

San Diego Chicano/Latino Concilio on Higher Education  
San Diego, CA

VIA EMAIL

October 20, 2023

TO: Dr. Jessica Robinson  
President, Cuyamaca College

We thank you for meeting with our San Diego Concilio on October 17, 2023. We appreciate the opportunity to discuss the progress at Cuyamaca College in areas on which our organization is focused, particularly the hiring and retention of Chicano/Latino faculty, the status of Chicana & Chicano Studies, and the Puente Program.

The following are highlights from our dialogue:

- Cuyamaca has examined closely the institutional support for its Chicano/Latino students. The college has now established a center for Chicano/Latino and undocumented students.
- Cuyamaca is in the process of establishing its first Puente Program, with a full-time Puente faculty counselor position ranked as number one on the college's faculty hiring list. This position is expected to begin recruitment this academic year.
- The college has institutionalized some elements of its Title V grant to serve Chicano/Latino students.
- Cuyamaca is working hard to diversify its faculty and employees, one of the college's five strategic priorities. The objective is to increase hiring and retention of diverse employees to reflect the students and community we serve, including Cuyamaca's Chicano/Latino students, which are 35 percent of enrollment.
- The representation of Chicano/Latino faculty at Cuyamaca is now 16 percent for both full-time and adjunct faculty.
- The Grossmont Cuyamaca College District has recently launched an Equal Employment Opportunity office.
- The administration has expanded hiring committees which include an EEO representative on each committee. Last year the college extended and/or failed several searches campus wide to a candidate pool that lacked several factors including sufficient representation to meet our college goal of increasing hiring and retention of diverse employees to reflect the students and communities we serve.
- Retention of diverse faculty is a priority, with the recognition that mentoring new faculty is important.
- Hiring announcements at Cuyamaca use clear language to emphasize its institutional commitment and the qualities it looks for in new faculty.
- In terms of diverse curriculum, Cuyamaca now has Ethnic Studies, with four courses and two full-time faculty.

- For diverse curriculum, the long-term goal is to strengthen Chicana & Chicano Studies and other area emphases in specific ethnic communities.

Please let me know if we missed anything or described it incorrectly. We appreciate your engagement with the challenges at Cuyamaca College and the institutional strategies to enhance “servingness” with Chicano/Latino students. Please contact us if we can support your efforts in any way.

Sinceramente,

Patrick Velasquez, Ph.D.  
Co-Chair, San Diego Concilio