

RIGHTS RESPECT JUSTICE

Proposals for Fair Working Conditions: *Anti-Racism & Social Justice*

"None of us are free until all of us are free"

Why should we all support the anti-racism and social justice (ARSJ) proposals?

- Practices which address structural disadvantages are the fair and smart thing to do.
- Lack of equitable practices leads to high turnover of diverse faculty, negatively affecting student performance and enrollment.
- Hearing and addressing each faculty group's unique needs has made us the strong union we are today.
- Our Black, Indigenous, People of Color (BIPOC), LGBTQIA+, disabled, and women faculty deserve our solidarity.

A majority of members identified ARSJ-focused proposals as a priority in our bargaining survey

WE'RE BARGAINING TO:

**ADDRESS
CULTURAL
TAXATION
OF FACULTY**

**COUNTERACT
BIAS IN
STUDENT
COURSE
EVALUATIONS**

**SECURE ONE
SEMESTER OR
TWO QUARTERS
PAID FAMILY
LEAVE FOR ALL
PARENTS**

**CREATE A
CFA/CSU JOINT
STUDY ON RACE
AND GENDER
PAY DISPARITIES**

**OUR BIPOC, LGBTQIA+, DISABLED, & WOMEN FACULTY
HAVE THE RIGHT TO EQUITY IN THEIR WORKPLACE**

Find More at CFAbargaining.org

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ADDRESS CULTURAL TAXATION OF FACULTY

BIPOC, LGBTQIA+, disabled, and women faculty are often sought out by students with similar identities for extra mentorship and guidance. This extra workload constitutes a cultural taxation and cannot go uncompensated.

We propose the exceptional service program must:

- ▶ Be permanently institutionalized
- ▶ See funding grow proportionately with student enrollment



COUNTERACT BIAS IN STUDENT COURSE OPINIONS

Course opinions are biased, reinforce larger oppressive systems, and are not a direct reflection of teaching quality.

We propose faculty be empowered to present rebuttals addressing bias in student course opinions.



Course "evaluations" have been shown to:

- Have minimal to no correlation with student learning¹
- Be significantly influenced by faculty members' identities²



ONE SEMESTER OR TWO QUARTERS PAID FAMILY LEAVE FOR ALL PARENTS

- ▶ Parenthood has been shown to still disproportionately affect the careers of women faculty.³
- ▶ Paid family leave is a proven tool to shrink scholarship gaps and improve retention of women faculty.⁴
- ▶ Longer paid leave policies are associated with better maternal health outcomes.⁵
- ▶ Comparable institutions already offer full semesters of paid parental leave.⁶



CFA & CSU JOINT STUDY ON RACE AND GENDER PAY DISPARITIES

Academia's pay inequities are well-documented. It is very unlikely that the CSU is an exception to this trend. If pay disparities exist within the CSU, we must know where they exist and who is affected.

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| <i>Despite holding 16% of all PhDs, women of color comprise a <u>scant 2.5% of top earners</u> in higher education⁷</i> | <i>Women constitute 60% of higher ed professionals overall but represent <u>only 24% of top earners</u>⁸</i> | <i>Men represent <u>40% of the field</u> and yet comprise <u>76% of top earners</u>⁹</i> |
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OUR BIPOC, LGBTQIA+, DISABLED, & WOMEN FACULTY HAVE THE RIGHT TO EQUITY IN THEIR WORKPLACE

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Sources: 1. B. Uttl et al., 2017; 2. T. Heffernan, 2021; 3. A.C. Morgan et al., 2021; 4. Id.; 5. Z. Aitken et al., 2015; 6. California Faculty Association, 2021; 7. A. Silbert, C. Mach Dubé, Eos Foundation, 2021, 8. Id.; 9. Id.