

District EEO Advisory Committee Report to Bakersfield College Academic Senate

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District EEO has met 3 times this year. All implementation of DEI-related work has been halted due to a stay placed on DEI implementation by the Judge in a pending lawsuit. This stay puts us in a legal double-bind. The CCCCCO requires us to meet DEI Vision for Success goals now enshrined in State law. However, the Judge's stay prohibits us from doing so.

Here are a few key elements of the District EEO plan that have been put on hold due to the stay:

- Certification for screening committee service: We will provide condensed Search Committee training.
- Recertification for screening committee service: When we resume training, recertification for screening committee service will attend a condensed 30-45 minute training instead of the initial 2-hour training that employees who have not previously been certified received before the stay.
- Development of exit interviews for employees
- Development of exit interviews for people who decline offers of employment in the KCCD.

While we cannot implement our work due to the stay, our 2024 Plan is due by June 1st or we are in danger of losing State DEI funding. At our last meeting, we reviewed the District EEO plan updates completed by HR staff based on the CCCCCO consultant's recommendations (no major changes were recommended. They asked us to move a section to the Appendix and put it in a chart for clarity. They also asked us to update language to reflect statutes in a few places). District legal is reviewing the plan now.

In positive news District EEO has agreed to add a student member beginning Fall 2024. Abe Ali will be conferring with Chancellor Bloomberg regarding the student.