

Racial Justice Taskforce Meeting

July 10, 2020/1:30pm

Participants:

Administrators

Jessica Cobb, Director, Prison Education
Hortencia Cuevas, Director, TRiO
Tenisha James, Dean, Student Services
Monica Green, President
Antonio Muniz, Asst. Director Food Services
Gustavo Ocegüera, Dean of Grants
Jason Parks, Dean of Instruction
Kaneesha Tarrant, VP, Student Services

Lisa Nelson, Professor, English
Dominique Hitchcock, Professor, Spanish & French
Christopher Rios Berrios, Associate Faculty, Psychology
Judy Perry, Professor, Computer Science
Sigrid Williams, Assistant Professor, Administration of Justice

Faculty

Maria Adams, Assistant Professor, Early Childhood Ed
Courtney Buchanan, Assistant Professor, Anthropology
Sarah Burnett, Professor, Early Childhood Ed
Araceli Covarrubias, Associate Faculty, Spanish
Sean Davis, Counselor*
Ryan Hitch, Associate Faculty, English

Staff

Natalie Aceves, Ed Advisor, Transfer Center
Charise Allingham, Admin Asst III, IE
Patricia Gill, STEM Services Developer
Ruth Jones, Student Success Coach
Arezoo Marashi, SI Coordinator
Denise Terrazas, Exec Admin Asst

Students

Gerardo Devora, Student
Shaun Leflore, Student

- Welcome & Introductions
Monica opened the meeting at 1:34 pm
 - Update on Call to Action Taskforce – led by Gregory Anderson. Members include CTA, CSEA, Academic Senate, Faculty at large, and a student equity leader from each college. Group met June 30, received direction from the Chancellor. Curricular, District, and community level areas of focus proposed which includes the work at the Center for Social Justice and Civil Liberties. Began brainstorming guiding principles, includes education, systematic and sustained, make changes in the structure, curriculum, equity minded hiring. Next steps, formulate goals, and membership by the end of July. Faculty at large is Dominique Hitchcock, student equity leader recommended as Gustavo Ocegüera.
 - Norco protests discussion
- Norm Setting
Monica suggested being very specific with the norms

- Be visible
- Allow people to speak and have our own reaction to it
- Assumptions about experiences that were subtle but still impactful
- Ready to move forward to make change, and some that are still learning
- Reiterate each meeting to give everyone courage to wherever you are to contribute. Everyone needs to speak. We have a common goal, and from wherever we are, we share that goal.
- Honoring that people are here because they believe in racial justice. Do not assume ill intent, we are here for the same reason.
- We need to be honest in these conversations. Recommended to use the chat to post resources, but not to have side conversations.
- We need to have difficult conversations in order to be effective. Make a safe space to do so.
- May have an agenda but we need to make time and space to have the conversation.
- Honor the individual voice, without it may be well intentioned to tap into our thought process. Be sensitive to fact that we can only speak for our own experiences, honoring and respecting them.
- What happens here, stays here. Trust and honesty must be a part of the conversation. Accept perspectives with grace, love, and authenticity.

1. Be visible
2. Open, honest conversation
3. Listen to learn
4. Share airtime
5. Be present in the conversation
6. Be open to new perspectives
7. Establish level of confidentiality
8. Call in culture
9. Lean into discomfort and be brave
10. No titles, no positions

- Will bring norms back to the group at the next meeting.
- Individual therapy, healing circles formed for students, being triggered, how to balance

Education and Assessment

- Socialization Exercise Breakout Session – Courtney
 - Encouraged reflective thinking

- [Being Black and Feeling Safe](#) video
- Large Group Socialization Exercise – Christopher Rios Berrios – move this to the next meeting.
- **Implementation – Dominique**
 - 10-Point Plan to address Anti-Blackness – Dominique Hitchcock
 - Fight anti-blackness in all its possible facets in the college and within the community.
 - Reviewed the document under the first point – authentic records and legacy of racism, creates a taskforce that looks at archives, consult with community, and share publicly.
 - Type of music that we choose at events. Is there a message embedded in?
 - Ways to account for history and racism against blacks.
 - Do we adopt all ten, can some be grouped, what do we see as short and long term initiatives? What does it mean to be a black student at Norco College? Provide a safe, authentic, and caring environment.
 - Point number 3 talks about hiring processes, curricula.
 - Proposed a) do we adopt b) all ten c) group into categories d) can we determine long and short term. Suggested to read through the document and come back to have a conversation next week.
 - Look for overlap, what we are already doing, and what we are not doing.
 - CCCCO Report and Recommendations for Improving Black and African American Student Outcomes (Discussion held for next meeting; report on [website](#))
 - Purpose of second document increase outreach and retention to increase success of AA students. What are elements of preventing students from registering and what we are doing well.
- From here break out into subgroups.
- Good of the Order
- Next Meeting July 17
 - Meeting closed at 3:04pm