

# FALL 2021

## Black Faculty Task Force

### Hope Program

Our Nursing program, in collaboration with Lodi Memorial and St. Joseph's Hospital, is offering select employees placement into the accelerated nursing program. Contact Nicole Porter for referrals and more information.

[nicole.porter@deltacollege.edu](mailto:nicole.porter@deltacollege.edu)

### Towards Transformative Praxis

This professional development series explores the intersection of teacher identity and pedagogy. If you're interested in participating, email Dr. Lisa William to be added to the Canvas shell.

[lisa.william@deltacollege.edu](mailto:lisa.william@deltacollege.edu)

Monthly sessions continue this spring.

### P.O.S.T

Welcome to the new POST cadet class of fall 2021! They'll be the second class to take the new and revised course.



## Welcome back!

We're delighted to share our progress towards transforming the campus this fall which marks the middle of our second year as a task force. From our progress with diversifying hiring, inspiring other task forces and initiatives on campus, to revisiting our goals, we're learning how to thrive in this new normal along with everyone else.

Check out the sections below highlighting the BFTF projects for summer and fall 2021 and upcoming projects.



## *Restorative Justice*

Delta is excited to host restorative justice training, led by the University of San Diego (USD) Center for Restorative Justice. The program provides training for faculty, staff, and administrators in the restorative justice process to create a cadre of restorative justice facilitators on campus. Professors Valerie Gnassounou and Coach Lauryn Seales spearheaded this initiative as part of their work to improve the campus climate for Black students and all students in general. The trainers are New York based racial bias facilitators, and the training includes a racial bias component. Per the USD website, “Participants will develop skills for both ‘restorative circles’ and ‘restorative conferences,’ two distinct and commonly used restorative practices. Each requires three distinct skill-sets: pre-dialogue preparation and assessment skills; dialogue facilitation; and post-dialogue mentoring and support skills. The course is highly experiential with intensive role play and debriefing.”



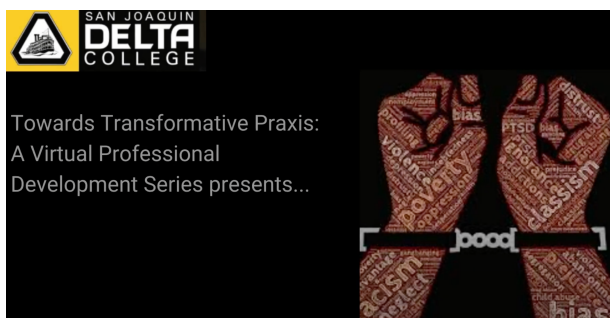
[Click here for a video about restorative justice](#)

The first cohort started September 24th and ran through November 2nd. Thanks to the administration’s backing, we’re excited to bring more cohorts in spring and summer 2022. We’d like to extend a special thanks to Dr. Cordova who has been supportive of rolling this out to the whole campus to serve student-facing faculty and staff.

If you’re interested in signing up for this training, look out for an email announcement from the President and Vice President’s offices with more information.

## *Towards Transformative Praxis*

The "Towards Transformative Praxis" virtual professional development series was launched in March, and going forward, on a monthly basis during the academic year, co-facilitators Dr. Lisa William and Dr. BernNadette Best-Green will have asynchronous Canvas sessions followed by synchronous Zoom session to cover a range of topics related to diverse knowledges, skills and dispositions aimed towards transforming pedagogical and andragogical instructional decisions and teaching practices.



[Watch the TTP trailer for more details](#)

This virtual professional development series is designed to give participants the opportunity to build a community of practice while reflecting on and identifying strategies to transform praxis in ways that benefit the diverse students we serve.

Each PD session contains two parts: 1) an asynchronous, virtual session in Canvas (approx. 30 minutes) which will be available to complete before

the Zoom session, and 2) a follow-up Zoom session. The two-part session is intended to provide an opportunity to present content first and allow for a deeper dive into critical dialogue and engagement when together in a community-based discourse.

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Dr. BernNadette Best-Green and Dr. Lisa William relaunched Modules 1 and 2 for *Towards Transformative Praxis* earlier this semester, expanding the participation to new faculty hires for the 2021-2022 academic year. They also gained additional participants from amongst the veteran faculty who previously had not joined the series. To date, there are 61 enrollees in the series.

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Dr. Best-Green and Dr. William hosted a 4-part *Towards Transformative Praxis* series focusing on Race, Racism, and Teaching for Racial Justice October and November 2021. They extend a special thanks to the four expert panelists.



Professor Marcus Green in Sociology, Administration of Justice, Counseling (top left), Dr. Malika Hollinside in Ethnic Studies (top right), Dr. Thien-Huong Ninh in Sociology (bottom left), and Dr. Sarah Seekatz in History (bottom right)

### Delta Wellness Day

Professor Lauryn Seales and Professor Valerie Gnassounou are excited to share their developing plans for DeltaForHealth, a Wellness Day Event to encourage physical activity among faculty and staff on campus. Included in the event is a health and wellness fair in partnership with the Delta Health and Wellness Center.

The event will take place over the course of a mile - the approximate length of the sidewalk around campus. There will be various stations addressing topics like mental health, healthy behavior station, nutrition, physical activity (benefits of being active), recreational drugs and general mental wellness. Campus partners Alfonso Apu (Director of Behavioral Health Services of San Joaquin County), Kimberly Robinson (School Psychologist/Manager of Delta Health and Wellness Center), Tammie Murrell (Director of POST Academy) and Joseph Feneck (Executive Director of Delta Foundation) have been actively involved in organizing the event aimed at promoting a healthy lifestyle



and ongoing wellness. Coach Seales says, “Once you have a healthy lifestyle, you’re happier.” This is something we all need in light of the unprecedented levels of stress, fear and anxiety brought on by the long-lasting pandemic lockdowns. These conditions have accentuated depression and limited physical activity for some which is why the DeltaforHealth Wellness Day Event is a positive shift.

The ultimate goal is to change the campus climate to foster life-long habits of health and wellness, particularly for minoritized students who experience mental health challenges during the pandemic climate. For some minoritized students, lack of health care, social and cultural stigma, and uncertain legal status exacerbate an already tense moment in our history. That’s why this is a much needed event as we anticipate our return to normalcy as a campus. All are welcome at this event which is for the campus and community at large. The goal is for this event to occur annually with this Spring’s Wellness Day marking the inaugural event.

Other projects are in the works; stay tuned!

### *Summer Bridge*

We’re excited to announce an upcoming project geared towards helping incoming underserved students, specifically Black students, make a successful transition to college. The summer bridge transitional program was conceived and created by the Student Success Team members, Professors Valerie Gnassounou, Raichelle Grays, Randy Gaines, Marcus Green, Lauryn Seales, and Nena Bush with the mission to support Black students in achieving academic success.

This summer bridge program will

- prepare students for college success.
- guide them through goals, challenges, and learning strategies.
- support students in gaining early exposure to college and required academic skills.
- encourage social interactions with peers and faculty.
- provide social emotional support.



This feeder program for the Affirmation learning community is set for summer 2022 to be a bridge for black students and other minority students. Read on to learn about the Affirmation program

### *Affirmation Learning Community*

We’re excited to share with the campus a preliminary framework for the Affirmation Program Pathway (a subsidiary of Affirm) intended to provide a late-afternoon/eve cohort model program with Honors program options. This model is inspired by the data collected from Delta College’s black students who repeatedly shared that they want more online and hybrid program options. Work towards developing the learning community is ongoing, with the inaugural class slated for fall 2022.

The learning communities' goals are as follows

1. to cultivate academic success.
2. to support and affirm cultural and linguistic competence for students.
3. to center the historic and cultural knowledge traditions of African Americans and people of African descent.
4. to draw upon students' community cultural wealth.



**SAN JOAQUIN DELTA COLLEGE**

**AFFIRMATION Pathway**

Dr. Lisa William

A proposal from the Curriculum & Professional Development Committee of the Black Faculty Task Force.

**NEA ONNIM NO SUA A, OHU**

**Adinkra Symbol for Knowledge, life-long education and continued quest for knowledge.**

"He who does not know can know from learning."

[Click here to learn more about the Affirmation program](#)

Affirmation is designed to increase matriculation, retention, and graduation rates of students of African descent, yet the program is open to all students who desire to benefit from this program's unique structure and cultural enrichment offerings. Students will develop their writing, research, and critical thinking skills through multidisciplinary approaches to study of Black/African-centered knowledge traditions. Embedded in each course are diverse methods for teaching and learning that will draw upon students' community cultural wealth while utilizing culturally sustaining practices.

### *Community connection using Social Emotional Learning*

We're delighted to share Professor Nicole Brown's passion project that centers around wellness through yoga and non-violent communication. These flex eligible Community Connection Workshops encourage classified staff, faculty, managers, and board of trustee members to attend this workshop. As we move deeper into our equity work and deeper into our conversations about race and systemic racism, let us remember to cultivate a work environment where all are invited to share their gifts. Cultivating a constructive work environment moves beyond "being nice;" it is toxic positivity that maintains systems of violence by avoiding what is uncomfortable in the name of "peace."

Cultivating a positive work environment is about nonviolent communication on an intra-personal and an interpersonal level. The language a speaker chooses can alienate and exclude others without the speaker knowing; this is violent. In this workshop, we will discover ways to become aware of our use of verbal and nonverbal language. We will practice techniques such as mindful listening and mindful sharing.



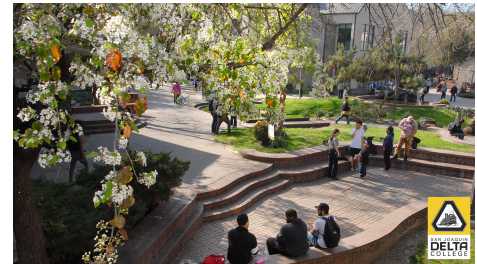
The Community Connection Workshops are about recognizing that we all belong to the Delta College community. We can work constructively together through conflict, and we can let go of old patterns of verbal and mental violence; we can be inclusive. In this workshop, we will learn strategies to reflect upon

our own thoughts and emotions, and we will practice peaceful methods to ask for what we need from each other.

### *Revisiting Shared Governance*

The shared governance process is an essential element of San Joaquin Delta College's (SJDC) day-to-day operations. Per Title 5, faculty play an integral role in the College's governance and administration process, along with classified staff, and the student body [ASDC]. The governance of the College is shared across the three constituent groups hence the name shared governance.

Currently SJDC is creating a handbook that will influence our shared governance process. Faculty must be a part of this process because it has the potential to change every aspect of the College. Jeff Toney and Evan Wade are spearheading two equity taskforce groups whose charge is to ensure that an equity-minded approach is applied to [AP 2034 Governance Committee Structure](#) and Policy 2640, which implements a Title 5 provision for a district hiring advisory committee. We are working collaboratively with executive committee members of the California Teachers Association, Academic Senate, ChicanX/LatinX Task Force, and FCAPE to create and update new language in these areas. We hope to share new language with the campus community next semester.



### *Letter to the Campus from Ethnic Studies (ETHNS)*

It is with great honor that I, Dr. Malika Hollinside, introduce myself as the new Associate Professor and Discipline Chair of Ethnic Studies at Delta College. I have devoted 30+ years of my life to the critical analysis of the circumstances that impact melanated people throughout world, and I am optimistic that the new department will serve as an unswerving contribution towards education and empowerment at a pivotal time in history.

As this year progresses, I anticipate the approval of four new Ethnic Studies course offerings including:



Introduction to Black/African Studies; Introduction to Chicana/Chicano Studies; Introduction to Native American Studies; and Introduction to Asian American Studies. These courses were designed specifically to meet local GE and CSU requirements and will benefit Delta students through wide-reaching student learning outcomes. With the hiring of at least one more full-time Ethnic Studies professor and several adjunct faculty hires, I look forward to working with a robust team that is highly qualified to deliver the content and spirit of this important discipline.

The development of the new Associates Degree in Ethnic Studies taking place this Fall will further solidify the discipline on Delta's campus and offer an inspiring career pathway

for Delta students. California's recent passage of AB 101 will require a wave of new job openings for Ethnic Studies educators in the upcoming years, and the new degree will help prepare Delta students for incredible opportunities to transfer as well as teach.

I look forward to the growth of the Delta College's Ethnic Studies Department as a continuation of the power and greatness that currently exists, and the proud history established on campus in the early days of the movement almost 50 years ago. The return of Ethnic Studies can, and will, move the people in powerful directions aimed at continuing the legacy towards humanization, justice, and liberation. All power to the people!

Here is the link to a [short video summing up the history of Ethnic Studies in 5 minutes](#).

Sincerely, Dr. Malika Hollinside

### *Police Education/Training, Recruitment and Hiring Committee Update*

The position of Police Trainee position has been upgraded to full-time Police Officer position and was open until September 30th. We aimed to have a representative candidate pool and shared the job announcement with numerous stakeholders in the community.

The full-time and part-time Post Management positions have been filled. The full-time position went to an incumbent on the Post Staff and the part-time position went to a member of the Asian/Pacific Islander community. There was a small pool of candidates even after several re-advertisements.

During the summer, the Post Academy created a new course of training that addressed the failed history of adequate policing in the Black community. The course of study included 41 hours of immersion training culminating in a Cultural Outreach Project and Presentation. Post faculty member Johni Redick conducted the course. In October, Post started the second installment of the course for the current academy cadets with plans to extend the training to the evening Post academy starting later in the semester.

The Administration of Justice Program, specifically Correctional Science, hired 9 new adjuncts. Two African-American males were hired and six of the remaining seven were either female or members of other minoritized groups.

The committee continues to work toward increasing the number of African-American cadets entering the Post Academy through various pathways most notably the National Organization of Black Law



[Click to watch a video update from the Police, Education, and Training sub-committee.](#)

Enforcement Executives (NOBLE). Professor David Terry advertised and attended an event that the group co-sponsored with Law Enforcement Against Drugs (LEAD) for their orientation in September.

### *What We Need from Our Campus Partners*

- ✦ **DATA!!!** Our repeated requests for data from the institution remain unaddressed, and we feel our efforts have been stifled. In order to deliver high-quality solutions to the retention and persistence issues on our campus, we need data from the institution.

### *Other Summer/Fall 2021 Accomplishments*

- ✦ Dr. Malika Hollinside and Dr. Lisa William presented a thought-piece to support a Racial Equity Agenda for Strategic Planning at Delta College. The presentation has been provided to Dean Tina Akers and other Administrators to offer feedback related to the 2022-2027 Strategic Plan Draft. Here is the link to the video [“A Racial Equity Agenda for Strategic Planning & Action at San Joaquin Delta College.”](#)
- ✦ The Curriculum & Professional Development and Training sub-committee members Dr. BernNadette Best-Green and Dr. Lisa William developed video content for the class, *Equity in Online Teaching*, a fully online 4 week course. The course covers the eight criteria in the *Peralta Online Teaching Equity Rubric that is* being used at community colleges throughout the state as a support to the CVC-OEI Course Design Rubric. All are invited to register for this course which offers 16 hours of flex credit and a \$360 honorarium. The videos are titled “Teaching Towards Equity: A Thought Piece” and “A Glimpse Into a College English Composition Unit (Updated Version)” by Dr. Lisa William; Dr. BernNadette Best-Green created the video “E2: Student Resources & Support with Dr. BernNadette Best Green” to highlight strategies to move from "Aligned" to "Exemplary" for standard E2: Student Resources and Support (A-E).

### *Coming in the Spring*

Here are a few exciting upcoming projects.

- ✦ **Ongoing lecture series on African Topics** organized by Professor Valerie Gnassounou continues this Spring. This involved African Scholars talking about the history, culture, and art forms of Africa from their own perspective rather than from the Eurocentric lens. This is an opportunity for Delta professors to receive resources to decolonize their curriculum while also affirming students of African descent.
- ✦ **Equity policy for course syllabi** Dr. Lisa William and Dr. Malika Hollinside will collaborate with members of the Social Justice Committee to develop the foundation for a policy proposal related to the equity and anti-racism agenda at Delta College, particularly within course syllabi. This continues the work that Professor Nicole Brown began with her decolonizing the syllabus trainings.

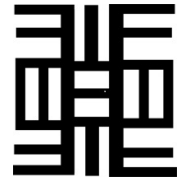




- ♦ **HBCU Fair** on February 25. This is part of the California Community College caravan to bring all of the HBCU recruiters on campus. This event is being coordinated by Raichelle Grays, Lauryn Seales, Valerie Gnassounou, Marcus Green, Nena Bush and Solyn Laney. The objective is to help students recognize their identities encompass academic excellence.
- ♦ **Black History month events** The topic is affirmation of identities and wellness. We want Black students to know where they're coming from, and we're partnering with [African Live Arts](#) as well as Delta's African American Employee Council (AAEC) and Black Student Union (BSU). This website connects people from Africa to the world by providing information about art forms, history and tourism. Among the many offerings, the website includes lessons, lectures, and workshops about various topics given by African scholars, artists, and custodians of African traditions.
- ♦ **Campus climate survey updates** to come soon. Valerie Gnassounou and Lauryn Seales is collaborating with Dr. Luke Wood and CCEAL (Community College Equity Assessment Lab). The revised survey will include a broader focus on faculty and staff Focus on faculty and staff, planning on using focus groups
- ♦ **"Towards Transformative Praxis"** monthly meetings will continue during this academic year.

### *Acknowledgement*

Please join us in acknowledging Professor Nicole Brown and Counselor/Professor Randy Gaines for all of their service and commitment to the Black Faculty Task Force over the past eighteen months. We are grateful for their critical contributions to this important work. As they transitions to a new role on campus, we wish them well. We'd also like to extend our heartfelt thanks to Professor Roy Desmangles and Professor Evan Wade for their leadership during these last 18 months. Their early coordination in bringing the task force together, leadership in creating our MOU, and guidance through the first 1.5 years of the task force are much appreciated. Furthermore, we're excited to welcome the newest task force members, Professor Raichelle Grays and Dr. Malika Hollinside. Their knowledge and skills are a welcome addition to the task force.



Thriving as a community...