

# Racial Justice Taskforce Meeting Notes

January 8, 2021/1:30pm

## Participants:

### **Administrators**

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

Lisa Nelson, Professor, English  
Sigrid Williams, Assistant Professor,  
Administration of Justice

### **Staff**

Charise Allingham, Admin Asst III, IE  
Patricia Gill, STEM Services Developer  
Ruth Jones-Santos, Student Success Coach  
Tanya Wilson, Admin Asst IV, SS

### **Faculty**

Maria Adams, Assistant Professor, Early Childhood Ed  
Courtney Buchanan, Assistant Professor, Anthropology  
Peggy Campo, Professor, Anatomy & Physiology  
Sean Davis, Assistant Professor, Counseling  
Vivian Harris, Associate Professor, Library Services  
Ryan Hitch, Associate Faculty, English  
Dominique Hitchcock, Professor of Spanish & French

### **Students**

Shaun Leflore  
Heather Popp

### **Guests**

Eric Felix, San Diego State University Professor  
Rogelio Salazar, Researcher  
Cristina Pelayo  
Tarrahried  
Tamara F.

- I. Welcome & Introductions
  - Dr. Green opened the meeting at 1:33pm
- II. Meeting structure
  - Request to change meeting time and day or schedule workgroups only to meet for the next three months and reconvene RJT main meetings in May.
    - Larger group meeting provides an opportunity to learn and collaborate between the workgroups. Suggestion for group leaders to meet monthly in lieu of RJT meetings.
  - Conclusion- Workgroup leads will continue to meet on first Fridays, 1:30pm- 3pm for the months of February, March and April. Large group will reconvene in May.

### 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)  
Meetings: Weekly on Friday at 2pm

Group Leads: Shaun Leflore & Dominique Hitchcock

- Finished conducting individual interviews with students, group will share with whole taskforce once all the data is compiled.
- Workgroup members are currently working on completing the certificate for [Black Minds Matter](#) which is a free CORA training. They will be meeting weekly to discuss, next meeting is Thursday 1/14 at 4 pm. Anyone interested in completing the certificate and joining the discussion please reach out to Dominique.
- Working with the library on the Lift Guide which is a collaboration of all items that raise and lift Black voices including Black authors, directors, creators etc. In collaboration with the Norco College Library, a website will launch in February which is Black History Month. Currently choosing an author to highlight for February.
  - Anyone interesting in helping pick an author - please reach out to Dominique.
  - Suggestion to submit as a Regular Update item and a Nor-all.
- When Spring starts the group plans to share the survey results with the college. Also plans to survey Faculty and Staff.
  - Suggestion to coordinate with GCTWF survey to avoid sending out surveys simultaneously.

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

Meetings: 3<sup>rd</sup> Friday of the month, 1:30pm-3:00pm

Group Leads: Tenisha James & Vacant

- Ruth and Maria put together a threat assessment student conduct and discipline tool that was presented to the Care Network. Next step will be reconvening with the Care Network to obtain any feedback or revisions that are needed.
- The Conduct data that has been gathered so far is such a small data set that we have decided not to share the findings but plan to bring some highlights and/or recommendations for moving forward to the group.
- Action Steps include increasing visibility of the Care network.
- Working with the District to gather student complaints that are race based in nature.
- Sigrid has been working and in connection with Chief Gates- RCCD police are revising the policy manual and redistributing funds focusing on police wellness.
- Workgroup is looking into possibilities to provide training for our Care network members and provide resources with a goal to serve students equitably with a degree of cultural competency.
- Workgroup is still working to obtain quantitative student experience with conduct and/or police data, want to bring in the student voice to addressing anti-blackness.
  - Any suggestions or resources please reach out to Tenisha.
    - Suggestion to look at RIPA data, Lisa can contribute

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

Meetings: Second Friday of the month, 1:30- 3:00pm

Group Leads: Lisa Nelson & Kaneesha Tarrant

- Working on Social Justice curriculum:
  - Social Justice ADT will be launching in fall 2021.

- ENG- Intro to Social Justice- hopefully launching in the fall.
- Discipline of Social Justice Studies
- Second Social Justice Course focusing on sexuality and gender.
- December 10<sup>th</sup> USC Alliance- waiting on materials from the *Meaningfully Integrating Race Across the Curriculum* training (still waiting on materials from all past trainings).
  - Archive of materials will be available to all employees at the college.
- Anthropology and History Club will be relaunching and the semester project will include a research project looking at the oral history/ archaeological record of Western Riverside County.
- Read to Succeed text for the Spring- Reginald Dwayne Betts: Memoirs
- [Digital wall of student success stories](#) currently available on the president's page of the website. Suggestion to redesign the page, currently difficult to scroll and see.
  - Contact Dr. Fleming and Dr. Lee with suggestions to improve the website.
  - A form will be available to faculty, students and classified professionals to submit stories- in the meantime please reach out to Diana Mesa.

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

- District Call to Action working on the professional development repository, includes over 90 resources. Currently the repository is available on the Call to Action Teams site.
- A faculty equity tool repository is currently available on Canvas- suggestion to add to the RJT website so it is available to the entire college community.
  - Canvas Course: Equity Minded Community of Practice
- New Council member is starting a Racial Justice Taskforce for the City of Norco.
- Question about status of recommendations made to the Chancellor's Office regarding student equity plans. Eric and Rogelio are involved in the current weekly Advocacy Webinars.
  - Will be reporting out on -How to use Student Equity plans to try and achieve racial equity on community college campus.
  - Next Student Equity plans will be due June 20, 2022 and are part of the streamline process of the multiple reports reported to the CCCCCO.

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

#### V. A2MEND Webinar Report Out

- September 26: Reform or Dismantle? Beyond Diagnosing Racism!
  - Suggestion to watch the workshop.
- October 24: "Compounded Oppression: Sisters Circle"
- November 21: Transitioning from Anti-Blackness to Pro-Black
  - New term being used: BIPOC- Black Indigenous People of Color
  - Will the Taskforce begin using the new term BIPOC and change the focus of the taskforce?
    - Origin of BIPOC is to highlight the differences and vulnerabilities of Black and Indigenous people.
  - Suggestion for the taskforce to stay focused on Black students and anti-blackness and possibly expand scope in the future.
  - Currently the taskforce is focused on 7 of the 10 parts of the 10-point plan.
- Suggestion to create and support a cultural events calendar similar to USC. With a focus on Norco college as a whole to plan and promote Black history events once a month.

- Events are an opportunity to educate the community.
- Students would like to see their culture celebrated.
- With the current virtual world, we have an opportunity to have speakers from all over the world.
- Question: Does the DEI committee coordinate events with different groups on campus when developing the committees event calendar? Yes, they co-sponsor.
  - The calendar is usually set at retreats in Spring and Fall. The DEI committee does not have a budget and responsibility usually falls on 3-4 individuals.
- Suggestion to think about RJT sponsoring events and/or speakers.

VI. USC Equity Leadership Alliance Report

- Planning Spreadsheet will be included with the notes and shared with the group.
- Possible training for Spring FLEX
- Waiting on materials to be distributed to the faculty who attended past workshops.
- The April 21st session, will be less on AB705 and more on “other legislation”

VII. Good of the order

Volunteers for RJT Events sub-committee:

Dominique Hitchcock, Ruth Jones, Sean Davis, Antonio Muniz, Monica Green, Patricia Gill, Charise Allingham (Jason Parks and Courtney Buchannan offered support)

Resources and Workshops:

- Implementing Culturally Responsive Teaching Practices in STEM, Part I  
Date: February 9, 2021  
Time: 11:00am – 12:00pm
- [Black Minds Matter](#) Cora Certificate  
Free self-paced CORA training:  
<https://coralearning.org/product/black-minds-matter/>
- CORA Racial Microaggressions Certificate  
15hr course that must be completed within 30 days  
If interested reach out to Gustavo Ocegueda for log-in instructions.
- Canvas Course: Equity Minded Community of Practice  
Equity tool repository available on Canvas.  
If interested reach out to Courtney Buchannan to be added.

Next taskforce meeting – Friday, May 7<sup>th</sup>

The meeting closed at 3:07 pm.