

# Racial Justice Taskforce Meeting

July 31, 2020/1:30pm

## Participants:

### **Administrators**

Jessica Cobb, Director, Prison Education

Monica Green, President

Tenisha James, Dean, Student Services

Sam Lee, VP, Academic Affairs

Antonio Muniz, Asst.-20 (A) Tc -0.007 Tw o3.91 (ct)4 (o F-5.1 on)-5 (i)-4 aServices

II. Classified Professional Racial Justice Conversation ~~Arzoo Marashi~~  
Goal of Classified Professional Development Committee is to offer PD on equity framework. Provide a safe space to classified staff to have conversations around these issues, Racial Justice (17 members participated) dialogue about personal experiences with the issue, history of BLM, seek to understand social justice. Follow up work with Dr. Green to secure seats to attend the Antiracism workshop tomorrow. Committee is committed to continuing the work, bringing in experts, facilitating conversations, educating themselves to be sure they are fully supporting our students.

Dominique is participating a statewide effort with focus on racial literacy. Charge of the institute is to provide tools to institutions statewide to ensure racial literacy ongoing and accurate. Tools for professional development and assessing.

\*\*Summer meetings scheduled through Aug 1

III. Implementation– Dominique Hitchcock

"Do not get lost in a sea of despair. Be hopeful, be optimistic. Our struggle is not the struggle of a day, a week, a month, or a year, it is the struggle of a lifetime. Never, ever be afraid to make some noise and get in good trouble, necessary trouble." John Lewis

a. 10-Point Plan to Address Antiracism Brainstorm

Goals to inform students, faculty, staff, and the community of the history of racism connected to the community. Brainstorming session to review the 10 point plan, then breakout groups to begin addressing these.

1. Authentic Reconciliation to Address the Institutions History and Legacy of Racism
2. Lift Black Voices
3. Address Antiracism in the Campus Culture
4. Critically Examine Student Conduct & Discipline Data
5. Address Antiracism in Campus and School Policing
6. Devise a Comprehensive Strategy for Addressing Antiracism
7. Establish a Black Resource Center
8. Disaggregate Student Success Data to Reveal Hidden Patterns of Racial Inequality
9. Engage in Intrusive Outreach to Black Students When Racist Incidents Occur
10. Build a Culture of Commitment to Eliminating Antiracism

What might be lacking is the first step before we go into the ten points. Still need the inquiry phase. These plans make a lot of assumptions. We need inquiry assessment and what we want to know as a taskforce before launching into solutions.

Suggestion to focus on Authentic Reconciliation to Address the Institutions History and Legacy of Racism. (Focus on 1, 2, 3, 4, 5, & 8) Inquiry and assessment, data gathering to drive the plans. Get information about our students, faculty, staff, and managers about their experiences (esp 7,9, 10 for implementation after the inquiry and assessment).

Best practices #10 can be implemented now. We need to be mindful that we need to be prepared with data. Present and inform the college community on the work this group has done. From there, the hope is to present mid September.

To make impactful changes, we need evidence to get more people on board. Is it feasible to report on data early Sept.? Need both quantitative and qualitative data. The student voice is powerful.

We are a large group; can we delegate the work concurrently? #2, #10 are critical to get started right away. Use research already presented as we continue to dig into the data for NC.

Conversations on data are in way indistinguishable, what are the ways that we are going use data that is different in the way it is using it? There is overlap. We need to do better at focus groups, this is an area we to improve on, give voice to the numbers. Using the words equity and racism together is

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students. Consult Sean Davis and Anita Bailey about the Wea. Also need a broad representation of what students experience, record interviews. Suggestion for an open forum like those at La Sierra, the forums include the entire college community to talk about racism, allow students to share their experiences. InsideTrack focus groups