

California Faculty Association: Council for Affirmative Action

Dr. Cecil E. Canton
Assoc. Vice President &
Chair, Council for Affirmative Action
California Faculty Association
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The Council for Affirmative Action (CAA)

What Would You Attempt To
Do,
If You Knew You Could Not
Fail?



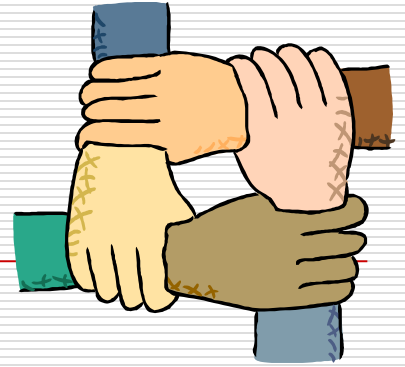
The Council for Affirmative Action (CAA)

- 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
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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
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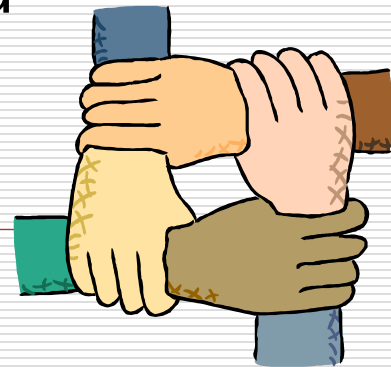
Council Mission



- 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
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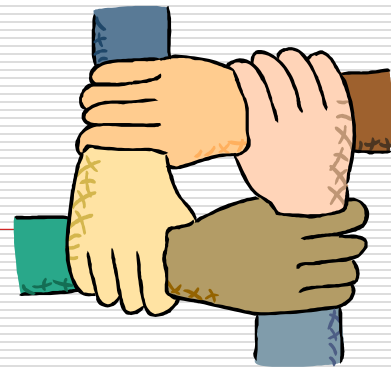
Council Operating Principles

- ❑ 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!



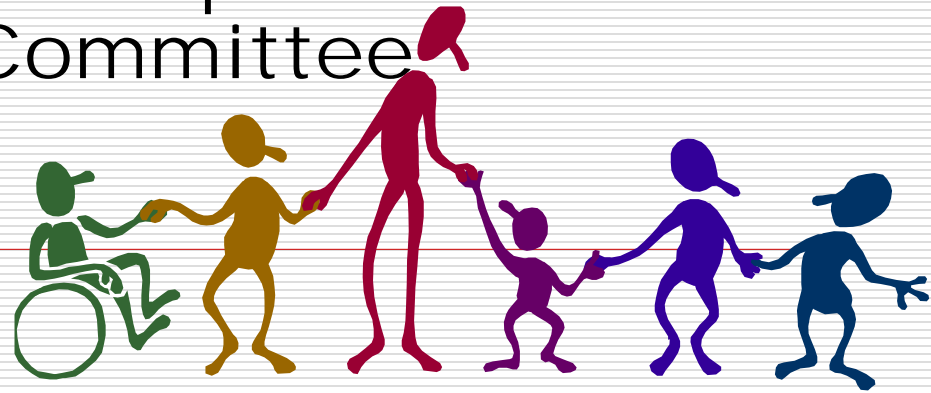
Council Goals and Objectives

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



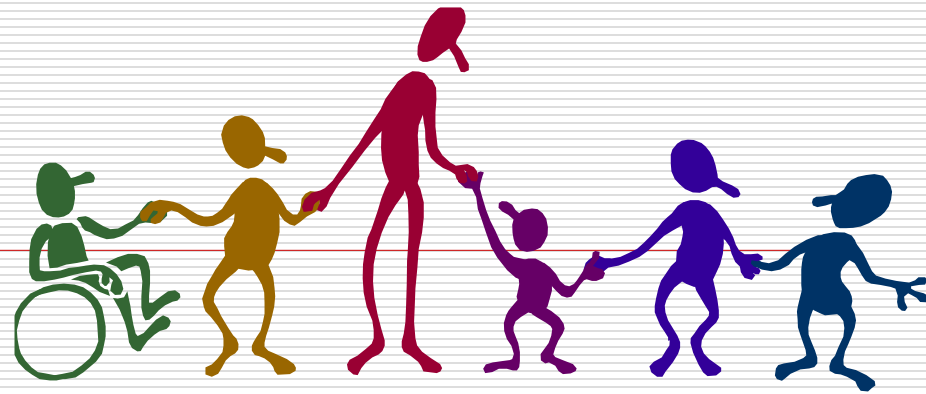
Council Structure

- 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



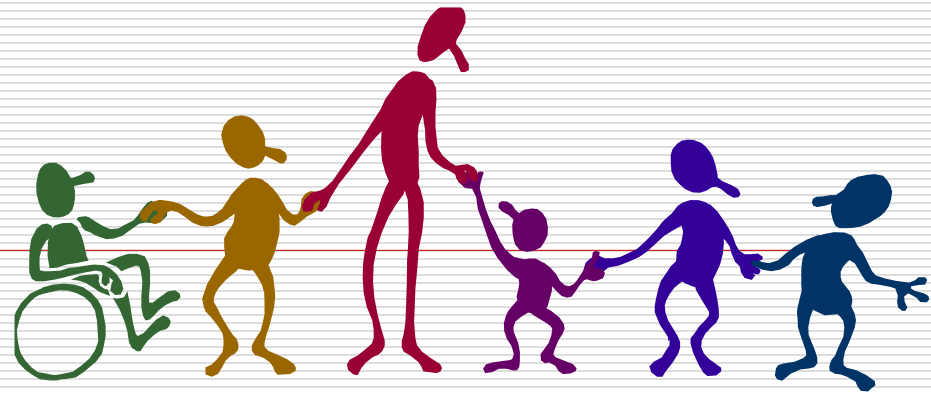
Caucus Affiliates

- ❑ 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



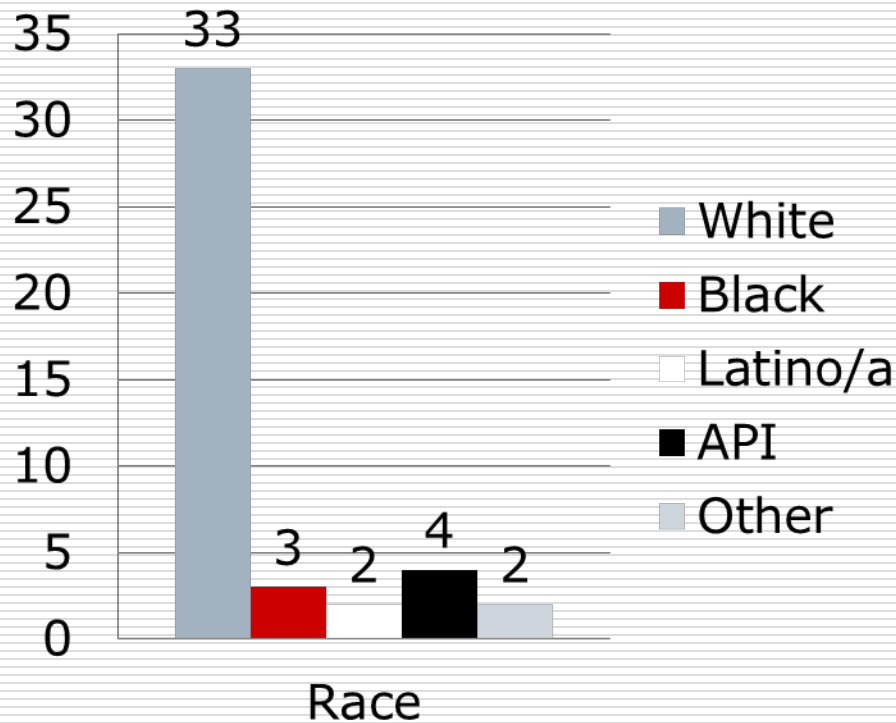


Equity Conferences

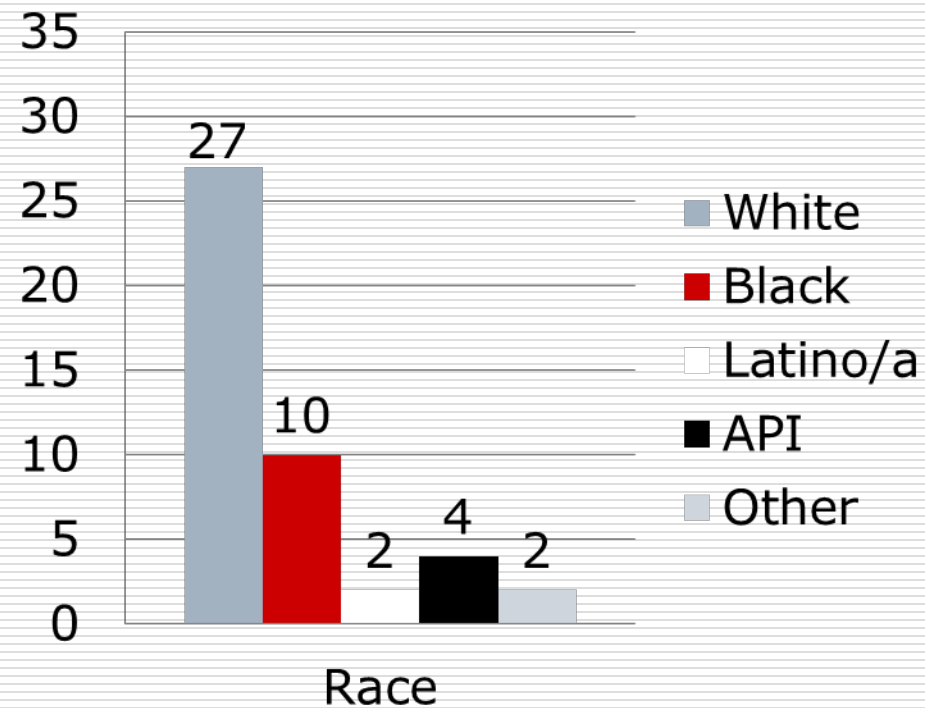
- ❑ CAA hosted 2003, 2006, 2008, 2010, 2012, 2014, 2016 Conferences
 - ❑ Caucuses “own” Equity Conference
 - ❑ Provide opportunity for marginalized faculty to have a voice
 - ❑ Incubators for creation of faculty caucuses and activism
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Impact of CAA on Union Leadership

2004 Union Leadership by Ethnicity

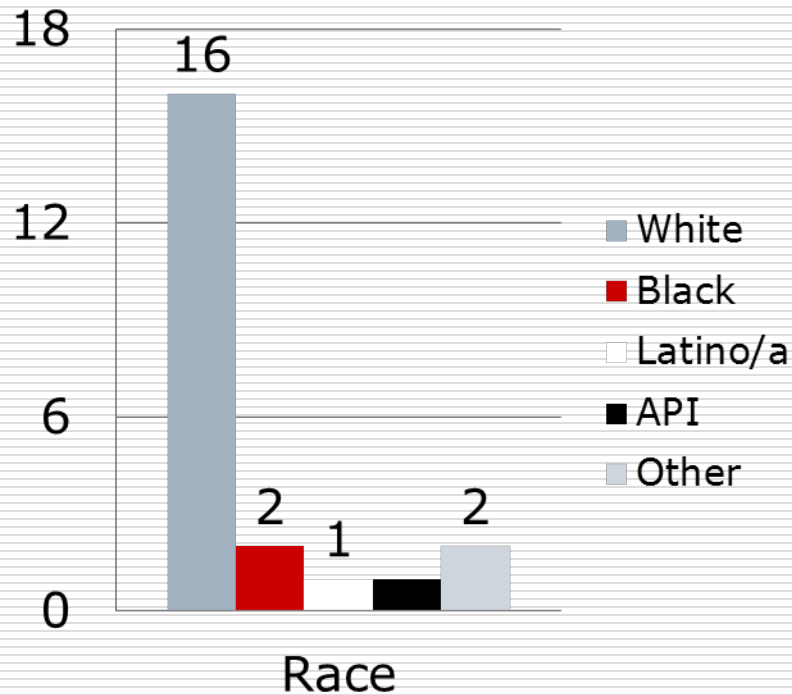


2017 Union Leadership by Ethnicity

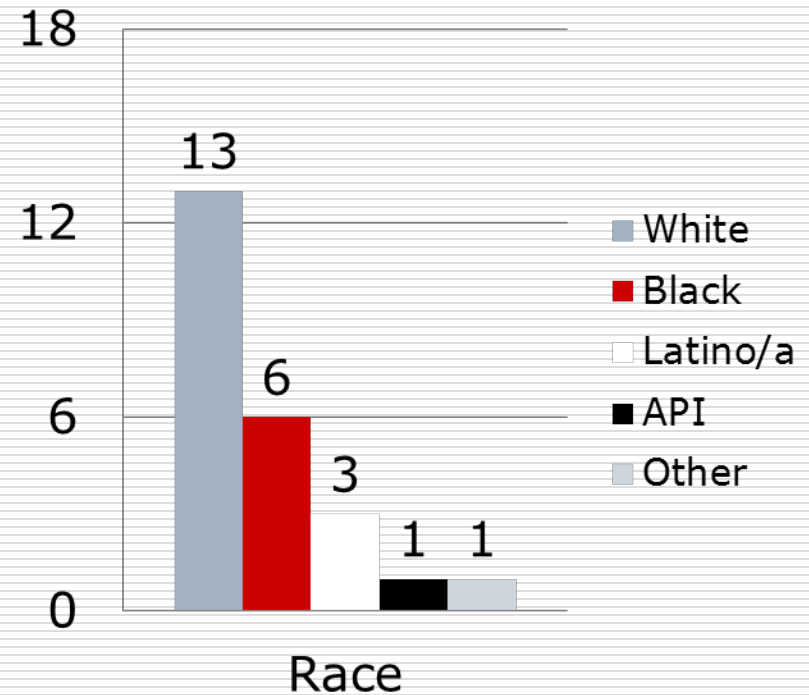


Impact of CAA on Union Leadership

2004 BOD Total by Ethnicity

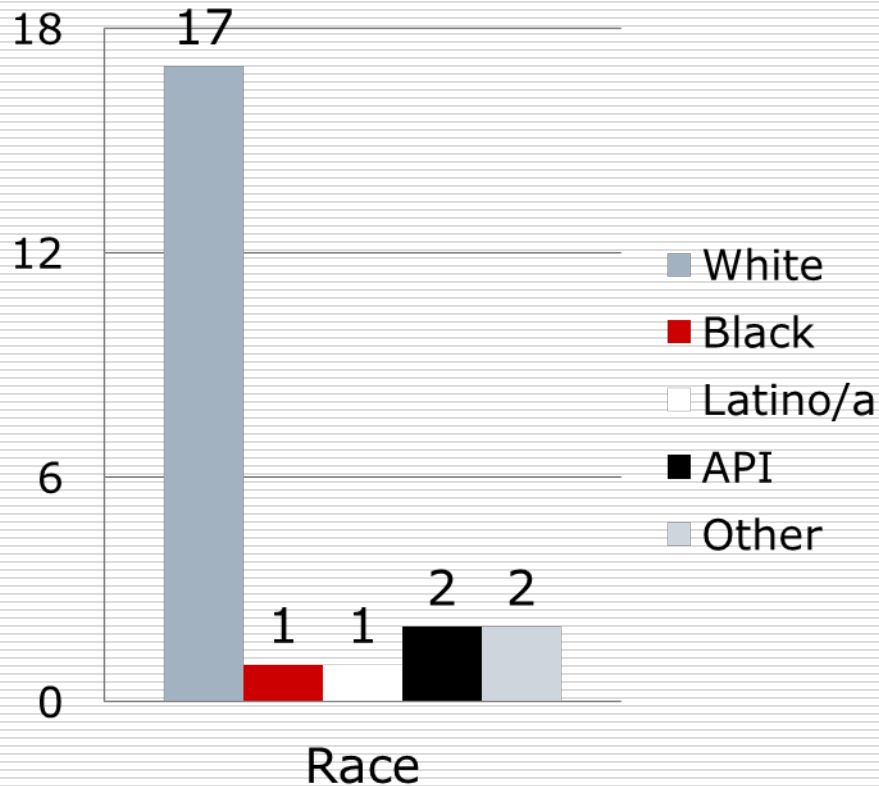


2017 BOD Total by Ethnicity

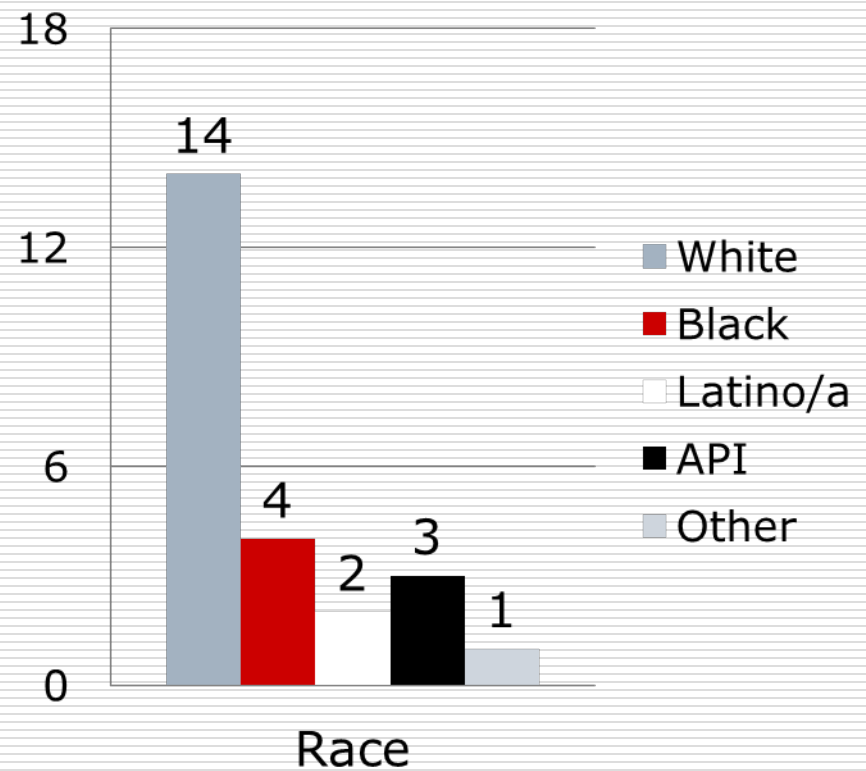


Impact of CAA on Union Leadership

2004 Chapter Pres. by Ethnicity

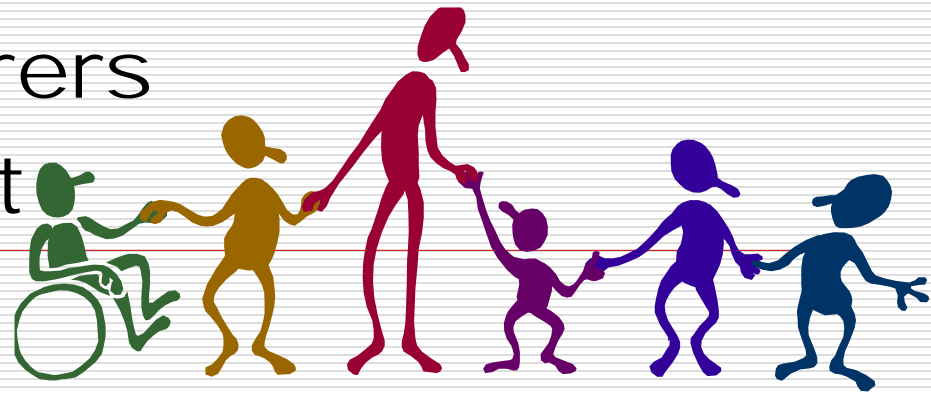


2017 Chapter Pres. by Ethnicity



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 positive force for union membership growth
- ❑ CAA instrumental in identifying and growing statewide and campus based leaders
- ❑ CAA 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
- ❑ Report: Sonoma State Diversity Study, 1994 – 2007
- ❑ 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
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CAA Staff (2013-14)

- Audrena Redmond,
 - CAA Specialist, South
 - Maureen Loughran,
 - CAA Specialist, North
 - Michelle Cerecerez,
 - Southern Regional Organizing Director
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Remember:
Together, WE
Are Powerful!

