



MEMO

CITRUS COMMUNITY COLLEGE DISTRICT
Office of Superintendent/President
1000 W. Foothill Blvd., Glendora, CA 91741-1899

Date: April 25, 2023
To: Citrus College Colleagues
From: Greg Schulz, Ed.D., Superintendent/President
Subject: Campus Climate Survey – COMING SOON!

Dear colleagues,

Since June 2020, Citrus College has been taking additional action against structural racism and championing equity in all college matters. As we continue our important work in this area, I'm excited to announce that Citrus College is partnering with the USC Race and Equity Center to administer the *National Assessment of Collegiate Campus Climates (NACCC) Employee Survey*. Participating in this assessment of campus racial climates will provide yet another opportunity for Citrus College to glean useful insights through the candid responses of our employees.

Why you matter and what your role is in all of this: Your shared perception of your personal equity-related experiences in the workplace are invaluable. All Citrus College employees have the capacity of accepting ownership, at any level, for positive change. All are encouraged to adopt a meaningful mindset of creating an environment where students, colleagues and those visiting our beautiful campus feel safe, welcome and included. Please consider becoming an advocate for change where change is needed.

I understand the deep sensitivity of the topic of race and equity. To help create a sense of ease, I invite you to learn more about the survey by visiting the [USC Race and Equity Center website](#). From the homepage, scroll down to *Campus Climate Surveys* and click the *NACCC Staff Survey* tab.

Lastly, please be on the lookout for an email from me referencing this email address: helpdesk@naccsurvey.org. This will be the official survey invitation and will include your unique survey link. The survey will be live from May 2–30, 2023 and take approximately 15 minutes to complete. **All responses are confidential.** Completed surveys will be sent directly to the NACCC, not Citrus College.

In closing, I want to thank you in advance for sharing your voice and perspectives on these important topics.

Sincerely,

Greg Schulz, Ed.D.
Superintendent/President