

From: Presidents Office <presidents-office@cca.edu>
Date: Mon Jun 01 2020 18:29:49 GMT-0700 (Pacific Daylight Time)
Subject: [Faculty-I] Upholding Racial Justice and Equity

Dear CCA Community,

The images of recent days have left an imprint that will never leave my mind. Through the gut-wrenching video of George Floyd's unconscionable murder to the scenes of anguish, anger, and heartbreaking sadness documented by journalists and citizens alike, we're called to bear witness to the grim reality of this country's failure, yet again, to protect and respect Black lives.

The pandemic had already laid bare the inequities—social, racial, economic, political—of a societal structure that is, at its core, terribly unjust, built on centuries of systemic oppression. The pandemic that has already killed more than 100,000 people in this country has been especially deadly for Black Americans, who are disproportionately affected by job losses and lack of access to healthcare, and often inordinately at risk in front-line jobs.

The killings of George Floyd, Ahmaud Arbery, Breonna Taylor, and, tragically, many others have layered on top of this yet another example of the deep structural racism that endures. The images that enable each of us to bear witness, that provide a level of proximity to such acts of brutality and violence, also carry a demand of accountability. As an institution of higher education, CCA has a particular ability—and responsibility—to be a component of change. And we must do better.

So many of you have been doing this important work for a long time, through your art, your teaching, your activism. Many members of our community live with the impact of racism daily. Others serve as allies in this work. As we mourn George Floyd and countless other Black lives lost, my hope is that we can draw upon our community's shared expertise, creativity, and energy to support one another in the continuation of this work—not just this week or this year, but every day going forward.

As an institution with the power and privilege to do so, CCA must now double down on our commitment to improving access and opportunities for underrepresented groups, and to throw ourselves wholeheartedly into our role as a proponent of social justice and community engagement. These are among CCA's stated values, and we stand in action and solidarity with those who are putting themselves on the line to uphold these values and demand equity, inclusion, justice, and agency.

Today, as one step, I would like to hear from you. Please feel free to reach out; I am here and I am listening. What resources have you found helpful that you would be willing to share with other members of the CCA community? This week, CCA will launch a new Portal page, Racial Justice and Equity Resources, where we will compile resources shared by and for our community—things to read, groups to join, legal resources, creative actions. We are also planning additional forums for listening and conversation, and will share information at the upcoming staff and faculty meetings. If you would like to share any comments, concerns, resources, or suggestions, please do so at [this link](#), or reply directly to this message. The dean of students and vice president of human resources will also follow up with additional resources.

Please be well and safe,

Steve

Archived via Apps Script on Wed Jun 24 2026 09:37:33 GMT-0700 (Pacific Daylight Time)