

# RIGHTS RESPECT JUSTICE

## Proposals for Mental and Physical Safety: *Anti-Racism & Social Justice*

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

**A physically and mentally safe CSU is the right of all faculty and students.**

Our Black, Indigenous, People of Color (BIPOC), LGBTQIA+, disabled, and women faculty and students navigate a different safety landscape every day on campus than their more privileged colleagues.

- Diverse faculty and students bear the daily burdens of racial, homophobic, misogynistic, and other traumas—some inflicted by colleagues and peers.
- Black faculty, particularly, endure the danger and disrespect of having campus police called on them for doing their jobs or simply existing on campus.
- Overreliance on campus police puts Black and brown students in particular danger when disputes arise.



**WE DEMAND THE CSU MEANINGFULLY PRIORITIZE THE HEALTH AND SAFETY OF BIPOC, LGBTQIA+, DISABLED, AND WOMEN FACULTY**

### **WE'RE BARGAINING TO:**

**MEET  
COUNSELOR TO  
STUDENT RATIO  
STANDARDS &  
HIRE DIVERSE  
COUNSELORS**

**PROVIDE  
ALTERNATIVES  
TO CAMPUS  
POLICE**

**CREATE AN  
OMBUDSPERSON  
PROGRAM TO  
MEDIATE  
INTERPERSONAL  
DISPUTES**

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

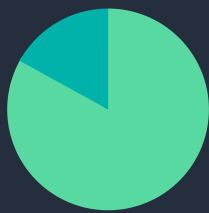
**Find More at [CFAbargaining.org](https://CFAbargaining.org)**

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## MEET MINIMUM COUNSELING STANDARDS, HIRE MORE DIVERSE COUNSELORS

The pandemic, remote learning, economic insecurity, [anti-Black police violence](#), [anti-Asian hate](#), racial uprisings, and other challenges of the last year and half mean that the need to meet mental healthcare demands has [never been more crucial](#).



**83%** of college students report their mental health has [negatively affected academic performance](#)<sup>1</sup>

### **14 of the 23 campuses**

do not meet national minimum student to counselor ratio standards<sup>2</sup>

Just one police shooting of an unarmed Black person can continue to negatively affect the mental health of other Black people for **THREE OR MORE**



**MONTHS**  
**AFTERWARDS**<sup>3</sup>

**69%** of CSU students were BIPOC in fall 2020<sup>4</sup>



## PROVIDE ALTERNATIVES TO CAMPUS POLICE



Calling the police [should not be the only option](#) available to settle issues such as classroom disruptions or interpersonal conflicts.

Channeling all issues towards campus police can needlessly escalate low-level conflicts and [put Black and brown students in danger](#).

- ▶ **Police violence is a [leading cause of death for young men of color](#), particularly Black men**<sup>5</sup>
- ▶ **915 people have been killed by police just this past year**<sup>6</sup>
- ▶ **More than 1 in 5 people shot by police struggle with [mental illness](#)**<sup>7</sup>



## CREATE AN OMBUDSPERSON PROGRAM TO MEDIATE INTERPERSONAL DISPUTES

Low-level conflicts between faculty, other CSU employees, and/or students involving harassment or bigotry sometimes occur. An ombuds program provides an avenue for faculty to [resolve conflict](#) without going through the grievance process.

### THE OMBUDSPERSON WOULD BE:

- ▶ Trained in dispute resolution
- ▶ Trained in anti-racism and social justice



### INSTITUTIONS THAT HAVE ALREADY INSTITUTED OMBUDS PROGRAMS:<sup>8</sup>

- ▶ University of Oregon
  - ▶ University of Arizona
  - ▶ University of California
  - ▶ Harvard University
- and many others*

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

**Find More at [CFAbargaining.org](https://CFAbargaining.org)**

Sources: 1. Eisenberg, et al., February 2021; 2. California Faculty Association, May 2021; 3. Bor, et al., June 2018; 4. CSU Enrollment Demographics, Fall 2020; 5. Edwards, Lee, Espisoto, August 2019; 6. The Washington Post: Fatal Police Shooting Database, November 2021; 7. Id.; 8. University of Oregon, University of Arizona, University of California, Harvard University Ombuds Program Websites.