



RESOLUTION
CALIFORNIA POLYTECHNIC STATE UNIVERSITY,
SAN LUIS OBISPO INCIDENT

WHEREAS, on Tuesday, October 15, 2019, an image targeting undocumented communities circulated on social media showing individuals who appear to be dressed in stereotypical gang attire and using gang-related gestures. The post also includes a racial slur “illegal alien”; and

WHEREAS, the term “illegal alien” is not only inaccurate but also dehumanizing and discriminatory. The word “illegal” is not a noun, so a human being can never be an illegal; and

WHEREAS, the use of the word “alien” to describe (im)migrants is rooted in United States exclusionary policies and practices that have historically denied human rights, discriminatively scapegoated groups of people, and justified violence and mistreatment against them; and

WHEREAS, perpetuating false narratives about undocumented people and the Chicax/Latinx community, cause harm to all undocumented students throughout California and the Nation, their families, and in our own communities; and

WHEREAS, actions like this have contributed directly to the oppression of members of the CSU Cal Poly San Luis Obispo (SLO) communities, as well as others. More specifically, Latinx students, undocumented students, and students with undocumented family members have the right to an educational environment free from intimidation and harassment. Latinx students have reported higher levels of anxiety, especially in the current political climate; and

WHEREAS, treating these situations as one-off incidents or unfortunate examples of the exercise of free speech, rather than the inappropriate expression of hateful speech, is also part of the problem—the problem is rooted in White supremacy culture. The pattern of these behaviors at SLO, which includes the use of blackface, the use of nooses, and the demeaning of the LGBTQ community, creates an environment permissive of such behaviors, and increases hostility toward undocumented students, students of color, indigenous students, and many others, as they pursue their higher education; and

WHEREAS, as part of its long and ongoing work to establish racial and social justice in the CSU system and beyond, the California Faculty Association (CFA) and all its associated councils and caucuses, most specifically the Council for Racial and Social Justice and the Chicax/Latinx Caucus, stand in solidarity with all students, staff, and faculty of color, as well as their allies who have been harmed, threatened, and/or discriminated against during their time at SLO. We are committed to actions that challenge the roots of White supremacy culture at SLO and all CSU campuses and communities throughout the state. We will not be deterred or sidetracked from what Dr. Martin Luther King, Jr., called the “fierce urgency of now.” This hostility perpetrated on undocumented students at SLO needs to be named for what it is—a systemic racist act; therefore, be it



RESOLVED, that the SLO administration has an obligation to name this behavior as racist and to actively change the persistent toxic campus culture and climate; and be it further

RESOLVED, that we strongly encourage SLO to move beyond admonition and a call to have everyone get along and actually hold those responsible to actionable consequences for the harm they have caused and to take action proportional to the seriousness of the toxic normalization of racism and xenophobia at SLO that this act represents; and be it also

RESOLVED, that we demand that SLO make use of all its resources, policies and procedures, including those related to Title IX, that explicitly address the hostile environment that affects access to or participation in all campus programs and activities by undocumented students.

Adopted by the CFA Assembly
October 20, 2019