STEPS ON THE PATH: CREATING A PRO-BLACK CULTURE AT NORCO COLLEGE

Racial Justice Taskforce 2022-2023 Goals

AUGUST 17, 2022 | FLEX PRESENTATION

PRESENTERS

MONICA L. GREEN, ED.D.

DOMINIQUE HITCHCOCK, PH.D.

NORCO
COLLEGE

#BlackLivesMatter

“AS WE HEAL TOGETHER, WE COMMIT TO AN INCLUSIVE CULTURE AND OPPORTUNITIES FOR AUTHENTIC AND INTENTIONAL DIALOGUE WITH OUR CAMPUS COMMUNITY AND ESPECIALLY MEMBERS OF OUR BLACK COMMUNITY. WE WILL TAKE ACTION AND UNROOT, DISRUPT, AND DISMANTLE THE RACISM WITHIN OUR INSTITUTION AND COMMUNITIES.”

FACULTY STATEMENT TO STUDENTS,
JUNE 4, 2020

TIMELINE

2020

YEAR 1

- RACIAL JUSTICE TASKFORCE FORMED
- PURPOSE AND SCOPE
- MEMBERSHIP
- 10 POINT PLAN
- STUDENT SURVEY
- STUDENT FOCUS GROUPS

2021

YEAR 2

- PROJECT TEAM CREATION
- SAWUBONA COMMUNITY MOSAIC EVENT SERIES
- EQUITY AUDIT

2022

YEAR 3

- SHIFT FROM SELF-DEVELOPMENT TO ACTION FOCUS
- OPEN MEMBERSHIP
- 22FAL RJTF MEETINGS | 2ND & 4TH MONDAYS 1:30-3:00PM

YEAR 1: LIFTING STUDENT VOICES

LIFTING STUDENT VOICES

THE QUESTION

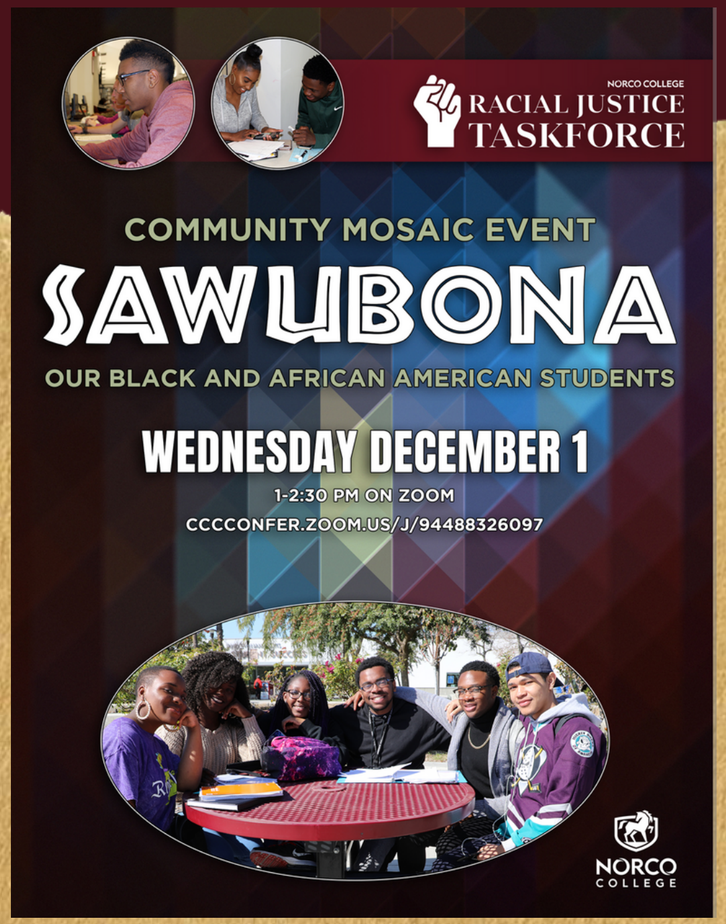
GIVEN THE ONGOING FAILURES OF SOCIETY WHEN IT COMES TO INTEGRATING ALL CULTURES ON COLLEGE CAMPUSES, HOW WOULD YOU LIKE TO SEE NORCO COLLEGE CHANGE TO CREATE A MORE INCLUSIVE CAMPUS ENVIRONMENT THAT REFLECTS YOUR OWN CULTURE/PERSONAL IDENTITY?

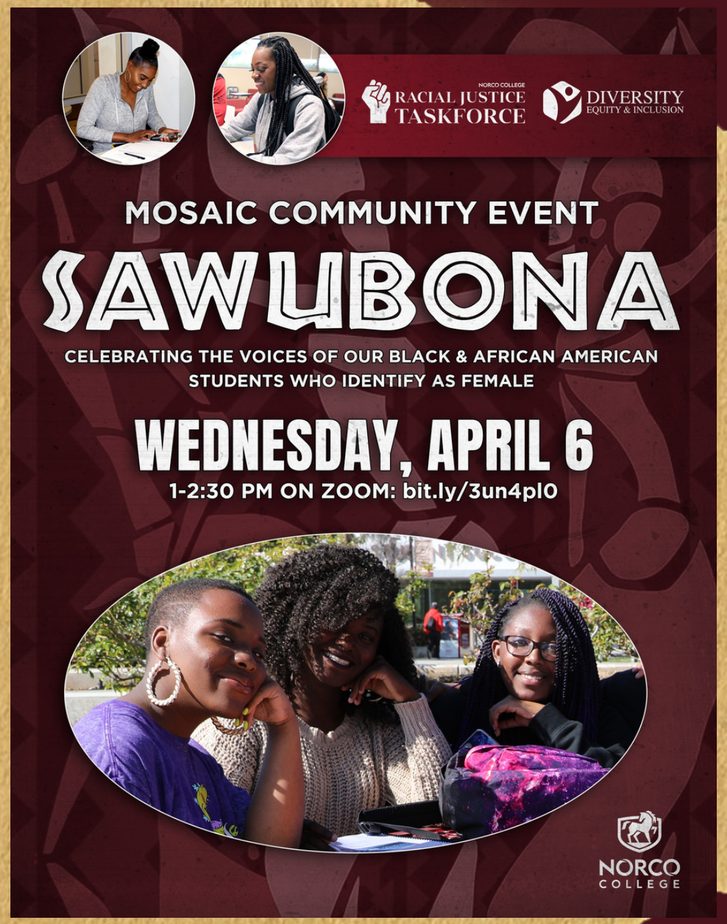
WHAT STUDENTS SAID

- MORE CONNECTION WITH ADMINISTRATION, STAFF & FACULTY
- MENTAL HEALTH CHECKUPS
- MORE REPRESENTATION OF BLACK/ AA CULTURE ON CAMPUS IN VARIOUS FORMS AND ACTIVITIES
- A DESIGNATED SAFE SPACE WHERE BLACK/ AA STUDENTS' CULTURE IS NURTURED AND THRIVING

Shaun LeFlore Video

SAWUBONA COMMUNITY MOSAIC EVENTS | 2021–22





What are you feeling after watching the student videos?

Do you think this knowledge will change the way you do your work and if so, how?

PROJECT TEAMS 2021-2022

- BLACK STUDENT CARE
- CELEBRATING BLACK AND AFRICAN AMERICAN CULTURE
- CLASSROOM AND CAMPUS EXPERIENCE
- INSTITUTIONAL COMMITMENT

BLACK STUDENT CARE

BLACK MENTOR PROGRAM LAUNCHING 2022

- IDENTIFY BEST PRACTICES IN MENTOR MODELS SERVING BLACK/ AA STUDENTS
- •SUPPORT THE INCREASED HOLISTIC DEVELOPMENT AND ACADEMIC SUCCESS OF BLACK/ AA STUDENTS
- DISRUPT PRACTICES, PATTERNS, AND POLICIES THAT MARGINALIZE BLACK/ AA STUDENTS IN SOCIAL AND ACADEMIC SPACES
- CREATE A CAMPUS CULTURE THAT ACTIVELY AND GENUINELY FOSTERS AND CELEBRATES THE SUCCESS OF BLACK/ AA STUDENTS
- FACILITATE INCREASED SAFE SPACES

CELEBRATING BLACK AND AFRICAN AMERICAN CULTURE

NORCO COLLEGE

CLASSROOM & CAMPUS EXPERIENCE

- IDENTIFY WHERE SYSTEMIC RACISM IS AFFECTING OUR BLACK/AA STUDENTS AND EMPLOYEES
- PROMOTE INCLUSIVITY AND ELIMINATE ANTI-BLACKNESS IN CLASSROOMS
- CREATE ANTI-RACISM CURRICULUM, AND ELIMINATE ANTI-BLACKNESS
- COMMIT TO ONGOING PROFESSIONAL DEVELOPMENT AROUND ANTI-RACIST PEDAGOGIES AND STUDENT SUPPORT
- PROMOTE RESTORATIVE JUSTICE FOR OUR BLACK/AA STUDENTS AND COLLEAGUES

INSTITUTIONAL COMMITMENT

- COMPILE THE HISTORY OF NORCO COLLEGE FOR HISTORY AND LEGACY OF RACISM
- AUDIT HIRING PRACTICES TO ENSURE EQUITY-MINDED PROCESSES AND STRUCTURES LEADING TO HIRING MORE BLACK/AA EMPLOYEES
- COLLECT DISAGGREGATED DATA RELATED TO STUDENT EXPERIENCES WITH DISTRICT AND CAMPUS POLICE TO ASSESS EQUITABLE TREATMENT OF BLACK/AA STUDENTS
- CLARIFY AND SIMPLIFY THE STUDENT GRIEVANCE PROCESS FOR COMPLAINTS REGARDING DISCRIMINATION, HARASSMENT, OR RETALIATION
- DEPLOY TRAINED COMMUNITY ADVOCATES OR OMBUDSMEN TO IMPROVE THE COLLEGE'S RESPONSE TO STUDENT COMPLAINTS
- PROVIDE ONGOING PRO-BLACK PROFESSIONAL DEVELOPMENT FOR ALL CONSTITUENT GROUPS AT THE COLLEGE

NORCO COLLEGE

2022 RACIAL JUSTICE TASKFORCE GOALS

SHIFT FROM SELF-DEVELOPMENT TO ACTION:

CREATING A BETTER ENRVIRONMENT FOR BLACK/AFRICAN AMERICAN STUDENTS & EMPLOYEES

OPEN MEMBERSHIP TO ALL VOLUNTEERS FOR ACTIVE WORK

SAWUBONA COMMUNITY MOSAIC SERIES

RJTF MEETINGS
22FAL
2ND & 4TH MONDAYS
1:30-3:00PM

BEGINNING SEPTEMBER 12

THANK YOU!
JUST DO IT.
RUNNING
NORCO
COLLEGE
UCLA
Class of 2024
A PLACE YOU CAN CALL HOME