

# Racial Justice Taskforce Meeting Notes

October 2, 2020/1:30pm

## Participants:

### **Administrators**

Greg Aycock, Dean, Inst. Effectiveness  
Jason Parks, Dean, Instruction  
Monica Green, President  
Sam Lee, VP Academic Affairs  
Antonio Muniz, Asst. Director, Food Services  
Gustavo Ocegüera, Dean Grants & Equity  
Kaneesha Tarrant, VP Student Services

### **Faculty**

Maria Adams, Assistant Professor, ECE  
Ruben Aguilar, Assistant Professor,  
Kinesiology  
Courtney Buchanan, Assistant Professor,  
Anthropology  
Peggy Campo, Professor, A&P  
Araceli Covarrubias, Assistant Professor,  
Spanish  
Norma Hernandez, Assistant Professor,  
Psychology  
Ryan Hitch, Associate Faculty, English  
Megan Lindeman, Assistant Professor, Art  
Lisa Nelson, Professor, English  
Dominique Hitchcock, Professor, Spanish &  
French

Chris Rios Berrios, Associate Faculty,  
Psychology  
Judy Perry, Professor, Computer Science  
Sigrid Williams, Assistant Professor,  
Administration of Justice

### **Staff**

Natalie Aceves, Ed Advisor, Transfer Center  
Charise Allingham, Admin Asst III, IE  
Patricia Gill, STEM Services Developer  
Denise Terrazas, Exec Admin Asst  
Tanya Wilson, Admin Asst IV, SS

### **Students**

Korey Bynum  
Daniel Cayton  
Michael Jimenez  
Shaun Leflore  
Heather Popp  
Klutvert Tabot  
Nessa Varelas

- I. Welcome & Introductions
  - Dr Green opened the meeting at 1:35pm
- II. Disaggregated Student Success Data Discussion (#8)
  - Greg Aycock reviewed the 10-point plan to address anti-blackness with the IE team. He posed the following clarifying questions to the taskforce regarding:
    - Proportion: the proportion of degrees awarded compared to the entire student population. This is a different perspective.
    - There is a gap of the Black student population compared to degrees awarded to Black students. Close the gap within Black students at the college vs. the entire student population.
    - Title of Black students, does this include CRC, Dual Enrollment, etc.?

- It should be all, but Greg needs to look closer at the calculations, CRC is included for sure, but he would need to check on Dual Enrollment
  - The 10-Point Plan to Address Anti-Blackness template shown is from University of San Diego.
  - IE is working on the data for this plan, still waiting on transfer student info due to university calendar.
    - Gather data for all four-year universities (Private, Public, International)
    - National Clearing House
    - Suggestion to remove 'not admitted'
  - Is there information on Black HS students that can be included?
    - CNUSD, AUSD, JVUSD have data sharing agreements we should be able to get that info for the local feeder k-12 districts. There is a limit to what they will share; course information we may not be able to get.
  - Proportion of Black students using student support services, there are some areas that we are already capturing this data. Other areas we do not track as well.
    - Select a few that are meaningful: Health Services, LRC, DRC, and Counseling
    - Note that many of our CRC students are Black and do not have access to these services.
  - High Impact Programs: Honors, Umoja, all Special Funded Programs
  - Access: what is the general rate of enrollment in HE for all demographics and compare to the rate of Black students. Are we missing the mark on access for potential Black students in the community?
    - See where Black students from our region are attending?
    - Should this question be posed to HS Counselors on how NC stacks up to other institutions or community colleges in general?
  - Data points outside of IE, Judy Perry will follow up with Alex and Maria for the remaining data sets needed.
    - Proportion of student load indebtedness should be reviewed in addition to scholarship information.
      - Student loan default rates

### III. Racial Justice Taskforce Charter Draft

- Monica Green shared the charter, right now the initiation of the charter is from the office of the president, but as we move on perhaps it should be shifted to student support council.
- Monica reviewed charter components.

- Dominique and Kevin worked on greater alignment of the EMP goals and objectives with the RJT.
- Under Scope/Deliverables, there is a recommendation to start the development of the 21-22 plan to create outreach and inreach project teams. The project teams do not exist today but can be developed over the years as longer-term goals.
  - Umoja programs are already doing some of the outreach mentioned.
  - Not all our Black students are part of Umoja, so we want to be sure to build out that work for the entire student population regardless of program.
  - Will we be adding more students, it is so important to have the voice of the Black student in the conversation.
    - Sean Davis is reaching out to students. Monica will reach out to Sean and Angelica.
    - Ask taskforce members to encourage participation. Noting that Umoja and ASNC students may have a different experience. Incentivize involvement through student ambassadors.
    - Random sample of students, removing students who are not involved in programs at the college. Target students who have not been involved and contact them directly and build a relationship with them.
    - Not all our students are part of Umoja, we need to hear from these students to understand what the experience is for every Black student.
    - The student survey inquires about desire for student participation.
  - Charter membership will be updated and the finalized charter will be posted to the website.

#### IV. Local, Regional, and State Updates

- October 27<sup>th</sup> filming The Prison Within followed by a webinar
- Two projects: developing Social Justice ADT and satisfying the CSU requirement for Ethnic Studies
  - Need broad campus wide participation, asking faculty in all fields look for classes that fit in the equity lens to add to the curriculum at NC
  - Working with Alexis Gray on this effort
- Michael Jimenez is the student representative on the District Call to Action Taskforce
  - District Call to Action meets next week, we are at various levels of establishing membership throughout the district. Gustavo has been engaged in the functional area of Professional Development; Monica will join the leadership of this group.

- Initial meeting with UCR to synergize social justice efforts, more information to come
  - Racial Equity Institute State Taskforce meets next week, outlining the curriculum for the January institute.
  - Dominique has joined Black Faculty Caucus at the state level, will share more at the next meeting.
- V. USC Equity Leadership Alliance Report
- September 10<sup>th</sup> Fostering and Sustaining Inclusive Classrooms for students of color.
    - Over 200 in attendance, shared results of qualitative and quantitative climate surveys over 15 years (50 campuses, nationwide study). Small breakout sessions, one prompt was to reflect on a time where you made a racial mistake. Asked members to share when inclusive experiences on campus changed perspective. Title was a little misleading, was looking for more guidance.
  - Gustavo shared a draft of a planning document to determine and plan for attendees of future trainings and track goals.
    - Still gathering input on who will attend the trainings
    - The planning document will be sent out with the meeting notes. Please send feedback to Gustavo Ocegueda
- VI. Liberated Scholars is going to host a film screening and interview with one of the film's creators in October. The film, The Prison Within
- VII. 10-Point Plan to Address Anti-Blackness Workgroup
- VIII. Progress | Next steps | Support needs | Meeting schedule
- a. Workgroup A – Lift Black Voices (#2)/Build a Culture of Commitment to Eliminate Anti-Blackness (#10)
    - Working on the student survey with IE assistance. It went out to 550 students at their student email and will be open to October 11. Goal to make telephone calls to students to encourage them to complete the survey. The team will analyze data and report back to the group.
  - b. Workgroup B – Critically Examine Student Conduct & Discipline Data (#4)/Address Anti-Blackness in Campus and School Policing (#5)

- Making progress on data collection, at our next meeting we will have more to report on November 6. Group B also looked at RCCD police, there is no data to report, as it is not mandated. Chief Gates has included bias training for the police force, including de-escalation training. Workplace seminars on implicit bias and others are also being implemented.
- c. Workgroup C - Acknowledge the Past and Revisit the History of Anti-Blackness (#1)/Address Anti-Blackness in the Campus Culture (#3)
  - Liberated Scholars is going to host a film screening and interview with one of the film's creators in October. The film, The Prison Within
  - Author for Spring Read to Succeed, on being young, Black, and growing up in prison.
  - Work on ADT is also from subgroup C.

## II. Good of the Order

- Could we consider adding time in the agenda for our student participants to share on something they think would be helpful for the task force to hear. Maybe the 1st agenda item of each meeting could be 3-5 minutes.
  - Would it help if we had questions prepared?
    1. Reaction to the survey
    2. Suggestion to send the survey through Canvas – Gustavo will follow up with Alex and Lenny.
- Transfer season is happening now, please send your students to Natalie.
- Meeting closed at 3:08 pm