



Charter for Racial Justice Taskforce: Celebration Project Team

July 2021

This Charter is established between the Racial Justice Taskforce: Celebration Project Team and the Student Support Council to structure the process and planned outcomes included herein during the 2021-2022 academic year.

Purpose

Engaging and celebrating Black and African American culture from onboarding through Graduation with students, employees and the community. Work to make the campus more welcoming and inclusive for Black/ AA students through events, outreach and creating a visual presence.

Charge

Engage and celebrate Black/ AA culture through events, outreach and creating a visual presence that includes collaborations with other entities on campus.

- Norco College encourages self-empowerment and is dedicated to transforming the lives of our students, employees, and community.
- Mutual Respect: Belief in the personal dignity and full potential of every individual and in fostering positive human values in the classroom and in all interactions.
- Collegiality: Being a supportive community that is distinctive in its civility, where the views of each individual are respected, humor and enjoyment of work are encouraged, and success is celebrated.
- Inclusiveness: Embracing diversity in all its forms — global as well as local — and creating a supportive climate that encourages a variety of perspectives and opinions.

Guiding Principles and Assumptions

Guiding principles stem from the RJTF accomplishments in 20/21, collaborative efforts of the RJTF 2021 summer planning workgroup, and our refined commitment for 21/22.

University of Arizona's Campus Racial Climate Model:

Behavior Dimension

- a. Social Interaction Across Race/Ethnicity

Scope & Expected Deliverables

- More intentional working with DEI to collaborate on the college events the college offers throughout the year that celebrate Black/ AA culture.
 - Juneteenth
 - Black History Month
 - MLK Birthday
 - Etc.
- Continue to work with NC Library to ensure that the collection supports anti-racism and pro-Blackness.
 - Ensure access and advertise the Lifting Black Voices LibGuide on the website and on campus.
 - Start Book Club- Collaborate with Umoja/ Read to Succeed/ Library
- Display **positive, inclusive** and **celebrative** visuals such as murals and messages on campus and college website.
 - Student artwork added to the Corral.
 - Collaborate with Student Life/ Art Club/ Umoja to create and post positive, inclusive and celebrative Black/ AA culture visual posters around campus.
- Maintain the Cultural Events webpage. (year-round)

Membership

In early fall, the project team will place a call for membership and select members to represent all the college's constituent groups. Project team members must complete at least one or more CORA courses made available by Norco College.

The recommended membership of 8-10 should include:

- 2-3 Faculty
- 2-3 Managers
- 2 Classified Professionals/Confidential
- 2 Students

Meeting Time/Pattern

The project team will meet the first and third Friday during the fall and spring semesters. The first Friday meetings will be held from 1:00 – 2:00 pm and the third Friday will be held from 1:00

Meeting Time/Pattern

to 2:30 pm. Project team members are encouraged to attend the RJTF meetings on the first Friday during the fall and spring semesters from 2:00 to 3:00 pm.

Roles of Chairs and Members

The Project Team Leader(s) are accountable to the Racial Justice Taskforce to ensure continuity of dialogue between governance tiers. Project Team Leaders are responsible for preparing agenda and facilitating meetings of the RJT Celebration Project Team based on best practices and guidelines for effective facilitation.

Members are recognized as stakeholders with important expertise and perspectives relevant to the strategic charge of the RJT Celebration Project Team that can help to achieve the RJT Celebration Project Team charter deliverables (relevant strategic charge). Members are expected to actively attend and participate in all meetings, deliberations, and decision-making processes of the RJT Celebration Project Team]. While representing the perspectives of the constituency group to which they belong members are expected to engage in effective dialogue with RJT Celebration Project Team peers with the intention of finding consensus on all issues that come before the RJT Celebration Project Team.

Project Team Leader(s) will provide updates on progress of the RJT Celebration Project Team scope and deliverables during monthly Racial Justice Taskforce meetings as needed.

Meeting Procedures and Expectations

Project Team Leader (s) , and members of the RJT Celebration Project Team will adhere to meeting and governance best practices as follows:

Meeting agendas are issued in advance of meeting times. Meeting agendas are organized to achieve milestones established in the charter and prioritize actions pending, actions required, and problem solving to move the work of the group forward. Either minutes or notes are taken to record the groups progress OR a final summary report is to be submitted/posted.

Members endeavor to:

- appropriately prepare for meetings based on the meeting agenda.
- arrive promptly and stay for the duration of entire meetings.
- participate in a problem-solving approach where the interests of all participants are considered in developing proposals and recommendations and, where appropriate, distinguish between constituency versus college-wide perspectives.
- welcome all ideas, interests and objectives that are within the scope of the charter.
- actively listen to engage in respectful and constructive dialogue.
- work with a spirit of cooperation and compromise leading to authentic collaboration.
- move forward once a consensus-based decision has been made.
- continue to progress with the members who are present at each meeting.
- follow through on tasks that are committed to outside of scheduled meetings.