

RACIAL JUSTICE TASKFORCE

BOARD OF TRUSTEES – JANUARY 18, 2022

FIVE TO THRIVE COLLEGE REPORT



NORCO
COLLEGE

PRESENTED BY
DR. DOMINIQUE HITCHCOCK

RAISING THE VOICES OF OUR BLACK AND AFRICAN AMERICAN STUDENTS: POSITIVES

- 82% would recommend NC as supportive
- 82% believe NC promotes success
- 82% believe NC health center is sensitive
- 73% believe counseling center is sensitive
- 69% believe faculty is sensitive
- 68% believe food reflect diverse cultures
- 68% believe student gov't. actively involved and addresses concerns

RAISING THE VOICES OF OUR BLACK AND AFRICAN AMERICAN STUDENTS: CONCERNS



- Experienced discrimination from students and college employees
- Feel that Black/African American students have less of a voice than other students in campus-wide decision making
- Feel that they need to minimize aspects of their racial/ethnic culture to be able to “fit in” at Norco College

RAISING THE VOICES OF OUR BLACK AND AFRICAN AMERICAN STUDENTS: FOR INSTITUTIONAL IMPROVEMENT

- Provide racial and equity training
- Be more aware and supportive of what black people go through
- Be friendlier towards us
- Make sure you don't look at us as if we are dumb or are about to steal from the bookstore
- Pay attention to the staff you hire
- Hold students and staff who use derogatory terms towards black individuals accountable
- Educate staff about racial profiling
- Hire more African American professors, especially for subjects like math and science
- Make it easier for students to report discrimination
- Address the inherited factors that have placed black students behind so that they're able to be on an equal playing field as their white counterparts

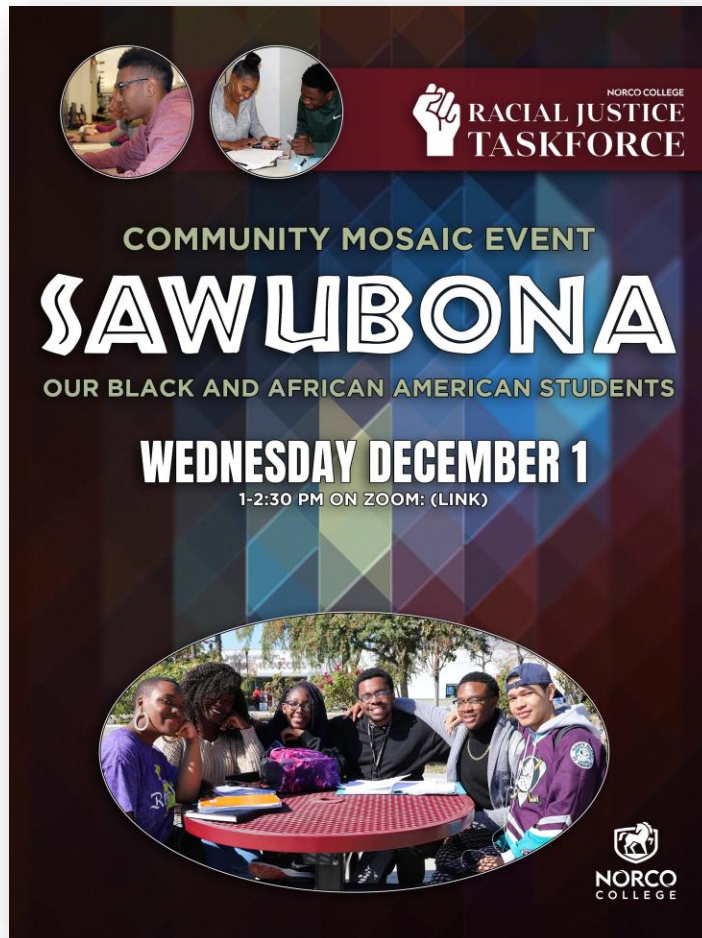
THE RJTF PROJECT TEAMS

Black Student Care	Celebrating Black & AA Culture	Classroom & Campus Experience	Institutional Commitment	Mosaic Series
<p>Tenisha James Kaneesha Tarrant</p> <ul style="list-style-type: none"> Identify best practices in mentor models serving Black/ AA students Support the increased holistic development and academic success of Black/ AA Students Disrupt practices, patterns, and policies that marginalize Black/ AA students in social and academic spaces Create a campus culture that actively and genuinely fosters and celebrates the success of Black/ AA students Facilitate increased safe spaces 	<p>Charise Allingham Antonio Muñiz</p> <ul style="list-style-type: none"> Engage and celebrating Black and African American culture from onboarding through Graduation with students, employees and the community Make campus more welcoming & inclusive through celebrative events, outreach, and visual presence. 	<p>Lisa Nelson Courtney Buchanan</p> <ul style="list-style-type: none"> Identify where systemic racism is affecting our Black/AA students and employees Promote inclusivity and eliminate anti-Blackness in classrooms Create anti-racism curriculum, and eliminate anti-Blackness Commit to ongoing professional development around anti-racist pedagogies and student support Promote restorative justice for our Black/AA students and colleagues 	<p>Monica Green Gustavo Ocegueda</p> <ul style="list-style-type: none"> Compile the history of Norco College for History and Legacy of Racism Audit hiring practices to ensure equity-minded processes and structures leading to hiring more Black/AA employees Collect disaggregated data related to student experiences with district and campus police to assess equitable treatment of Black/AA students Clarify and simplify the student grievance process for complaints regarding discrimination, harassment, or retaliation Deploy trained Community Advocates or Ombudsmen to improve the College's response to student complaints 	<p>Monica Green Dominique Hitchcock</p> <p>Collect and share diverse Black/ AA student voices to promote awareness of the multiplicity of identities, experience and assets in our Black/ AA students mosaic</p>

QUESTIONS



MOSAIC SERIES: *SAWUBONA*, “I SEE YOU”



- Video 1 | [Travon Thaxton](#)
- Video 2 | [Shaun Leflore](#)