

Subject: Update on HACC's Remote Planning – Nov. 4, 2020
Date: Wednesday, November 4, 2020 4:49:31 PM

Good afternoon, colleagues!

Although we do not yet know the results of yesterday's election, we are experiencing democracy at work. Whatever the outcome of the election, HACC is here for you. Please remember to continue to engage in self-care and reach out for [employee assistance services](#) if you need it.

As you have come to expect, following are the commonly asked questions and our responses to them. Please note that some of these responses are tentative and subject to change.

If you have additional questions and you do not see the answers on the website, please submit the online form located on the website. Please see the webpage section called "[Information for Employees](#)." If you would like to see the information being communicated to students, please see the webpage called "[Information for Students](#)."

We will continue to update you regularly via email, the aforementioned website and Zoom sessions.

Thank you!

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Pronouns: He, Him, His
President & CEO
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1. I understand that the HACC Foundation offers funding to HACC units for mission-critical projects? How do I apply for funding?

The Office of College Advancement is holding a series of Zoom sessions on a variety of topics that can set you up for success.

For example, on Nov. 10 at 1 p.m., the topic will be "Securing HACC Foundation Funding to Achieve Mission-Critical HACC Goals."

Please review our list of sessions for Zoom login information. All HACC employees are welcome.

2. I support the College's focus on inclusion and diversity. I truly believe that when everyone is included and feels a sense of belonging, we ALL benefit. I also appreciate your recent email about Black students and employees. Some people believe that your email means that non-Black students and employees should not receive the same treatment and empathy as Black students and employees. Could you please clarify what you mean?

HACC's greatest strength is the care we demonstrate for our students and employees.

For example, whether our students or employees are single parents, possess learning disabilities, are transgendered or hail from other countries, we make them a top priority.

All of HACC's students and employees are important to us all of the time. However, at this time, our Black students and employees and other students and employees of color are experiencing systemic racially-based and ethnically-based trauma. White students and employees are not. The primary point of my message was to remind members of the HACC community that we should demonstrate kindness to one another – even if we do not understand the struggles that someone else is facing.

Any non-Black student and employee who is experiencing trauma – now or later – will be provided the same opportunities, treatment and empathy as Black students and employees and other students and employees of color. This has been the case since I was hired as HACC's president in 2011.

For example:

- Students who are homeless have been cared for by HACC employees and offered flexibility with their course work.
- Students who did not have easy access to technology when we first went remote were cared for by HACC employees and offered flexibility with their course work.
- Students who have experienced death in their families have been cared for by HACC employees and offered flexibility with their course work.
- Students who have suffered from heightened anxiety as a result of the pandemic have been cared for by HACC employees and offered flexibility with their course work.
- Students who have tested positive for COVID-19 have been cared for by HACC employees and offered flexibility with their course work.

All of this was done because these students needed and deserved our help. This type of flexibility did not occur as a result of the pandemic – we have demonstrated this for as long as I have been president at HACC. However, we have been reminding all students of our flexibility *more often* due to the challenging times in which we live.

Reminding a group of people of something that has always existed does *not* mean that we are excluding others. In addition, reminding a group of people of something that has always existed does *not* mean that we are taking something from another group of people.

Thank you for seeking clarification.

QUOTE: *Before you speak, let your words pass through three gates: Is it true? Is it necessary? Is it kind?* ~Sufi Saying