

Racial Justice Taskforce Meeting

September 4, 2020/1:30pm

Participants:

Administrators

Greg Aycock, Dean, Institutional Effectiveness
Monica Green, President
Greg Ferrer, Director, Disabled Student Services
Tenisha James, Dean, Student Services
Gustavo Ocegüera, Dean of Grants
Kaneesha Tarrant, VP, Student Services

Faculty

Laura Adams, Associate Professor, Psychology
Maria Adams, Assistant Professor, Early Childhood Ed
Ruben Aguilar, Assistant Professor, Kinesiology
Audrey Baca, Associate Faculty, Communications
Courtney Buchanan, Assistant Professor, Anthropology
Sarah Burnett, Professor, Early Childhood
Covarrubias, Araceli, Associate Professor, Spanish

Sean Davis, Assistant Professor, Counseling
Norma Hernandez, Assistant Professor, Psychology
Ryan Hitch, Associate Faculty, English
Dominique Hitchcock, Professor, Spanish and French
Kiandra Jimenez, Assistant Professor, English
Ashlee Johnson, Instructor, Engineering Tech
Lisa Nelson, Professor, English
Judy Perry, Professor, CIS

Staff

Natalie Aceves, Ed Advisor, Transfer Center
Charise Allingham, Admin Asst III, IE
Ruth Jones, Student Success Coach
Brittnee Quintanar, STEM Counselor
Denise Terrazas, Exec Admin Asst
Caitlin Welch, Institutional Research Specialist
Tanya Wilson, AA IV, Student Services

Students

Shaun Leflore, Student
Isaac Nunez, Student

I. Welcome

The meeting opened at 1:34pm

Monica thanked the core group, subgroup leaders, reviewed the purpose statement and group norms.

II. Local and State Updates

At the local level, the RCCD Call to Action Taskforce, led by Dr. Anderson, has representation from students, faculty association, academic senate, CSEA, student equity leader, and the Presidents of each college. Representing Norco College on the Call to Action Taskforce: Andy Aldasoro, Quinton Bemiller, Peter

Boelman, Angelica Calderon, Dominique Hitchcock, Gustavo Ocegüera, and Monica Green.

At the last meeting, the group reviewed the charge and membership, and tasked with identifying the groups to begin the work. Dominique is the faculty lead for the campus climate group. Gustavo is the lead for professional development group. Asked to see who needs to be involved and invited to the table for these groups.

At the state level, Dominique is on an education subgroup and a subgroup focused on curriculum. The discussion on college climate focused on how Black faculty are not included in the groups doing the work. Discussion on how to get key members to the table. The other group meets once a month, gathering info on how to be a pro-Black college for any college in the state to use. This work touches many areas, goal is to function as a non-profit and be ready by summer of 2021.

USC Equity Leadership Alliance begins this month, received the first invitation for a five-member team to participate with the training series. Participants will be selected based on topic. Remaining topics will be released at the first training session.

Question on how this information will be shared. We are trying to get a sense of what the materials the teams will get. Once we get through the first training, we will have discussion on how to share it. This will be a discussion at the next taskforce meeting.

Academic Senate put a call out to faculty for those who want to be a Guided Pathways and Equity Lead. Part of this role is to distribute info to peers and colleague's campus wide. Project teams are being convened to focus on how to scale up and distribute the information and training. Part of the training includes tools on how to train the entire college community.

A report out from one of the institute attendees on the trainings will be included at each RJT meeting. Gustavo will arrange for who will report each month.

Faculty members who are interested in attending the convenings, please let Tenisha know. The list of topics is also available, Gustavo can provide if needed.

Scholar Strike is taking place Tuesday and Wednesday of next week. This is a notational racial justice action on part of academic faculty.

How can the RJT bring in a conversation of Racial Justice into their classes on Tuesday and Wednesday? This looks to be a promising event, and a way to introduce the RJT on campus to our students.

Scholar Strike

<https://academeblog.org/2020/09/02/scholar-strike/>

<https://www.calfac.org/post/cfa-statement-support-scholar-strike>

Suggestion to send out on faculty list for a faculty to faculty discussion on ideas on what to do in an online environment, and how NC can participate.

Lisa and Dominique will work on a message to faculty.

III. 10-Point Plan to Address Anti-Blackness Workgroup *Progress | Next steps | Support needs | Meeting schedule*

The work of this group resulted in the adoption of the 10-point plan to address Anti-Blackness, choosing six of the ten to work on immediately. There are three workgroups established to begin the work.

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

Dominique and Shaun shared the workgroup focus for fall is to Lift Black Voices. Beginning with a student survey, results are expected by the end of September and will be used to inform and guide discussions. Towards the end of the semester, we want to equip students with a clear understanding on how to address a grievance.

Survey and introduction video for students to understand the purpose of the survey.

Survey will be done internally; the draft of the survey will be shared with the taskforce. Institutional Effectiveness will also provide feedback. A lot is happening to get the survey ready, includes everyone we want it to include, and that it reaches all the students we need to hear from. We will also gather contact information for students wanting to participate in a focus group. There is a survey group working diligently on this important survey. Surveys will focus on students in the fall and faculty/staff in the spring.

Survey questions were gathered early on, Courtney offered to share samples questions. There is a specific population of students we are trying to reach;

Gustavo will share the parameters of the students who will get the survey with the group. Group C has a similar project in the works regarding classroom environment and curriculum. There is some overlap so we should merge the two efforts, please contact Gustavo.

Next Meeting

Friday, September 18

2:00-3:30pm

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

Tenisha and Laura, there is a lot of data we do not have access to right now. There are three areas of focus. First, Ryan took the lead in contacting for information in student conduct. Second, Tenisha, Laura, and Sigrid are focused on data related to Campus Police. Third area of focus will be on the CARE network. College Police does not have disaggregated data. All the data we need they do not have, there is no template for them to begin to collect the data. According to Sigrid, there was a regulation in 2016 for police to look at race. Reporting is done in antiquated ways. Action plan is focused on collaborating with district, campus police to develop a system for collecting the data. The 10-point plan gives a rubric for collecting the data.

Examine how training and professional development that these entities are addressing implicit bias, and their onboarding for new employees.

Student Life is employing a new system Maximum, this should help with gathering info on student discipline.

Clery Report presented to the Board last month, the assessment of hate crimes needs to be reexamined. Chief Gates would be an excellent resource to include in the conversations.

The plan requires us to look at detailed and specific data. There is a need to collaborate on the type of data needed to have a clear understanding of student experiences to advocate for equitable treatment

Meeting Schedule

Third Friday of the month 1:30-3:00pm.

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

Lisa is the leader for group C, they met last Friday. Courtney shared that the group went through dividing up tasks for short- and long-term goals. Working on understanding the history of our community with referrals to resources and community groups. Sarah shared that there is a Canvas site being developed, Anti-Racist Toolkit, to store resources for faculty. An email for faculty will be sent to share their resources to the site. This will be an all faculty accessible site that faculty can use within their courses.

Resources needed is a Canvas site administrator to keep the site up to date.

There will also be resources on the portal that can be pulled into the site. Broad categories of a module with content organized.

The group discussed creating an ombudsman to address internal grievances.

The group is looking at hiring practices, and equivalencies used in HRER. The Academic Senate is reaching out to Susan Boling.

The District has an EEO committee, this might be a good way to connect district-wide about hiring practices. Monica will gather information to share with the subgroup.

Another area identified to explore is grant writing, and the use of pejorative the language. The language is demeaning, we should be exploring this practice. This is part of our everyday language, how to reframe the message would be helpful as an institution. How do we scale this districtwide? Training for faculty and staff to recognize that this language or way of characterizing our students is needed. This will be a task for the professional development team. Suggestion for bullet points of language to avoid. Audrey offered to begin the list and add to the Teams site for collaboration. There is a community of practice in the language department, Courtney Buchanan, Jessica Dobson, Dan Reade, and Megan Lindeman are contacts for equity minded language and representation in syllabi and course materials, etc. There are plans in the works for workshops, the training is forthcoming for fall. There will be collaboration with the Canvas site.

Students must be seen as assets.

Discussion on how we involve faculty who are not already involved in the effort. Suggestion for First Fridays, December there are GP and Equity, this would be a good opportunity to talk about the taskforce. Optional participation will not bring participation. We need to work with the Faculty Association to change the contract to mandate this work.

We can push the message from all angles to encourage participation until we can change the system. That means it comes from the President, VPs, Deans, Department Chairs, Academic Senate, etc.

Can these expectations regarding PD/education be required of department chairs, deans, etc.?

Encouraged to keep connecting with our colleagues, and new faculty sharing resources and inviting discussion about equity practices.

Reminder that we need to take care of our students. We can break or make our students.

Next Meeting

Friday, September 18

10:30am

IV. Racial Justice Taskforce Charter Draft

Provided in the meeting materials is a draft of a charter, this is a pilot for our new strategic planning and governance manual, please review for a brief discussion at the next meeting.

V. Disaggregated Student Success Data Discussion (#8)

Will invite Greg and Caitlin back to our next meeting to address the disaggregated student success data. In the meeting materials, the response to the data from Institutional Effectiveness was provided. Please take these back to your workgroup and formulate some questions for the discussion at the next meeting.

Question about how to reach out for broader representation of disciplines. Asked faculty at department meetings to recruit faculty in STEM and Math. Request for more student participation in the taskforce and workgroups.

- Next Meeting: October 2 from 1:30-3:00pm
- Meeting Schedule: First Friday of each month from 1:00-3:30pm
- Meeting closed at 3:05pm