



## CFA COUNCIL FOR RACIAL & SOCIAL JUSTICE (CRSJ)

The Council for Racial & Social Justice is dedicated to promoting and supporting anti-racism & social justice in the CSU and in CFA. The Council is committed to protecting faculty from discrimination based on race, color, religion, national origin, gender, sexual orientation, marital status, pregnancy, age, disability, or veteran's status. The Council's responsibilities include being vigilant, assuming leadership, organizing, and taking action to ensure CSU and CFA goals towards the promotion of racially & socially just practices.

### AFRICAN AMERICAN CAUCUS

Our focus is to address issues that impact the academic life and well being of faculty of African descent within the CSU and to build bridges across CSU caucuses that support systems of equity and social justice.

### ASIAN PACIFIC ISLANDER CAUCUS

We provide a forum for the inclusive community of Asian and Pacific Islander CSU faculty to join the voices of other CFA caucuses in promoting equity and social justice on campuses and CSU systemwide. The API Caucus seeks to mentor API faculty and students in their professional and academic development, and to encourage their active participation and leadership in the CFA.

### DISABILITY CAUCUS

We identify and address issues that impact the academic life and well-being of CSU faculty with disabilities. We aim, primarily, to provide faculty with disabilities with information about their rights to accommodation and how to go about seeking it. We invite disabled faculty to look to us for a sense of community, a refuge where they are safe from stigma and the risks of self-disclosure to administrators, students, and colleagues.

### INDIGENOUS PEOPLES CAUCUS

We advocate for and legitimize a place for the full recognition of the diversity represented by Indigenous Peoples in the CSU system. We mobilize CFA support of Native Nations and Indigenous Sovereignty, and acknowledge Indigenous rights to land, water and life. We raise awareness of the diverse histories of Native peoples in California, especially through the Mission system, genocide era, and 20th century struggles, as well as about the diverse urban and relocated populations in California.

### CHICANX / LATINX CAUCUS

Our caucus offers an unprecedented social space for Latino/a faculty at CSU; a place, at long last, where we can come together, voice our people's concerns and aspirations, assert our needs both as faculty and as Latinos, all with the full support of our splendid faculty union. In this and other ways, CFA is effectively championing and becoming an example of diversity both within CSU and in our society.

### LESBIAN/GAY/BISEXUAL/TRANS-GENDER CAUCUS

We advocate for and legitimize a place for the recognition of the aspect of diversity represented by the presence of LGBT individuals in the CSU system. To recognize that LGBT individuals come from all communities and that many LGBT individuals will not be "out" in their workplace; this does not diminish these individuals' need for the same protections. We work towards a CSU that provides a safe environment for all members of the CSU community and fosters scholarship in issues relating to LGBT life and issues.

## CFA CAUCUSES

Members are active in eight caucuses, each of which is represented in the CRSJ.

Learn more at  
[www.calfac.org/council-racial-and-social-justice](http://www.calfac.org/council-racial-and-social-justice)

### TEACHER EDUCATION CAUCUS

We are a group of teacher educators and allies who envision public schools as sites for promoting social justice, and want to mobilize the support of CFA to resist recent state and national legislation crafted by the far right.

### WOMEN'S CAUCUS

We offer members a space to "check in" with each other to discuss gender issues we encounter on our campuses and to strategize collectively about how to address them. We empower members by freeing all women from structural obstacles to participation and leadership in campus and union activities, including but not exclusive to sexism, racism, homophobia, transphobia, and ableism.