

NAME OF COMMITTEE	Equal Opportunity & Diversity Advisory Committee (EODAC)
TYPE OF COMMITTEE	Standing Committee
CHARGE	Purpose of the EODAC: The Equal Opportunity and Diversity Advisory Committee (EODAC) plays a pivotal role in championing diversity, equity, inclusion, accessibility, and anti-racism at Bakersfield College and within the Kern Community College District (KCCD). By advising the college president and collaborating with diverse stakeholders, EODAC is dedicated to nurturing an educational environment that prioritizes inclusivity and equitable practices. EODAC Responsibilities: • Formulate and advocate for policies that promote diversity, equity, inclusion, and accessibility. • Periodically reassess and recommends updates to the college's Diversity Statement and associated policies to reflect current needs and standards. • Identify and propose actionable solutions to address systemic barriers that disproportionately affect marginalized student groups. • Guide equitable recruitment, retention, and professional development of staff and faculty to foster a diverse and inclusive workforce. • Facilitate partnerships and initiatives aimed at enhancing student success through an equity lens. • Organize and deliver training sessions on diversity, leadership, and anti-racism to cultivate a campus culture of inclusivity and respect. • Actively engage in dialogue and advocacy on issues concerning diversity, equity, inclusion, accessibility, and anti-racism. • Impact on Equal Employment Opportunity (EEO): • Collaborate with the HR EEO Officer to ensure a diverse and inclusive faculty and staff composition. • Enhance the inclusivity of the hiring process with targeted training and policy reforms proposals. • Recommend job announcements designs that embody inclusivity, equity, and EEO principles. • Develop and recommend strategies for recruiting and retaining a workforce that mirrors the diversity of our student population and community. Professional Development and Currency of Skills: • Commit to continuous professional growth to stay informed on ASCCC, Title 5, Department of Education mandates, and other pertinent initiatives. • Engage in statewide conferences to exchange best practices and enhance our expertise in diversity, equity, inclusion, and anti-racism strategies.
SCOPE OF AUTHORITY	EODAC is tasked with recommending and promoting policies, strategies, and initiatives that reinforce a culture of diversity, equity, inclusion, accessibility, and anti-racism across all facets of the college's operations.
REPORTS OUT TO	Bakersfield College President, College Council, Academic Senate, Student Government Association (SGA), California Schools Employee Association (CSEA), Administrative Council, Educational Administrators' Council, and Human Resources.

COMMUNICATES WITH	EODAC maintains an open dialogue with BC employees and student constituents to address, clarify, and educate on diversity, equity, inclusion, accessibility, and anti-racism. EODAC Committee Chairs also represent Bakersfield College at the KCCD Equal Employment Opportunity Advisory Committee, promoting district-wide collaboration on diversity and inclusion initiatives. EODAC communicates with other college committees.
MEMBERSHIP	Chair Positions: - Administrative Chair - Faculty Chair - Classified Chair - SGA Chair Membership: Ensures a broad representation from the college community, comprising: 9 Classified Representatives (CSEA) 9 Faculty Representatives (Academic Senate) preferably from at least 5 different pathways 3 Adjunct Faculty Representatives 4 Administrator Representatives 2 Student Government Association (SGA) Representatives 2 At-large Student Representatives *Note: Quorum calculations exclude vacant seats, counting only current members. This ensures the committee operates effectively, regardless of unfilled positions.
ALIGNMENT W/ ACCJC STANDARDS	- Institutional Mission and Effectiveness: 1.1, 1.2, 1.3 - Student Success: 2.2, 2.6, 2.7, 2.8, 2.9 Infrastructure and Resources: 3.1, 3.2, 3.4
DATE APPROVED	Committee: February 23, 2024; 3/06/2025; 10/3/2025 Academic Senate: April 3, 2024; 3/12/2025; College Council: May 3, 2024; 3/20/2025;