

CALIFORNIA FACULTY ASSOCIATION: ANTI-RACISM AND SOCIAL JUSTICE UNION WORK

CHARLES TOOMBS, PH.D, PRESIDENT, CALIFORNIA FACULTY
ASSOCIATION, PROFESSOR OF AFRICANA STUDIES, SAN DIEGO STATE
UNIVERSITY

CALFAC.ORG

CTOOMBS@CALFAC.ORG

A LITTLE HISTORICAL BACKGROUND

- Seeking social justice, our union, CFA started the Ethnic Caucuses, in response to the needs of different groups of faculty. The first groups were the Chicanx/Latinx, African American, Asian American. Later, we added the Native American and Indigenous People Caucus acknowledging the needs of Native American faculty. and LGBTQIA+ Caucus, Disabilities Caucus, and other groups. All these groups have one important common goal – Racial and Social Justice

THE PROCESS TO MOVE TO ARSJT

- In 2015, Request to Board of Directors for Antiracism and Social Justice Training with Hackman Consulting Group
- Training of various leaders and staff in five cohorts, including officers, board of directors, council and caucus chairs, committee chairs, and all staff. Training consisted of three, day-long sessions, spaced out over several months. Participants were required to attend all sessions
- We now have the capacity to offer ARSJT Trainings to staff, member leaders, and chapters, and to others who request them. Trainings consist of new staff orientation, new leaders' orientation, Interrupting, and Unconscious Bias.

THE PROCESS: ADOPTING ANTIRACISM AND SOCIAL JUSTICE PRINCIPLES

- We are a strong social justice organization, but we can be even stronger.
- We intentionally center Anti-Racism as part of our mission.
- We acknowledge that even WE in CFA are part of the problem of structural racism.
- We acknowledge that WE can be part of the solution by being intentionally committed to addressing it.
- We engage in courageous conversations about racism and discrimination, in order to transform our union.

PROCESS AND PRINCIPLES CONTINUED

- We adopt changes in organizational values, policies and practices consistent with principles of anti-racism and social justice.
- We become a more inclusive Union by focusing on, adopting and adapting the principles of anti-racism, social justice and equity to our union and employment work.
- We practice anti-racism and non-discrimination behavior with one another and others, including our students and colleagues, in order to become more socially just beings and to ensure a stronger and more inclusive union.

PROCESS AND PRINCIPLES CONTINUED

- We ensure that this transformation is sustainable and the philosophy upon which it is based is continually offered to new and emerging leaders in our union and on our campuses.
- We established a management level staff position, Director of ARSJ Programming.
- Fairness and Justice are faculty working conditions!

CHANGES TO BYLAWS

- New language highlights explicit commitment to Anti-Racism and Social Justice to CFA's mission.
- Acknowledges chapters' commitment to racial and social justice work.
- Widens opportunities for under-represented members to hold positions on CFA Board of Directors: AVP for Racial and Social Justice (from one to two), two additional Lecturer Representatives and two additional CRSJ representatives.
- Incorporates gender-fair language.

ANTI-BLACK RACISM DEMANDS

CFA is calling on all of us to seize this moment/movement to begin the work for the systemic change that is needed:

- Value Black lives.
- Uphold rights to protest anti-Black racism.
- Protect Black LGBTQIA+.
- Defund and remove armed, militarized policing from our campuses.
- Support the Ethnic Studies requirement Assembly Bill 1460.
- Resource/establish Black Studies Departments and Black Student/Resource Centers on each campus.
- Provide free tuition for Black, Native, and Indigenous students.

ANTI-BLACK RACISM DEMANDS

- Prioritize resources for mental health counseling, including Black counselors.
- Establish and resource programs for criminal justice system-impacted students.
- Implement racial pay equity.
- Recognize and reward the scholarship/creative works of Black faculty.
- Relieve cultural taxation of Black faculty.
- Transform the leadership of the CSUs so that it is truly representative of the communities served by the CSU.

ANTI-ASIAN RACISM AND HATE

- The murder, beatings, racial slurs, and other acts of violence and insult directed at our APIDA community simply cannot be tolerated; we will not tolerate it on our campuses, in our union, in our communities . . .
- For our APIDA members and students, CFA stands strongly with you in fighting Anti-Asian Racism.
- We strongly support our APIDA Caucus in developing Anti-Asian Racism Demands for our 23 campuses; likewise, we strongly support our NAIP and Chicanx/Latinx Caucuses developing specific campus anti-racism demands. We will join in pushing and fighting for these demands on our campuses.

CFA SPONSORED AND SUPPORTED LEGISLATION

- Victory: AB 1460, Ethnic Studies Graduation requirement in the CSU
- Police reform
- Digital divide
- Educational reform, opportunities for student success
- Bills addressing financial challenges of students

ANTIRACISM AND SOCIAL JUSTICE AND BARGAINING

- Proposals make contract changes for all.
- Proposals create structural change in the CSU, chip away at systemic racism, inequity, create opportunities for career mobility and job security, address workload and working conditions, cultural taxation.
- Proposals address ways the CSU is out of touch with higher education and the lived reality of faculty.
- Proposals are forward looking.

EXAMPLES OF CURRENT PROPOSALS

- Fairness in student evaluations/opinions of teaching effectiveness to address racial, ethnic and cultural bias
- Providing assigned time relief for Cultural Taxation and naming this unpaid labor
- Improved counselor-student ratios and need for culturally competent counselors
- Job security for coaches beyond one-year contracts
- Lecturer/Contingent/Temporary faculty longevity and job security, introducing a five-year contract, allowing contingent faculty to have interviews for tenure-line positions, pathway for contingent faculty to be reclassified as probationary faculty
- Ombudsperson in place of campus police in non-criminal matters on our campuses
- Parental leave—from 30 days to an entire term

California Faculty Association

Sponsored and supported legislation,
bargaining proposals, ARSJT work and
other information are on the CFA
website

calfac.org

ctoombs@calfac.org