Racial Justice Taskforce Meeting Notes

May 7, 2021/1:30pm

Participants:

Administrators
Monica Green, President
Tenisha James, Dean, Student Services
Sam Lee, VP Academic Affairs
Antonio Muniz, Asst. Director, Food Services
Gustavo Oceguera, Dean Grants & Equity
Jason Parks, Dean of Instruction
Kaneesha Tarrant, VP, SS

Faculty
Laura Adams, Assistant Professor, Psychology
Maria Adams, Assistant Professor, Early Childhood Ed
Sarah Burnett, Professor, Early Childhood Ed
Peggy Campo, Professor, Anatomy & Physiology
Vivian Harris, Associate Professor, Library Services
Dominique Hitchcock, Professor of Spanish & French

Amy Kramer, Assistant Professor, Counseling
Edwin Romero, Student Activities Coordinator
Sigrid Williams, Assistant Professor, Administration of Justice

Staff
Charise Allingham, Admin Asst III, IE
Denise Terrazas, Executive Administrative Asst.
Tanya Wilson, Admin Asst IV, SS

Students
Heather Popp

Guests
Eric Felix, San Diego State University Professor
Rogelio Salazar, Researcher

I.   Welcome & Introductions
   • Dr. Green opened the meeting at 1:33pm

Monica Green began the meeting by welcoming everyone back and thanking everyone for their patience. She thanked the leads and members of this group for their diligent work over the last few months making progress on the 10-point plan. The members in attendance were assured that the CTA contract negotiations teams maintained an equity-minded lens with the contract revisions in support of systemic change within the district. The last formal meeting as a taskforce was in January. It was acknowledged that there was much work to do as an institution and in our own personal growth in support of racial and social justice. Monica relayed that we must be relentless and steadfast in our pursuit of equity and social justice.

II.   10-Point Plan to Address Anti-Blackness Workgroup

Monica Green asked for a progress report from each workgroup as we close out the academic year.

Progress | Next steps | Support needs | Meeting schedule

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

Buchanan, Sarah Burnett, Sam Lee, Araceli Covarrubias, Edwin Romero, Sandra Popiden, Jason Parks, Kaneesha Tarrant, Lisa Nelson)

SUMMARY: Kaneesha Tarrant shared the progress report for Group C. The team met over the course of the 2020-21 academic year in response to the murder of George Floyd to identify ways that the college could address anti-blackness. Group C focused on the following areas:

DELIVERABLES:

- Authentic reconciliation of institution's history and legacy of racism.
    - Plan created to incorporate as a class project for Spring 2021.
    - Collected former student voices.
- Identify and remove campus rituals, symbols, & artifacts that express racism and anti-blackness.
    - Plan to include picture and information in CSS.
- Identify tangible and concrete ways to account for the history & legacy of racism against blacks.
    - Met with RCCD foundation to discuss process for establishing a foundation.

RECOMMENDATIONS:

- Culture ("Call In") of identifying individual and college shortcomings for positive growth.
- Implement Restorative Justice procedures on campus for student conduct and for the college.
- Identify a person to compile the history of Norco College for History and Legacy of Racism.
- Broader conversation on holistic support of students (e.g. scholarship, financial aid and resources).
- Culturally responsive curriculum across more disciplines.
- HR related - Review of interview questions, committee training on candidate assessment, audit on HR processes.

Comments/Questions:
- Highlight the positives, i.e. the Brenda Davis Center for Student Success, formally acknowledge and recognize. This project is well underway and will be implemented before the fall term.
- There is a full spreadsheet of the 10-point plan and the items the workgroup worked on and the progress to date in the RJT Teams site.
- What are the top priorities for next year?
    - There is a lot on the instructional side that will be a priority next year. The culture piece of how students are experiencing NC is another priority. These can be varying levels beginning with the short-term projects immediately.

b. Workgroup B – Critically Examine Student Conduct & Discipline Data (#4)/Address Anti-Blackness in Campus and School Policing (#5)
- Tenisha James thanked the group B members: Laura Adams, Sigrid Williams, Charise Allingham, Ryan Hitch, Ruben Aguilar and shared the group's progress report.

- Critically Examine Student Conduct & Discipline Data: The group did an analysis of the data on student conduct, student discipline, and campus policing. There was not a lot of data.
  - The discipline and conduct data were analyzed and disaggregated but the sample size was small. Findings were that both Black and White students were overrepresented in the data.
  - The workgroup developed a threat assessment tool. The tool was presented to the Care Network. The recommendation of the group was to move to electronic collection of student discipline data through Maxient.
  - Efforts made to make the CARE Network more visible and providing training for faculty to draw awareness for the CARE Network.
  - Increase access to professional development for CARE Network members.
- Addressing Anti-Blackness in Campus and School Policing:
  - No access to data. Student experiences are housed at the district level and are collected in paper. The data collected is not helpful in disaggregating.
  - RCCD Police are moving to electronic data collection made publicly available through the Department of Justice by January 2022.
  - Redistribution of funding for increased health and wellness for officers.
  - PD on racialized issues and building communities for officers.
  - RIPA Advisory Board Trainings – Mandatory Trainings by Department of Justice
  - Recommendation: Have disaggregated data available on both the referral and action side.
- Review of student complaints: The group had access to student complaint data, in the last three years there were two race-based complaints. The complaint process is cumbersome, as such the workgroup recommended a resource be made available for students to navigate the process. Both students filing race-based complaints were Black, given that fact, the workgroup suggested a deeper dive on campus culture and the student experience.

Comments/Questions:
- Will student complaints be implemented in the GP structure? Student success teams are focused on on-boarding right now. The thought was to create an Ally program with a variety of constituent groups to function as a source of support for students.
- Is there an existing training? CORA just launched a Black Ally training. They are looking at ways to piece together multiple CORA trainings to offer a bundle of training supports.
  - Could we ask CORA to create a training to meet these needs?
- The cultural competency project team is working on a train-the-trainer program.
- Tenisha James will revisit the 10-point plan on the Teams site with their final report and recommendations.

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

Dominique Hitchcock praised the synergy and overlap between the three groups. She thanked the workgroup and shared a PowerPoint presentation on the progress of the group.

- Goals reached:

- Black/ AA Student Survey (Fall 2020)
- Black/AA Individual Interviews (Fall 2020)

- Goals unreached:

    - Black/AA Norco College personnel Survey
    - Black/AA Norco College personnel individual interviews

- Black/ AA Student Survey Quantitative Data shared with:
    - RJTF
    - Teaching & Learning Committee

- Black/AA Individual Interviews shared with:
    - RJTF
    - Teaching & Learning Committee
    - NC Academic Senate

- Recommendations:

    - Provide ongoing **cultural competency professional development** for all constituent groups at the college
    - Provide **intentional and personal outreach and support** for Black/AA students, as well as mentoring
    - Increase the number of **Black/AA employees**
    - Create a **Black Ally** program
    - Clarify the **grievance process for racial discrimination**
    - Extend **Umoja success and practices** to the campus
    - Goal Reached in collaboration with DEI and Umoja
    - LibGuide: https://norcocollege.libguides.com/liftingblackvoices
    - Cultural Events Planning WebPage: https://www.norcocollege.edu/events/Pages/Cultural-Events-Calendar.aspx
    - Make the **campus more welcoming and inclusive** for Black/ AA students
    - Student artwork added to the Corral
    - More intentional working with DEI to collaborate on the college events the college offers throughout the year
    - Continue to work with NC Library to ensure that the collection supports anti-racism and pro-Blackness
    - Book Club
    - Collaborate with Read to Success

Dominque shared a presentation on questions posed to students from the student survey.

Comments/Questions:
- This project was approached with urgency, so they may not have met with that many students, and it may not be perfectly done. These are true and direct comments from our students, and we need to make this clear in the presentation of this survey. We learned a lot from the study and should continue to support a more thorough study.
    o Monica Green suggested adding this as an additional slide in the presentation.
        - Quotes from the students involved with RJT would be a good option.

- It would be great to have the presentation that Norma Hernandez provided for the quantitative data collected. Dominque will follow-up with Norma.
- One of the highlights was establishing a sense of accountability with students through the collection of their responses.
- The students were a targeted population of Black and African American students who had been at the college for a number of years. The focus groups were completed with students who completed the survey.
- Many student comments of discrimination were from fellow students. This is something that needs to be addressed.
- Heather Popp shared that this is a good first step to establish trust with students to see that their participation is creating action. For students to see tangible changes taking place on campus will continue to increase the trust.
- Members completed the Black Minds Matter training together and met regularly to discuss.
- The presentation will be shared with the AS, TLC, and FLEX in August.
  - Suggestion to get out to the faculty in an all-faculty meeting sooner rather than later.
- There are District-wide efforts going on with the Call to Action: Professional Development workgroup. The PD group is proposing a structure for district-wide training on cultural competency and equity mindedness in collaboration with the college groups for implementation.

III. Recommendations Moving Forward

- Recommendations from the Guided Pathways workgroups are due to be posted June 1. Monica will review the recommendations and meet with the RJT leads the first Friday of next month to plan next steps for a proposal to this group in the fall.

IV. Upcoming Survey Announcement

- Monica Green committed to putting together a survey for this group to reflect on our accomplishments, what the take-aways are, and what this group sees needs to be done to move forward with racial justice efforts.
  - Faculty have done a comprehensive program review with a level of disaggregated data that has not been seen before, there is an opportunity here for some communication before the end of the semester before the semester begins.
    - Recommendation to share program review with associate faculty.

- Suggested to prepare an executive summary that can be mailed to all employees from the office of the president, at the end of the summary to make it clear to be prepared to come back in fall to make some changes and be a part of the solution.
  - Mail people a letter, in addition to sending an email.

Monica Green shared that there is much to do over the next coming months. If you have ideas that you would like to share, please reach out. Monica thanked everyone for their time.

The meeting closed at 3:12 pm