**Summer 2020 Semester – RRCC’s Plan of Action in Support of Racial Justice at our College and in our Community**

# RED ROCKS COMMUNITY COLLEGE’S COMMITMENT TO ANTI-RACISM

We at RRCC acknowledge that we should be doing more to contribute to this movement against the status quo, which continuously recreates dangerous and limiting environments for the Black community. In response to this need, we commit to the following:

1. We will be assessing our current campus culture and will make necessary changes to ensure that our college is a safe and welcoming environment for our Black students, faculty, staff, and neighbors, as well as for our other communities of color.
2. We are newly prioritizing augmentations to our courses and instructional approach to promote classroom learning around racial justice and cultural competence for all students.
3. We affirm openly and proudly that RRCC will not tolerate incidences of violence or discrimination on our campus, in our classrooms, and in our virtual spaces.

# SUMMER 2020 SEMESTER PLAN OF ACTION

In order to immediately begin work towards these commitments, the Inclusion & Diversity Department has created this *Plan of Action* to be adopted by the institution. Our goal is to create sustainable changes over the next few months, and to lay the groundwork for ongoing growth and assessment in the areas of anti-racism, anti-white supremacy, and educational equity. This process will serve to jumpstart our larger E&I strategic plan, which will enshrine this work as an ongoing process and priority at our college for the years to come.

Our focus areas for the summer are based off of insights offered by RRCC community members, and consider important systemic questions highlighted by the Black Lives Matter movement.

Email Amanda.Mathew@rrcc.edu to contribute and/or to be added to a mailing list regarding this plan.

The plan will be reviewed by our administrative team mid-June, and then co-signed and published here as part of RRCC’s commitment to this anti-racism work. We welcome questions and calls for accountability!

# **June**

| Action | Responsibility | Proposed Steps | Goals |
| --- | --- | --- | --- |
| Finalization of Summer Action Plan | Inclusion & Diversity, Executive Team, Volunteers | * Summer Action Plan Proposal Posted on I&D website for community comment * Comments on Summer Plan provided by Dr. Haney and Dr. Fowler to Amanda Mathew (I&D) (6/17) * Final proposal reflecting all input shared with Leadership team for review and approval. | * Commitment to execute plan made by RRCC by Mid-June |
| Identifying opportunities for the inclusion of coursework relevant to racial justice in the US, expansively across programs and in specialized courses | Instructional Services Leadership  Recommended: Committee created to develop concrete recommendations. | * Committee to make recommendations reflecting best practices, AND/OR develop a mechanism to solicit community recommendations and then review 🡪 proposal created * Instructional Services leadership to proactively offer access points for change [i.e. confirm ability to add a course], and participate in finalization and approval in the fall | * Initiative to continue through the Summer, and seek approval for proposed course augmentation in Fall 2020, for changes in Spring 2021 |
| Expand Training for Instructors | Instructional Services Leadership  [This is already being worked on – please provide update to I&D] | * Outline new requirements for faculty training on Inclusive Excellence related Competencies * Highlight changes needed (if any) to address workload and paid hours to make participation possible for both full-time and part-time faculty | * A level of mandatory and ongoing training is established * Structures addressed to make this a reality are presented to RRCC Leadership |
| Expanded Marketing and Information Dissemination Capabilities | Marketing, Inclusion & Diversity, Accessibility | * Create regular and accessible pipeline of information regarding racial-justice learning and action opportunities for our community | * By July, RRCC students and employees will have ready access to updates and information from Inclusion & Diversity |
| Conversation Groups Established + Feedback from groups brought to RRCC | Inclusion & Diversity | * Establishment of Allyship learning group – presentation/discussion spaces * Create and support RRCC Black Community Conversation Spaces (Virtual) * Prioritize immediate needs and feedback if they are offered by Black community members to the institution | * By July, RRCC students and employees will have ready access to updates and information from Inclusion & Diversity |
| Relevant programming for students, employees, and community members | Inclusion & Diversity and Student Life | * Pride Month – launching point for larger learning about protest * Juneteenth – Participation in Denver Celebrations and informational blog post/video | * Virtual events provided to community |

# **July**

| Action | Responsibility | Proposed Steps | Goals |
| --- | --- | --- | --- |
| Rework Equity & Inclusion (E&I) Strategic Plan in light of current community feedback, shifting priorities, and Covid-19 structural impacts | Inclusion & Diversity, E&I Council, RRCC Community Members (self-elected participation) | * Disseminate current draft of Strategic Plan to E&I Council for review and updating * Post for community feedback, as well as submit to executive team to review * Plan workshop days to review with various branches of college to ensure feasibility in plans * Finalize and co-sign | * To have a larger strategic plan outlining goals, timelines, and specific action items over the course of the next 3+ years |
| Addressing our responsibilities in this time as an institution that houses a sworn police department and a law enforcement academy | Executive Team, RRCC Police Department, Law Enforcement Academy Program Leadership, Inclusion & Diversity | * The Black Lives Matter movement is calling for divestment from and/or defunding of the police. As we affirm solidarity with BLM, RRCC must be able to articulate our relationship with, and utilization of, our police department, and share any new initiatives within the department. * Where appropriate, re-distribute duties from police officers to other specialists (restorative justice experts, mental health advocates, social workers) * Assess possible improvements to our Law Enforcement Academy program to reflect competencies necessary for safer policework * Open conversation to RRCC community, encourage and protect feedback | * Open dialogue and research to come to substantial and data driven recommendations * Clear messaging from the college on the role of our police department |
| Data driven assessment of our justice practices at RRCC, participation in system-wide assessment initiative, learning and implementation of restorative justice models and techniques | Restorative Justice Working Group, Executive Team, RRCC Police Department, Inclusion & Diversity | * There is a team working on implementing Restorative Justice at RRCC. Team should give status update by August. | * Update code of conduct to affirm that RRCC will not tolerate incidences of violence or discrimination on our campus, in our classrooms, and in our virtual spaces * Update BIT and bias reporting process |
| Relevant programming for students, employees, and community members | Inclusion & Diversity Department, Speakers | * July 4th – Programming on Patriotism and Race – external speakers | * Virtual events provided to community |
| Refresh all internal training materials | Inclusion & Diversity Department, ICC training team | * Small committee review and edits to all I&D training programs including Inter-Cultural Competency Training series and Safezone, Dreamzone, Greenzone, and Accesszone training series | * All trainings updated and trainers retrained on material by Spring 2021 |

# **August**

| Action | Responsibility | Proposed Steps | Goals |
| --- | --- | --- | --- |
| Community-facing status updates | Everyone! | * All June and July initiatives are reported on, and feedback is solicited from community * Forum events to be scheduled for updates regarding:   + Instruction   + Police and LEA   + E&I Strategic plan * Updates should include timelines and next steps for all policy and procedural changes * Evaluation of piloted programs of summer semester for improvements | * Promote transparency and accountability for this plan by prioritizing community-facing updates on statuses of each action * Provide a buffer month to continue on June and July initiatives |
| Interpreting Black Lives Matter and “Blue” Lives Matter programming | Inclusion & Diversity Department, Speakers | * Programming directly addressing current movements and language will be made available to our students, faculty and staff   + Small group format – complex, nuanced look at the histories of our current movements | * Address intentional and unintentional messaging created by these symbols on our campus * Clarify RRCC’s stances in solidarity with Black Lives Matter |

# **September**

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| Action | Responsibility | Proposed Steps | Goals |
| Equity & Inclusion Strategic Plan Review and Finalization | E&I Council, Community participants, Executive Team | * E&I Strategic plan completed with proposed processes and timelines, reflecting best practices, up to date data, and community input * RRCC leadership to review plan, meet with E&I council as needed to revise, and then co-sign the plan * Community forum to present the plan | * Create a 3-year plan with additional provisional out through 5-years |
| Begin assessment of RRCC Campus Culture around Racial Inclusivity | RRCC Leadership, Inclusion & Diversity Department, possible outside consulting | * I&D to seek out consulting support resources, people, or organizations to support assessment * Community surveying, focus groups, etc. to gather information to support assessment * Create plan for culture change and how we will create necessary time and resources to support this change | * Assess the comfortability of RRCC for community members of color, both employees and students * Address expectations to assimilate and missed opportunities to foster various forms of expression for both students and employees * Foster sustainable change such that our majority white college is a place where people of color feel welcome, and white community members are being empowered to be allies for racial justice. |