

# Why an Anti-Racism/ Social Justice Transformation?

“Diversity and inclusion” are not enough. As educators, we are models for our students, and what and how we teach them will shape the future of the California State University system, our state, and our nation. We are committed to doing all we can to address the rise of racism and exclusion in our society, and being a model for others. Together, and through this transformation, we will grow stronger.

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*“Racism is not something that merely is inherited from a remote past; rather it is a set of social practices and ideas that are constantly being re-created and reproduced, with the most devastating social consequences.”*

—Henry Louis Gates



# The Guiding Principles of CFA's Anti-Racism and Social Justice Transformation

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- We are a strong social justice organization, but we can be even stronger.
- We intentionally center Anti-Racism as part of our mission.
- We acknowledge that even WE in CFA are part of the problem of racism.
- We acknowledge that WE can be part of the solution by being intentionally committed to addressing it.
- We engage in courageous conversations about racism and discrimination, in order to transform our union.
- We adopt changes in organizational values, policies and practices consistent with principles of anti-racism and social justice.
- We become a more inclusive Union by focusing on, adopting and adapting the principles of anti-racism, social justice and equity to our union and employment work.
- We practice anti-racism and non-discrimination behavior with one another and others, including our students and colleagues, in order to become more socially just beings and to ensure a stronger and more inclusive union.
- We ensure that this transformation is sustainable and the philosophy upon which it is based is continually offered to new and emerging leaders in our union and on our campuses.
- Fairness and Justice should be faculty working conditions!