Social Justice Taskforce Meeting Notes

June 12, 2020/1:00pm

<u>Participants:</u>

Administrators
Hortencia Cuevas, Director, TRiO
Tenisha James, Dean, Student Services
Monica Green, President
Sam Lee, VP Academic Affairs
Antonio Muniz, Asst. Director, Food Services
Debra Mustain, Dean, CPWD
Gustavo Oceguera, Dean Equity & Grants
Kaneesha Tarrant, VP Student Services

Faculty
Ruben Aguilar, Associate Faculty, Kinesiology
Courtney Buchanan, Assistant Professor, Anthropology
Sarah Burnett, Professor, Early Childhood Ed
Araceli Covarrubias, Associate Faculty, Spanish
Ryan Hitch, Associate Faculty, English
Amy Kramer, Assistant Professor, Counseling
Lisa Nelson, Professor, English

Dominique Hitchcock, Professor, Spanish & French
Dan Reade, Associate Professor, English
Judy Perry, Professor, Computer Science
Timothy Russell, Associate Professor, History

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
Diana Meza, Public Affairs Officer
Denise Terrazas, Exec Admin Asst
Tanya Wilson, Admin Asst IV, SS

Students
Angelica Calderon, ASNC President
Sarah Gadalla, former ASNC President

I. Welcome
   Dr. Green opened the meeting at 1:00 pm

   The initial purpose for the formation of this taskforce is to respond to and expand upon the call to action. It is clear from the open forum meeting that there is a desire to go beyond the CCC Call to Action. Our hope is to spend the summer planning in preparation for the fall. We have the state Chancellor's call to action and within the last week another taskforce will be convened at the District level, led by Gregory Anderson at RCC.

II. Member Introductions

III. Taskforce Name and Purpose
   - Need to be clear about social justice is so broad, we are looking to focus on how we focus on equity in education, educational justice for students.

- Likes the name social justice taskforce. It matches the scope of what we are trying to do.
- Taskforce for meaningful change. Social Justice for Meaningful Change and Racial Equity.
- Task Force for Meaningful Change?
- What about 'Social Justice for Change and Racial Equity'
- Meaningful Change for Racial Equity and Social Justice
- Should it include Educational Justice and Equity?
- A simplified definition of social justice: the redistribution of wealth, opportunities, and privileges within a society. asserts that everyone deserves.
- Task force on the elimination of racism in ourselves, our college, our district, and our communities.
- Also, I agree with Lisa N. that being direct with the name will be helpful, so I like Social Justice Taskforce
- "Social Justice Taskforce for Racial Equity?"
- Going back to the name, how is it different than DEI Committee, (it has a mandate) legacy is to celebrate diversity.
- Allies are preaching to the choir, there is a systemic change needed, the name must be one of action. Name the committee with purpose, maintaining the actionable meaningful change.
- Difference between equity and racism, they are two different things. Are we skirting the issue by using equity?
- social justice taskforce for anti-racism
- Anti-Racism Taskforce
- Racial Justice Taskforce
- "Anti-Racism Task Force"
- Anti-Racism Taskforce & Intervention for Systemic Transformation (ARTIST)

IV.   Brainstorm Session
- Assessment. Education. Implementation
- Self-Reflection – assess where the flaws are
- Curriculum, assessment, classroom management
- We as a campus/college we have a lot of knowledge of assessment, we need to turn that assessment inward to examine were and how systemic racism is affecting our students.
- Individual assessment/Systemic assessment
- Make equity inescapable as an institution. We need to do a better job of dismantling those institutional barriers for students.

- Think outside of the box when thinking about equity, how are we prioritizing this notion of social justice, how will this be different than the legacy committee?
- Be careful that this taskforce is doing something different or take the lead for working with committees who are already doing this work.
- DEI is talking about having and hosting open dialogues with students, this has been a gap in our current practices.
- Be clear about the charge, answering your questions, the taskforce should lead, and every committee should have a social justice advocate at all levels, and all committees.
- Training over the summer and introduced next fall.
- Equity has been a choice, there has not been a mandate. Needs to be college-wide, every person, this needs to go beyond.
- Starting point would be for the college to ban hate speech from the college campus including parking lots.
- Identify what those social inequities are in our institution and develop an implementation plan.
- Equity in curriculum – this is faculty driven all hands-on deck.
- We are talking about this from an institutional standpoint, we should hear from our students what the problems are from their perspective.
- Advocate that this is racial justice.
- Assess, Educate, and change at all levels of the institution.
- Where we stand, divide into specific areas to begin working.
- Educate on how to identify race issues at the college, or do we need help from an outside entity? If we do not ask the right questions, we will not get the correct answers.
- Students need to be informed about their rights and resources.
- Stop only using student leaders for surveys.
- When can we administer the surveys to students and create a focus group?
- Leverage partnership with UCS in the race and equity center, as one of the partner schools, we have a lot of resources.
- Can the surveys include faculty, staff, and administrators? Yes, there are surveys for faculty, staff, and students. Share the surveys with taskforce. Data should continue the drive the decision making.
- The state chancellor's six points in the action plan, identify which of those we can work on.
- Opportunity to break out of our silos, see across campus what kind of changes we see and bring about in our respective areas of expertise.
- Make a safe space for students, staff. Social Justice Taskforce for Racial Equity – we are using the term equity we have a group that addresses already. This taskforce is charged with making a change.

- The purpose of this group and the need for action is the primary concern. We need to look at the disparities within our institution's policies and procedures and how **we** are perpetuating the status quo.

V. Student Forum
- Student Forum – at the end of spring, asked Sarah and Angelica to think about what our students might need, is a student forum of interest? We do need a student forum; we need student input.
- ASNC would be able to participate if it were hosted by someone else. This needs to get going as soon as possible.
- Send out an email to Sean Davis to ask about a Zoom, we will be happy to help facilitate something from the President's Office. All Students enrolled in the summer, spring?
- How do we create a safe space for students? – Kaneesha will help with student forums.

VI. Recruitment – Who is missing from this group?
- Will get the attendance and distribution including discipline for faculty.
- Need men of color in this task force.
- Someone from health services as a resource.
- Student workers
- Institutional Effectiveness
- Representation from all disciplines/departments
- More student representation
- ADJ Faculty with the assurance that we speak with generosity, kindness, and compassion.
- Additional voices represented here, have more work ahead continue to figure out who needs to be here.

VII. Summer Meeting Schedule – FLEX options
- Summer meeting schedule? Fridays, 1:30-3:00pm
- Meeting notes will be emailed and posted to the website.
- Members asked to review meeting notes before our next meeting so we can reach consensus on a task force name, purpose, and areas to concentrate our efforts (workgroups).

VIII. Good of the Order
- Meeting closed at 2:07 pm

California Community Colleges Call to Action

1. Systemwide review of police and first responder training and curriculum. (ASCCC, CTE Deans and Faculty)
2. Campus leaders host open dialogue and address campus climate. (CEO's, District Leaders, Campus Police, CSSO's and their Student leaders)
3. Campuses audit classroom climate and create an action plan to create inclusive classrooms and anti-racism curriculum. (Faculty, CIO's, CSSO's, ASCCC)
4. District Board review and update your Equity plans with urgency. (Chancellor's Office, All Campus Leaders, and District Trustees)
5. Shorten the time of full implementation of the DEI Integration Plan (DEI Implementation Workgroup, Consultation Council and Chancellor's Office)
6. Engage in the Vision Resource Center "Community Colleges for Change." (Everyone)