

EODAC Accomplishments

2019-2022

The Equal Opportunity & Diversity Advisory Committee (EODAC) has made significant strides in fostering a more inclusive and equitable environment across various sectors. Here is a detailed account of the committee's accomplishments:

- The Educator Mentoring Project: EODAC has successfully implemented a mentoring program to provide support and guidance for educators from diverse backgrounds, fostering professional growth and promoting a more inclusive learning environment.
- USC Racial Equity eConvening: EODAC facilitated campus-wide participation in the USC Racial Equity eConvening, ensuring that representatives from each employee classification were actively involved in discussions and workshops to address systemic racism and promote equitable practices.
- California Community College Diversity Training: EODAC organized comprehensive diversity training sessions for representatives from each employee group, with participants completing four distinct modules to deepen their understanding and commitment to diversity and inclusion.
- Renegade Leaders Equity Summit Series: The committee hosted a series of summits aimed at engaging institutional leaders in crucial conversations about equity and developing actionable strategies for systemic change.
- Renewed Equity Commitments: EODAC has successfully garnered renewed commitments to diversity, equity, and inclusion from various stakeholders, solidifying a foundation for long-lasting change.
- eConvening Trainings Video Presentations: The committee created informative videos and presentations based on the learnings from the eConvening trainings, promoting further engagement and knowledge sharing among the broader community.
- New Faculty DEI Anti-Racism Orientations: EODAC developed comprehensive diversity, equity, inclusion, and anti-racism orientations for new faculty members to ensure they are equipped with the necessary tools and knowledge to create inclusive classrooms.

- Classified Staff DEI Anti-Racism Orientation: The committee designed specific orientations for classified staff, focusing on cultivating an inclusive and equitable work environment.
- Elevated Student Participation in EODAC Governance: EODAC successfully increased student involvement in governance through initiatives like SB 15 – SGA DEI/AR and Access Initiative, empowering students to have a voice in shaping institutional policies and practices.
- Collaborations with Rising Scholars: The committee partnered with the Rising Scholars program to create pathways for formerly incarcerated students to achieve academic success and personal growth.
- Covid Team Collaboration: EODAC worked closely with the Covid response team during the pandemic, ensuring that equity and access were prioritized in all decision-making processes.
- CityServe and Unite Us Network Collaboration: EODAC collaborated with CityServe and the Unite Us Network to develop resources and support for individuals and families facing economic hardship.
- Free on the Outside Student Group Collaboration: The committee worked with faculty leads of the Free on the Outside student group to create safe spaces and support systems for formerly incarcerated students.
- Student Equity Plan: EODAC played a crucial role in shaping the Student Equity Plan, focusing on addressing achievement gaps and promoting equitable access to resources and opportunities for all students.
- KCCCD Selection Committee DEI/AR training: EODAC collaborated with the Kern Community College District (KCCCD) Human Resources Department to develop and implement a comprehensive Diversity, Equity, Inclusion, and Anti-Racism (DEI/AR) training program specifically tailored for KCCCD Selection Committee members. This initiative aimed to ensure that all members are equipped with the necessary knowledge and skills to make fair, unbiased, and inclusive decisions during the hiring process, further promoting diversity and equity across the district.

2/24/23: Presented to Academic Senate in Public Comments

3/31/23: Distributed to EODAC