

From the California Faculty Association

CFA HEADLINES

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CFA Ramps Up Campaign to Stop CalPERS Investments in Private Migrant Detention

Next week, CFA activists will again elevate their calls for CalPERS to stop investing in private prison operators CoreCivic and GEO Group by attending and commenting at a meeting of its Investment Committee on September 16th. This will mark the fourth consecutive Board meeting that members will have rallied at since CFA adopted a [resolution](#) to actively engage CalPERS on the matter at our 89th Assembly in April. For the record, the pension fund's total investment in the companies amounts to just \$11.4 million out of a total portfolio of \$360 billion.



“From our perspective, it’s a very simple matter for CalPERS,” said CFA President Charles Toombs. “From a humanitarian standpoint there is no discussion to be had. CalPERS is on the wrong side of this issue. Factoring in the miniscule financial investment in these companies should make CalPERS’ decision an afterthought. Either way, we plan to continue to be in the room to urge them to make the right decision sooner rather than later.”

On the heels of [calling out](#) the Investment Committee in June and July, our activists set out again to press the issue even harder in August, with CFA Associate Vice President Margarita Berta-Avila of CSUS, declaring: “Your [CalPERS’] investment in these private migrant detention prisons makes all of us complicit in their indefensible practices, and our members want no further part of it. You have shown leadership in a similar context before, when in 2013 CalPERS sold its shares in two major gun manufacturers. The stakes now are just as high as they were then, so please exhibit the principled leadership we know you are capable of again.”

To further raise awareness, members delivered more than 200 signed [postcards](#) at the August meeting, urging the pension giant to cease these investments. Faculty are still collecting postcards from CalPERS members across the state and will deliver them next week. Contact [your chapter](#) to sign a postcard.

Unconscious Bias and Interrupting Racism Workshops Underscore CFA Core Values, Serve as Learnable Moments for Faculty

A fundamental element of CFA's mission is our pledge to promote anti-racism and social justice and supporting that commitment through meaningful action. One important way that we pursue this is by hosting educational workshops for our members that foster an environment of deep, collaborative learning.



Two workshops that have received wide acclaim recently – because of the responses elicited by participants and our society's volatile political landscape – are: 1) [A Journey Into Change: An Unconscious Bias Workshop](#) and 2) [Interruption: An Anti-Racism Workshop](#). “A Journey Into Change” takes participants through an introspective journey intended to draw out the implicit biases that many of us are completely unaware we harbor, with a special emphasis on how these biases can be a barrier to increasing faculty diversity and triggers for workplace hostility. Meanwhile, “Interruption” discusses the systems, history, and logic of white supremacy and racism and the frameworks of critical race theory with the goal of undoing entrenched racial narratives. Most importantly, the workshop helps participants identify racism and interrupt it in their work as faculty interacting with other faculty, administrators, and students.

Aparna Sinha, a professor at the California Maritime Academy, who has served as a facilitator for both workshops, reflected on the intensity of this work, “These workshops are deeply emotional experiences for our participants that oftentimes take them into dark, uncomfortable areas within themselves they never knew existed. It's a hard, exhausting task, but I think everyone who has been involved thus far – either as a facilitator or participant – would agree it's well worth it. There is an unmistakable ‘wow’ moment that many of us have walked away with and I would recommend these workshops for all CFA members.”

Since 2016, CFA facilitators have led dozens of workshops for hundreds of faculty on all 23 campuses. Commenting on these continuous education opportunities, CFA President Charles Toombs said, “We're all teachers, but that does not mean we still do not have plenty to learn. We do not just owe it to ourselves to be continuous learners, we owe it to all of our students – black, brown, API, or white – whom we guide daily. Learning is not a finite process and if more people took this view, our institutions, our world might just be better places to live and work.”

A frequently echoed sentiment came from one recent workshop participant, who left the following comment in their evaluation: “I think this workshop should be mandatory for all faculty, possibly during their orientation. It is good for white folks and people of color to sit together in the discomfort around race.”

For more information or questions, members are also encouraged to contact their [local CFA Chapters](#).

Bargaining is Coming!

Our current contract ends June 30, 2020. In preparation for successful negotiations, the bargaining team needs your input. We need to know what issues are important to you so that we can focus our work at the bargaining table. We also need to know that faculty are ready to come together and fight, if necessary, to obtain a fair contract. CFA members will receive an email next week with a link to a bargaining survey. This survey is where CFA members communicate to the bargaining team the issues that they think should be addressed in bargaining. Please take the time to complete the survey and let us know what you want to see in the contract that will help you to meet the needs of your students and your family.



Participation is at the core. All CFA members can participate in the bargaining survey. If you're not yet a member, join now at calfac.org/join-cfa. Better yet, be an active member by getting involved in your campus [chapter](#)! Finally, do not forget about the [upcoming campus chapter meetings](#) that serve as a great way for you to learn about the bargaining process.

In Other News...

BILL TO END STATE CONTRACTS FOR PRIVATE PRISONS HEADS TO SENATE FLOOR: [AB 32](#) by Assemblymember Rob Bonta would prohibit the California Department of Corrections from entering into contracts with private, for profit prison operators on or after January 1, 2020. CFA is proud to support this important legislation, which also dovetails with our [ongoing campaign](#) to compel CalPERS to cease its investments in private prison operators CoreCivic and GEO Group. The bill, which passed out of the Senate Appropriations Committee on a party line 5-2 vote on August 30th, is set to be heard on the Senate Floor this week.

CFA, COMMUNITY MEMBERS PROTEST PUBLIC CHARGE AND MEDICAL DEFERMENT POLICIES:



Last week, over 100 students, faculty, and community members gathered to rally at Hayward City Hall in support of Isabel Bueso, a CSUEB alumna threatened with deportation after a Trump administration policy change that threatens deferred action for medical treatment. Students marched from campus to downtown, with SQE leading the way singing "Which Side Are You On?" and gathering supportive honks from commuters along the way.

Dr. Danvy Le, Assistant Professor of Political Science and a CFA member, and students Lala de la O Cortez and Citlali Alejo Fermin from SQE, and Daisy Maxion and

Yajaira Ortega from ASI quickly organized the event in response to the urgency of the

situation, with news of the deportations breaking just days before. The CFA East Bay chapter and the City of Hayward provided support for the event.

Hayward City Council member Aisha Wahab, the first Afghan American elected to public office in the US, served as MC, and speakers included Representative Eric Swalwell (CA-15), CFA Political Action and Legislative chair Jennifer Eagan, and SQE leader Lala de la O Cortez.

Organizers collected postcards in support of Representative Mark DeSaulnier's (CA-11) bill [HR 4255](#), which provides relief for the Bueso family.

For more pictures and video of the event, check out CSUEB Students for Quality Education on [Instagram](#), or follow the hashtag #Savelsabel.

To help, see the petition to Save Isabel on [Change.org](#).

SAVE THE DATE: The 4th Annual Lecturer Shared Governance Conference will be held on Saturday, November 16th at Cal Poly Pomona. This day-long event will bring together lecturers, part-time counselors, librarians, coaches, and tenure-track allies from across the CSU to engage on the issues of shared governance, faculty rights, academic freedom, and equity. Additional information about the conference will be announced in the coming weeks.



Faculty Rights Tip of the Week: I Need a Union Rep!

Have you (or someone you know) ever been called into a meeting with an administrator and you were not quite sure what the meeting was about? And once in the meeting realized you were being questioned or investigated about some issue for which you might be disciplined, reprimanded, or otherwise negatively affected? You need, and are entitled to have, a union representative or another advocate of your choosing with you at that meeting.

You can invoke your right to have an advocate with you before or during the meeting by saying: "If this discussion could in any way lead to my being disciplined or terminated, or affect my working conditions, I request that my CFA representative or another advocate of my choosing be present at this meeting."

The administrator must grant the request even if it means rescheduling the meeting to a time that works for you and your advocate. The rights of represented (i.e. you are in a union) employees to bring an advocate and to have the time needed to obtain an advocate for investigatory meetings comes from the 1975 Supreme Court case, *NLRB v. J. Weingarten*, thus the term "Weingarten Rights." Given the increase in investigatory meetings, it's important to know about and exercise these rights now more than ever. If you are called in, clarify whether the meeting could result in discipline. If you've been called into a meeting that might involve disciplinary action and need to find a CFA representative, you can start by looking at this list of [Faculty Rights Representatives](#) for each campus.

Here are links to previous Faculty Rights Tips about Weingarten Rights:

- [Weingarten Rights](#)
- [Campus Investigations and Weingarten Rights](#)
- [More about Weingarten Rights](#)

CFA is here to help! If you have concerns, contact your campus [CFA faculty rights representative](#). For answers to questions or to suggest a tip, please write us with the subject line “Faculty Rights Tip.” See previous Faculty Rights Tips on a range of topics in our contract.

Links of the Week

What happened to California’s crackdown on for-profit colleges?

[CalMatters](#)

Just a few months ago, California’s Democratic-controlled legislature seemed poised to pass the nation’s toughest restrictions on for-profit colleges. School owners publicly fretted that they’d have to shut down.

I Was a Low-Income College Student. Classes Weren’t the Hard Part.

[NY Times](#)

Night came early in the chill of March. It was my freshman year at Amherst College, a small school of some 1,600 undergraduates in the hills of western Massachusetts, and I was a kid on scholarship from Miami. I had just survived my first winter, but spring seemed just as frigid. Amherst felt a little colder — or perhaps just lonelier — without the money to return home for spring break like so many of my peers.

Speaking Out Against Student Evals

[Inside Higher Ed](#)

Questioning what student evaluations of teaching actually measure, various institutions have already said they use won’t them in high-stakes personnel decisions or as the primary measure of teaching effectiveness. Now the American Sociological Association and 17 other professional organizations, including the American Historical Association, are urging all colleges and universities to do the same.

California expands ban on ‘willful defiance’ suspensions in schools

[LA Times](#)

California schools will no longer be able to suspend students in elementary and middle school for disrupting school activities or “willfully defying” the authority of teachers or administrators, ending a practice that many say is counterproductive and unfairly applied to black students.

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