

Racial Justice Taskforce Meeting Notes

November 4, 2020/1:30pm

Participants:

Administrators

Jessica Cobb, Director, Prison Education Program
Monica Green, President
Sam Lee, VP Academic Affairs
Antonio Muniz, Asst. Director, Food Services
Gustavo Ocegüera, Dean Grants & Equity
Jason Parks, Dean of Instruction
Kaneesha Tarrant, VP Student Services

Faculty

Courtney Buchanan, Assistant Professor, Anthropology
Peggy Campo, Professor, Anatomy & Physiology
Araceli Covarrubias, Assistant Professor, Spanish
Vivian Harris, Associate Professor, Library Services
Norma Hernandez, Assistant Professor, Psychology
Ryan Hitch, Associate Faculty, English
Dominique Hitchcock, Professor of Spanish & French
Kiandra Jimenez, Assistant Professor, English

Megan Lindeman, Assistant Professor, Art
Lisa Nelson, Professor, English
Edwin Romero Student Activities Coordinator
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
Ruth Jones-Santos, Student Success Coach
Denise Terrazas, Exec Admin Asst
Tanya Wilson, Admin Asst IV, SS

Students

Shaun Leflore
Heather Popp

Guests

Eric Felix, San Diego State University Professor
Rogelio Salazar, Researcher

- I. Welcome & Introductions
Dr. Green opened the meeting at 1:35pm
- II. Welcome & Introductions
 - Monica welcomed Dr. Eric Felix, San Diego State University Professor, previously with CUE and the Principal Investigator for the Advancing Racial Equity Project and his colleague, researcher Rogelio Salazar.
- III. Student Voice (3-5 mins)
 - Monica invited students to share reaction on the following topics.
 - o Reaction to student survey
 - o What is the single most important thing a college must do to retain students of color?
- IV. 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)

- Dominique and Shaun shared that the last meeting of semester is set for next week. The workgroup created 6 questions from the student survey result for follow-up interviews with students who responded that they would like to participate further.
- This work will continue and be presented in the spring.
- Leads met with the Library to assess the holdings on Black/African American, anti-racism material to make sure they are easily accessible. In collaboration with the Library, the workgroup is in the process of creating a dedicated web page to showcase the collection. The launch of the page, in collaboration with the DEI Committee, is scheduled for Black History Month.
- Additionally, each month the Library will highlight an artist, writer, author, reading recommendations, and Zoom conversations on an ongoing basis. This will also launch in the spring.
 - Vivian requested historical and current event recommendations for the list of items we need to purchase.
 - Vivian is going through the collection to see what is available in print and e-format.
- Include the link to syllabus shell resources/holdings on equity that match the discipline
 - Monica mentioned the connection of this work with the efforts of the District Call to Action.
 - Gustavo Ocegüera is leading this effort and this item is on the task list.
 - Monica shared that the Call to Action Professional Development Workgroup has recommended a central repository be created with all of the equity training opportunities.
- No needs from the workgroup currently. Members are encouraged to ask for assistance at any time.

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

- Kaneesha and Ruth provided the report on behalf of workgroup B. Tenisha met with members of the CARE team to talk about workgroup B. The behavior intervention and response team responds to requests to intervene and to assist students in distress. Group representation includes college police, faculty, mental health professionals, and student services. Tenisha presented the 10-Point Plan to review the process, discussed the auditing tool, and assess what kind of data we can collect on the students, keeping their confidentiality in mind. Ruth shared the auditing tool and reviewed the components. Race was not at the forefront of the discussion for the CARE team. The CARE team and workgroup representatives had a good conversation and made adjustments to the auditing tool. The CARE team was receptive to using the auditing tool to assess how students are moved through the process.

- Question about the number of cases, there are about 40 per year. There was a question about why we do not have many.
 - Where is the threshold for investigation, what constitutes a case that you are investigating? Care team referrals are submitted through the website or a CARE Team member.
 - If there are cases of discrimination or harassment these are routed to our Title IX liaison formerly Susan Boling now Shannon Minter. Often this is done in collaboration with the Dean of Student Life.
- Question on how faculty submit requests to the CARE Team.
 - Ruth shared the [CARE Team's CARE Network Reporting Form](#)
 - A suggestion was made to inform and educate the entire college about the CARE Team and the service it provides.
- Support needs for workgroup B: platform for training on how to address student concerns and engaging the CARE team.
- The taskforce discussed the need for training for faculty to de-escalate classroom incidents and recognize their own bias when interpreting student behavior.

Discussion Points:

- Misinterpreting a student's behavior can be detrimental to the student.
- Acknowledge that faculty need to be included in the audit tool.
- Special note made on bringing the affected student back to the classroom and a restorative justice approach.
- Need to assess how faculty are referring students.
- Is there a mini NABITA (National Association for Behavioral Intervention and Threat Assessment) training that can be provided to our college community?
 - Some members have received training and it employs a train-the-trainer model
- Request made for training on how to address the fear of being threatened in the classroom.
- If there is no understanding on how to report, the numbers are probably under-reported.
- Is there an opportunity to get the CARE referral information out to faculty? Such as, posting in Canvas or in the Regular Update? There is a disconnect on available resources and community knowledge.
- Would workgroup B consider sharing the discipline analysis?
 - There was not a representative sample of our students. Can share that there were 49 cases since 2015 there were only six were not referred to CARE. More data needs to be gathered before presenting.
- There is a need to broaden our understanding of behavior that is impacted by mental health.
- The taskforce discussion on addressing classroom conflict transitioned in further discussion on the need to have a way to challenge each other on the paradigms and ideologies that we are using; and to identify a way to respectfully bring up that an ideology is biased amongst our colleagues.

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

- Lisa shared that workgroup C evaluated their initial ideas to identify priorities in moving forward. There is an inception of 10 Ethnic Studies courses written and added to our curriculum. The successful launch of Social Justice discipline at Norco College was announced. Also announced was the approval of an introduction to social justice studies class which came out of the English discipline. There has been a lot of progress in the past several months that will change the curriculum. The following was noted: the courses are not offered yet; there are classes put forward that include an Intro to African American studies, philosophy, and Black feminism, just to name a few.
- Monica expressed that she is impressed with the incredible amount of work the faculty have done. This will change the culture of our institution and transform the lives our students.

V. Local, Regional, and State Updates

- TLC Brown Bag [Recording](#) (59 minutes)

VI. A2MEND Webinar Report Out - HELD

- September 26: Reform or Dismantle? Beyond Diagnosing Racism!
- October 24: "Compounded Oppression: Sisters Circle"
- November 21: Transitioning from Anti-Blackness to Pro-Black

VII. USC Equity Leadership Alliance Report - HELD

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

The meeting closed at 2:58 pm.