



Racial Justice Taskforce: Fostering a Pro-Black Culture

July 2021

This Charter is established between the *Racial Justice Taskforce: Fostering a Pro-Black Culture* and the Student Support Council to structure the process and planned outcomes included herein during the 2021-2022 academic year.

Purpose

Racial Justice Taskforce Purpose

With a focus on advocating for and fostering a Pro-Black culture at Norco College:

- Identify biases and racial inequities
- Dismantle racist practices in our institution focusing on Black/African American (AA) students and employees
- Inward assessment to examine where and how systemic racism is affecting our Black/AA students and employees
- Audit classroom climate and create action plan to create inclusive classrooms and anti-racism curriculum (Call to Action)
- Identify how systemic anti-Black racism manifests itself within all levels of our institution, and develop and implement action plans to eliminate anti-Blackness inequities.
- Support and promote ongoing commitment to professional education around anti-racist pedagogies and student support as well as restorative justice for our Black/AA students and colleagues

Charge

The Norco College Racial Justice Taskforce was created in the summer of 2020 in response to the tipping point in our history of the killing of George Floyd and many others, in light of the Black Lives Matter movement, and the California State Chancellor's Call to Action. We are committed to inclusivity and creating a college environment wherein the diverse group of students and employees we proudly serve are supported and thrive. The RJTF's continued focus and advocacy is on Black/AA students and employees. We adopted the [10-Point plan for addressing Anti-Blackness](#) and over this last year developed a set of recommendations.

EMP Alignment

Goal 1: (Access) *Expand college access by increasing both headcount and FTES.*

Objective 1.3: *Expand enrollment with strategic groups (operational group to lead implementation)*

Goal 2: (Success) *Implement Guided Pathways framework.*

Charge

Goal 3: (Equity) *Close all student equity gaps.*

Objective 3.1: Reduce equity gap for AA students by 40% (operational group to lead implementation)

Goal 4: (Professional Development) Implement Professional Development around Guided Pathways and equity framework; foster a culture of ongoing improvement.

Goal 9: (Workplace/Employees) Expand workforce to support comprehensive college and develop/sustain excellent workplace culture.

Objective 9.2: Develop systems and provide resources to preserve and foster a positive workplace culture for all constituent groups including full-time faculty, part-time faculty, classified professionals, student workers, and managers (support role aligned with DEI Committee lead)

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.

- A. We assessed our college's policies and practices in the classroom, student services and support, and student life
- B. We intentionally lifted Black/AA voices around these areas
- C. We made specific recommendations based on student feedback and our research
- D. We aligned these to the University of Arizona's Campus Racial Climate Model to guide the creation of actions plans to implement the recommendations
- E. The principles within the University of Arizona's Campus Racial Climate Model provide a framework to guide the work of the RTJF around four project teams with specific charges for 21/22

University of Arizona's Campus Racial Climate Model:

<ul style="list-style-type: none"> 1. Historical Legacy of Inclusion/Exclusion <ul style="list-style-type: none"> a. Resistance to Desegregation b. Mission 2. Compositional Diversity <ul style="list-style-type: none"> a. Diverse Student Enrollments b. Diverse Faculty & Staff Hires 3. Psychological Dimension <ul style="list-style-type: none"> a. Perceptions of Racial/Ethnic Tension b. Perceptions of Discrimination c. Attitudes and Prejudice Reduction 	<ul style="list-style-type: none"> 4. Organizational/Structural Dimension <ul style="list-style-type: none"> a. Definition(s) of Merit b. Admissions Practices c. Hiring Practices d. Tenure Practices e. Content of the Curriculum f. Budget Allocations g. Policies and Procedures 5. Behavior Dimension <ul style="list-style-type: none"> a. Social Interaction Across Race/Ethnicity b. Classroom Diversity c. Pedagogical Practices
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Scope & Expected Deliverables

Framed within the University of Arizona's Campus Racial Climate Model, the Racial Justice Taskforce will form four project teams charged with expected deliverables over a three year period aligned with the 2020-2021 RJTF recommendations. Each project team will determine their focus yearly.

1. Care and Conversations/Community Building – Tenisha, Kaneesha, Dominique
 - a. Provide **intentional** and personal outreach and **support** for Black/AA students, as well as **mentoring**
 - b. Create a **team/ group of allies** who will assist students in the grievance process
 - c. Implement **Restorative Justice** procedures on campus for student conduct and for the college
 - d. Clarify the **grievance process** for racial discrimination
 - e. Broader conversation on **holistic support of students (scholarship, financial aid and resources)**.
 - f. Adoption of the **Threat Assessment tool for use by the CARE Network and Student Discipline at Norco College** as a means of improved data collection and assessment.
 - g. Recommendation for the CARE Network Members and Conduct/Discipline Dean is **required training & professional development aimed at addressing implicit bias and/or cultural competency**.
 - h. Recommend that the CARE Network increase its **visibility on campus for all constituents, particularly faculty, to ensure that there is institutional knowledge regarding supports and services offered**.
 - i. Create a **Black Ally** program
2. Cultural Competency/Individual and Institutional Commitment – continuous education – Gustavo, Monica
 - a. Identify a person to **compile the history of Norco College for History and Legacy of Racism**
 - b. **Increase** the number of **Black/AA employees**
 - c. HR related - Review of **interview questions**, committee training on candidate assessment, audit on HR processes.
 - d. Recommend the collection and accessibility of disaggregated data related to **student experiences with district and campus police (referrals and outcomes)**. This data to lead to training.
 - e. Regarding student complaints, a recommendation that **Norco College deploys trained Student Advocates or Ombudsmen at the College**.
 - f. Provide **ongoing Pro-Black professional development** for all constituent groups at the college
3. Classroom and Campus experiences – Courtney, Lisa
 - a. Provide **intentional and personal outreach** and support for Black/AA students, as well as mentoring
 - b. **Culture (“Call In”)** of identifying individual and college shortcomings for positive growth.
 - c. Extend **Umoja success** and practices to the campus.
 - d. **Culturally responsive curriculum** across more disciplines.
4. Celebration – Starting at NC engaging through to Graduation bringing in family – Charise, Antonio
 - a. Make the campus more welcoming and inclusive for Black/ AA students
 - b. Student artwork added to the Corral
 - c. More intentional working with DEI to collaborate on the college events the college offers throughout the year
 - d. Continue to work with NC Library to ensure that the collection supports anti-racism and pro-Blackness
 - e. Book Club/Collaborate with Read to Succeed
 - f. Display **positive, inclusive and celebrative** visuals such as murals and messages on campus and college website
 - g. **Cultural events that celebrate** Black/ AA culture (year-round)

Membership

The RJTF will have a chair and co-chair. Membership is open to all constituent groups. RJTF members must commit to completing at least one or more CORA courses made available by Norco College.

Membership

In addition, the RJTF will have four project teams. Each team's leaders will place a call for membership and select members to represent all the college's constituent groups. Project team members must commit to completing at least one or more CORA courses made available by Norco College.

Meeting Time/Pattern

The RJTF meets monthly on first Fridays during the fall and spring semesters from 2:00 – 3:00 pm. The 1-hour meetings will coincide with the biweekly project team meetings on the first and third Friday during the fall and spring semesters from 1:00 – 2:00 pm on the first Friday and 1:00 to 2:30 pm on the third Friday.

Roles of Chairs and Members

The Chair/Co-Chair(s) are accountable to Student Support Council to ensure continuity of dialogue between governance tiers. Co-Chairs are responsible for preparing agenda and facilitating meetings of the *Racial Justice Taskforce: Fostering a Pro-Black Culture* (RTJF) 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 RJTF that can help to achieve the RJTF charter deliverables. Members are expected to actively attend and participate in all meetings, deliberations, and decision-making processes of the RJTF. While representing the perspectives of the constituency group to which they belong members are expected to engage in effective dialogue with RJTF peers with the intention of finding consensus on all issues that come before the RJTF.

A co-chair or a designated delegate shall prepare a brief summary of the RJTF progress at each Student Support Council meeting and send it to the College community within 24 hours of the meeting to fulfill transparent communication reporting.

Meeting Procedures and Expectations

The Chair(s), and members of this governance entity will adhere to meeting and governance best practices as follows:

- Ascribe to and practice established group norms:
 - *Be visible* ▪ *Open, honest conversation* ▪ *Listen to learn* ▪ *Share airtime* ▪ *Be present in the conversation* ▪ *Be open to new perspectives* ▪ *Establish level of confidentiality* ▪ *Call in culture* ▪ *Lean into discomfort and be brave* ▪ *No titles, no positions* ▪

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.

Meeting Procedures and Expectations

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.

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