

## **California Faculty Association Latina /Latino Caucus Mission, Goals & Rules**

Adopted October 19, 2002

Reviewed and Revised: September 28, 2008

Adopted: October 18, 2008

By the middle of the 21<sup>st</sup> Century, the Latina /Latino population will become the largest single pan-ethnic group in the state. As such, the California State University System will experience an increased influx of Latina/Latino students for decades to come. In 2002, in response to this dramatic demographic shift, the Board of Directors of the California Faculty Association (CFA) unanimously passed a resolution mandating that a Latina/Latino Caucus (LLC) be constituted as a new body under CFA's auspices.

*The twenty-three representative delegations from all CSU campuses assembled at a Founding Conference on October 17-19, 2002, in Los Angeles, and established the CFA Latina/ Latino caucus (LLC) to address anticipated substantive representational needs, and to promote the growing voices of Latina/o faculty within the CFA and CSU. In fulfillment of this mission, the LLC agreed to pursue the following goals and objectives:*

- To foster Latina/ Latino faculty membership, participation, and leadership at all levels of CFA; and in so doing, build the union, promote and defend its mission, goals and campaigns.
- To make CFA a more diverse, representative, and stronger faculty union for the 21<sup>st</sup> century.
- To promote an equitable representation of Latina/Latino faculty (tenure line and lecturers, counselors, librarians, and coaches) within the CSU, as well as inclusion at all levels of governance and university life.
- To actively support diversity within the CSU as a way of expanding the universe of knowledge and intellectual diversity in academia. The absence of Latina/o and other underrepresented minority scholars in the CSU system compromises its stated promise of offering quality and accessible education to the people of California and creates unfair learning/teaching environments for both faculty and students of color.
- To monitor, support and provide legal representation to members of LLC to combat discrimination against Latina/ Latino faculty who believe they have been unjustly denied promotion and tenure, equal salary for equal work, and/or unfair work assignments.
- To promote and defend all curricular, extra-curricular academic programs, and reforms and initiatives that seek to better educate CSU students about the history and current conditions of Latina/ Latinos in the United States, Latin America and the Caribbean.

- To engage in networking opportunities with diverse interest groups (e.g., women, students, GLBT, etc) within CFA and the CSU.
- To mentor Latina/o students, and actively promote cooperative and mutually supportive relations with other Latina/o staff and students on campus, and seek to include them in LLC activities and projects.
- To develop working relationships with CSU central and campus administrators, academic senates, staff unions and student governments to promote and achieve all CFA goals and objectives.
- To promote cooperative and supportive relationships with local communities that our CSU campuses serve, especially the Latina/o community.
- To foster respectful, cooperative relationships and solidarity with labor, educational, cultural, and political leaders and organizations locally, statewide, nationally, and internationally.
- To provide electronic access to information for Latina/o faculty (tenure line and lecturers, counselors, librarians and coaches) in the CSU to support networking, exchange data, and data analysis.

### **CFA Latina/o Caucus Rules**

The Latina/o Caucus (LLC) shall operate as a sanctioned CFA caucus under the auspices of the Council for Affirmative Action (CCA) and shall be governed by CFA Bylaws, Board of Director Resolutions, and the following internal rules:

#### **CFA Latina/o Caucus Membership:**

To be as inclusive as possible, membership in the LLC shall be open to all CSU Latina/Latino faculty members (tenure line and lecturers, counselors, librarians, and coaches), and any CFA member who wishes to join the caucus. Membership with full voting and participation rights is automatic, voluntary and unrestricted. All new members shall automatically be added to the LLC communications system.

#### **Statewide CFA Latina/o Caucus Steering Committee:**

The LLC Steering committee shall govern the immediate affairs of the LLC. The LLC Steering committee shall consist of two statewide elected members, and one past LLC co-Chair who will serve as ex-officio. The terms of office shall be three years. This coming election year we will elect one chair to serve a two-year term and the second to serve for three years. Each co-chair may serve, if elected, a second term. Once constituted, voting shall occur at the LLC meeting of the Fall CFA Assembly. At the end of their respective terms, the LLC Steering shall elect one outgoing Co-Chair to serve as a “past Co-Chair” for an additional three-year term. In the event of a resignation, the Steering Committee shall elect a co-Chair-mindful to maintain gender equity. The maximum any one co-chair may serve shall be two terms.

The duties of the LLC Steering Committee shall include support for the Council for Affirmative Action (CAA), its activities, and agenda, including active participation in the planning, implementation, participation with, and evaluation of the Equity Conference.

The LLC Steering Committee ordinarily will meet at the CFA's Fall and Spring Assemblies. Further meetings, if needed, may be scheduled, in consultation with the Council for Affirmative Action leadership. Co-Chairs of the LLC will prepare an agenda in advance. The LLC Co-Chairs may invite, upon prior recommendations by Steering Committee members, and in consultation with the Council for Affirmative Action leadership to attend designated meetings of the Steering Committee. CFA staff assigned to assist the LLC shall attend all meetings of the LLC Steering Committee. Others may similarly attend at the discretion of the Co-Chairs. CFA statewide officers, chapter presidents, and members of the Board of Directors are always welcome to attend as honored guests.

#### **CFA Latina/Latino Caucus Subcommittees and Task Forces:**

The CFA Latina/Latino Caucus may establish specific statewide subcommittees and/or task forces to carry out the work of the LLC Caucus. These subcommittees and/or task forces may be created by decision of the LLC Steering Committee. Subcommittees and/or task forces shall report their activities at the LLC Steering Committee meetings, the CAA, and, when appropriate, at LLC Conferences. A subcommittee and/or task force may include members or non-members of the LLC who bring special skills to the work of the LLC Caucus or represent organizations involved in joint projects with the LLC.

#### **Standing Rules:**

The highest governance authority of the LLC is the Council for Affirmative Action, which, in turn, is governed by CFA Officers and the CFA Board of Directors.

The Latina/o Caucus is empowered to receive, consider, and act on motions it deems appropriate on any and all matters of interest to Latinos and Latinas in the CSU, CFA, California and the United States. Such motions require a simple majority of voting members present. **A quorum for LLC meetings and subsequent votes shall consist of 51% of the voting members present at a sanctioned LLC meeting and/or Assembly.**

All LLC resolutions must be reported to the CFA President, Officers, and Board of Directors, and to the Council for Affirmative Action (CCA), LLC Co-Chairs and LLC Secretary. The LLC Secretary will keep minutes of all LLC Conferences and Steering Committee minutes and meetings. **All approved LLC motions shall be reported at the CFA Assembly.**

**These rules may only be amended by a 51% majority vote of the voting delegates present at the CFA Assembly**, when the proposed changes have been submitted to the LLC Co-Chairs at least one month prior to the preceding CFA Assembly.