California Faculty Association: Council for Affirmative Action

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The Council for Affirmative Action (CAA)

What Would You Attempt To Do, If You Knew You Could Not Fail?
The Council for Affirmative Action (CAA)

- Animated by CFA’s ongoing commitment to Affirmative Action
- Preceded by the Affirmative Action Committee
- The Council was created in 2006
  - Increase organizational democracy
  - Assist in building a faculty union that reflects the diversity of the state
Council Mission

- Provide leadership for achieving diversity
- Assist historically underrepresented groups gain access to CSU
- Monitor and make recommendations on issues related to affirmative action policies
- Develop diverse leaders at statewide and chapter levels
Council Mission

- Build statewide group of activists
- Ensure Assembly ethnic/racial/gender representation
- Create space for open dialogue about issues of race, gender, ethnicity, sexual orientation, disability and class in our union
Council Operating Principles

- CSU’s Non-discrimination requirement
- Commitment to Equal Opportunity in:
  - Faculty Recruitment
  - Faculty Hiring
  - Faculty Compensation
  - All other aspects of employment in the CSU
- Inclusive and fair in spirit and intent
- Stand up for securing, protecting and improving faculty rights
Council Operating Principles

- Stand up for Social Justice and Equity
- Give voice to those who feel they have no voice in our union and the CSU
- Opportunity should not be proscribed by Race, Ethnicity, Sexual Orientation or Gender
- Together We Are Powerful!
Council Goals and Objectives

- Advisory
- Education, Promotion, Support of AA Policy and Implementation
- Analysis and Education
- Advocacy
- Public Relations
- Organizing
- Leadership
- Bargaining
Council Structure

- 3 Reps on the Board of Directors (BoD)
  - 1 Assoc. Vice President to Statewide Officers
  - 2 Additional Reps to the BoD
- 23 Member Council for Affirmative Action replaced 7 Member Affirmative Action Committee
- 2 Reps to Contract Development & Bargaining Strategy Committee
- Caucus Affiliates
Caucus Affiliates

- CAA operates in conjunction with faculty caucus groups
- Filial groups essential to keeping CAA connected to issues/concerns of marginalized faculty
- Provides an activist base for recruitment
Caucus Affiliates

- African-American Caucus
- Asian Pacific Islander Caucus
- Disabilities Caucus
- Latino/a Caucus
- LGBT Caucus
- Teacher Education Caucus
- Women’s Caucus
Equity Conferences

- Caucuses “own” Equity Conference
- Provide opportunity for marginalized faculty to have a voice
- Incubators for creation of faculty caucuses and activism
Impact of CAA on Union Leadership

### 2004 Union Leadership by Ethnicity

- White: 33
- Black: 3
- Latino/a: 2
- API: 4
- Other: 2

### 2017 Union Leadership by Ethnicity

- White: 27
- Black: 10
- Latino/a: 2
- API: 4
- Other: 2
Impact of CAA on Union Leadership

2004 BOD Total by Ethnicity

- White: 16
- Black: 2
- Latino/a: 1
- API: 2
- Other: 0

2017 BOD Total by Ethnicity

- White: 13
- Black: 6
- Latino/a: 3
- API: 1
- Other: 1
Budget, Bargaining & Privatization that affect faculty

- CSU Mission change
- Program Restructuring
- Furloughs: Staff & Faculty
- Faculty Layoffs
- Workload increases
- Class size increases
- Elimination of lecturers
- Administrative Bloat
Budget, Bargaining & Privatization that affect faculty

- Program elimination: disparate impact on ethnic studies programs; diversity courses
- Priority/Reprioritization
- Last hired; first fired affects diversity
- Chancellor’s Graduation Initiative
- State underfunding of the CSU compared with past generations
Budget, Bargaining & Privatization

- Unbundling of Faculty Work
- Budget Cuts
- Cultural Taxation
Council Activities & Achievements

- CAA has become a positive force for union membership growth.
- CAA has been instrumental in identifying and growing statewide and campus-based leaders.
- CAA has been instrumental in identifying inherent problems in the faculty evaluation process most affecting faculty of color and women.
- The formation of filial caucuses building on the established Women’s Caucus and the Latina/o Latino Faculty Conference in 2003.
Council Activities & Achievements

- Brochure: Affirmative Action in CSU in the Wake of Prop 209
- UCLA Civil Rights Project Research Initiative
- Testimony before the CSU Board of Trustees and Legislative Committees
- Legislative Ethnic Tri-Caucuses
Council Activities & Achievements

- Union-wide Anti-Racist/Social Justice training
- Bias/Hate Crimes Survey
- Disabled Faculty Survey
- Campaign for the Future of Higher Education
- A Journey into Change: An Unconscious Bias Workshop
- NCORE participation and workshop presentation
- Immigration Reform
CAA Leadership in CFA 2017-18

- Erma Jean Sims (SO), Rep to Board of Directors
- Sharon Elise (SM), Rep to Board of Directors
- Denise Dawkins (BA), Rep to Contract Development & Bargaining Strategies
- Alfredo Carlos (LB), Rep to Contract Development & Bargaining Strategies
CAA Staff (2013-14)

- Audrena Redmond,
  - CAA Specialist, South

- Maureen Loughran,
  - CAA Specialist, North

- Michelle Cerecerez,
  - Southern Regional Organizing Director
Remember: Together, WE Are Powerful!