



Talking Points: 2025 Executive Orders and Dear Colleague Letter, March 2025

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The following talking points address recent executive orders and guidance from the federal government. Please keep in mind that this is a fluid situation, and information is changing rapidly.

- The Grossmont-Cuyamaca Community College District remains focused on our mission vision, and values and will continue to work diligently to provide high-level, academic and support services, as well as advocate for the needs of **ALL** of our students.
- The Grossmont-Cuyamaca Community College District is fully compliant with all state and federal applicable laws, including Title VI of the Civil Rights Act of 1964, the Equal Protection Clause of the United States Constitution, and Title IX of the Education Amendments of 1972, the Equal Employment Opportunity Act.
- The Grossmont-Cuyamaca Community College District does not implement policies or programs that treat students differently based on race, we do not engage in racial stereotyping, or create hostile environments for students of particular races. Our promotions, programs, celebrations, and recognition and historical events are open to all students regardless of race.
- Per the Frequently Asked Questions (FAQ) document, issued by the Office of Civil Rights on February 28, 2025, "Whether a policy or program violates Title VI does not depend on the use of specific terminology such as "diversity," "equity," or "inclusion." Schools **may not** operate policies or programs under any name that treat students differently based on race, engage in racial stereotyping, or create hostile environments for students of particular races."
- The Grossmont-Cuyamaca Community College District is deeply committed to fostering equal opportunity in our academic and work environments.
- The recent Office of Civil Rights (OCR) Dear Colleague letter does not have the force of law; it is intended to serve as a guidance document for institutions to ensure that programs and services are non-discriminatory.
- Our District and colleges provide academic and support services that are open to all students, and provide all students with the ability to participate fully in the life of our colleges.
- Our leadership is engaged in advocacy with state and federal leaders regarding the importance and impact of our work, both on students and the greater community that we serve.