, Raz. Having her as a cochair was rewarding and she now is leaving BC for a bright future. Congrats to her and our other SGA members for graduating and moving to the next goals in life. Please see her public comments and documents they are sharing today. I hope she is able to be truly heard and not dismissed as a "temporary" person whose opinion and experience doesn't matter (comments made to her and others which have hurt people very much). Please take the time to hear our students and staff today and always.

Over the past weeks our committee discussed the goals of the committee and how we are proud to have accomplished number four and how we may integrate Rising Scholars into our work and our new number four goal. Sadly, not many faculty have not been showing to EODAC since the DEI rhetoric has happened. There are clearly misunderstandings about DEI and its impact on EODAC. The author of DEI often contradicts himself in senate meetings. At times he has said EODAC would not have faculty but all the faculty and current cochair would just become DEI members. Other times he has suggested it can go exist and even other options. This was not clear to all voting members at our last senate meeting where DEI was passed as a senate committee without clearing up the impact in EODAC. I ask that you please read the report given by our senate president in which he details the contradictions made in senate that has led to confusion and people voting for DEI under perhaps false assumptions and promises. We all make mistakes, but the record is clear that there is not full transparency taking place at critical times. Sadly, this again indicates there is still small but vocal group attempting to stall diversity and equity work. Please also refer to the president reports and to public statements made by students, classified, and co-chairs of EODAC for context (many were verbal).

EODAC recently received an update from our Racial Task Force and applaud the efforts being made by this group. The conversations thus far have reflected that students are not feeling "safe" on our campus, and it is hoped that more opportunities to disclose and learn will help heal and remedy these situations. It does appear that employee training would benefit all. There was a 2018 SGA resolution which asked the college to get retail at microaggression training. While HR does a little when you want to be on a hiring committee, it is still not aligned with what the students wanted and isn't enough to significantly help the outcomes we see in these surveys and conversation.

Additionally, with accreditation coming up it has become clear we need more with regard to accessibility and accommodation as well. We had a report from the district equity group and the district accessibility group. We hope to have regular reports from the BC accessibility team in the future. It has become clear that more education is needed, and more information will help bridge gaps and improve our campus climate and student success. So, we are looking forward to next year and more collaborations.

Our meetings these last many times have been full of questions and thoughtfulness. We have discussed speakers and trainings and opportunities. We have listened to different groups and committed to various goals. It has been a kind and thoughtful level of engagement and I'm incredibly lucky to have worked with such amazing co-chairs and people.

I am proud to say our EODAC committee passed its new charge this year with all groups present. We also passed the charge to College Council with unanimous support of the charge was it passed and was supported by senate. Despite an attempt to reverse the vote in senate, the referendum failed, and our charge remains intact and supported through all the required processes. I am perhaps most proud to see a student as a co-chair. This is not a committee like all others, and it shouldn't have to look the same. Embracing all voices matters and I'm so thankful to have been part of this process and to see a student have voice.

It has been disappointing to see some faculty argue against EODAC with claims that could equally be applied to other committees but are not. From silly things like when notes or agendas are posted to membership ratios- attacks have not been equally applied and I've done well not putting the other groups because that isn't going to help anything. In the end, we just want to do the work and I'm glad to be in here doing what is aligned with the state, the accreditation standards, Title 5, ethical to students and reflective of why EODAC exists as a shared governance committee. It is my hope next year brings renewed devotion to our BC core values. EODAC has continued to be held to a different set of expectations by some faculty. These efforts have hurt relationships and trust with other groups on campus and undermined our work and stall our votes. I have tried very hard to mend relationships and remind students and classified and even other faculty that the voices of some aren't the voices of all.

I again thank and recognize the work of senators this year. I have appreciated the faculty and the senators who have listened and taken the time to understand the situations this year. It has been exhausting for many. The idea that senate has a group doing the same work as EODAC without votes and voices granted in a manner that honors this work has been disappointing, but I also know that misinformation and distraction is powerful, and I believe in BC. I hold hope that next year this will be righted, and our accreditation is not at risk. I hope that our campus honors the commitment to shared governance and our core values of equity and diversity. It has been an honor to serve this year and I know I will look back and hold pride for all those who worked on these issues with informed minds and accepting hearts.