

Racial Justice Taskforce Meeting

August 14, 2020/1:30pm

Participants:

Administrators

Jessica Cobb, Director, Prison Education
Hortencia Cuevas, Director, TRiO
Tenisha James, Dean, Student Services
Sam Lee, VP, Academic Affairs
Gustavo Ocegüera, Dean of Grants
Jason Parks, Dean of Instruction

Faculty

Laura Adams, Associate Professor,
Psychology
Maria Adams, Assistant Professor, Early
Childhood Ed
Ruben Aguilar, Assistant Professor,
Kinesiology

Courtney Buchanan, Assistant Professor,
Anthropology

Sarah Burnett, Professor, Early Childhood Ed

Ryan Hitch, Associate Professor, English

Dominique Hitchcock, Professor, Spanish &
French

Christopher Rios Berrios, Associate Faculty,
Psychology

Staff

Arezoo Marashi, SI Coordinator

Students

Shaun Leflore, Student

Isaac Nuñez, Student

Tenisha and Dominique co-lead the meeting. Dominique assigns breakout rooms while Tenisha addresses taskforce attendees: we should be moving towards action as we move into the fall, and we're doing that work today.

Each team should identify team leads, what actions their team will be taking, and what the timeline for those actions will be. We all need to solidify our plans.

Attendees will be sent to breakout rooms for 60 minutes to work on individual assignments.

Reconvene

Jessica offers some guidance about what information to ask for from campus and district police; will team up with Group B in their efforts on point #5 from the 10-point plan.

Jessica provides update on CRC program for the fall semester. Laura and Jessica strategize about how to offer more Psychology courses at the CRC. Arezoo asks about tutoring in the CRC.

Dominique says Group A wants to create a culture of trust through students being able to express their voices and knowing we are committed to change. In November, they will conduct two forums (Umoja and non-Umoja). In second or third week of September, they'll send out a short survey to get student impressions on microaggressions and racism on campus (should provide space for written answers and stories). They want to provide students with tools to defend themselves against aggressions (to report, seek allies, call out behavior). More in the spring.

Gustavo adds that group one wants students to feel like their voices are being heard, informing them that this taskforce exists, and its goals.

Sarah asks how this group will identify allies and whether there will be some kind of ally training. Dominique says this should be addressed in the spring. Gustavo talks about CORA training and ongoing goals for completing certificates through that program.

Laura says that Group B is looking for data and whether it can be disaggregated by race or gender. They'll be looking at student conduct, the CARE/BIRT network, and police (college and district-level).

Jason says that Group C spent a lot of time talking about curriculum and assessment and how to shift student experience through curriculum. No clear answers about how to monitor and enforce this arose. Courtney brought up that we need to find a way to shift from helping black and brown students into our system to shifting our system to help black and brown students. A lot of talk about getting faculty together and sharing. Acknowledging that our black and brown students come to college with different cultural capital than other students.

Sarah says Group A wants to do a survey with students about the environment around admissions and records. What messages are they sending on this? No timeline though.

Tenisha says that timelines are important in this process. Do not be afraid to convene teams before next general meeting. We should all take an action step by September 4th, our next meeting.

Gustavo reminds everyone that we have some resources coming. Will be working with USC Equity Leadership Alliance soon and bringing training to campus. Tenisha would like to see training offered campus-wide.

Tenisha asks everyone to be ready with share outs about team progress and thanks everyone for their commitment to this cause.

RJTC Summary Friday August 14th: GROUP A

- **Point # 2:** Lift Black Voices
- **Point # 10:** Build a Culture of Commitment to Eliminating Anti-Blackness

SHORT TERM: What is the goal for the end of Fall?

Our Fall semester focus will be in collecting testimonies from students (Point #2)

By the end of the Fall 20 semester:

- Make students aware of the work being done and that a change is happening
- Collect students' testimonies
- Provide students, and also faculty and staff, with a clear process to report anti-Blackness acts (work in collaboration with Lorraine Jones/ Antonio Muniz and G. Ocegüera)
- Collect a significant number of AA student's response in the college survey which results will be analyzed in the spring (G. Ocegüera)

Week 1

- Dr. Green will send an email to introduce the Social Justice Task force to the college

- Make the message visible on Canvas and the college website

Week 2

- Dr. Green to send a second email announcing that students will be sent a short (10 question) survey to complete during week 3. Incentives will be provided as prizes for participating to the survey (Isaac Núñez to identify ASNC funds for this). A short video about microaggressions can be attached to the email, for instance: <https://www.youtube.com/watch?v=hDd3bzA7450> (Christopher Ríos Berrios)

Week 3 Tuesday September 8

- Create a short survey (10 questions): the survey will provide an opportunity for long answers and sharing their story.
- The survey will ask student for their preferred setting to express their experience:
 - anonymously in writing
 - small groups (Umoja students, Lisa Nelson and Sean point of contact)
 - large forums (Chris Ríos Berrios to advise)
 - possibility to Stormboard.com
 - individual videos
 - Umoja students vs general AA student population
- Contact the RP group for input on survey questions (G. Ocegüera)
- Lenny Riley and Mark Hartley will be involved to share the survey

End of September

- Sub-Group A will review survey results
- Disaggregate data as much as possible
- Schedule events for students to share their voices (small groups, anonymously, forums, etc...)

October

- CORA trainings on Microaggressions
- Discussions on Microaggressions

November (and/or end of October)

- Lift student voices events take place
- Host a panel with alumni
- Lorraine Jones to present on student rights; can be a video/ power point presentation that is shared
 - Create a page on the NC website to house information and grievance process
 - Create brochure

LONGER TERM: Spring 21

- G. Ocegüera: campus survey results to be presented to the college community
- Ongoing collection of student voices
- Ongoing training
- Racial Justice/ Anti-Black Ally training

10-POINT PLAN SUB GROUPS

GROUP A

Group A Leads: Shaun Leflore & Dominique Hitchcock

- #2-Lift Black Voices
- #10-Build a Culture of Commitment to Eliminate Anti-Blackness

Group A Membership

Patricia Gill, STEM Services Developer
Dominique Hitchcock, Professor, Spanish and French
Shaun Leflore, Student
Antonio Muniz, Asst. Director Food Services
Isaac Núñez, Student, ASNC
Gustavo Ocegüera, Dean of Grants
Judy Perry, Professor, CIS
Christopher Rios-Berrios, Associate Professor, Psychology
Tanya Wilson, AA IV, Student Services

GROUP B

Group B Leads:

- #4-Critically Examine Student Conduct & Discipline Data
- #5-Address Anti-Blackness in Campus and School Policing

Group B Membership

Laura Adams, Associate Professor, Psychology
Ruben Aguilar, Assistant Professor, Kinesiology
Ryan Hitch, Associate Professor, English
Tenisha James, Dean, Student Services
Ruth Jones, Student Success Coach
Arezo Marashi, SI Coordinator
Denise Terrazas, Exec Admin Asst
Sigrid Williams, Assistant Professor, Administration of Justice

GROUP C

Group C Leads

- #1-Acknowledge the Past and Revisit the History of Anti-Blackness
- #3 Address Anti-Blackness in the Campus Culture

Group C Membership

Maria Adams, Assistant Professor, Early Childhood Ed
Courtney Buchanan, Assistant Professor, Anthropology
Sarah Burnett, Professor, Early Childhood
Jessica Cobb, Director, Prison Education
Claudia Figueroa, Admin Asst III, Instruction
Sam Lee, VP, Academic Affairs
Lisa Nelson, Professor, English
Jason Parks, Dean, Instruction
Kaneesha Tarrant, VP, Student Services