

## Beyond Compliance: Learning, Growing & Contributing to our District through NCORE

### 2024 National Conference on Race & Ethnicity (NCORE) - May 27 through June 1



Our District has supported the participation in and attendance to the National Conference on Race and Ethnicity (NCORE) Conference through our District Antiracism Council since 2022. In 2023, our District Antiracism Council invited applicants across the District, from all three colleges and our District Office to submit application to be a part of a competitive process to determine participation in one of the most transformational conferences engaging in dialogue around how to be better prepared to serve our diverse student population.

The Antiracism Council Planning Team received more than 130 applications to be a part of a delegation that would represent our district, and the California Community Colleges. The District Antiracism Council Delegation supported **130** participants to attend the NCORE Conference with more than **30** members of our District Community presenting at the conference.

#### **Cost to attend NCORE This Year:**

Our District was fortunate to be able to participate in such a transformative conference. Many participants were tremendously grateful for the experience.

#### **Our partial cost estimate for the Antiracism Council Delegation:**

Classified 31236 -	\$88,905.70 + \$879.20 (FY25)
Faculty 31289 -	\$70,387.20 + .20 (PY credit)
EEO 31045 -	<u>\$22,547.44 – 1660.70 (ARC Delegation)</u>
<b>TOTAL:</b>	<b>\$181,059.04</b>



#### **What is NCORE?**

NCORE (National Conference on Race and Ethnicity) has evolved into a vital national resource for higher education institutions, providing an annual multicultural forum that attracts Black/African Americans, American Indians, Asian/Pacific Islanders, Latino/as, and European Americans representing campuses across the United States. NCORE® is designed to provide a significant forum for discussion, critical dialogue, and exchange of information as institutions search for effective strategies to enhance access, social development, education, positive communication, and cross-cultural understanding in culturally diverse settings. ([ncore.ou.edu](http://ncore.ou.edu))

## **About NCORE**

This year, NCORE hosted **5,463** attendees from across the country. NCORE offered **525** sessions with **36** pre-conference sessions. There were **8** keynotes and more than **80%** of the participants represented public colleges and universities with 20% representing private institutions. Most of the colleges represented were 4-year institutions but **35%** represented community colleges, an increase of 7% over last year.

### **2024 NCORE Attendees (5,463)**

#### **Departments**

Academic Affairs: 12%  
 EEOC Office: 1%  
 Athletics: 1%  
 Recruiting/Admissions: 3%  
 Career Services: 3%  
 Student Affairs: 19%  
 Diversity, Equity, and Inclusion: 22%  
 Human Resources: 2%  
 Multicultural Services: 7%<sup>[L]</sup><sub>[SEP]</sub> Residence Life: 3%  
 Student Life: 8%  
 Instructional Faculty: 10%  
 Specified Outside these Categories: 9%

#### **Demographics**

American Indian/Native American or Alaska Native: 5%  
 Asian: 14%  
 Black or African American: 30%<sup>[L]</sup><sub>[SEP]</sub>  
 Hispanic/Latinx: 18%  
 Native Hawaiian or Pacific Islander: 3%  
 White or Caucasian: 21%  
 Prefer not to Answer: 5%  
 Specified Outside these Categories: 4%

## **Why NCORE:**

NCORE is a transformative Professional Development opportunity for our District Community. **Compliance.** Our EEO Plan Component 13 requires that document how our District and College activities demonstrate our ongoing commitment to EEO/Employment Diversity. I am proud to remind you that our Board recently expressed a commitment to moving our District beyond compliance, and supporting attendance to this conference is evidence of that commitment.

BP 1200 District Mission  
 BP 2.20 Equal Employment Opportunity  
 AP 2.20.1 Equal Employment Opportunity Plan  
 Title 5 DEIA Competencies

### **SMCCCD Representing at NCORE**

One of the presenters for our District this year was the **Undocu Coalition**. The **Undocu Coalition** was one of the pre-conference presentations that included representatives from all three colleges and our District Office. The presentation was very well received and well regarded from those that attended. One of the participants' shared:

**Quote:** "There have only been a few (3-4) that have been entirely focused on community college issues, and never hosted by a single community college. There has not been an institute that has solely focused on undocumented student support. And there has not been a preconference from SMCCCD. So, this is a wonderful groundbreaking" (Justin Lincks, NCORE Administrator)



### **NCORE Experiences**

Our District Community participated in several activities that contributed to the overall conference experience. Some of those experiences included:



•**Lo'i:** 35 students, faculty, staff, and admin across the district; Native Hawaiian Immersion activity to teach us the importance of honoring land and Indigenous peoples, while learning how to support restoration efforts. One of our Cañada students approached us that the lo'i experience is so meaningful that they got a new tattoo of the kalo

•**Shinnyo Lantern Floating:** Joined the once-a-year event, learned more about Buddhist practices in HI, and shared stories of our deceased loved ones hopes for the future

•**Iolani Palace:** Brought students, faculty, and staff together to

bear physical witness to the racist policies/practices that tried to bring Kānaka Maoli down

### **NCORE Sessions, Lessons and Action**

An NCORE experience can have transformative impacts on attendees that transcends NCORE. Two examples that demonstrate how inspired learning and participation can be transformed into proactive action and activity are included below:

**Proposed Project #1: Attendees: Dr. Bianca Rowden-Quince and Dr. Natalie Alizaga** Their proposed project is to share, analyze, and assess data as entry points to racial equity in our classrooms in our district. The plan is to replicate and customize such here at SMCCCD.

**Proposed Project #2: Attendee: Dr. Tracy Huang.** Dr. Huang, attended two HR Sessions that motivated her to create a rubric that would allow for the objective evaluation of potential candidates and she has expressed interest in working with others to institutionalize the rubric that she created along with resources that were shared during the NCORE HR session.



## Quotes from NCORE

Some of the attendees from our District were happy to share their thoughts and ideas about their NCORE Experience. Some of them are included below:

... “SMCCCD participation at NCORE could be even more impactful as a year-long cohort experience with NCORE attendance being a resource in the year-long program for our District; 2. we could build much more intention around the program strands and areas of focus for folks attending, 3. excursions beyond the NCORE program should really be planned outside of the NCORE programming experience (either at the end or beginning)”

...“Everything there you can tie back to your work. I learned a lot about me as a person.”

...“WOW, WOW!! It was an amazing experience. It made me realize that every educator should attend at least once in their education career. I met people from different parts of the USA and from different educational department. I feel privileged to have had a chance to attend NCORE.”

...“I was thoroughly delighted and humbled to have been in Hawaii, attending NCORE. I was privileged to be in the presence of some of the great story tellers of Hawaii, and across the US. Some of their stories resonated with my stories. And some of the stories inspired a new wave of aspirations and ideals. I hope that I will be able to continue in the path of those story tellers and pass on what I learned to my peers/young students/communities. Thank you so much, NCORE Team, SMCCCD”

...“Overall, a fantastic experience. Thank you so much for the opportunity. Many times, I found myself engaging in conversations or hearing from folks in sessions in a way that sparked new and deeper thinking for me on issues I care about and sometimes struggle with on campus. Plenary sessions were also a profound source of learning.”

...“Attending NCORE was an incredibly enriching experience, offering the opportunity to connect with professionals from various higher education institutions and learn about their unique challenges, strategies, and perspectives in advancing JEDI work. The sessions provided deep insights into the future of JEDI, from practical dialogue tools to embracing neurodiversity. One of the most powerful moments was witnessing the disruption of the transgender speakers by a senator, which highlighted the importance of allyship and the strength of the NCORE community in responding with support and resilience. The conference also allowed me to step back from my daily responsibilities, reflect on my beliefs and experiences, and plan how to drive meaningful change in promoting DEI at the College of San Mateo. I feel that I am now part of the NCORE delegates community, and I look forward to opportunities to connect and collaborate with all of us to make positive changes for our students, staff, and faculty. I could not download any NCORE workshop materials because I did not use the app to register for my selected sessions. Sorry. I don't have any handouts to share.”

