



Charter for the Black Student Care Project Team

July 2021

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

Purpose

Black Student Care Project Team seeks to advocate for and foster a Pro-Black culture at Norco College:

- Identify best practices in mentor models serving Black/ AA students for adoption and implementation
- 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 through advocacy and empowerment
- Create a campus culture that actively and genuinely fosters and celebrates the success of Black/ AA students through targeted and specific resources and supports
- Facilitate increased safe spaces for Black/ AA students that build greater community and social capital

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 by where our 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.*

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,*

Purpose

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:

<ol style="list-style-type: none">1. Historical Legacy of Inclusion/Exclusion<ol style="list-style-type: none">a. Resistance to Desegregationb. Mission2. Compositional Diversity<ol style="list-style-type: none">a. Diverse Student Enrollmentsb. Diverse Faculty & Staff Hires3. Psychological Dimension<ol style="list-style-type: none">a. Perceptions of Racial/Ethnic Tensionb. Perceptions of Discriminationc. Attitudes and Prejudice Reduction	<ol style="list-style-type: none">4. Organizational/Structural Dimension<ol style="list-style-type: none">a. Definition(s) of Meritb. Admissions Practicesc. Hiring Practicesd. Tenure Practicese. Content of the Curriculumf. Budget Allocationsg. Policies and Procedures5. Behavior Dimension<ol style="list-style-type: none">a. Social Interaction Across Race/Ethnicityb. Classroom Diversityc. Pedagogical Practices
--	--

Scope & Expected Deliverables

Care and Conversations/Community Building

- Develop a *Black Mentor Program* that connects Black/AA students to professional mentors who are sensitive to and understand the barriers Black/ AA students encounter at Norco College.
- Provide ongoing intentional and personal outreach, support and mentoring for prospective, current and alumni Black/AA students and their families.
- Through the relationships created through the *Black Mentor Program*, identify and bring to light the barriers and negative impact for Black/ AA students at Norco College.
- Provide guidance and support throughout the grievance process.
- Advocate for and work to institutionalize change to respond to Black/AA student needs
- Collaborate with other teams in the implementation of Restorative Justice procedures on campus for student conduct and for the college.

Scope & Expected Deliverables

- Improve data collection, assessment, and professional development in the area of implicit bias and/or cultural competency for the CARE Network and Student Discipline.
- Increase visibility for all constituents, particularly faculty, to ensure that there is institutional knowledge regarding supports and services offered for Black/ AA students.
- Provide opportunities for broader conversations around holistic support of Black/AA students (scholarship, financial aid and resources).
- Expand membership and assert commitment of individuals identifying as Black/ AA Student Allies.

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 core team membership of 8-10 should include:

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

Members sought in areas of expertise and interest in that include but not limited to student grievances/complaints, human resources, data analysis, or professional development.

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 the RJTF who in turn is accountable to the Student Support Council to ensure continuity of dialogue between governance tiers. Co-Chairs are responsible for preparing agenda and facilitating meetings of the 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 Project Team that can help to achieve the Project Team's charter deliverables to advance the strategic direction of the RJTF. Members are expected to actively attend and participate in all meetings, deliberations, and decision-making processes of the Project Team. While representing the perspectives of the constituency group to which they belong members are expected to engage in effective dialogue with their Project Team peers

Roles of Chairs and Members

with the intention of finding consensus on all issues that come before the Project Team at the direction of the RJTF.

The Project Team is responsible for reporting the team's progress at the regularly scheduled RJTF meetings.

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.

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.