



Grossmont-Cuyamaca Community College District Diversity Pledge

Many colleges and universities across the country have created diversity pledges, encouraging students, staff members and the community to sign. Some examples include [San Diego State University](#), [San Diego Continuing Education](#), the [University of British Columbia](#), [Springfield Technical Community College](#), the [University of Denver](#), and [Kutztown University](#).

Developing a diversity pledge for the Grossmont-Cuyamaca Community College District would serve several purposes:

- 1) Those who sign the pledge would demonstrate their public commitment to serving a diverse community.
- 2) The pledge and any kickoff events can be used as a way of making the GCCCD community aware of the activities of the DEI Council and committees.
- 3) It would let potential and current students and the community know that the District is a welcoming place and would demonstrate how diverse we are.

The pledge would be introduced at the beginning of the spring 2015 semester. (The form will be easy to create on our new website content management system.) It would be posted on the district and college websites, asking those who take the pledge to fill in their name, email, and status – student, faculty, staff, alumni, or friend of GCCCD. We would store the emails of those taking the pledge to create a database of those interested in diversity issues so we can notify them of upcoming diversity news and events.

Some other colleges have posted the names of those taking the pledge; others have not. It's a powerful statement to have a list of names, led off by the Board of Trustees and our leadership, but may be privacy concerns about others.

Events would be held at both campuses to roll out the pledge and encourage students and staff to sign. San Diego State University did a great video of people reading parts of the pledge. We could either create a video beforehand and unveil it at the event or use the event to have people read the pledge and be part of the video. Marketing material would be created in connection with the pledge, such as bookmarks or banners.

This would be an excellent project for the Diversity, Equity and Inclusion Council and committees to promote diversity on our campuses and highlight the work we are doing.

The pledge developed by our committee is below. The committee reviewed pledges from other colleges to come up with our version. The introductory section is Board Policy 7100 on Diversity. We will be seeking input from the council and committees on the wording.

Pledge of Respect

The Grossmont-Cuyamaca Community College District is committed to providing learning and working environments that ensure and promote diversity, equity and inclusion. People of diverse backgrounds, perspectives, socioeconomic levels, cultures, and abilities are valued, welcomed, and included in all aspects of our organization. The District strives to provide an educational environment that fosters cultural awareness, mutual understanding, and respect that ultimately also benefits the global community.

I Pledge:

- To respect others, no matter their gender, where they're from, who they love or the challenges they face.
- To respect the opinions and belief systems of others.
- To express myself in a positive way.
- To strive toward social justice for all people and to promote an inclusive campus environment.
- To actively honor this pledge every day of my life.