I. CULTURAL DIVERSITY VALUE
At Bakersfield College we respect and embrace the strengthening power of diversity. We recognize and delight in the differences between people and cultures. This helps us function better in our increasingly diverse community (Bakersfield College Values).

We recognize and celebrate the similarities and differences in our students, staff, communities, services, programs, and ideas. We value diversity because it promotes learning, enriches our relationships, and enhances our ability to solve problems and make decisions (KCCD Strategic Plan).

II. PURPOSE
1. To educate and orient Bakersfield College students, faculty and staff on diversity issues and concerns
2. To assist the Affirmative Action Officer in helping the College to achieve and maintain its hiring goal of having a diverse staff and faculty who mirror the communities that the College serves

III. VISION
The vision of the Equal Opportunity and Diversity Advisory Committee is to create a campus community, which recognizes the inherent worth, and dignity of every person; fosters appreciation, sensitivity, understanding, and mutual respect among its members; encourages each individual to strive to reach his or her own potential; and promotes the development of an appreciation of diversity and multiculturalism. The EODAC provides leadership on a broad spectrum of diversity issues.

IV. GOALS (STRATEGIC INITIATIVES)
1. Develop a shared and inclusive understanding of diversity (Campus Climate and Intergroup Relations)
2. Create a welcoming campus climate (Campus Climate and Intergroup Relations)
3. Recruit and retain a diverse student body (Representation – Access & Success)
4. Recruit and retain a diverse workforce (Representation - Access & Success)
5. Develop and support a curriculum that fosters intercultural and international competencies (Education & Scholarship)
6. Diversify college leadership and management (Institutional Viability & Vitality)
7. Coordinate organizational change to support diversity goals (Institutional Viability & Vitality)
8. Advise the College President on matters related to diversity and equity
V. **STRUCTURE**

The Equal Opportunity and Diversity Advisory Committee membership will include:

1. **COMMITTEE CO-CHAIRS**
   A. **Selection:** Three co-chairs appointed by College President, Academic Senate President, and Classified Staff President
   B. **Term:** One year terms; reviewed annually by the College President
   C. **Duties:** provide leadership and vision to help the College create and sustain an environment that is inclusive and responsive to diversity and prepares students to lead in a multicultural world

2. **WORK GROUP CO-CHAIRS (2 CO-CHAIRS PER INITIATIVE)**
   A. **Selection:** self-nomination
   B. **Term:** Rotating two year terms; reviewed annually by the Committee Co-chairs
   C. **Duties:** lead strategic initiative efforts; recruit members; determine the number of sub-work groups required to complete work group initiatives; provide monthly updates to the Committee

3. **COMMITTEE MEMBERS**
   A. **Selection:** Representation should include advocates (volunteers) and appointed representative groups from the College’s classified staff, faculty and administrators
   B. **Duties:** attend meetings; actively participate on a strategic initiative workgroup
   C. **Terms:** Reviewed annually

4. **WORK GROUP MEMBERS LEADERSHIP**
   A member of the committee will serve as the chair for each of the work groups. Each work group will include two co-chairs
   A. **Selection:** self-nominated
   B. **Duties:** referenced above
   C. **Committee Members:** self-selected

5. **SECRETARY/RECORDER**
   A. The College President’s or designee will designate a staff to serve as Committee secretary.
   B. **Duties:** complete minutes of committee meeting within three business days of the meeting; forward minutes to the co-chair for review; upon approval, distribute to the membership and post on the College’s Equal Opportunity and Diversity website.

6. **Replacement of members/Completion of Committee**
   If members do not complete their terms, those positions will be filled as at-large positions by the appointment of the committee chair and/or approved by the appropriate division president.

**Criteria for removal from Committee**
Excessive absenteeism may be cause for removal by the committee co-chairs.
VI. WORK GROUPS
The Committee shall be made-up of four standing work groups. Additional work groups will be created as needed by the Diversity Committee.

- **Campus Climate and Intergroup Relations** (Two (2) Co-chairs)
- **Education and Scholarship** (Two (2) Co-chairs)
- **Representation (Access and Success)** (Two (2) Co-chairs)
- **Institutional Viability and Vitality** (Two (2) Co-chairs)

Work groups are defining and spearheading committee work assigned to the group by the committee. Any documents, projects, and initiatives must receive a majority approval from the EODA Committee.

VII. MEETINGS

Frequency
The Committee will meet twice monthly.
Work groups will meet at least once a month.
Emergency sessions may be called by the chair as deemed necessary.

Rules of Order
Meetings will be conducted using a limited version Robert’s Rules.

Agenda
A published agenda will be distributed to committee members at least two days prior to a regular meeting by the committee secretary.

Voting
The Committee may act if there is agreement by a majority of those members present.

Minutes
Minutes of each meeting will be recorded and archived.
Minutes of the previous meeting must be approved by the committee members.

VIII. AUTHORITY
The Diversity Committee may recommend various actions or policies to the appropriate governance committees on campus or to the administration.

IX. ACCOUNTABILITY
The EODAC will submit a quarterly summary of actions to the college president.

X. BUDGET
The Committee will use funds designated to them as discretionary funds to be used for speakers, brochures, conferences, trainings or other expenses deemed necessary by the Committee, which contribute to the achievement of the goals and mission.

XI. CHANGES TO CHARTER
Changes to the charter of the Diversity Committee require a majority vote.