

# California Faculty Association: Council for Affirmative Action

---

Dr. Cecil E. Canton  
Assoc. Vice President &  
Chair, Council for Affirmative Action  
California Faculty Association  
June 2017



# 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
-

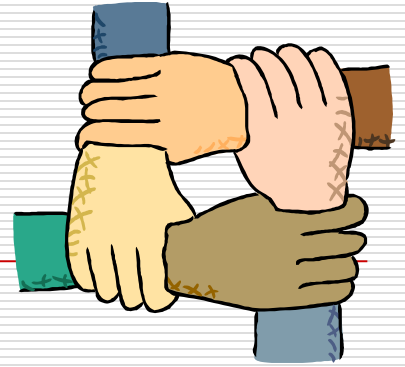
# Council Mission

---

- ❑ 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

---

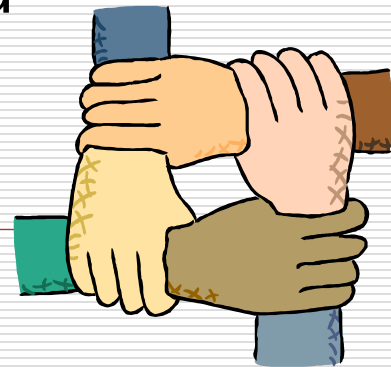


- Build statewide group of activists
  - Ensure Assembly ethnic/racial/gender representation
  - Create space for open dialogue about issues of race, gender, ethnicity, sexual orientation, disability and class in our union
-

# Council Operating Principles

---

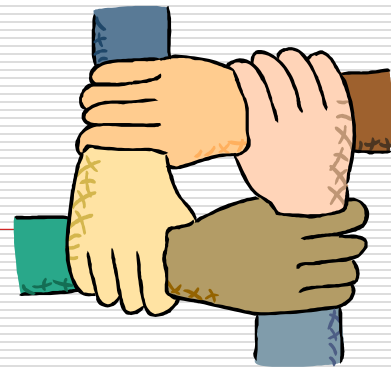
- ❑ CSU's Non-discrimination requirement
- ❑ Commitment to Equal Opportunity in:
  - Faculty Recruitment
  - Faculty Hiring
  - Faculty Compensation
  - All other aspects of employment in the CSU
- ❑ Inclusive and fair in spirit and intent
- ❑ Stand up for securing, protecting and improving faculty rights



# 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

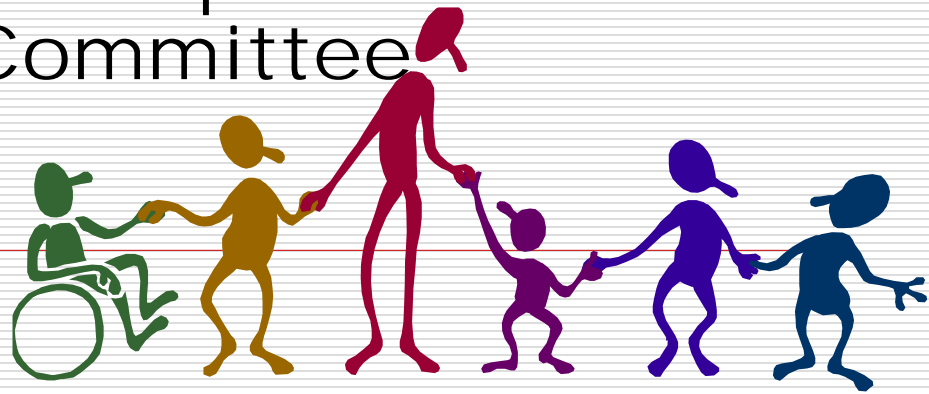




# Council Structure

---

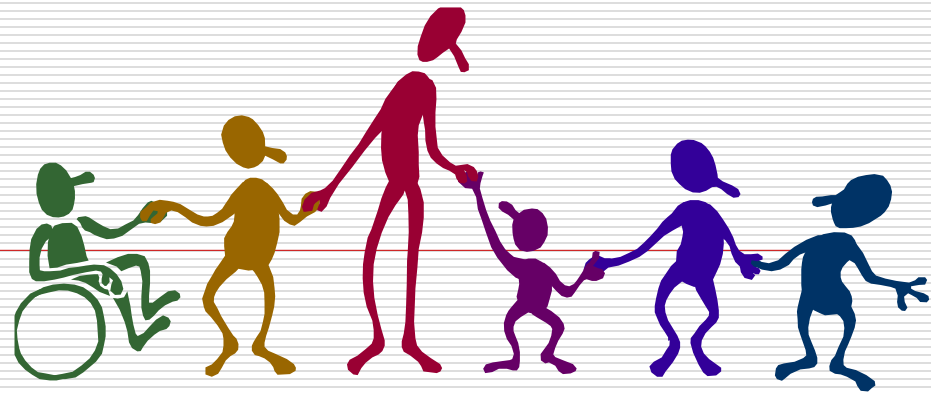
- 3 Reps on the Board of Directors (BoD)
  - 1 Assoc. Vice President to Statewide Officers
  - 2 Additional Reps to the BoD
- 23 Member Council for Affirmative Action replaced 7 Member Affirmative Action Committee
- 2 Reps to Contract Development & Bargaining Strategy Committee
- Caucus Affiliates



# Caucus Affiliates

---

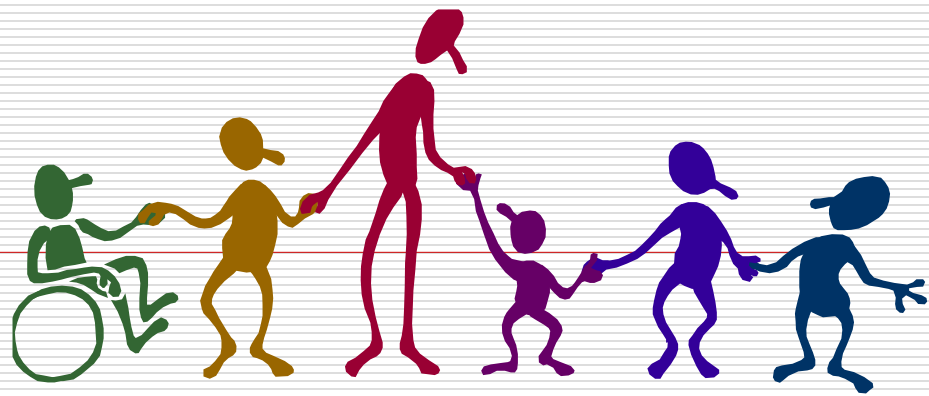
- ❑ CAA operates in conjunction with faculty caucus groups
- ❑ Filial groups essential to keeping CAA connected to issues/concerns of marginalized faculty
- ❑ Provides an activist base for recruitment



# Caucus Affiliates

---

- ❑ African-American Caucus
- ❑ Asian Pacific Islander Caucus
- ❑ Disabilities Caucus
- ❑ Latino/a Caucus
- ❑ LGBT Caucus
- ❑ Teacher Education Caucus
- ❑ Women's Caucus





# Equity Conferences

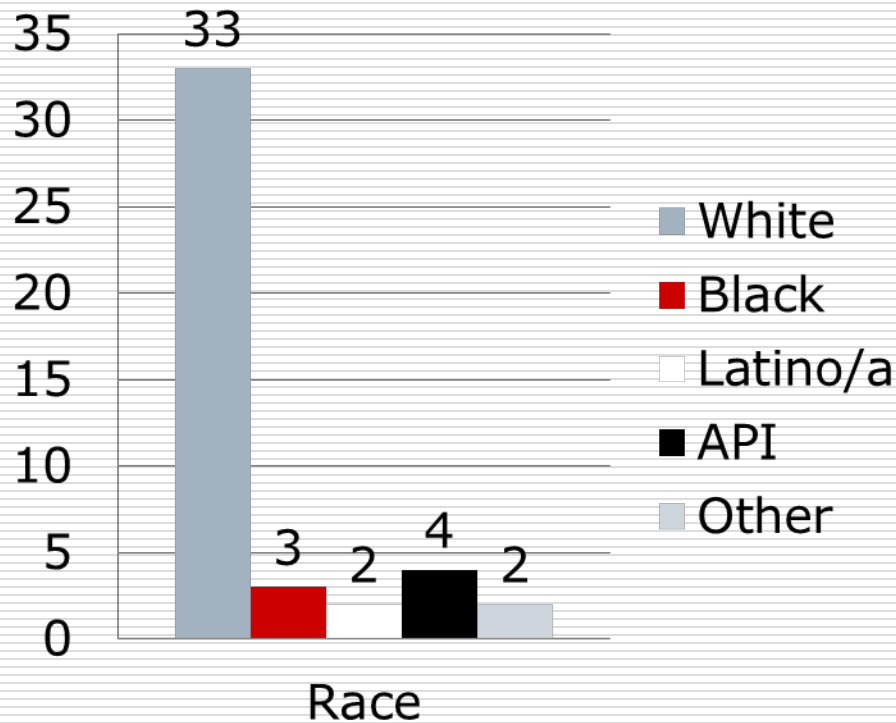
---

- ❑ 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
-

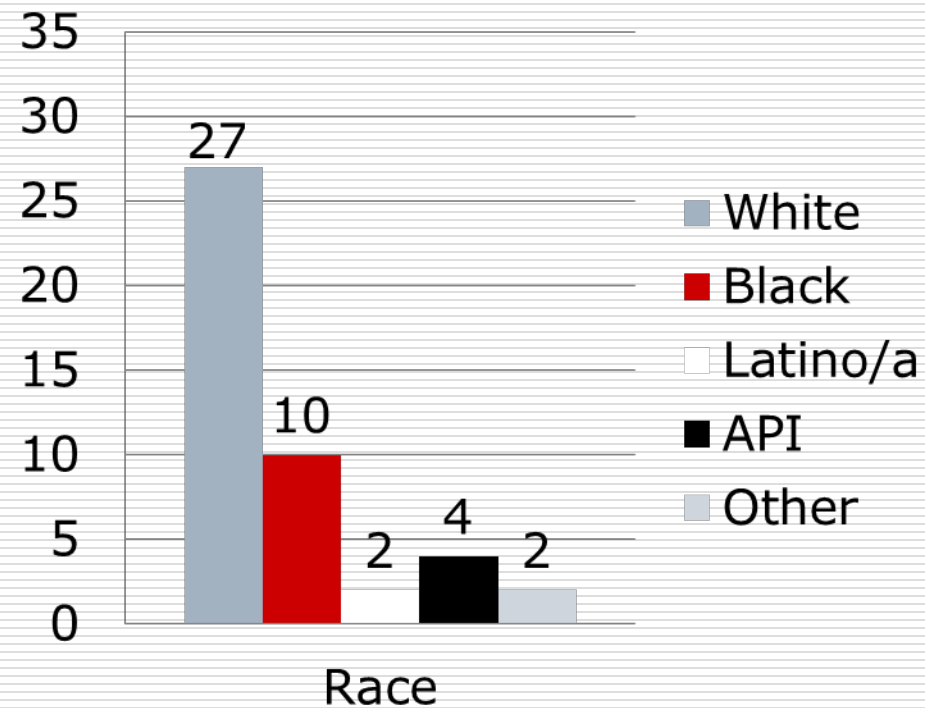
# Impact of CAA on Union Leadership

---

## 2004 Union Leadership by Ethnicity



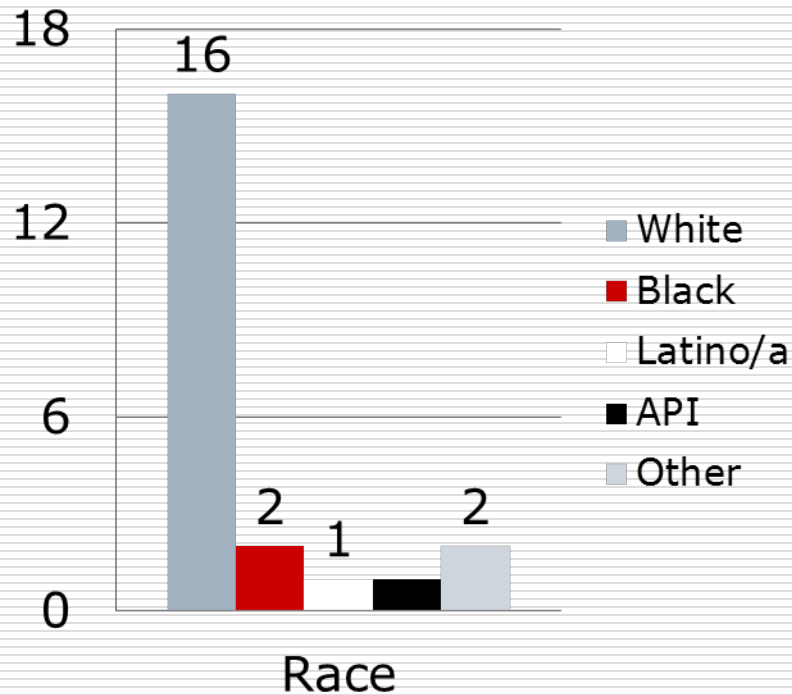
## 2017 Union Leadership by Ethnicity



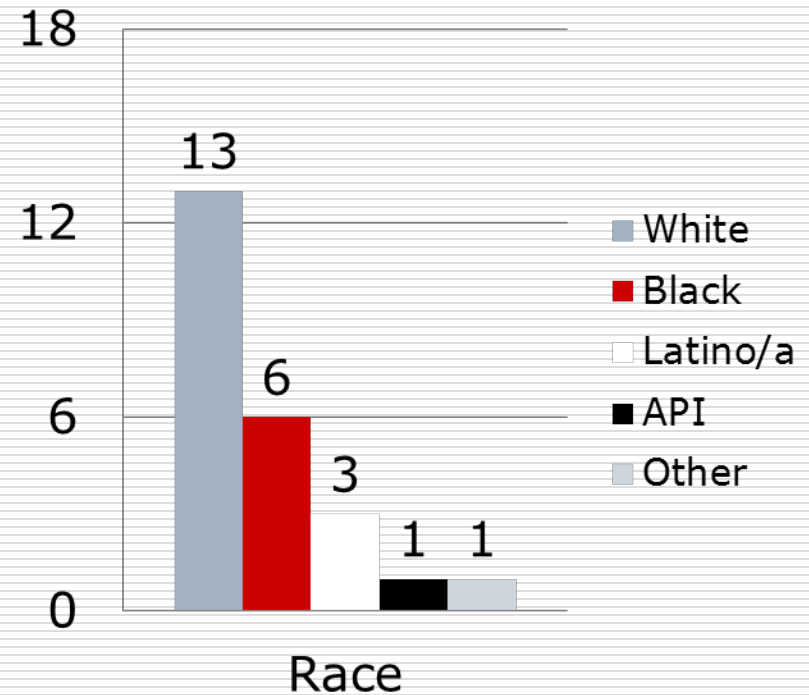
# Impact of CAA on Union Leadership

---

## 2004 BOD Total by Ethnicity



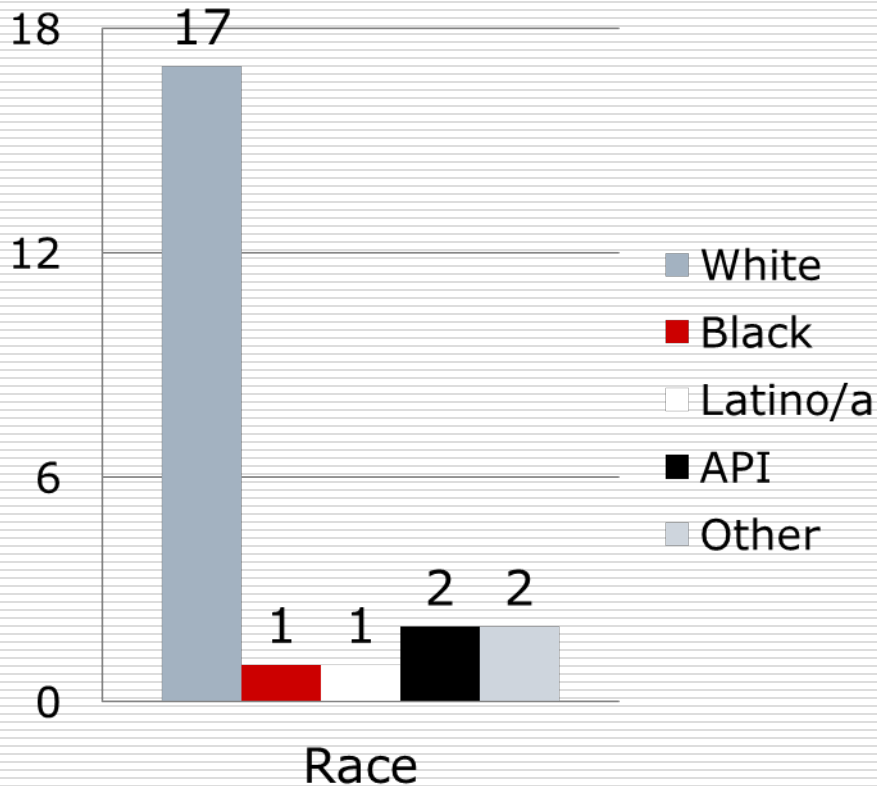
## 2017 BOD Total by Ethnicity



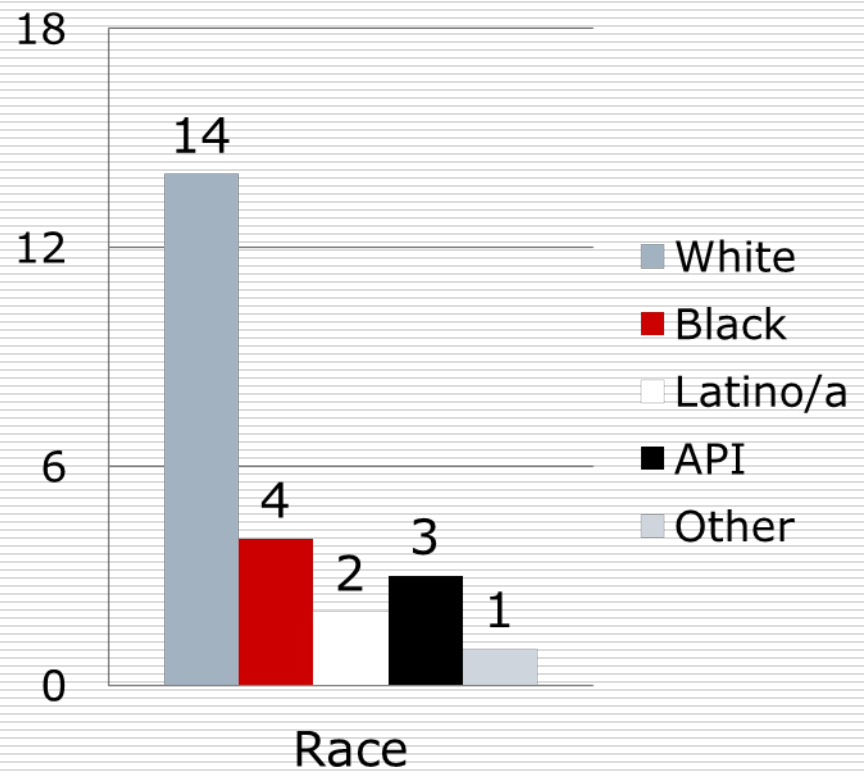
# Impact of CAA on Union Leadership

---

**2004 Chapter Pres. by Ethnicity**



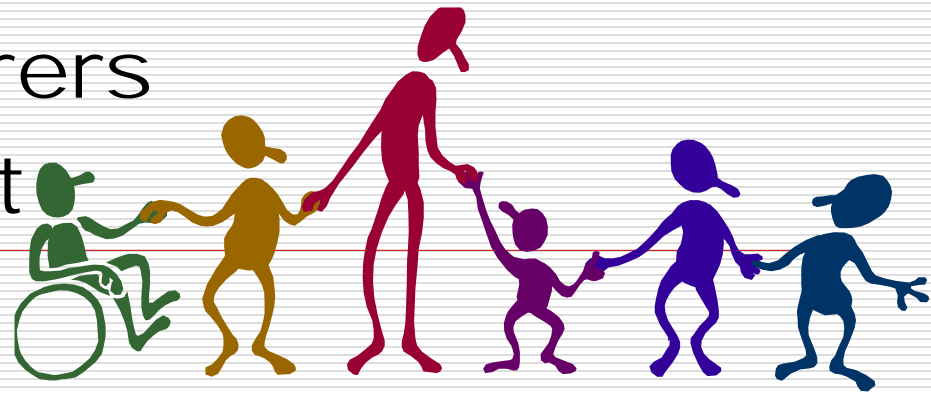
**2017 Chapter Pres. by Ethnicity**



# 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
-

# 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!

