



Council for Racial & Social Justice Mission Statement

I. Council for Racial & Social Justice (CRSJ) Mission and Responsibilities

The CFA Council for Racial and Social Justice is dedicated to promoting and supporting anti-racism and social justice in the CSU and CFA. The Council is committed to protecting faculty from discrimination based on race, color, religion, national origin, gender, sexual orientation, marital status, pregnancy, age, disability, or veteran's status. The Council's responsibilities include being vigilant, assuming leadership, organizing, and taking action to ensure CSU and CFA goals toward the promotion of racially and socially just practices based on our guiding principles.

II. Goals and Objectives

A. Advisory Role

The Council advises CFA on the ongoing transformation of organizational values, practices, and social relations pursuant to anti-racism and social justice.

The Council Co-Chairs serve on the CFA Board of Directors (BoD) as Associate Vice President for Racial and Social Justice North and South. Four members of the Council also serve on the CFA BoD.

The Council has an advisory role to the CFA BoD, President and General Manager.

The Council advises the CFA Membership and Organizing Committee to promote the active recruitment and retention of CSU underrepresented faculty for membership in CFA and in the CFA leadership.

Based on the annual census taken at the CFA State Assembly, the Council advises the CFA BoD regarding representation on the State Assembly with regard to ethnicity, gender, sexual orientation and disability, and seeks to balance representation in order to maintain equity.

The Council advises the CFA BoD with regard to legislative and policy positions that affect underrepresented groups.

B. Education, Promotion, Support of Anti-Racism and Social Justice Issues and Policy

The Council educates faculty regarding the meaning and importance of anti-racism, non-discrimination and social justice, including their legal/political aspects.

The Council engages with other committees and other groups to provide CSU faculty with education and information, through active participation of faculty, e.g., racial- and social justice-related leadership conferences, workshops, and other activities.

The Council monitors and supports student equity programs and successes, and may provide funding to support leadership/organization activities related to racial and social justice issues affecting students; assists students in obtaining full funding from CSU for related programs on campuses.

The Council develops, supports, and promotes local and statewide events in line with advocacy for racial and social justice practices related to CSU faculty and students.

The Council provides direct assistance to individuals from underrepresented groups seeking positions within the CSU, through the development of pre-hire flyers, advertising on websites, updating CFA information and publications, etc. regarding availability of CSU positions; develops a bank of potential candidates to increase ongoing recruitment and develops effective means and strategies of recruiting.

The Council actively promotes efforts to recruit diverse faculty into CFA leadership positions within the organization and works to create a climate that encourages participation among faculty from underrepresented groups.

C. Analysis and Education

The Council evaluates the record of campuses to measure progress towards the inclusion and advancement of faculty from underrepresented groups; takes positive steps to ensure fairness, nondiscrimination and equity for all faculty; and calls attention to campuses that fair well/fair poorly with regard to racial and social justice.

The Council publishes accomplishments of underrepresented faculty, demographic information and other statistical information by campus; promotes the idea that excellence and diversity are not mutually exclusive; publicizes the obstacles faced by diverse and underrepresented faculty, such as in the report, *Racism in the CSU: Faculty of Color Speak Out*.

The Council analyzes policy and practices with regard to membership and personnel; addresses and analyzes CSU Plans and the Master Plan on Higher Education with regard to issues of equity and underrepresentation.

The Council gathers critical data, studies and information regarding issues of diversity that have a high impact on CSU faculty and students.

The Council supports faculty research on issues affecting diversity and underrepresented faculty on CSU campuses.

D. Advocacy Role

The Council advocates racial and social justice among faculty.

The Council advances bargaining proposals that address racial and social justice issues. We advocate and support recruitment of underrepresented candidates for faculty and other academic positions.

E. Public Relations

The Council establishes positive relations with outside organizations and groups to promote racial and social justice (e.g., CCA, AAUP, APC, SEIU etc.)

The Council conducts ongoing “summit” meetings with the CSU joint labor management committee to promote racial and social justice.

The Council publishes newsletters, articles, reports and other information highlight various campaigns and progress toward racial and social justice.

The Council’s advocacy for CFA policies and activities to reflect and address California’s diverse population extends to CFA publications and media outside of CFA.

F. Organizing

The Council develops coalitions with student organizations, university, staff and community groups with regard to racial and social justice issues.

The Council develops coalitions with other and organizations to promote anti-racist, socially just policies and practices.

The Council organizes workgroups (e.g., Councils, committees, task forces) on each campus, and establishes a network of local contacts to strengthen ties to community groups involved in racial and social justice activities.

The Council develops partnerships with groups such as caucuses within CFA for the purpose of addressing and promoting anti-racism, equity, and access within CFA.

The Council organizes and sponsors conferences, workshops, educational institutes, training, etc., for the purpose of developing leadership among underrepresented faculty on campuses and in the CFA leadership.

The Council promotes, develops and encourages leadership leading to activism among underrepresented faculty at all CFA and campus levels.

G. Leadership

The Council advances bargaining proposals to address the faculty racial and social justice issues; establishes a strong and effective liaison between the Council and the CFA Board; introduces policy that allows for changes in CFA bylaws in order to promote positive changes in the organization relating to anti-racism and social justice, such as appointment of the Council Chair or his/her representative to sit on the Hiring Committee, Bargaining Strategy Committee, the Board, the Contract Development Committee, etc.

The Council initiates, develops and lobbies for programs that support, expand and refine racial and social justice efforts.

The Council pursues remedies to deal with the deleterious effects of discrimination and the failure to counter racism.

The Council proposes policy to the CFA Board and State Assembly in order to create, improve, and/or change practices with regard to the improvement of anti-racism and social justice policy, both at the CFA and the CSU.

H. Internal Organization

The Council reviews, monitors and, when necessary, develops CFA's internal policies and procedures regarding racial and social justice practices.

The Council ensures that all CFA activities, committees, transactions, policies and publications reflect California's diverse population.

The Council leads CFA's efforts to identify, have the courage and know-how to interrupt, racism and other socially unjust practices, to engage inclusive practices and positive social relations, and to develop resources that will deepen our capacity to build a union based on anti-racism and social justice.

From the CFA ByLaws