



Charter for Racial Justice Task Force

2022-2023

This Charter is established between the *Racial Justice Task Force: Fostering a Pro-Black Culture* and the Student Support Council to structure the process and planned outcomes included herein during the 2022-2023 academic year.

Purpose

The purpose of the Racial Justice Task Force is to advocate and foster a Pro-Black culture at Norco College.

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 are on Black/AA students and employees. We adopted the [10-Point plan for addressing Anti-Blackness](#) and are focusing our efforts this year on the Black/African American Student Journey at Norco College. (*Established summer 2020*)

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.*
- 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)

Equity

The RJTF purpose and charge are aligned with the 2022-2025 Student Equity Plan with a focus this year on the persistence of Black and African American students and enhancing the student experience inside and outside of the classroom. The four areas of focus include: 1) Black Student Care; 2) Associate Faculty Professional Development; 3) Celebrating Black Culture/Sawubona; 4) supporting the Title V onboarding enhancement efforts.

October 24, 2022

Guided Pathways

The RJTF's purpose and charge seek to support the Loss-Momentum Framework in the early stages of college enrollment and engagement of our Black and African American students from Connection (interest in college enrollment to application) to Entry (enrollment to completion of first college-level course). The primary focuses this year for the RJTF are in Pillar 3 (holistic student support) and Pillar 4 (ensuring learning) of the Guided Pathways model with developing a better understanding of the obstacles to persistence and completion so institutional changes are data-driven and strategic.

Guiding Principles and Assumptions

The RJTF collaborates with the Student Equity Project Team focused on successful enrollment and persistence among our Black and African American students.

In 2021-2022, the RJTF refined its commitment and considers the University of Arizona's Campus Racial Climate Model in its practices:

- 1) Historical Legacy of Inclusion/Exclusion
 - a) Resistance to Desegregation
 - b) Mission
- 2) Compositional Diversity
 - a) Diverse Student Enrollments
 - b) Diverse Faculty & Staff Hires
- 3) Psychological Dimension
 - a) Perceptions of Racial/Ethnic Tension
 - b) Perceptions of Discrimination
- 4) Organizational/Structural Dimension
 - 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
 - a) Social Interaction Across Race/Ethnicity

Scope & Expected Deliverables

2022-2023 RJTF Focus – Black/African American Student Journey at Norco College.

- 1) **Black Student Care** – Persistence
 - a) Black Student Network (Virtual and On-Campus) - VPs of Student Services and Planning & Development
 - i) Provide **intentional** and personal outreach and **support** for Black/AA students, as well as **mentoring**
 - ii) Broader conversation on **holistic support of students (scholarship, financial aid, and resources)**.
 - iii) Create a **Black Ally** program to connect students to safe spaces (virtually and on-campus) with trusted Black Allies in a flash mentoring mode, with online spaces for community dialogue
 - b) Student Advocacy – Umoja/ASNC Partnership with Equity Faculty Coordinator
 - i) Create a **team/ group of allies** who will assist students in the grievance process

Scope & Expected Deliverables

- ii) Implement **Restorative Justice** procedures on campus for student conduct and for the college
 - iii) Clarify the **grievance process** for racial discrimination
 - iv) 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.
 - v) Recommendation for the CARE Network Members, Student Government Officers, and Conduct/Discipline Dean is **required training & professional development aimed at addressing implicit bias and/or cultural competency.**
 - vi) 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.**
- 2) **Associate Faculty Professional Development** – Persistence (Equity Faculty Coordinator)
- I) Inquiry about CORA course completion for associate faculty to date
 - II) **Assess PD needs to support pro-Black competency**
 - III) Create a Canvas course
- 3) **Celebrating Black Culture/Sawubona** – Persistence (DEI)
- a) Make the campus more welcoming and inclusive for Black/ AA students.
 - i) Continue to work with NC Library to ensure that the collection supports anti-racism and pro-Blackness.
 - ii) Display **positive, inclusive, and celebrative** visuals such as murals and messages on campus and the college website, including collaborations with the art department.
 - iii) **Cultural events that celebrate** Black/ AA culture (year-round)
- 4) **Title V Entry/Onboarding Update** – Successful Enrollment (PACES Director)
- i) Identification of loss momentum points for Black/African American students in Onboarding (application – through initial enrollment)
 - ii) Inescapable student connections to basic needs and holistic student supports
 - iii) Development of a common/single eligibility application for special funded programs, with prioritized enrollment for Black/African American students

Membership

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

Meeting Time/Pattern

The RJTF meets on the 2nd and 4th Mondays in the fall and the 4th Monday in the spring semesters from 1:30 pm to 3:00 pm.

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 agendas 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.

Roles of Chairs and Members

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 (*established in summer 2020*):

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 a 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.

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.
- follow through on tasks that are committed to outside of scheduled meetings.