BLACK PARLIAMENT

Tri-chair Structure

- **Administrator Representative:** Carina Hoffpauir
- **Classified Professional Staff Representative:** Petetoria Arafiles
- **Faculty Representative:** Marianne Harris
- **Secretary:** Michael Crowder

Purpose/Charge:

The Black Parliament serves as an advisory and recommending body within ARC's participatory governance structure. Black Parliament consists of Black administrators, faculty, staff, students, community members, and their allies. Its role is to review institutional data, elevate concerns, foster collaboration, and provide recommendations to the Institutional Effectiveness Council and college leadership in support of Black and African American student and employee success.

The committee will continue to review the recommendations from the African American Disproportionate Impact report, ARC's Institutional Equity Plan, and other research as it pertains to our students and employees. Ensuring that ARC's long-term commitment to Black student success is anchored in a pathway to permanency built on six institutional pillars. These pillars ensure sustainability, accountability, and growth as the college moves from short-term investments to lasting transformation.

Our charge is to identify and articulate the issues and needs of Black and African American members of the ARC on-campus community and provide advice, information, communication, empowerment, and best practices to guide recommendations to the IEC as well as to provide assistance and support to the Black and African American community as needed.

Our work is grounded in accountability, guided by community, and sustained by a shared belief that Black advancement and achievement is not temporary. They are the future we are building together.

Pillars of Permanency

Revenue and Resource Development

- Create a recurring and transparent budget dedicated to Black Student Success programming, reviewed annually by the group.
- Continue to seek philanthropic and foundation funding to strengthen programs, staffing, and innovation.
- Ensure that SEAP and other institutional funds remain aligned with BSI priorities and integrated into ongoing operations.

Dedicated Space and Infrastructure

- Sustain the physical presence of the Black Student Success Center and Umoja as cultural and academic anchors.
- Maintain spaces that include classrooms, tutoring areas, computer labs, and meeting spaces where students feel seen, supported, and celebrated.

Curriculum and Learning Pathways

- Expand a culturally grounded curriculum that highlights African American history, identity, and achievement.
- Develop a Black Honors College Pathway.
- Support the Umoja Learning Community.
- Develop a Black student leadership program

Permanent Staffing and Faculty Representation

- Maintain a .5 FTE of counseling
- Maintain a .5 FTE Faculty coordination for Umoja
- Maintain a 0.5 FTE faculty for the Black Student Success Center
- Establish a 1.0 FTE classified support specialist.
- Prioritize the hiring and retention of Black faculty and staff, especially in disciplines such as English and STEM.
- Incorporate more equity-based initiatives into hiring, interviewing, and evaluation processes.

Professional Development

- Continue providing ongoing equity-minded professional learning for all employee groups.
- Increase the focus of the New Faculty Academy curriculum on serving Black and African American students.

- Build understanding serving capacity through the LINE Institute, CTL Communities of Learning, and the National Faculty Learning Community.
- Integrate accountability measures that ensure professional development translates into improved teaching, service, and policy.

Policy and Institutional Practice

- Conduct continuous review of institutional practices in student conduct, enrollment, and basic needs to ensure equitable outcomes.
- Embed Black student success priorities into the Strategic Plan, Student Equity Plan, and Institutional Equity Plan.
- Use data-driven reflection and feedback loops to evaluate progress and remove systemic barriers.
- Periodic audit and update of the Black and African American Disproportionately Impacted report.

Membership includes (but is not limited to):

Members of the Black and African American community and allies. Voting shall be limited to internal committee matters, including the approval of recommendations, reports, and proposals to be forwarded to IEC. A simple majority of voting members present shall approve recommendations. Black Parliament's approval of a recommendation does not constitute institutional approval or authorization for implementation. Recommendations involving college policies, programs, staffing, budgets, curriculum, or operations shall proceed through established participatory governance, administrative, and institutional processes, including those applicable to implementation."

Voting Process: Decisions will be made by a simple majority vote (more than 50% of voting members present). Each member receives one vote. Voting may take place in person or electronically.

Functions:

- Review Black and African American student outcome data (persistence, retention, completion, and transfer), including disproportionate impact data, to identify trends, barriers, and opportunities for improvement.
- Serve in an advisory capacity, providing consultation and recommendations while working within established institutional governance, administrative, and operational frameworks.
- Assessment of financial resources and gaps for Black and African American students.

- Collaborate in the evaluation of campus services, including their accessibility and effectiveness, and the assessment of campus climate for Black and African American students.
- Develop an assessment of relevant campus policies related to Black and African American students.
- Provide input and recommendations to the executive team and appropriate college offices regarding communications and initiatives supporting Black and African American students and employees. Official college communications and related initiatives shall follow established institutional processes and procedures.
- Collaborate with the executive team in developing messaging to the campus in relationship to the Black and African American community.
- Direct connection to the LRCCD Black, Faculty, and Staff Association (BFSA).
- Increasing collaboration with community organizations and partners that can support with these issues.
- Contribute to the planning and overall activities centered on Black and African American students and employees provided throughout ARC.

Reporting to the Institutional Effectiveness Council

The Black Parliament Tri Chairs will provide updates and recommendations to the Institutional Effectiveness Council as appropriate. The Tri Chairs may request time on an IEC meeting agenda to present recommendations, share progress, elevate emerging issues, or seek feedback and guidance from the Council. As appropriate, the IEC Chairs will elevate significant recommendations, priorities, or institutional matters from the Black Parliament to the Executive Leadership Team and Cabinet for further discussion, consideration, or action.

When an agenda item is requested, one or more of the Tri Chairs may attend the IEC meeting to represent the Black Parliament and participate in the discussion related to the item.

Start Date: Fall 2026

End Date: No End Date