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[All Staff] Follow-up RE: Juneteenth - Day of Service

1 message

Human Resources <hr@cca.edu>

Tue, Jun 16, 2020 at 5:52 PM

Reply-To: lgray@cca.edu

To: Human Resources <hr@cca.edu>

Bcc: allstaff@cca.edu

Dear Colleagues,

As announced earlier this month, CCA is instituting an annual day of service on Juneteenth, a day that celebrates African American freedom and achievement while encouraging continuous self-development and respect for all cultures. The first annual service day is this Friday, and I wanted to share some information and guidance for our CCA community.

Juneteenth celebrates the end of slavery in the United States. On June 19, 1865, Major General Gordon Granger arrived in Galveston, Texas, and announced the end of the Civil War and the end of slavery. Although the Emancipation Proclamation came 2½ years earlier on January 1, 1863, many slave owners continued to hold their slaves captive after the announcement, so Juneteenth became a symbolic date representing African American freedom. This day is of particular importance in this region, as Northern CA happens to have a large Black American population from Texas and Louisiana.

We recognize that many of our community members—including many faculty members and students, as well as staff members on furlough—aren't able to participate in CCA's day of service this Friday. Therefore, we will also be planning an additional service day in the fall that will focus on decolonial initiatives.

As mentioned, on this service day there **should not** be required work expectations and meetings, but rather individuals may choose to use this day to celebrate Black culture or history in ways that are meaningful to you. We will mark the day as a paid holiday in our system.

Here are a few suggestions for Juneteenth activities for those looking for options:

- Educate yourself and increase awareness about Juneteenth, Black history, and anti-racism by reading materials, listening to podcasts, or viewing films recommended on [CCA's Community-Sourced Racial Justice + Equity Resources page](#).
- For those who feel comfortable social distancing in crowds right now, there are many opportunities to attend protests and volunteer for racial justice organizations in the community, or Juneteenth celebrations.
- Support Black businesses or charities that address anti-blackness, anti-racism, police brutality, and social justice through patronage or donations.
- Some individuals, especially our BIPOC employees who feel particularly vulnerable at this time, may need to prioritize self-care. To assist, we've made CCA's emotional support groups available for BIPOC employees on Friday. Please contact hr@cca.edu if you're interested in attending a support group.
- I've also compiled this list of educational resources about Juneteenth for your review.

Upon our return next week, managers are encouraged to provide staff members with the time and space to share their experiences and learnings with one another. If you have questions, please let me know or email hr@cca.edu.

Black Lives Matter!

Warmly,
Leslie

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