



Charter for
GP: Cultural Competency Project Team
DATE: 12/04/20

Purpose	<ul style="list-style-type: none"> • Increase the cultural competency of all constituent groups, in and out of the classroom, in order to address unconscious bias and systemic racism, and create a culture of anti-racist, equity-minded practices.
Guiding Principles and Assumptions	<ul style="list-style-type: none"> • Norco College is committed and values professional development for all students, classified professionals, faculty and administrators around equity framework. • The Project Team supports both personal and professional cultural competency ongoing training. • Because all constituent groups have a role to play in creating a culture of anti-racist, equity-minded practices, they also have a responsibility to increase their cultural competency.
Charge	<ul style="list-style-type: none"> • Develop a definition for Cultural Competency for Norco College. • Develop a vision and an end goal as it relates to establishing a culture of equity-mindedness and anti-racism. • The Cultural Competency Project team is charged with assessing and identifying Norco College’s current level along the cultural competence continuum. • Identify opportunities for all constituency groups to examine personal and unconscious bias that lead to inequitable institutional practices • Identify and recommend appropriate and available trainings and resources for all constituent groups to support their role in advancing equity-minded practices that lead to cultural competency. • Advocate for continuous fiscal support for ongoing professional development, and provide incentives for employees and students to achieve cultural competence. • Create a plan for assessment and continued improvement. • Support and collaborate with other Project Teams in order to provide resources needed to achieve their goals.
Expected Deliverables	<ul style="list-style-type: none"> • Formulate a vision that leads to an environment that supports a culture of equity-mindedness and anti-racism. • Identify available cultural competency trainings and delivery modes. • Make recommendations to leadership groups to adopt and institutionalize trainings <ul style="list-style-type: none"> • Recommend communication tools to maintain a clear line of information dissemination • Promote and disseminate information about the grievance process, and provide training for faculty, classified professionals, managers and students.

<p>Team Members</p>	<ul style="list-style-type: none"> • Student: Tamilore Ajayi • Faculty: Dominique Hitchcock • Classified Professional: Stephanie Olguin • Management: Gustavo Ocegüera and Kaneesha Tarrant
<p>Meeting Time/Pattern</p>	<ul style="list-style-type: none"> • Weekly: Thursday 3:00 – 4:00 pm
<p>Roles of Members</p>	<ul style="list-style-type: none"> • Members are recognized as stakeholders with important expertise and perspectives relevant to the strategic charge of the project team that can help to achieve the project team’s deliverables. Members are expected to actively attend and participate in all meetings, deliberations, and decision-making processes of the project team. While representing the perspectives of the constituency group to which they belong members are expected to engage in effective dialogue with project team peers with the intention of finding consensus on all issues that come before the group.
<p>Meeting Procedures and Expectations</p>	<p>Members endeavor to:</p> <ul style="list-style-type: none"> ○ appropriately prepare for meetings. ○ arrive promptly and stay for the duration of entire meetings. ○ participate in a problem-solving approach where the interests of all participants are considered in developing proposals and recommendations and, where appropriate, distinguish between constituency versus college-wide perspectives. ○ welcome all ideas, interests and objectives that are within the scope of the project team’s charge. ○ actively listen to engage in respectful and constructive dialogue. ○ work with a spirit of cooperation and compromise leading to authentic collaboration. ○ move forward once a consensus-based decision has been made. ○ continue to progress with the members who are present at each meeting. ○ follow through on tasks that are committed to outside of scheduled meetings.