
Odella Johnson, Director Equity and Inclusion (Interim)

Office of Equity and Inclusion

2015-2018 Strategic Directions for Bakersfield College

# 1: Student Learning

Support Bakersfield College in providing an inclusive, equitable, and a supportive pathway based excellence that promotes our Core Values

1. Collaborate with existing program and services to insure that the goals of the Student Equity Plan are implemented.
   a. Evaluate student persistence data and evaluate metrics for our disproportionate student cohorts
   b. Lead and promote campus initiative to include equity in the workplace and within the curriculum
   c. Collaborate and identify how equity supports and impacts the mission and goals of the SSSP plan
2. Continue to promote and scale up existing supports for new students while identifying potential unmet needs and provide interventions activities through the Office of Equity and Inclusion to address those unmet needs: rural initiative, African-American, Hispanic/Latino, Veterans and Foster Youth and Homeless youth
   a. Support faculty and students needs which promote access, course completion, EMLS/Basic Skills, Certificate, Transfer and Graduation success
   b. Identify and develop program and service interventions to support 30 unit milestones and 48+ support to student cohorts with a specific focus on Hispanic/Latino students
   c. Collaborate and identify math intervention support for all student cohorts with a specific focus on African-American students, Veterans and Foster Youth students
   d. Support Title V faculty and staff to provide intervention to Hispanic/Latino student in mathematics
   e. Scale up support for Equity TV through the Bakersfield College Office of Marketing & Public Relations
3. Continue to institutionalize and scale up faculty, staff, and student initiatives to support continuing student cohorts
   a. Engage Bakersfield College faculty, staff, and student support through identifiable cohorts
a. Classroom Interventionists
b. Cross-Trained teams
c. Promising Professionals
d. Student Mentors
e. SGA Leadership Academy

#2 Student Progressions and Completion

Provide and support for on-going and scalable services for students and staff to minimize barriers to effective teaching and learning

1. Identify service and program interventions to support students moving effectively and efficiently through the BC pathways
   a. Enhance collaboration with campus programs and services to identify and support opportunities for closing institutional gaps
   b. Increase interventions to serve our disproportionately impacted groups
   c. Collaborate to provide greater “just in-time” interventions for students
   d. Evaluate the effective use of current interventions (SI and Tutoring services)
   e. Create best practice checklist for staff and student use

2. Identify effective interventions to support faculty and staff to support and promote faculty, staff and student equity in the workplace, including the classroom
   a. Work with Sue Vaughn to scale up the Cross-Training Team to be exposed books, films, and speakers who help staff to identify ways to promote equity-minded behavior
   b. Work closely with the Professional Development Committee to identify effective ways to continue the dialogue of equity in the classroom
   c. Support Curriculum Development faculty development curricular initiatives by providing support to Equity & Student Success programs

3. Identify fresh and innovative ways to align the BC mission to support underserved and unidentified student groups such as the Homeless Center youth, college students and parents
   a. Provide monthly support to the Homeless Center by sending an Educational Advisor or Counselor to provide information about BC
   b. Work closely with CTE, MESA, and other academic service areas to provide in-reach and outreach support and interventions to student cohorts

#3 Facilities
Work effectively as a member of the Administrative team to promote a welcoming, supportive, and open campus environment.

1. Collaborate with Student Services’ Directors and M&O Director and all concerned stalk holders to better serve our student cohorts
2. Design and consult with staff how to use our current space more efficiently and effectively
3. Participate in the redesign of the Student Affairs Open Stop redesign through SALT

#4 Oversights and Accountability

Provide targeted supports and enhancements that communicate the Bakersfield College mission to our community and campus stalk holders.

1. Communicate an equity and inclusion focused message in all levels of the Bakersfield College campus and community
   a. Track student usage statistics (disaggregate by student populations) in all equity interventions
   b. Work closely with Amber Chiang and her online web design staff to improve the community online presence for Equity and Inclusion
      i. Create office and programming documents for in-reach and outreach activities.
         1. Cohort checklists
         2. Equity tips card
      ii. Identify a messaging tool to communicate effectively and timely with community stalk holders about equity and inclusion activities (PPP and peer mentors)
   c. Promote digital and on-line web based information to promote higher education
      i. Equity TV
      ii. I AM ....We are BC –digital
      iii. Digital Montage of I AM... We are BC
      iv. I Am Statement Boards for Diversity Month
   d. Participate in promoting community programming opportunities that communicate the Bakersfield College higher education mission.
      i. NAACCP community activities
      ii. Black Chamber of Commerce activities
      iii. Hispanic Chamber of Commerce activities
      iv. Latina Leaders of Kern County
v. Kern County Network for Children  
vi. Kern Homeless Population Initiatives  
vii. Delano Campus  

#5: Leadership and Engagement  

1. Write and complete leadership documents: Annual Accomplishments, Closing the Loop and Program Review: submit to the President’s Office.  
2. Contribute to the Student Affairs Accomplishment document  
3. Participate in Administrative Retreat  
4. Participate in President’s Cabinet retreat  
5. Participate in Student Success and Pre-collegiate department retreat  
6. Participate in ongoing dialogues regarding the integration of BSI, SSSP with the Student Equity Plan  
7. Co-facilitate the EODAC committee with the faculty lead, Bryan Hirayama  
8. Participate in AIG as an active member  
9. Participate as a member of the KCCD Professional Development Academy  
10. Facilitate the African American Community Leadership Annual Breakfast  
11. Serve as an active member of the SALT team, Administrative Council and President’s Cabinet  
12. Facilitate the Equity and Inclusion Advisory Committee  
13. Work cooperatively and effectively with the Office of Equity and Inclusion to identify and create opportunities to learn and support our mission to engage faculty, staff, and student to promote equitable and inclusive teaching and learning opportunities in the workplace  
   a. Develop an annual staff retreat that encourages and promotes fun and meaningful work  
   b. Support developing an individual plan by meeting the staff member to design, discuss and use effective ways to reach their professional and personal life goals  
   c. Identify a book, article, or a film as a pathway to exploring and discussing value in the workplace and how our personal value impacts our work philosophy  
14. Continue to support opportunities to engage the Bakersfield community, including those communities where greater student and community support are needed.  
   a. Hispanic/Latino  
   b. African-American  
   c. American Indian