Racial Justice Taskforce

December 4, 2020/1:30-3:00pm

AGENDA

Assessment. Education. Implementation.

▪ 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 ▪

I.   Welcome & Introductions

II. Student Voice (3-5 mins)

  a. Reaction to student survey
  b. What is the single most important thing a college must do to retain students of color?

III. 10-Point Plan to Address Anti-Blackness Workgroup

Progress | Next steps | Support needs | Meeting schedule

a. Workgroup A – Lift Black Voices (#2)/Build a Culture of Commitment to Eliminate Anti-Blackness (#10)

b. Workgroup B – Critically Examine Student Conduct & Discipline Data (#4)/Address Anti-Blackness in Campus and School Policing (#5)

c. Workgroup C - Acknowledge the Past and Revisit the History of Anti-Blackness (#1)/Address Anti-Blackness in the Campus Culture (#3)

IV. Local, Regional, and State Updates

TLC Brown Bag Recording (59 minutes)

V.   A2MEND Webinar Report Out
  a. September 26: Reform or Dismantle? Beyond Diagnosing Racism!
  b. October 24: "Compounded Oppression: Sisters Circle"
  c. November 21: Transitioning from Anti-Blackness to Pro-Black

VI. USC Equity Leadership Alliance Report

Next taskforce meeting – January 8, 2021 (proposed 2nd Friday)

Racial Justice Taskforce Purpose
- Identify racial inequities and dismantle racist practices in our institution for students and employees
- Inward assessment to examine where and how systemic racism is affecting our students and employees
- Audit classroom climate and create action plan to create inclusive classrooms and anti-racism curriculum (Call to Action)
- Develop and implement action plans to eliminate racial inequities in our institution
- Identify manifestations of systemic racism and anti-Blackness within our institution
- Educate on how to identify race issues at the college

California Community Colleges Call to Action
1. Systemwide review of police and first responder training and curriculum. (ASCCC, CTE Deans and Faculty)
2. Campus leaders host open dialogue and address campus climate. (CEO's, District Leaders, Campus Police, CSSO's and their Student leaders)
3. Campuses audit classroom climate and create an action plan to create inclusive classrooms and anti-racism curriculum. (Faculty, CIO's, CSSO's, ASCCC)
4. District Board review and update your Equity plans with urgency. (Chancellor's Office, All Campus Leaders, and District Trustees)
5. Shorten the time of full implementation of the DEI Integration Plan (DEI Implementation Workgroup, Consultation Council and Chancellor's Office)
6. Engage in the Vision Resource Center "Community Colleges for Change." (Everyone)