



RACIAL & CULTURAL COMPETENCY PROJECT TEAM (21/22)

TEAM MEMBERS:

CLASSIFIED PROFESSIONAL: LILIA GARCIA

FACULTY: DOMINIQUE HITCHCOCK

MANAGEMENT: GUSTAVO OCEGUERA



Our Charge



Deliverables

Racial & Cultural Competency Definition and Vision

“Cultural competency at Norco College is a dynamic, on-going process that requires a long-

Recommendation: Available Trainings

CORA self-paced courses

Racial Microaggressions, Supporting and Teaching Men of Color in CC, Black Minds Matter, Black Ally Program

USC Race and Equity Alliance recorded trainings

Engaging in Productive Conversations About Race, Understanding and Confronting Anti-Black Racism

Project Implicit-Unconscious Bias Self-Assessments

Center for Urban Education Concepts and Activities for Racial Equity Work


Training Levels 1-3

Recommendation: Communication Regarding Available Trainings

Professional Development Website for Faculty, Classified Professionals, and Managers

Regular Updates (CORA Courses)

Targeted Recruitment of participants (Black Ally Program)



Recommendation: Assessment of Professional Development Needs

Recommendation:

Collaboration with RCCD Call To Action Task Force

Collaboration with District



Recommendation:
Professional Development for Classified Professionals



Recommendation:
Professional Development for Faculty

Recommendations

Professional Development for Managers

To increase participation from managers, professional development should be promoted regularly in management meetings and at retreats. Presentations about available trainings, content and value should be added to agendas on a regular basis. Testimonials from those who have completed trainings will help motivate their peers to complete the trainings.

It is also important for managers to be given opportunities to discuss training topics that resonate with them and how it applies to their areas of responsibility.

To accommodate managers' busy schedules, trainings shall be made available on-line, on-demand, and self-paced. Managers should be encouraged to complete trainings for personal growth, as well as trainings aimed at improving institutional culture.

Managers must also be committed to implementing what they learn in their departments, and encourage and reward employees who apply promising practices covered in racial and cultural competency trainings.

