

Grossmont Community College Flag Request Application Pilot

The Approval Process

- a) The proposal will be submitted to the college governance council for consideration and recommendation.
- b) Governance council members will consult with their respective constituent groups for consideration and recommendation on the proposal.
- c) After consideration of the proposal by all constituent groups, and final review by the college governance council, the proposal is submitted to the President for approval.
- d) The proposal is submitted to Chancellor's Cabinet for review and final approval.

The Application

The application MUST contain the following components to be considered:

- 1) Attach/upload a visual replication (image or PDF) of the exact flag.



- 2) Specify the dimensions of the flag (length and width).
Any proposed flag may NOT be larger than the college's current American Flag
(NOTE: The current American flag that we currently display is 4X6)

The dimensions of the proposed flag are as follows (4x6 ft)

- 3) Specify how the proposed flag supports the Grossmont-Cuyamaca Community College District's Vision, Mission and Values? (not to exceed 200 words)

Our vision is to “transform lives through learning.” Learning is experienced through the curricular and co-curricular activities which create a holistic student experience centered in inclusivity and acceptance. Co-curricular activities pertaining to heritage/awareness months validate students’ identities and lived experiences to create a sense of belonging where students feel comfortable and safe enough to complete their educational goals. Our larger population is educated on issues ailing disenfranchised communities and can develop a sense of what allyship looks like. The Progress Pride Flag celebrates the diversity of the LGBTQ community while calling for a more inclusive society.

The Grossmont-Cuyamaca Community College district has a commitment to social development and flying the Progress Pride Flag demonstrates the district’s commitment to the safety and acceptance of the LGBTQ+ community, a community that has been historically disenfranchised, and have been identified as a disproportionately impacted group in the state’s chancellor’s vision for success indicator list. According to the Trevor Project, “LGBTQ [are] at higher risk [of suicide] because of how they are mistreated and stigmatized in society.” It is the duty of our district to promote inclusion through acts that symbolize a welcoming and nurturing educational environment in support of such “at risk” community.

- 4) What is the proposed time frame for raising and flying the flag? (no longer than 1 month)

Wednesday June 14, 2023 – Friday, July 14 (Preferred timeline)

- 5) Attach/Upload letters of support from faculty/advisor/sponsor
(combine all letters into one document and attach/upload)

Below is a letter of support from the Faculty Advisor to the Sexual Orientation and Gender Identity (SOGI) Student Club

Support for the application to fly the LGBTQ+ Pride Flag at Grossmont College

Joel Castellaw

Tue 6/7/2022 8:59 PM

Good evening, Director Vasquez,

I am writing to support an application I understand you are submitting to the College Council to fly the LGBTQ+ Pride Flag at Grossmont College. I believe that flying our Pride flag at the college would be an important and meaningful expression of support for our LGBTQ+ students, faculty, staff, and administrators.

When I began my faculty position at Grossmont College in 1999, there was zero support for LGBTQ+ inclusion and visibility at our college. In my early years, I was specifically

advised not to advocate on behalf of the LGBTQ+ community – my own community – by senior faculty members in college leadership positions. This was discouraging and isolating.

Over the ensuing years, my LGBTQ+ students shared about the challenges they experienced with coming out and being out on campus and in their lives in the community at large. In the mid-2000s, these students were not typically well-received by their classmates, but I made sure they knew they had my support. Little by slow, my LGBTQ+ students found more and more support among their peers. Our college climate changed, and under the leadership of campus advocates such as Sue Gonda and Craig Milgrim, we saw the development of Safe Zones training and a student club for LGBTQ+ student. I supported the efforts toward greater visibility for our community through a sabbatical project focused on gathering and sharing stories of LGBTQ+ students, faculty, staff, and administrators. We have made great progress.

But our 2022 students are experiencing a societal backlash against LGBTQ+ rights. Powerful politicians are taking action to limit how our lives are discussed in education. Research shows that the youth mental health crisis triggered by the pandemic and other forces of societal turmoil is especially acute among our LGBTQ+ young people. It is not an easy time to be an LGBTQ+ young person in America.

LGBTQ+ students in my Readers Theatre class this semester responded to the backlash by focusing their Final project on the impact of this backlash and their responses to it. They emphasized the need for action, so that they and all of the LGBTQ+ young people of their generation can feel safe, free, and supported.

I am proud that there are currently efforts underway to resume our district's participation in the San Diego Pride Parade. Actions like this show our LGBTQ+ students, as well as faculty, staff, and administrators, that we support them. An additional action we can take to show support and affirm our inclusive spirit is to fly the LGBTQ+ Pride flag at our college during pride month. I strongly urge the College Council to support the application to fly the Pride flag.

All the best,

Joel

Prof. Joel Castellaw

M.A. Speech Communication, M.A. Theatre Arts

Communication department

Grossmont College

Time line

1. Applicant should allow 45-60 days for the completion of the review and recommendation process.
 - a. Requests will be subject to the limitations of the college, and district governance meeting dates.
 - b. Requests will be subject to the timeline for the Board of Trustees' published meeting deadline dates.