

From: Presidents Office <presidents-office@cca.edu>
Date: Tue Dec 17 2019 09:15:50 GMT-0800 (Pacific Standard Time)
Subject: [Staff-I] CCA's values of respect, compassion, and inclusion

Dear CCA Students, Faculty, and Staff,

There are countless reasons to feel grateful and proud of this outstanding institution and community to which we all belong. Primary among them is the foundation of collective values upon which CCA is built: The cultivation of intellectual curiosity and risk-taking, collaboration and innovation, compassion and integrity; the promotion of diversity and inclusion on our campuses; and our role as proponents of social justice and community engagement. Our students, faculty, and staff set an outstanding example of living these values, and I'm honored daily to be a member of this community.

Occasionally, however, the words or actions of some individuals undermine these values that are so central to the work we do and the society we seek to build. During this time of extraordinary polarization and anxiety in our nation and our world, I am taking this opportunity to ask that we use the moment of reflection afforded by the upcoming break and the new year to recommit to these values. I ask that we speak and act unequivocally, with compassion and integrity, when any member of our community is diminished for their identity, culture, or beliefs.

At CCA, we respect and embrace the multitude of identities and the rich diversity that contribute to our campus culture. We do not tolerate acts of anonymous aggression or violence. We do not indulge the promotion of a "cancel culture," in which people attempt to erase those with differing perspectives, beliefs, or points of view. Rather, we must engage in the critical thinking and inclusive dialogue that are so central to our pedagogy. We must support one another in the types of thoughtful discourse that are vital to our values as a cultural and educational institution. As a college of the arts, we have a particular responsibility to hone those skills through rigorous critique and practice. We must also, always, do so with compassion and respect.

I wish you a safe and restful winter break, and look forward to welcoming you home to campus when we come back together in the new year.

Sincerely,

Stephen Beal, President

Resources

- If you are a current student and would like to schedule a confidential meeting with a CCA counselor, please schedule an appointment [here](#).
- If you are a faculty or staff member with concerns about a student, or a student in need of support, please complete a [CCA Cares](#) form.
- If you are a faculty or staff member who has experienced a threat or harassment, contact Human Resources at hr@cca.edu.
- All benefits-eligible employees can access counseling services through the employee assistance program offered by Claremont at 800-834-3773.
- For more information about the college's online diversity training, email hr@cca.edu.

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