
Welcome!

Summer Virtual Town Hall

President, Julianna Barnes, Ed.D.

July 9, 2020

- ❖ *Thank you for joining us.*
- ❖ *The meeting will begin shortly.*
- ❖ *Your devices have been muted.*

Town Hall Format



Host: Julianna Barnes, President

Moderator: Christianne Penunuri, Director, College & Community Relations

- This Town Hall is being recorded, with closed captioning, and will be posted to the Cuyamaca College website
- Your devices have been muted given the large number of participants
- Please use the “Chat” feature (Public only) to share thoughts and ask questions
- The Host & Moderator will stop to respond to questions periodically throughout the session
- Let's make this a "power focused hour" by minimizing distractions and avoiding multi-tasking

Today's Topics

- Repopulation (Reopening) Plan
- Budget Updates & Impact to Cuyamaca College
- Racial Equity
- Q & A

Checking in...



USING THE CHAT ROOM



IN A FEW WORDS



DESCRIBE ONE VALUE, SKILL OR HABIT THAT YOU GAINED WHILE WORKING FROM HOME THAT WILL STAY WITH YOU WHEN YOU RETURN TO THE NEW NORMAL

Virtual Commencement 2020



Virtual Commencement 2020



Laptop & Hotspot Distribution





Repopulation Plan

Repopulation Plan

Our Facilities, Maintenance & Operations crew has been busy preparing our College for physical distancing



Repopulation Plan

HR MEMO

Beginning on ~~July 13~~ July 27, we are entering Phase 1 of the re-population plan that includes employees who cannot perform their job duties remotely and will return to campus along with their supervisors, unless state or county directives change. Beginning July 13, employees will fall into three categories.

Employees who can work remotely

Employees who are able to work remotely will continue to telecommute in accordance with the telecommuting protocol, telecommuting agreement, and telecommute safety checklist. Once approved - for remote work- the telecommuting agreement should be signed and returned to Cheryl Detwiler or Lorena Carpenter in Human Resources by July 31.

Employees who will return to work on-site

Employees who are unable to complete work from home will be returning on-site. Employees will be required to follow county/state guidelines for physical distancing and face coverings at all times. Employees returning on-site should also review the Daily Checklist each day prior to returning to work and follow the guidelines. Additional online training will be available by the end of the week of July 7th on sanitation and personal hygiene.

Employees who are unable to work remotely and cannot work on-site due to risk or personal responsibilities

Employees that fall into this category should contact Cheryl Detwiler Cheryl.detwiler@gcccd.edu or Lorena Carpenter Lorena.carpenter@gcccd.edu in Human Resources for available options such as leaves, etc.

Q&A

Moderator Christianne will read some of the questions from the chat room

Budget Updates

2020-21 Budget Overview.. For Now

- Tentative Budget: \$32,775,656 (Reflects an 8% Reduction, plus a 1% Deficit from 2019/20)
- Expenditures: \$33,632,758* (Salaries/Benefits 94%)
- Shortfall AFTER Reductions: **\$857,102***

**Reflects approximately \$2M in reductions*

Action Steps to Reduce Shortfall

- Critical examination of all hires- Delay or Freeze Strategic Hires
- Reduce hourly employees
- Restrict travel
- Remove emergency facilities fund
- Limit purchases to essential needs; reduce operational costs
- Reduce summer, fall, and spring class schedules
- Factor in COVID-19 related costs

Next Steps- Budget

- Tentative Budget to the Board in July
- Build Adoption Budget based on August Revise
 - Cut will likely not be as high as 8% this year
 - May realize a cut mid-year so need to plan accordingly
 - Need to reduce high salaries/benefits rate (currently 94%)
 - Multi-year budget issue

Q&A

Moderator Christianne will read some of the questions from the chat room



Tacey Hosley



Mamie Till (1955)

...too long without justice for the unlawful slayings of our fathers, brothers, sons, mothers and daughters...

#SAYTHEIRNAME

ERIC GARNER - JOHN CRAWFORD III - MICHAEL BROWN - EZELL FORD DANTE PARKER - MICHELLE CUSSEAU - LAQUAN MCDONALD TANISHA ANDERSON - AKAI GURLEY - TAMIR RICE - RUMAIN BRISBON JERAME REID - GEORGE MANN - MATTHEW AJIBADE - FRANK SMART NATASHA MCKENNA - TONY ROBINSON - ANTHONY HILL - MYA HALL PHILLIP WHITE - ERIC HARRIS - WALTER SCOTT - WILLIAM CHAPMAN II ALEXIA CHRISTIAN - BRENDON GLENN - VICTOR MANUEL LAROSA JONATHAN SANDERS - FREDDIE BLUE - JOSEPH MANN SALVADO ELLSWOOD - SANDRA BLAND - ALBERT JOSEPH DAVIS DARRIUS STEWART - BILLY RAY DAVIS - SAMUEL DUBOSE MICHAEL SABBIE - BRIAN KEITH DAY - CHRISTIAN TAYLOR TROY ROBINSON - ASSHAMS PHAROAH MANLEY - FELIX KUMI KEITH HARRISON MCLEOD - JUNIOR PROSPER - LAMONTEZ JONES PATERSON BROWN - DOMINIC HUTCHINSON - ANTHONY ASHFORD ALONZO SMITH - TYREE CRAWFORD - INDIA KAGER - LA'VANTE BIGGS MICHAEL LEE MARSHALL - JAMAR CLARK - RICHARD PERKINS NATHANIEL HARRIS PICKETT - BENNI LEE TIGNOR - MIGUEL ESPINAL MICHAEL NOEL - KEVIN MATTHEWS - BETTIE JONES QUINTONIO LEGRIER - KEITH CHILDRESS JR. - JANET WILSON RANDY NELSON - ANTRONIE SCOTT - WENDELL CELESTINE DAVID JOSEPH - CALIN ROQUEMORE - DYZHAWN PERKINS CHRISTOPHER DAVIS - MARCO LOUD - PETER GAINES TORREY ROBINSON - DARIUS ROBINSON - KEVIN HICKS MARY TRUXILLO - DEMARCUS SEMER - WILLIE TILLMAN TERRILL THOMAS - SYLVILLE SMITH - ALTON STERLING BILLY ANNO CASTLE - TERENCE BUTCHER - DAIR O'NEAL

7:25



Special Message from President Julianna Barnes



A Message from President Julianna Barnes

Dear Cuyamaca College Community,

I share this message with you with a heavy heart and a flood of emotions that range from sadness to anger and everything in between. We stand in solidarity with our African American community members who are rightfully feeling traumatized and outraged by the series of events which unfortunately is all too familiar.

Most recently, we have bore witness to the senseless and violent killings of George Floyd in Minnesota, Breonna Taylor in Kentucky, and Ahmaud Arbery in Georgia. Our thoughts and prayers go out to their families and friends and to the countless other victims who have perished at the hands of racially motivated violence. We know no other way than to name this for what it is- systemic racism- which has been embedded into the fabric of our society for far too long. This continued violence against our African American community, coupled with the health and economic disparities illuminated by the pandemic, has revealed just how deep rooted systemic and institutional realities of racial injustice are. The countless demonstrations, locally and across the globe, are calls for justice and change. We must respond to the call. We must confront this moment head on, with conviction and action.

At Cuyamaca College, we have committed ourselves to social justice and equity but have only touched the tip of the iceberg. We must strengthen our commitment with vigor and take distinct action that will bring about significant and long-term systemic and structural change. No matter how difficult or uncomfortable it may be, we must first recognize this systemic racism that impedes our progress as a society so that we could build a beloved community that truly validates the stories and cultural realities and experiences of our diverse population. Toward that end, I will soon convene a task force focused on racial equity and social justice. Details are forthcoming.

I also invite you to join me and other members of our college community to heal, converse, and share during a community forum: "Critical Conversations", Thursday, June 4, from 12 pm – 2 pm. [RSVP here.](#)

Let me end by sharing this thought conveyed by Dr. Martin Luther King, Jr, "The arc of the universe is long but it bends toward justice." I look forward to our

Racial Equity



Thursday, June 4th
12:00 PM-2:00 PM

*For Cuyamaca College Employees**

We are crushed by the senseless and tragic deaths of George Floyd, Breonna Taylor, and Ahmaud Arbery-- and of the far too many black lives that have systematically been cut short over centuries before them.

Please join us to share your thoughts and feelings in a safe space and to engage in critical conversations about structural racism, social justice, and action. Participants will have the opportunity to break out

THURSDAY, JUNE 4TH
2:00 PM-3:30 PM

FOR CUYAMACA COLLEGE STUDENTS

WE ARE CRUSHED BY THE SENSELESS AND TRAGIC DEATHS OF GEORGE FLOYD, BREONNA TAYLOR, AND AHMAUD ARBERY. AND OF THE FAR TOO MANY BLACK LIVES THAT HAVE SYSTEMATICALLY BEEN CUT SHORT OVER CENTURIES BEFORE THEM.

PLEASE JOIN US FOR A SUPPORT GROUP FOCUSED ON PROVIDING A HEALING SPACE FOR THOSE IMPACTED BY THE RECENT KILLINGS AS WELL AS THE PROTESTS WHICH ARE OCCURRING THROUGHOUT OUR COUNTRY AND COMMUNITIES.

THE GROUP WILL FOCUS ON ALLOWING STUDENTS OF COLOR AND THEIR ALLIES THE OPPORTUNITY TO SHARE AND PROCESS THEIR EXPERIENCE,

RSVP: [unclear] / [unclear]

Racial Equity

RESOLUTION 20-015
DENUNCIATION OF VIOLENCE AGAINST BLACK AMERICANS
AND COMMITMENT TO ANTI-RACISM

On motion of Member [REDACTED], seconded by Member [REDACTED], the following resolution is adopted:

WHEREAS, Black people in the United States have been subjected to centuries of institutional racism, inequality and oppression; and

WHEREAS, the wrongful deaths of George Floyd, Ahmaud Arbery, Breonna Taylor, and many others are horrifying examples of systemic racism and violence perpetrated against Black people; and

WHEREAS, Black people must navigate structural racism and discrimination, as well as educational and economic oppression; and

WHEREAS, the recent health crisis in our country is disproportionately impacting communities of color, yet another example of the long history of racism and both economic and social disparities in our country; and

WHEREAS, in line with the District's vision statement of "transforming lives through education," the District recognizes its duty to eradicate and dismantle present and future policies and procedures that impede and bring harm to our students and community.

Commitment to Anti-Racism

Resolution 20-015: Denunciation of Violence Against Black Americans and a Commitment to Anti-Racism

The Academic Senate of Cuyamaca College acknowledges the recent murders of George Floyd, Breonna Taylor, Ahmaud Arbery, Eric Garner, Michael Brown, Sandra Bland, Tamir Rice, Atatiana Jefferson, Korryn Gaines and far too many others as a result of violence due to a racially unjust system that has never seen, treated, or protected Black people equally; and

Whereas, these murders are the most recent atrocities in the over 400-year-long history of anti-Black violence, oppression, and discrimination in this country and are indicative of racial and economic oppression that threatens the current and future well-being of the Black community; and

Whereas, higher education should be a place where racial equity is practiced, understanding is built, and where we actively engage in upholding freedom and justice for all people; and

Whereas, the Academic Senate of Cuyamaca College upholds the ideals of anti-racism, equal justice and protection under the law, racial justice, and human dignity for all people;

Resolved, that the Academic Senate of Cuyamaca College stands in solidarity with the Black Community and the hundreds of thousands of protesters across the world who are expressing their outrage, frustration, and anger at the on-going, racially-motivated, state-sanctioned murders of Black people in the United States; and


Resolved, that the Academic Senate of Cuyamaca College will seek to address and dismantle institutional racism on our campus by creating spaces for dialogue on anti-racist efforts among all employees and by supporting and facilitating professional development work that focuses on anti-racism, racial equity, and justice for employees and students; and

Resolved, that the Academic Senate of Cuyamaca College strongly encourages faculty across all disciplines and content areas to engage in equity-minded professional development, in order to create curricular materials that address topics of racial bias and systemic racism (both historical and contemporary), embed materials and assessments that reflect and incorporate the lived experiences and knowledge of the students we serve, and utilize these materials throughout the semester, not just during one week or one month; and

Advancing Racial Equity: Next Steps

USC Race and Equity Center

LEADING PRODUCTIVE CONVERSATIONS ON RACISM
CALIFORNIA COMMUNITY COLLEGE EQUITY LEADERSHIP ALLIANCE INAUGURAL eCONVENING



PRESENTED BY
Professor Shaun R. Harper, Ph.D.
USC Race and Equity Center
Executive Director

Clifford and Betty Allen Chair
in Urban Leadership
USC Rossier School of Education

Monday, June 15
10am-12pm

Register at
bit.ly/equityalliancekickoff

Please note that registration is limited to 20

- Cuyamaca College has joined the **USC Race & Equity Center California Community College Equity Leadership Alliance**. The “Alliance” will provide us with on-going professional learning opportunities to strategically develop and achieve equity goals, better understand and correct campus climate issues, and foster a sustainable culture of inclusion. Their first e-Convening entitled “*Leading Productive Conversations about Racism*” was attended by 20 members of our college community. There will be more opportunities to engage in Alliance work in the upcoming academic year.
- Opportunities to **advance professional learning** will be strengthened in areas such as racism, anti-Blackness, racial justice, and equity-mindedness. The Office of Institutional Effectiveness, Success & Equity (IESE) has developed a comprehensive website with rich reading and video [resources](#) for our college community. Other opportunities, such as webinars, will be widely distributed. (A free five-part series entitled “*Black Minds Matter*” led by Dr. Luke Wood and other scholars is available [here](#).)
- The Academic & Classified Senate Presidents join me in affirming their commitment to embed conversations about racial equity and meaningful outcomes into the **fabric of our governance structure**. We will be convening with all Council Chairs this summer to plan accordingly.

Advancing Racial Equity: Next Steps

- The yearly offering of the **Equity Minded Teaching & Learning Institute (EMTLI)** will continue to be supported to advance racial equity in the classroom. Thus far, over 50 full and part-time faculty have participated in an EMTLI cohort. Those interested in participating in the 2020-21 cohort can sign up here: <https://www.cuyamaca.edu/college-info/planning/equity-in-teaching.aspx> or contact the IESE Office.
- The **Task Force on Racial Equity and Social Justice** is being formed to advance this work. The Office of Institutional Effectiveness, Success & Equity (IESE) will join me in leading this Task Force and overall effort. As such, IESE will serve as the centralized unit for this critical work and will be reaching out to the many of you who informed me of the desire to be directly involved in supporting racial equity and social justice at our campus.
- **Campus-wide conversations** will continue throughout the academic year, to include opportunities at Convocation on August 12, along with Culture & Community Circles (previously Diversity Dialogues), and town hall meetings each semester.

BLACK LIVES MATTER

16, 23 & 30
Just 6 & 13
pm Pacific Time

A **FREE** five-part, free online series

Co-Hosts
Dr. Donna Y. Ford Dr. J. Luke Wood

<https://bit.ly/3efELFd>

QUEEN LEFT BEHIND
THE OHIO STATE UNIVERSITY
COLLEGE OF EDUCATION AND HUMAN ECOLOGY
California Community Colleges
ACPA
CRA
AMEND
CSU The California State University
INSTITUTE FOR TEACHING AND LEARNING
conscious campus

Diverse
ISSUES IN HIGHER EDUCATION

Q&A

Moderator Christianne will read some of the questions from the chat room

Virtual Hall Chats




CUYAMACA
COLLEGE
LEARNING FOR
THE FUTURE

Virtual Hall Chats with President Julianna Barnes

JUNE VIRTUAL HALL CHAT TIMES:

TUESDAYS, 4:30-5:00 P.M.
WEDNESDAYS, 9:00-9:30 A.M.

[Click here to RSVP](https://forms.gle/EUYRNh7fuSD8qAyR9)
(<https://forms.gle/EUYRNh7fuSD8qAyR9>)

Meet President Julianna Barnes for an informal, one-on-one virtual "hall" chat. Chats will be scheduled in 10-minute windows of time which you could use to say hello, ask questions, or share your thoughts and suggestions. RSVP at the link above and Valeri Wilson will contact you to schedule your specific day and time. Please contact Valeri at valeri.wilson@gccd.edu with any questions.



Closing

Thank you for joining us today!