NORCO COLLEGE

Racial Justice Taskforce

July 17, 2020
1:30-3:00pm

AGENDA

Assessment. Education. Implementation.

I. Welcome & Introductions

II. Norm Setting

1. Be visible
2. Open, honest conversation
3. Listen to learn
4. Share airtime
5. Be present in the conversation
6. Be open to new perspectives
7. Establish level of confidentiality
8. Call in culture
9. Lean into discomfort and be brave
10. No titles, no positions

III. Assessment. Education.

   a. Leading Large Group Socialization Exercise – Christopher Rios Berrios

IV. Implementation. – Dominique Hitchcock

   a. [CCCCO Report and Recommendations for Improving Black and African American Student Outcomes](#)

   b. 10-Point Plan to Address Anti-Blackness

V. Good of the Order

VI. Next meeting – July 17

Racial Justice Taskforce Purpose

- Identify racial inequities and dismantle racist practices in our institution for students and employees
- Inward assessment to examine where and how systemic racism is affecting our students and employees
- Audit classroom climate and create action plan to create inclusive classrooms and anti-racism curriculum (Call to Action)
- Develop and implement action plans to eliminate racial inequities in our institution
- Identify manifestations of systemic racism and anti-Blackness within our institution
- Educate on how to identify race issues at the college

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)